



# Get feedback

## Hogan Development Survey

**An inventory of the personality characteristics that can derail careers**



The Hogan Development Survey (HDS) identifies the dark side of the personality and reveals what we see when people are stressed. Its business-related inventory measures these dysfunctional behavioural patterns and highlights characteristics that may hinder career progression. The Hogan Development Survey is recommended for development, coaching and team building.

### How does it work?

The Hogan Development Survey assesses eleven personality-based performance risks that impede work relationships, hinder productivity, or limit overall career potential.

These career derailers - deeply ingrained in personality traits - can affect an individual's leadership style and actions. When under pressure, most people will display certain counterproductive tendencies or risk factors. Under normal circumstances these characteristics may actually be strengths. However, when an

individual is tired, pressured, bored or otherwise distracted, these risk factors may impede effectiveness and erode the quality of relationships with customers and colleagues. For example, a high score on the scale 'Excitable' may indicate a risk of that person displaying moody, easily annoyed, hard to please, emotionally volatile behaviours when under pressure.

The Hogan Development Survey assessment provides valuable feedback for strategic self-awareness, which is the key to avoiding the negative consequences associated with these tendencies.

### Benefits

Hogan Assessment Systems has released its 2007-2008 Business Outcome Highlights study, featuring return on investment (ROI) data from nine unique research studies. This study covers a wide range of industries, including communication, transportation, law enforcement, pharmaceutical, finance, insurance, and more.

Highlights from the Hogan Business Outcome study include:

- Using the Hogan selection process for financial advisors rewarded a substantial \$8 million return on investment
- Transportation drivers meeting the high-fit criteria in the Hogan process had a 16% lower accident rate
- Managing partners who matched the Hogan profile averaged \$175,000 more in sales than those not meeting the profile
- Using Hogan tools to select sales representatives for just one year dropped turnover rates by 30%

### 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

### What next?

To receive our full catalogue of psychometric tests or discuss which tests are best suited to your requirements, please email us at [info@getfeedback.net](mailto:info@getfeedback.net) or call us on 01491 845532.

### AT A GLANCE

- 15 to 20 minutes completion time
- Concerns characteristics not covered by the Big Five Model of personality
- Identifies problematic aspects of behaviour that are hard to detect during an interview
- Based on a broad normative base of more than 10,000 working managers
- Validated in more than 50 Fortune 500 organisations
- No invasive or intrusive items
- No adverse impact
- Available in multiple languages
- Targeted at all levels of staff
- Can be fully outsourced to be managed by Getfeedback or, providing that the user meets the accreditation requirements, can be managed in-house
- Accreditation requirement: British Psychological Society (BPS) Level B accreditation and trained in this tool or by Getfeedback providing feedback on the report at an additional cost
- Recognised as a high quality tool: Conforms to BPS and American Psychological Association guidelines