



The global leader in personality assessment

Grounded in decades of scientific research, Hogan's assessment solutions help you dramatically reduce turnover and increase productivity by hiring the right people, developing key talent, and evaluating leadership potential.

Our solutions

- Leadership Development
- Employee Development
- Employee Selection
- High Potential Employees
- Judgment
- Safety
- Team Development
- Emotional Intelligence
- Competencies
- Custom Solutions

How You Think

The Hogan Business Reasoning Inventory (HBRI) describes reasoning style – the ability to evaluate sets of data, make decisions, solve problems, and avoid repeating past mistakes. By assessing reasoning style, you can identify candidates' problem-solving style, understand their capacity, and identify areas for development.

The first measure of reasoning ability designed to predict real-world performance, the HBRI evaluates two kinds of problem solving:

Qualitative Reasoning

Qualitative reasoning involves working with data visualisation, logic, and verbal information to solve problems.

Quantitative Reasoning

Quantitative reasoning involves working with mathematical and spatial information to solve problems.

HBRI Quick Facts

- 24-item measure of Business Reasoning
- Evaluates both Qualitative and Quantitative reasoning
- 25- to 30-minute average completion time
- Designed to predict job performance
- For selection and leadership development
- Online administration and instantaneous reporting
- Items developed to minimise reading requirements and adverse impact
- Based on evolutionary psychology
- Norms based on samples of working adults from around the globe
- Validated against business success criteria

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