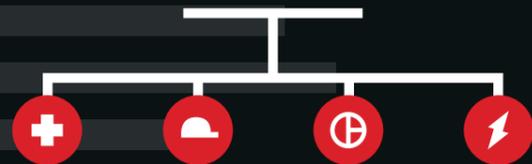


**11**  
**Million**  
Assessments

**974**  
Job Solutions



More than  
**500**

Journal  
Articles  
&  
Book Chapters

**1.5K**  
Research Studies

**53**  
Languages

More than  
**55K**  
Certified



# The Science of Personality

## Get started.

Contact us today to learn more about how Hogan can help your organization hire the right people, reduce turnover, and build stronger leaders.

### Distributed By



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# Let us help.

Hogan's products provide an objective lens for understanding people. Our product portfolio addresses every important talent management initiative. From talent acquisition to executive development and everything in between, we have a solution to maximize performance across organizations.

## Hogan Talent Acquisition

► **Talent Acquisition** - Know who you're hiring. Everyone has made bad hires and would prefer not doing it again. With the insight provided by Hogan's talent acquisition products, you can narrow applicant pools, improve interviews, and find people who will excel in the roles you need to fill, whether entry-level or for the C-suite. Technical skills are easy to spot, but it's personality that will tell you whether a candidate has the capacity to reskill or upskill as your business's needs change over time.

## Hogan Talent Development

► **Talent Development** - Hiring the right people is crucial, but is it enough? For your organization to compete, your employees need to improve their performance continually. Your culture needs to be collaborative and inclusive. Your high-potential pipeline needs to be strong. And your leaders need to make sound decisions, anticipate market trends, and set strategic vision. Hogan can help you target coaching and professional development needs so everyone — including those at the top — can develop the strategic self-awareness to maximize their potential.

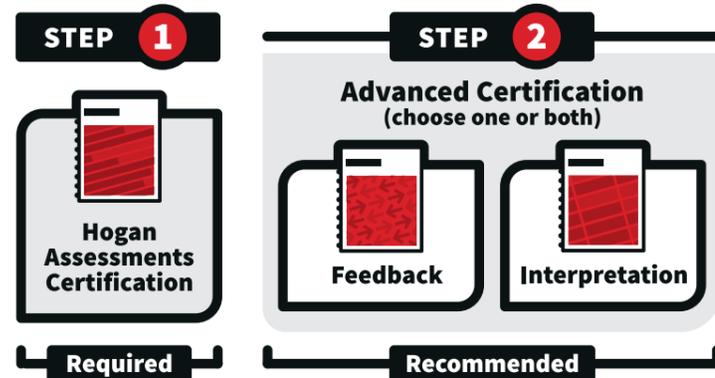
## Get Hogan certified.

Hogan's certification programs teach you to interpret powerful assessment data. When you become Hogan certified, your success at interpreting the data will help you solve talent management problems.

**Hogan Assessments Certification (required)** - Learn about our primary personality assessments: the HPI, HDS, and MVPI, how to interpret assessment results and debrief assessment takers.

**Advanced Interpretation Certification** - This workshop will give you advanced practice in connecting data points across assessments to make more robust interpretations. You'll become an expert at understanding subscales and discover ways to use low HDS scores and low MVPI scores to bolster your interpretations.

**Advanced Feedback Certification** - Master the delicate art of providing feedback to assessment takers within a cohesive frame. You'll also become a pro at connecting assessment results to job context and creating developmental action plans that give employees and leaders the tools to do their best.



# Gain insight.

Hogan's online, nonproctored assessments are easy to administer and engaging for participants. Available in 51 languages, our assessments are uniquely positioned for use around the globe.

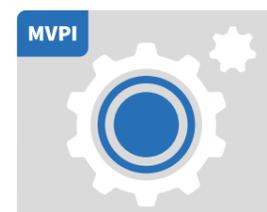
## Core Assessments



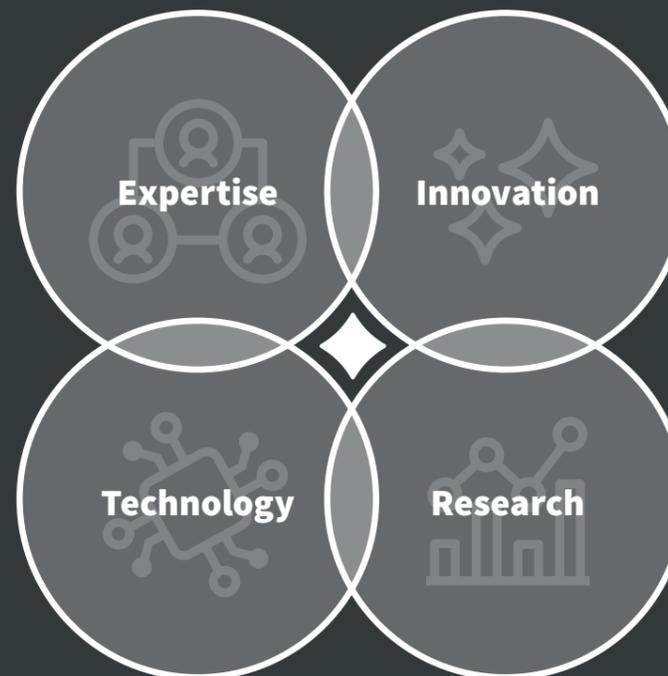
► **The Bright Side** - The Hogan Personality Inventory (HPI) concerns the bright side of personality — the everyday characteristics that influence a person's ability to get along with others and achieve career goals. Whether you want to find the right hire or develop stronger leaders, the HPI provides valuable insight into how people work, how they lead, and how successful they will be.



► **The Dark Side** - The Hogan Development Survey (HDS) explores the dark side of personality — unconscious tendencies that emerge under stress or pressure and limit career potential. By assessing dark-side personality characteristics, you can recognize potential weaknesses before they become a problem.



► **The Inside** - The Motives, Values, Preferences Inventory (MVPI) evaluates the inside of personality — the core motives, values, and unconscious biases that determine the kinds of jobs and work environments in which people will succeed. Motives and values define our personal goals and objectives, the life outcomes that we either desire or seek to avoid. The MVPI will help you understand what motivates your employees to succeed.



## Products

Assessments

Reports

Support