

HPI



MVPI



# EVALUATING PERSONALITY ASSESSMENTS

**When considering using a personality assessment, we recommend that you ask the assessment developer the following questions to ensure that the assessment you choose adheres to best practice standards. Other important practical questions are also included to assist you in your decision making.**

**What are the personality assessments designed to do?**

Hogan personality assessments are designed to do three things: (1) predict performance, (2) evaluate job fit, and (3) provide a solid basis for leadership development and coaching.

**Can the assessments be used across the employee lifecycle?**

Hogan assessments can be used for selection, on boarding, career development, succession planning, leadership development, coaching, team building and organisational analysis.

**Do you need to be certified to interpret the results?**

Some Hogan reports require interpretation from a certified user, whilst some do not.

**What is the certification process?**

Individuals complete online learning modules, a two-day workshop and an application of learning module to become Hogan certified. People are trained to have a complete understanding and the ability to interpret the complex data in the assessments.

**What is the process to maintain your certification?**

There are no ongoing requirements, but it is highly recommended that you remain in contact with your local provider to receive regular updates on the tools.

**Is the personality assessment developer a member of a professional body that mandates ethical and statistical guidelines for creating assessments?**

Dr. Robert Hogan is a Fellow of Division 5 (Measurement and Assessment), Division 8 (Personality and Social Psychology), and Division 14 (Industrial and organisational Psychology) of the American Psychological Association. Hogan employs Ph.D./M.A. consultants and researchers who present at and/or are involved in Division 14, Association of Test Publishers, and Society for Human Resource Management.

**Have the personality assessments been reviewed in Buros' Mental Measurement Yearbook or the British Psychological Society (BPS) Psychological Testing Centre test reviews?**

Hogan assessments have been examined by agencies across several continents. The Hogan Personality Inventory (HPI), Hogan Development Survey (HDS), and Motives, Values, Preferences Inventory (MVPI) received favourable reviews in the U.S. and U.K. from the Buros Institute of Mental Measurements and the British Psychological Society (BPS), respectively. Hogan assessments receive similar reviews in Australia, Brazil, South Africa, and Sweden. As data becomes available, Hogan request new independent reviews. In addition, Hogan tools regularly appear in top peer-reviewed journals (Journal of Applied Psychology, Personnel Psychology, Human Performance, International Journal of Selection and Assessment).

**Do the assessments comply with local laws and regulations?**

Hogan works closely with their international network of partners and distributors to understand applicable laws or regulations that apply to the use of psychological assessments in organisations. Hogan routinely provide analyses, documentation, and other support services such as adverse impact analyses, participant access to results, and data privacy and archiving rules. The Hogan suite of personality assessments are legally defensible and their data has never been successfully challenged.

**Does the developer comply with global and local privacy standards, particularly in relation to the completion of assessments and delivery of reports?**

Hogan's IT platform complies with international IT and privacy standards.

### **What norm groups are available?**

Global and country level norm groups are available.

### **How often are norms updated?**

Approximately every 5 years.

### **Have the assessments been translated for use in other cultures and tested to ensure cultural relevance?**

Hogan assessments have been translated for use in more than 47 different languages. Hogan adapt the assessment content by focusing on congruence with the original assessment, but allowing local language and cultural issues to inform adaptations to ensure relevance to the local audience.

### **Can the assessment developer ensure that translated assessments are equivalent to the original forms?**

Hogan uses a combination of techniques to ensure functional equivalence of items, scales, and factors. Perfect measurement equivalence distorts differences across cultures as well as the cultural relevance of adapted forms.

### **How are assessment scores interpreted across cultures?**

Interpreting assessment scores across cultures can be a delicate issue, as norms based on scores from one culture may not accurately reflect individuals from a different culture. Hogan uses a multi-language norm comprising data representing many languages and cultures. These norms are useful for comparing individuals from diverse locations using a common metric.

### **How are assessment scores interpreted within a local culture?**

Hogan develop local norms within cultures by collecting assessment data on adapted forms of the assessments. Once sufficient data are available, Hogan use these data to calculate itinerant norms, which summarise the local population. Once additional data are available, Hogan calculates a stratified local norm to replace the itinerant norm, ensuring that the local norm reflects the demographic and workforce characteristics of the target culture.

### **Have the assessments been proven to consistently and accurately predict performance?**

Hogan has conducted in-depth validation studies to illustrate the validity of the Hogan Personality Inventory (HPI), Hogan Development Survey (HDS), and Motives, Values, Preferences Inventory (MVPI) in predicting job performance across occupations, job levels, and industry sectors around the world. Supporting these studies, Hogan also provide ROI results to illustrate the impact of using Hogan assessments in selection.

### **Are the products continuously researched and updated?**

Hogan continues to develop new items for their personality assessments that reflect the contemporary world of work. Norms are also updated regularly to reflect the global nature of the workforce. They also recommend that organisations review selection profiles from time to time to ensure that they are still relevant.

### **Does the assessment developer maintain a global research archive that can be accessed to confirm the results of individual validity studies?**

The Hogan archive contains information from hundreds of research studies including Criterion-Related (CR) validation studies, Validity Generalisation (VG) studies, content validation studies, job analysis research, and competency mapping studies. The technical reports describing competent validity studies are prepared according to the Uniform Guidelines, SIOP Principles, and APA Standards, based on research conducted with employees in real organisations.

### **Is each personality assessment supported by a comprehensive Technical Manual with evidence of reliability and validity?**

Each assessment manual contains detailed information on the development, reliability, validation, and norms for each assessment; Hogan use the Uniform Guidelines, SIOP Principles, and APA Standards for Educational and Psychological Testing to guide the development of the manuals and technical reports.

### **Can the assessment developer provide validation studies that show which personality scales predict success in key jobs?**

Hogan can provide a summary for validation results for virtually every job in the U.S. economy. In Australia, Hogan has completed numerous criterion studies from entry level to CEOs. The Hogan archive contains research from more than 30 different industries and represents 95% of the industry coverage of the Dictionary of Occupational Titles. Using the studies from the archive, Hogan can match worker requirements of a target job with similar jobs in the archive, allowing Hogan to identify assessment scales that reliably predict job performance.

### **How are cut-off scores established for selection purposes?**

Before cut-off scores can be established, it is necessary to demonstrate that the test is a valid predictor of performance in the target job. Once Hogan establishes validity, cut-off scores are defined using bivariate plots that maximise the number of true negatives and true positives for each score distribution.

### **How long does the assessment take to complete?**

On average, each assessment takes 15-20 minutes to complete. The assessments are untimed.

### **What is the question-response format?**

The HPI, HDS, and MVPI assessments consist of brief statements using a four-point response format (Strongly Disagree, Disagree, Agree, Strongly Agree). Respondents cannot skip questions.

### **How can the assessments be completed and how accessible are they?**

The assessments can be completed online or paper-based. The paper-based versions can be provided in large print. Screen readers can also be used with the online-based assessment.

### **What is the minimum reading age to complete the assessments?**

Reading age at Fourth grade level.

### **Where do prices start for assessments?**

Prices start at \$30 to generate off-the-shelf reports. Prices vary depending on the detail and seniority of the role in which the assessment is interpreted.

### **What benchmarks are available?**

Benchmarks by demographic data, such as industry or job level, can be provided on request.

### **Does the assessment developer offer any global off-the-shelf solutions?**

Hogan offer off-the-shelf solutions for clients interested in using personality-based assessment solutions without going through the rigour of local validation. These solutions include selection recommendations of job candidates based on job family profiles, selection recommendations of candidates for entry-level jobs, identification of high-potential employees, and evaluation of employee safety.

### **Are the assessments locally supported?**

To ensure that Hogan assessments are locally supported wherever Hogan operate, Hogan work with 56 distributors globally and numerous global partner organisations. Hogan ensure that the clients receive support from trusted local agencies. In Australia, Peter Berry Consultancy is the exclusive Hogan distributor.



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