

HOGAN ASSESSMENT STUDY GUIDE

Learn all about your Hogan exams.



Contents

Hogan Personality Tests.....	3
Hogan Personality Inventory.....	4
Hogan Development Survey.....	5
Motives, Values, Preferences Inventory.....	6
Hogan Business Reasoning Inventory.....	7

What Is a Hogan Assessment?

The [Hogan personality tests](#) assess your strengths, weaknesses, potential, motivating factors, and core values. The Hogan exams allow employers to generally measure your capacity for success in the workplace.

Your prospective employer is checking to make sure that your attitude will contribute to their initiatives in a positive way. Hiring the wrong people could result in low productivity and will affect the company culture as a whole

During the exam, you'll be presented with a series of seemingly irrelevant questions designed to evaluate your readiness to cooperate, your potential for growth, and your reactions to stress.

Hogan Personality Inventory (HPI)

The [Hogan Personality Inventory](#) is based on the Five-Factor Model of Personality. It measures the characteristics that will allow you to succeed in the company, otherwise known as the bright side of personality

Hogan Development Survey (HDS)

The [Hogan Development Survey](#) measures the dark side of personality, or the characteristics that can be risky for the company. This side of personality comes out during times of stress or fatigue when inhibitions have been lowered.

Hogan Business Reasoning Inventory (HBRI)

The [Hogan Business Reasoning Inventory](#) evaluates your problem-solving abilities and is designed for anyone in the business world. On the HBRI, you'll be asked to analyze data, evaluate numerical reports, and read graphs and diagrams. This allows them to see how you will make important decisions based on the facts presented to you.

Hogan Motives, Values, Preferences Inventory (MVPI)

The [Hogan Motives, Values, Preferences Inventory](#) assesses whether an applicant's values align with the company and whether they will fit into the company culture. The pre-employment screening evaluates these ten scales: recognition, hedonism, affiliation, security, aesthetics, power, altruism, tradition, commerce, and science.

HPI

Hogan Personality Inventory

What Is Your Potential for Growth?
What Are Your Strengths?

This HPI is based off the Five-Factor Model, and was designed to evaluate the bright side of personality. It lets employers know how employees interact with others and make progress when they're at their best.

PRIMARY SCALES:

- Adjustment:** Can you take criticism?
- Ambition:** How do you compete with others?
- Inquisitiveness:** Do you have an active, curious mind?
- Interpersonal Sensitivity:** How do you interact with others?
- Learning Approach:** How do you learn new things?
- Conscientiousness:** Can we depend on you to work diligently?
- Sociability:** Are you extraverted or introverted?

OCCUPATIONAL SCALES:

- Clerical Potential:** Communicates Clearly
- Managerial Potential:** Lead Others
- Reliability:** Shows Up On Time
- Sales Potential:** Serves Clients
- Service Orientation:** Attends to Customer Concerns
- Stress Tolerance:** Remains Composed Under Pressure

Hogan Development Survey

How Do You Perform Under Stress?
What Are Your Weaknesses?

This personality test assesses the dark side, the personality traits that surface when you're under a great deal of pressure. While these same qualities can help leaders climb to the top, they can also push them over the edge and ruin their careers.

BOLD

Healthy - A healthy dose of self-confidence can help professionals take risks.
Unhealthy - Brazen, arrogant managers ignore and often mistreat their employees.

CAUTIOUS

Healthy - Careful employees don't jump on offers and deals without evaluating them thoroughly.
Unhealthy - Fearful directors are too scared to react at all.

COLORFUL

Healthy - Extraverted, dynamic leaders bring out the best in people.
Unhealthy - Drama queens are always stirring up trouble.

DILIGENT

Healthy - Hard-working, passionate directors know how to get the job done.
Unhealthy - Workaholics micromanage their employees and burn themselves out.

DUTIFUL

Healthy - Devoted workers respect their superiors, but know how to make decisions on their own.
Unhealthy - Overly dependent, people-pleasing employees slow down the work process.

EXCITABLE

Healthy - Energetic leaders put creativity and passion into each of their projects.
Unhealthy - Easily excitable managers suffer from stress and anxiety.

IMAGINATIVE

Healthy - Innovative employees come up with original, unique ideas.
Unhealthy - Overly romantic directors are impractical and often lost in their daydreams.

LEISURELY

Healthy - Balanced employees know that rest and recovery helps improve productivity.
Unhealthy - Lazy, lackadaisical managers can't finish projects on time.

MISCHIEVOUS

Healthy - Playful leaders sometimes like to test limits and try new things.
Unhealthy - Impulsive, rude employees tend to misbehave.

RESERVED

Healthy - Composed workers know how to keep their emotions under control.
Unhealthy - Distant, unsociable managers don't engage with other employees.

SKEPTICAL

Healthy - Mindful managers make sure that no one takes advantage of them.
Unhealthy - Cynical, suspicious supervisors can't even trust other team members.

Motives, Values, Preferences Inventory

Do Your Beliefs and Goals Line Up With the Company's? What Are Your Motives?

The culture of any business is defined by the individuals at the top of the hierarchy, and because these people hire people with the same values, companies become more uniform over time. These values not only help define life at the office, but they also largely determine the success of the organization.

AESTHETICS: Do you prefer to follow set routines or are you always looking for new experiences?	AFFILIATION: Do you prefer working alone or in groups?
ALTRUISM: Would you rather work on your own projects or help others with theirs?	COMMERCE: How focused are you on financial matters?
HEDONISM: Do you prefer formal or informal environments?	POWER: How important is it for you to be in a position of power?
RECOGNITION: How important is it for you to earn praise for your accomplishments?	SCIENCE: How technologically oriented are you?
SECURITY: How risk-averse are you?	TRADITION: Are you more likely to challenge or uphold established traditions and practices?

Hogan Business Reasoning Inventory

Can You Make Important Decisions When It Counts?
What Are Your Strategies?

The HBRI evaluates how you confront problems placed before you. It attempts to assess, essentially, how you reason and whether you have the skills to confront complex issues in the professional world.

STRATEGIC REASONING:

These questions will evaluate your analytical skills. You'll be presented with graphs, tables, and charts and asked to draw conclusions. You'll also be expected to identify logical errors and inaccuracies while scanning data.

TACTICAL REASONING:

Sometimes, you'll have to make important decisions with a limited amount of information. These questions will analyze how well you can make informed judgements in high risk situations.