



HOGAN **LEAD**

LEADERSHIP FORECAST SERIES

The Hogan Approach to Leadership Forecast

Derailment: What we know is that more than two-thirds of people currently in high responsibility positions will fail; they will then be fired, demoted, sidelined or kicked upstairs. The most common reason for leadership failure will be their inability to manage career stallers, stoppers and derailers that relate to certain interpersonal tendencies that can be identified through the Hogan assessments.

Strengths: The Hogan reports are based on more than 30 years of research and socioanalytic theory that has identified competencies, derailers and values of leaders. From day-to-day interactions to situations of stress and pressure to goals that drive behavior, these assessments identify that strengths that can be utilized in the development of these individuals.

Values: Strengths are the behaviors that allow people to pursue their values. These assessments examine motives, values and preferences that guide individuals in their work. It measures the culture we will fit in and the culture we will seek to create.

Reputation-Based: The Hogan assessments do not examine the “inside view” of a person on their personality. Instead, the Hogan takes answers to assessment questions and compares it to normative data from others who say how they view individuals who answer questions that way. While personality assessments with the “inside view” have value, an “outside view” assessment allows individuals to see how others experience them, which is critical to success at work.



Redefining Help

Goose Creek Consulting



Using the Hogan Personality Inventory to build strategic self-awareness



Using the Hogan Development Survey to build strategic self-awareness



Using the Hogan MVPI to understand what motivates candidates to succeed

Our Hogan Certified coaches can help you leverage your strengths, align with your values and prevent your derailers from getting in the way of your goals.

STRENGTHS: The Bright Side

The Hogan Personality Inventory (HPI) describes normal, or bright-side personality – qualities that describe how we relate to others when we are at our best. Whether your goal is to find the right hire or develop stronger workers, assessing normal personality gives you valuable insight into how people work, how they lead, and how successful they will be. The HPI was developed in the 1980s in the context of socio-analytic theory. Within this model, getting along with and getting ahead of others are seen as the dominant themes in social life. The HPI captures key behavioral tendencies relevant to these life themes and are based on the five-factor model of personality

DERAILERS: The Dark Side

Introduced in 1997, the HDS is the only personality assessment that identifies critical blind spots that lead to career derailment. The Hogan Development Survey (HDS) describes the dark side of personality – qualities that emerge in times of increased strain and can disrupt relationships, damage reputations, and derail peoples’ chances of success. By assessing dark-side personality, you can recognize and mitigate performance risks before they become a problem. When the pressure’s on, the line between strength and weakness isn’t always clear – drive becomes ruthless ambition, attention to detail becomes micromanaging. The dark side derails careers, but it doesn’t have to.

VALUES: The Inside

The Motives, Values, Preferences Inventory (MVPI) describes personality from the inside – the core goals, values, drivers, and interests that determine what we desire and strive to attain. By assessing values, you can understand what motivates candidates to succeed, and in what type of position, job, and environment they will be the most productive. The MVPI consists of 10 primary scales, which are further divided into five subscales or item themes. The MVPI item themes provide additional interpretive power by categorizing individuals’ responses to the questions that compose each MVPI scale.

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