



SWITCHED ON LEADERS

Why Use Hogan

The Hogan Assessments have been used by over 60% of the organisations on the Fortune 100 as well as countless SME's to:

- Reduce staff turnover
- Increase productivity and profitability
- Evaluate leadership potential

Peer Reviewed Research

- The Hogan Assessments have been validated in over 700 validation studies and 250 criterion-related validation studies to ensure that the results accurately predict workplace performance

Proven ROI across numerous industries

- The Hogan Assessments have been proven to predict performance across over 400 roles (job families) in numerous industries – Communications; Technology; Consulting; Energy; Education; Financial Services; Government; Healthcare; Hospitality; Manufacturing; Retail & Transportation

Scalable, Flexible and Secure

- The online assessment enables users to take their assessments anywhere, any time
- The platform is completely private and secure
- To accommodate diversity & reach, Hogan Assessments are available around the globe in 40 languages

Multi-faceted

There are three inventories (reports) that are generated by taking an online assessment:

- The Hogan Personality Inventory (HPI) measures normal or 'bright-side' personality. Celebrate your strengths.
- The Hogan Development Survey (HDS) measures performance risks or tendencies that can interfere with performance on the job - the "dark side" of personality. Master your derailing behaviours.
- The Motives Values Preferences Inventory (MPVI) describes personality from the inside – the core goals, values, drivers and interests that determine what individuals' desire and strive to attain. Check for culture fit.

Reputation Rules!

- Hogan focusses on how others experience you. This is what determines your mobility. Knowing it, however scary, expands your agility and increases your influence.

We use Hogan to help you

The ability to build fruitful relationships, both externally with clients, partners and providers and internally with colleagues across all sectors within an organisation is a fundamental key to business success. Crucially, in business today it is how people get along with others and how they are perceived by others, that determine if objectives are met or goals exceeded.

We use Hogan to help our clients:

- Select senior leaders with great culture fit
- Manage talent development goals
- Coach executives to increase their influence
- Increase top team alignment and synergy

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