

# Insight Series

## The Middle Matters

Our personality science has helped organisations find and develop C-suite talent for decades. The Insight Series is designed to apply that same scientific rigour to the middle — the on-the-ground managers responsible for liaising between top management and staff and delivering results. Useful for contextualising selection or as a development tool, this series provides a comprehensive outline of individual strengths, performance risks, and core values. From the insights it provides, emerging and midlevel managers can develop the self-awareness necessary for effective performance. It gives a comprehensive outline of an individual's strengths, performance risks, and core values and can be used as a developmental feedback tool or to contextualise selection.

### The Insight Series reports are derived from Hogan's trademark reports:

#### **HPI** Insight HPI

The Hogan Personality Inventory evaluates the bright side of personality to determine how individuals interact with others, approach work tasks, and solve problems.

#### **HDS** Insight HDS

The Hogan Development Survey evaluates the dark side of personality to pinpoint behaviours that emerge during times of stress, which can result in damaged relationships and derailed careers.

#### **MVPI** Insight MVPI

The Motives, Values, Preferences Inventory evaluates the inside of personality to detail an individual's core values — the goals and interests that determine job satisfaction and drive decisions.

### Insight Specifics

- Driven by the HPI, HDS, and MVPI
- Assessment time: 30-45 minutes
- Intended for selection and development of emerging and midlevel managers
- Includes discussion points to help spark development conversations or provide interview context
- Includes main scale and subscale scores, as well as interpretation of main scale scores
- Individual and group debrief materials available
- Nondiscriminatory, equitable, and inclusive

### Certification Requirements

- Assessment certification *required*

## Learn more about Insight Series

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