

DETECTS PERSONALITY-BASED PERFORMANCE CHALLENGES AND DERAILERS

The Hogan Development Survey (HDS) describes 11 forms of interpersonal behavior that are based on personality and show when a person is stressed, bored, or fatigued. These can affect relationships as well as reputation and thus diminish career prospects. The report helps understand potential performance limitations and suggests ways to manage them more successfully.

FEATURES & BENEFITS

- 168 online questions
- 15- to 20-minute completion time
- Assessment and reports available in more than 40 languages
- Global norm (> 80.000) available for working adults
- Describes dysfunctional behavioural patterns which are not covered by the Five-Factor Model
- Instantaneous scoring and reporting output
- Compliant with regulations of non-discrimination (EEOC, AGG)

SUITABLE FOR

• SELECTION PROCESSES

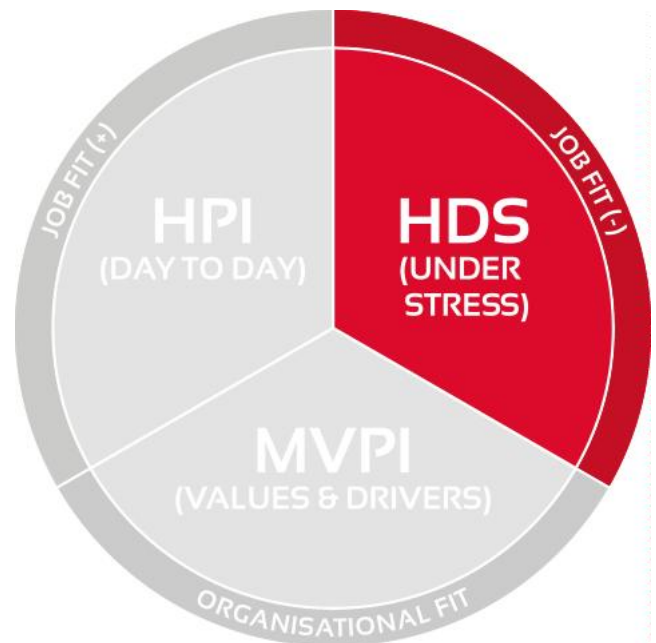
Compares personality of candidates with requirement profiles. Identifies problematic aspects of behavior that are hard to detect during an interview.

• DEVELOPMENT

Pinpoints behavioural characteristics and tendencies that might hinder career progression. Makes suggestions about how to improve the candidate's strategic self-awareness.

• TALENT MANAGEMENT AND SUCCESSION PLANNING

Identifies tendencies that impede work relationships and hinder productivity. Assists in applying effective leadership strategies during periods of high pressure.



• TEAM DEVELOPMENT

Identifies common derailers within a team that can hinder overall performance. Supports detecting areas for development.