



# Personality Profiling *Hogan*

## WHAT ARE THE HOGAN TESTS?

The Hogan Perspectives on Personality offer a comprehensive exploration of personality and values from three perspectives: the Dark side, the Bright side, and the Inside.

- **Hogan Development Survey or HDS (The Dark Side of Personality):** personality characteristics that may lead us to react in less than useful ways under stressful conditions i.e. de-railers — patterns of behaviour that impede work relationships or productivity, or that limit career potential. The **HDS** offers unique insight, as it the only occupational measure to look at this type of personality.
- **Hogan Personality Inventory or HPI (The Bright Side of Personality):** how individuals prefer to present themselves to the world – under normal circumstances. The **HPI** is useful in predicting employee performance and development needs.
- **Motives, Values, Preferences Inventory or MVPI (The Inside of Personality):** Core values and preferences that are important when making decisions. The **HPI** can be used in selection and development to help determine the type of environments in which an individual will perform best, or the kind of culture they will create as a leader.

## WHO IS THIS COURSE FOR?

Anyone who wants to use personality measures to improve selection, development, careers counselling, and coaching processes.

- HR Professionals
- Psychologists
- Careers Counsellor
- Business Coach



## WHAT DOES IT INVOLVE?

A 1-day workshop enables you to become a certified Hogan User for the HDS.

Please contact us for further details if you are interested in all 3 Hogan measures.



“ Attending this programme not only added to my professional skills and knowledge but also my personal development. The feedback from the HPI & HDS was extremely, and uncannily accurate ” (Joan Bennett, Independent Consultant)

“ Another interesting day. There’s more to [MVPI] than I first thought. I appreciated the practice but it feels like this is only the start! ” (Director, Kredo)

## HOGAN TESTS

### Key Features

- Online assessment
- Developed exclusively for use in occupational settings
- International norm groups
- Available in multiple languages

### Hogan Development Survey (HDS):

The **HDS** identifies eleven behavioural tendencies that are referred to as the dark side of personality – counterproductive behaviours or risk factors that most people will display when under pressure. Under normal circumstances these characteristics may actually be strengths, but if an individual is distracted, pressured, stressed or bored these may impede effectiveness, work relationships and career potential. The **HDS** is the only business-related inventory that measures dysfunctional tendencies, and is particularly effective in informing management development programmes, coaching, advanced team-building, and career development.

### Hogan Personality Inventory (HPI):

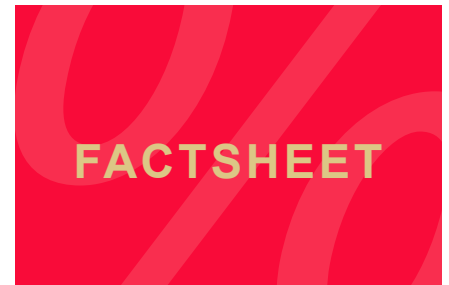
This was the first inventory of normal personality based on the Five-Factor Model and developed specifically for the business community. The **HPI** identifies the bright side of the personality - what we see when people are at their best – by evaluating seven dimensions known to influence occupational success. The **HPI** is particularly useful in evaluating person-environment/person-job fit and strategic self-awareness as part of development programmes or coaching.

### Motives, Values, Preferences Inventory (MVPI):

The MVPI explores ten core values, goals and interests, which often manifest as an individual's key drivers – what an individual desires and what motivates them. The tool is useful in determining in which types of environment or culture an individual will best perform. It is particularly useful in personnel selection, career development, in determining 'fit' with a team, department or organisation, or in personal development – evaluating the type of environment in which an individual will be most productive, or in understanding the type of culture that a leader is likely to create.

## OPS BENEFITS

<b>Objectivity</b>	OPS is independent of all test publishers, enabling us to give objective advice on which tests to use in which situations.
<b>Competitive rates</b>	We monitor our competitors to ensure our clients receive value for money.
<b>Small groups</b>	Our courses have a maximum of eight delegates.
<b>Credibility and expertise</b>	Our consultants are well known test authors and regular reviewers of psychometric tests. Dr. Glen Fox wrote the CIPD's <i>Complete Toolkit of Recruitment and Selection</i> .
<b>Experience</b>	OPS works on a consultancy basis for a wide range of blue chip and public sector clients, throughout the UK and overseas.



### HDS COURSE DATES 2010

March	18
July	22
November	25

### COURSE PRICES 2010

HDS	1 day	£600
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Prices exclude VAT

OPS offers discounts on courses booked for a group and held at your own venue

If you would like to discuss any of our services in greater depth, please contact us using the details below, or fill in the enquiry form on our website.

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