



HOGAN DEVELOPMENT SURVEY

PERSONALITY-BASED PERFORMANCE RISKS AND DERAILERS OF INTERPERSONAL BEHAVIOR

FEATURES & BENEFITS

- 168 true/false questions
- 15- to 20-minute completion time
- Test items and reports available in multiple languages
- Concerns characteristics not covered by the Five-Factor Model
- Identifies problematic aspects of behavior that are hard to detect during an interview
- Normed on over 10,000 working managers
- No invasive or intrusive items
- No adverse impact
- Online administration by protected access

REPORTS & APPLICATIONS

- Pinpoints characteristics and tendencies that might lead to career derailment
- Identifies tendencies that impede work relationships and hinder productivity
- Identifies factors relevant to one's own strategic self-awareness
- Identifies how the candidate is likely to act in various circumstances
- Notes strengths and shortcomings



PRIMARY SCALES

Excitable	moody, easily annoyed, hard to please, and emotionally volatile
Skeptical	distrustful, cynical, sensitive to criticism, and focused on the negative
Cautious	unassertive, resistant to change, risk-averse, and slow to make decisions
Reserved	aloof, indifferent to the feelings of others, and uncommunicative
Leisurely	overtly cooperative, but privately irritable, stubborn, and uncooperative
Bold	overly self-confident, arrogant, with inflated feelings of self-worth
Mischievous	charming, risk-taking, limit-testing and excitement-seeking
Colorful	dramatic, attention-seeking, interruptive, and poor listening skills
Imaginative	creative, but thinking and acting in unusual or eccentric ways
Diligent	meticulous, precise, hard to please, and tends to micromanage
Dutiful	eager to please and reluctant to act independently or against popular opinion

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