



# HOGAN ASSESSMENT CERTIFICATION WORKSHOP

Making sense of workplace assessment. **Get certified now!**

08 — 11 JUNE 2021  
07 — 10 DECEMBER 2021

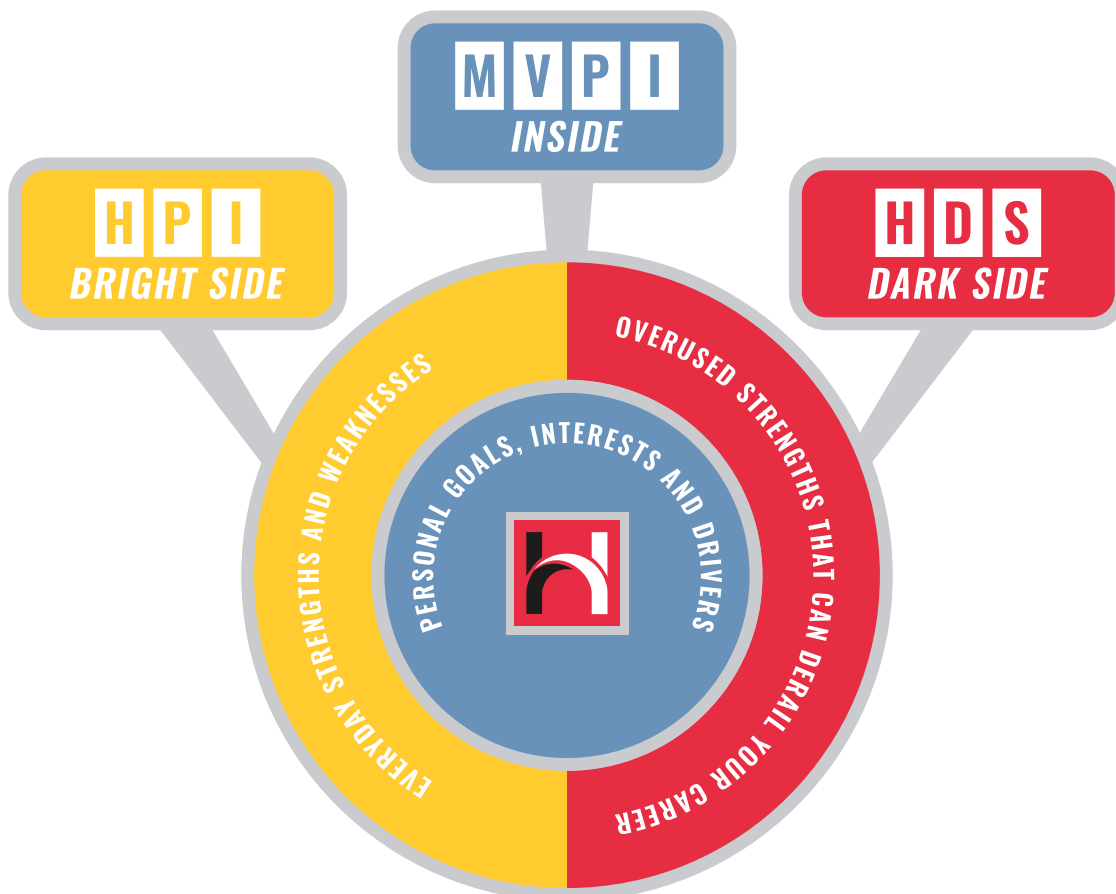
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**HOGAN ASSESSMENT SYSTEMS** use the powerful science of personality assessment to help organisations select the right people, develop talented employees, build great leaders, and impact the bottom line. Grounded in more than four decades of validated research, Hogan assessments were the first to scientifically measure personality for business.

This 4-day certification workshop equips you with the skills to interpret and provide feedback using HOGAN Assessments making you eligible to purchase and administer its suite of assessment tools.

**The Hogan Assessment Certification Workshop provides an in-depth understanding of how to use and interpret three Hogan inventories:**



### HOGAN PERSONALITY INVENTORY (HPI)

Evaluates personality characteristics that people need to get along and get ahead (i.e., job fit).

1. Provides information regarding the “bright side” of personality
2. Describes characteristic that appear during social interaction and that facilitate or inhibit job success

### HOGAN DEVELOPMENT SURVEY (HDS)

Identifies factors that impede career success (i.e., management fit).

1. Identifies personality-based performance derailleurs of interpersonal behavior
2. Describes the dark side of personality, including pattern of behaviors that hinder work productivity

### MOTIVES, VALUES & PREFERENCES INVENTORY (MVPI)

Assesses business drivers and core values for individual fit within a corporate culture (i.e., organizational fit).

1. Reveals a person’s core values, goals and interests
2. Indicates which type of position, job and environment will be most motivating and satisfying for an individual

## PROGRAM COMPONENTS



- What is personality and why it is important for development and selection
- The 3 HOGAN Inventories HPI, HDS & MVPI
- Relationships within and across the inventories
- Practical applications of HOGAN Assessments within HR processes
- First-hand feedback and developmental recommendations

## WHO SHOULD ATTEND?



- Human Resource professionals, consultants, line managers and leaders or facilitators in all types of organizations who wish to facilitate better understanding of personality type in the interests of improving individual and organizational effectiveness
- Psychologists are welcome to attend the program to increase their knowledge and skills with this instrument, certified to use Hogan inventories
- People who want to be career coach within organization or as professional career coach using Hogan inventories to sharpen coaching process

## WHY YOU SHOULD ATTEND?



**The workshop will help enhance each participant's interpretive skills through advanced case studies, applied feedback, and coaching. Participants will:**

- LEARN best practices concerning assessment use and interpretation
- CONDUCT detailed interpretation and analysis of assessment results
- GIVE comprehensive feedback in group and individual settings
- BE CERTIFIED by HOGAN licensed instructors who have multiple years of assessment administration and interpretation experience

## HOGAN ASSESSMENT CERTIFICATION WORKSHOP 2021

### Included in your participation fee:

- Pre-workshop HOGAN Assessments (HPI, HDS, MVPI) and your own set of LEAD and Summary Reports
- Hogan Pre Workshop Learning Module on Hogan LMS platform
- 1-hour one-on-one pre-workshop debrief
- HOGAN Assessment Certification Workshop Workbook
- HOGAN Assessment Certification Workshop participation certificate
- Package of a hamper, including snacks, lunch, and coffee
- 2 free HOGAN ID to be used within 6-month post certification

### Head Office:

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