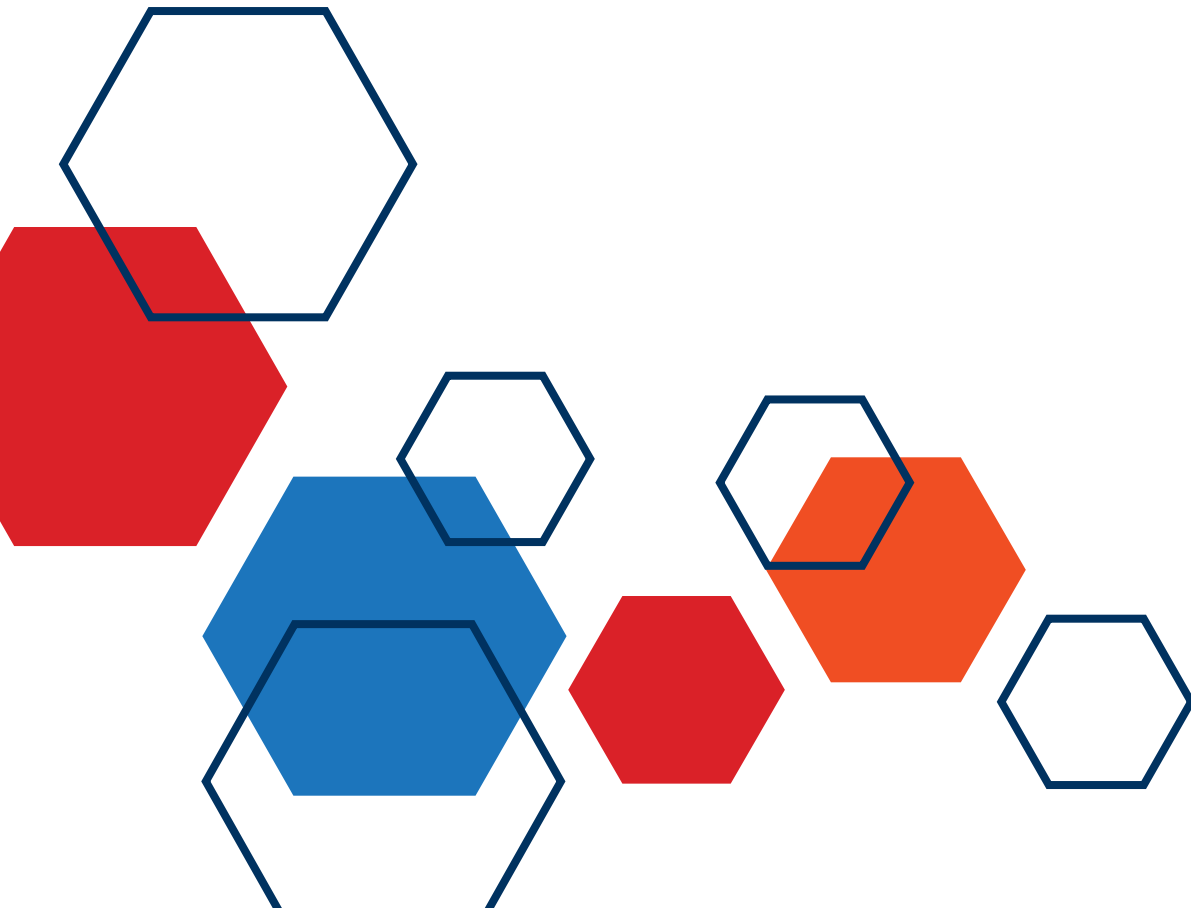


Assessment Matrix

Everything you need to know about our assessments and reporting options.



We predict workplace performance.

PBC knows how and why people behave the way they do. We know if people will align with your organisation, if they will meet the job requirements, and how they will perform.

About Peter Berry Consultancy (PBC)

PBC is a multidisciplinary global consulting firm with over 30 years' experience in the delivery of solutions aimed at maximising the potential of individuals, teams, leaders and organisations. We undertake research to support our evidence-based solutions and have a network of partners and distributors globally.

PBC is the Australian and New Zealand distributor of Hogan Assessments and the authors of a range of diagnostics including the Hogan 360 suite, Agile suite, High Performing Team Assessment (HPTA), and co-authored the Hogan Safety Climate Survey.

About Hogan Assessments

Hogan Assessments provide insight into three big questions:

What do people want?

Understanding employee values is key to creating an engaged and motivated workforce.

How will they get what they want?

Career success depends on personality as well as education, experience, and technical skill.

What will get in their way?

If dark-side personality characteristics go unrecognised, they can derail careers.

Hogan's products provide an objective lens for understanding people. Our product portfolio addresses every important talent management initiative.

Talent Acquisition

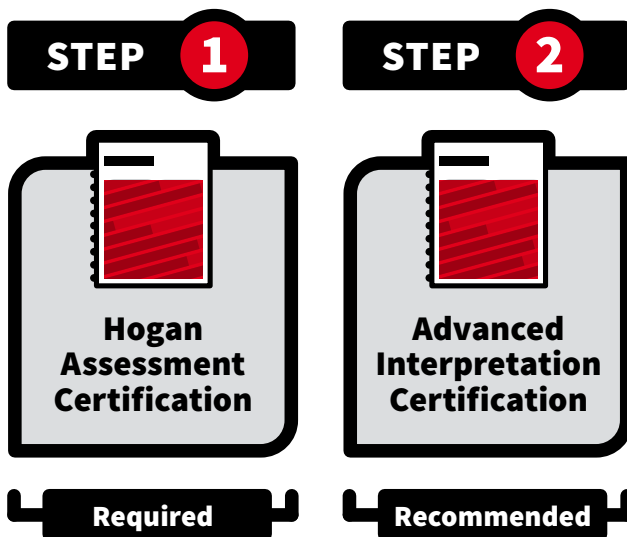
Know who you're hiring. Everyone has made bad hires and would prefer not doing it again. With the insight provided by Hogan's talent acquisition products, you can narrow applicant pools, improve interviews, and find people who will excel in the roles you need to fill, whether entry-level or for the C-suite. Technical skills are easy to spot, but it's personality that will tell you whether a candidate has the capacity to reskill or upskill as your business's needs change over time.

Talent Development

Hiring the right people is crucial, but is it enough? For your organisation to compete, your employees need to improve their performance continually. Your culture needs to be collaborative and inclusive. Your high-potential pipeline needs to be strong. And your leaders need to make sound decisions, anticipate market trends, and set strategic vision. Hogan can help you target coaching and professional development needs so everyone — including those at the top — can develop the strategic self-awareness to maximise their potential.

Get Hogan Certified.

Hogan's certification programs teach you to interpret powerful assessment data. When you become Hogan certified, your success at interpreting the data will help you solve talent management problems.



Hogan Assessments Certification

The foundational Hogan Assessments Certification workshop will teach you about our primary personality assessments: the HPI, HDS, and MVPI. You'll also learn to interpret assessment results and debrief assessment takers. This course is required to use the assessments.

Advanced Interpretation Certification

This workshop is designed for those looking to gain deeper interpretive insights from Hogan personality assessment data. It teaches how to extract value from the subscales, avoid common interpretive mistakes, and discover ways to use low HDS scores and low MVPI scores to bolster your interpretations.

Benefits

- Personal assessment and a debrief session with a consultant prior to workshop
- Two assessment IDs for immediate implementation after workshop
- Ongoing access to expert consultants
- Reshape the way you think about human nature, leadership, and performance
- Gain practice in delivering feedback to assessment takers
- Showcase your achievement with a Credly Certification Badge
- Earn continuing education credits also recognised by various organisations, including ICF, AHPRA, APS, COP, AHRI, DCA, PIP, SIOPA, and USCMA.

Ideal Participants:

- Learning and development professionals
- HR and OD practitioners
- Executive coaches
- I-O psychologists
- Internal and external consultants
- Talent management executives and CHROs

Whether you want to select high performers, develop high potentials, coach executives, or build stronger teams, the first step is to become Hogan certified.



Trusted by ASX listed companies, the public sector and 75% of the Fortune 500



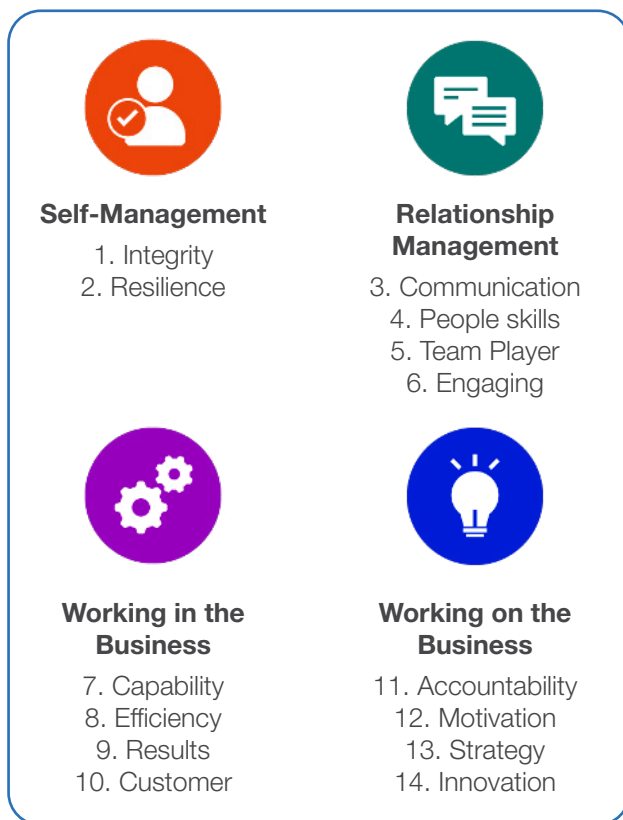
Measure Reputation, Measure Success.



The **Hogan 360** powered by PBC is an evidence based and easy-to-administer questionnaire that compares a manager's self-evaluation on effectiveness, attitude, and behaviour with their employees' honest reviews.

Developed for managers who want to assess their achievement focus, strategy, emotional intelligence, and influence, this report compares to over 44,000 managerial scores in Hogan's global database from over 130 countries. These scores can be further benchmarked against top quartile results in any industry or sector at any job level.

With both soft and hard skills thoroughly evaluated, managers will gain deeper insight into their staffs' leadership expectations and will be able to prioritise specific areas for self-improvement.



The Hogan 360 Leadership Model

Competency quadrants of the Leadership Model can be combined to provide greater depth of interpretation, thereby assisting individuals with identifying targeted developmental opportunities.

Hogan 360 Specifics

- Driven by a self-evaluation benchmarked against peer, manager and direct report feedback
- Assessment time: 15-20 minutes
- Intended for development of middle managers, high potentials, directors and senior leaders
- Provides overview of top strengths and opportunities for improvement
- Includes development planning resources
- Non-discriminatory, equitable and inclusive
- Research & resources are available
- Available in over 20 languages
- Complimentary Online Certification

Why the Hogan 360 is reliable

- Hogan 360 uses **50 scaled items** (7-point scale)
- Our benchmarking has cut-offs to capture 10th/ 25th / 50th / 75th and 90th percentiles

Certification

Certification is complimentary and will teach you to use the Hogan 360 to: understand the leader's unique strengths and development opportunities; examine how they are perceived by colleagues; identify which strengths may be being overused; and create an actionable development plan.

Invest in Teams.



The PBC **High Performing Team Assessment (HPTA)** is a diagnostic that enables team members to provide feedback around the effectiveness of their team on key characteristics that have been shown to promote team performance.

At PBC, we have been assessing teams for over 10 years and collecting a lot of data. The PBC High Performing Team Assessment (HPTA) measures team characteristics from the perspective of each team member. We measure both performance and culture because culture enables performance.



Performance

Strategy
Innovation
Accountability
Leading Change
Results
Meeting Effectiveness

Culture

Trust
Professional Conflict
Communication
Emotional Intelligence
Collaboration
Resilience

Measure Team Performance and Culture

The HPTA allows teams to gather feedback from team members about how the team is performing across 12 critical themes for success and helps teams understand their mix of strengths and opportunities related to the themes of performance and culture. It is used for ongoing team development and attainment of strategic objectives.

The HPTA includes a number of variations which are suitable for different types of teams including Executive, Management, Frontline, and Agile teams.

The main applications of the HPTA include, but are not limited to, the following:

- Providing an opportunity to gather feedback from team members on the performance of the team as a whole
- Identifying targeted interventions aimed at improving team effectiveness
- Utilising a diagnostic that can serve as a means of tracking changes and shifts in team performance and culture
- Benchmarking teams within their organisation
- Benchmarking teams against a global comparison group
- Providing input into broader workplace planning and talent management strategies
- Assembling new teams - the HPTA can assist in highlighting the unique strengths and development areas that the team bring together as a collective group.

The HPTA allows teams to gather feedback from team members about how the team is performing. As a result, the HPTA provides useful information that can be used in conjunction with other assessments or tools which help teams understand the different roles and expertise each team member might offer.

Certification is complimentary and enables consultants and professionals to provide feedback around the effectiveness of a team. Learn more at peterberryconsultancy.com

Report	Description	Assessment(s)	Purpose	Executive /Senior Leader	Middle Manager	Frontline Manager	Graduate	Professional (no reports)	Technicians & Specialists	Sales	Operations & Trades	Administrative	Certification Needed?
Hogan Personality Assessments	Leadership Forecast Series (LFS)	Offers information regarding the characteristics, competencies, and values that underlie how a leader approaches work, leadership, and interaction with others in the workplace.	HPI, HDS & MVPI	Selection*/ Development/ Coaching	✓	✓							✓
	Insights	Multi-purpose report series providing information about an individual's strengths, performance risks, and core values. Used as a feedback tool for selection or development, the easy-to-understand report series gives emerging and mid-level managers the self-awareness needed to perform effectively.	HPI, HDS & MVPI	Selection*/ Development/ Coaching		✓	✓	✓	✓	✓	✓	✓	✓
	High Potential	Designed to help emerging leaders prepare for and develop three essential components of top organisational leadership and helps leaders quickly and easily prioritise areas of development to maximise leadership potential.	HPI, HDS & MVPI	Selection*/ Development/ Coaching		✓	✓	✓	✓	✓	✓		Certification required and complimentary qualifying webinar
	Leader Focus	Designed to help aspiring leaders understand how aspects of their personality could affect their transition into a leadership role. The report is designed to increase strategic self-awareness to help individuals to use their strengths and manage their limitations.	HPI & MVPI	Development			✓	✓	✓	✓	✓		Complimentary qualifying webinar
	Career	Identifies how your people will act in various business circumstances, identifies their strengths and shortcomings, and includes detailed tips to help you manage their careers.	HPI	Candidate Report/ Development		✓	✓	✓	✓	✓	✓	✓	Not required. Training on application of report is required.
	Manage	Provides effective techniques for managing your employees based on their personalities. It identifies employees' strengths, as well as their potential shortcomings.	HPI	Manager Report/ Development	✓	✓	✓						Not required. Training on application of report is required.
	Configure	A user friendly web based solution for high volume selection that makes Hogan's powerful prediction tools available to companies of all sizes. Users access a dashboard of each candidate's results against a range of competencies deemed relevant for the role.Used for volume, stack ranking recruitment.	HPI & HDS			✓	✓	✓	✓	✓	✓	✓	Not required. Support Materials available.

Report	Description	Assessment(s)	Purpose	Executive /Senior Leader	Middle Manager	Frontline Manager	Graduate	Professional (no reports)	Technicians & Specialists	Sales	Operations & Trades	Administrative	Certification Needed?
Hogan Personality Assessments	Leader BASIS	An off-the-shelf solution pre-validated from Hogan's research archive of leadership and managerial positions. The report provides information about employment fit, job fit, job risks, organisational fit, candidate fit recommendation, and candidate interview style. An interview guide is also available.	HPI, HDS & MVPI	Selection Only*	✓	✓	✓						✓
	Sales BASIS	Provides objective data regarding a candidate's potential to succeed in a sales role. The report includes information about employment fit, job fit, job risks, organisational fit, candidate fit recommendation, and candidate interview style. An interview guide is also available.	HPI & MVPI	Selection Only*						✓			Not required. Support Materials available.
	Safety	Outlines strengths and areas of concern relating to a general employment fit for a safety critical work environment. It can be used for Selection and Development.	HPI	Selection*/ Development			✓				✓		Not required. Support Materials available.
	Express	An off-the-shelf solution that identifies the candidate's strengths, areas of concern, and interview style. There are seven job families available.	HPI	Selection Only*		✓	✓	✓	✓	✓	✓	✓	Not required. Support Materials available.
	Compass	Identifies employees' core values, compares them with various occupations and cultures, and describes the type of environment in which they will be comfortable working and living.	MVPI	Candidate Report/ Development		✓	✓	✓					Not required. Training on application of report is required.
	General Employability	A simple, easy-to-use hiring tool that quickly measures how employable a candidate is based on their people skills, learning skills and work ethic The one-page overview provides a fit recommendation and customised interview questions.	HPI	Selection Only*			✓		✓	✓	✓	✓	Not required. Training on application of report is required.

Sample Reports are available, contact info@peterberryconsultancy.com for more information

Assessment Type	Report Options	Description	Assessment(s)	Purpose	Executive / Senior Leader	Middle Manager	Front-line Manager	Graduate	Professional (no reports)	Technicians & Specialists	Sales	Operations & Trades	Administrative	Certification Needed?
Decision Making	EQ	Assesses emotional intelligence, the ability to identify and manage your own and others' emotions. Based on the HPI and HDS, the easy-to-understand report provides an overall EQ score, as well as scores and feedback for six emotional competencies. The report also includes a summary of likely behaviours, benefits and limitations of scores, and discussion points.	HPI & HDS	Development/ Coaching	✓	✓	✓	✓	✓	✓	✓	✓	✓	PowerPoint, supported by consultant
	Judgement	Comprehensive assessment of judgement and decision-making. The model includes two measures of numerical and verbal information processing, three non-cognitive scales assessing decision approaches and three post-decision scales describing non-cognitive response to feedback and coaching.	Judgement Assessment	Talent/ Development	✓	✓	✓							Qualification – online Webinar completion or via Distributor training
Cognitive Ability	HBRI Interpret	A cognitive measure designed to evaluate two kinds of problem solving, called qualitative and quantitative reasoning. It provides graphical representation of scoring, an interpretation of the business relevance of the score, provides development considerations and identifies problem-solving style.	HBRI	Selection/ Development	✓	✓	✓							Qualification – online Webinar completion or via Distributor training
	Raven's APM	A widely known and highly-trusted assessment designed to measure general cognitive ability. It is designed to measure an individual's ability to perceive and think clearly, make meaning out of confusion, and formulate new concepts when faced with novel information.	Raven's APM	Selection Only	✓	✓	✓	✓	✓	✓	✓	✓	✓	Not required. Supported by consultant
	Watson Glaser Critical Thinking Appraisal (WG-II)	Verbal measure of critical thinking, it has been designed to evaluate a person's skills in recognising assumptions and discerning facts from opinion, evaluating arguments and their merit, and drawing conclusions that are logical and reasonable.	Watson Glaser II	Selection Only	Executive/ Director	Manager	Manager	Professional/ Individual Contributor**	Professional/ Individual Contributor**	Professional/ Individual Contributor**	Professional/ Individual Contributor**	Professional/ Individual Contributor**	Professional/ Individual Contributor**	Not required. Supported by consultant
	DAT Battery	Differential Aptitude Tests™ or DAT™ is a gold-standard suite of assessments to measure an individual's level of general and a number of specific mental abilities that are required for success in many job roles and training courses.	DAT Battery	Selection Only				✓	✓	✓	✓	✓	✓	Not required. Supported by consultant
	PSI Tests	PSI's Employee Aptitude Survey allows organisations to predict performance for occupational grouping throughout the organisation – from entry-level to management, measuring cognitive, perceptual, and psychomotor abilities including reasoning, numerical, verbal, and spatial ability.	PSI Tests	Selection Only		✓	✓	✓	✓	✓	✓	✓	✓	Not required. Supported by consultant

Assessment Type	Report Options	Description	Assessment(s)	Purpose	Executive / Senior Leader	Middle Manager	Front-line Manager	Graduate	Professional (no reports)	Technicians & Specialists	Sales	Operations & Trades	Administrative	Certification Needed?
Multi-Rater	Hogan 360 Standard	Offers constructive feedback around leadership expectations and sets priorities for improvement with specific recommendations for immediate action plans. The report also allows for benchmarking of evaluations against an international norm group. Additional items with global benchmarks can be added complimentary.	Hogan 360	Development/ Coaching	✓	✓	✓		✓	✓	✓			Qualification – online Webinar completion or via Distributor training
	LF 360	An opportunity for those moving into management for the first time to get feedback on their natural leadership style. Self-awareness early in one's leadership journey is critical to early and ongoing success. This multi-rater tool is unique in the market and can be supplemented with the Leader Focus.	Leader Focus 360	Development/ Coaching			✓		✓	✓	✓	✓		Qualification – online Webinar completion or via Distributor training
	HiPo 360	A comprehensive multi-rater designed to assist high potentials. Maps to the Hogan High Potential Report. Provides benchmark scores and identifies areas for development.	High Potential 360	Development/ Coaching	✓	✓	✓		✓	✓	✓	✓		Qualification – online Webinar completion or via Distributor training
	Agile 360	The Agile Leader 360 is a comprehensive multi-rater feedback tool designed to measure the competencies and behaviours associated with agile leadership effectiveness. The Agile Leadership Model is based on research by IMD Business School.	Agile 360	Development/ Coaching	✓	✓	✓	✓	✓	✓				Qualification – online Webinar completion or via Distributor training
	Safety 360	The PBC Safety 360 allows managers, peers and reports to provide feedback on 11 Safety Competency Dimensions to ensure that a leader is fully supporting the organisation's philosophy on safety. The Safety 360 provides specific recommendations for an immediate action plan.	Safety 360	Development/ Coaching		✓	✓	✓	✓					Not required. Supported by consultant
	GradTA	A multi-rater feedback tool designed to measure graduate performance. Designed using research-based findings from a longitudinal study, this easy-to-understand, user-friendly report provides constructive feedback about a graduate's performance and sets priorities for improvement.	GradTA	Development/ Coaching				✓						Qualification – online Webinar completion or via Distributor training

Assessment Type	Report Options	Description	Assessment(s)	Purpose	Executive / Senior Leader	Middle Manager	Front-line Manager	Graduate	Professional (no reports)	Technicians & Specialists	Sales	Operations & Trades	Administrative	Certification Needed?
Teams	Team Report	Helps you manage your business units by identifying the mix of individual psychological roles within each team, recognising shared derailers, and revealing how shared values impact performance.	HPI, HDS & MVPI	Development/ Coaching	✓	✓	✓	✓	✓	✓	✓	✓	✓	Certification and Qualification – online Webinar completion
	Hogan Group Graphs	The Hogan Group Graphs provide a summary graphic to compare individuals on a scale level, noting differences in behaviour, derailers and values.	HPI, HDS & MVPI	Development/ Coaching	✓	✓	✓		✓	✓	✓	✓	✓	Hogan Certification required. Supported by consultant
	HPTA	Helps teams understand their mix of strengths, weaknesses and individual culture. It allows them to identify and correct potential problem areas to maximise team performance.	HPTA	Development/ Coaching	✓	✓	✓		✓	✓	✓	✓	✓	Qualification – online Webinar completion or via Distributor training
Safety	Safety Report	Outlines strengths and areas of concern relating to a general employment fit for a safety critical work environment. It can be used for Selection and Development.	HPI	Selection* / Development			✓					✓		Not required. Support Materials available.
	Safety Climate Survey	The Safety Climate Survey uses anonymous feedback from employees to inform a critical risk analysis of safety related concerns across the organisation. It measures key safety attitudes that reflect the position of the organisation in terms of commitment to safety and compliance behaviours.	Safety Climate Survey	Organisational	✓	✓	✓	✓	✓	✓	✓	✓	✓	Not required. Support Materials available.
	Safety 360	The PBC Safety 360 allows managers, peers and reports to provide feedback on 11 Safety Competency Dimensions to ensure that a leader is fully supporting the organisation's philosophy on safety. The Safety 360 provides specific recommendations for an immediate action plan.	Safety 360	Development/ Coaching		✓	✓	✓	✓					Not required. Supported by consultant

Analytics: Our analytics solutions help organisations derive meaningful insights from assessment and other available data to support decision-making and improve outcomes.

Customised Solutions: Customised reporting outputs can be built that are tailored to an organisation's competency/capability framework. These reports reflect the organisation's unique framework and language while also leveraging the valuable insights that can be obtained from using the Hogan personality or 360 assessments.

Sample Reports are available, contact info@peterberryconsultancy.com for more information. *Interview Guide - Main Guide - Leaders Appendix, HDS Subscale Appendix, Graduates Guide.

**This Norm has been selected as the closest Norm for the role, however, the scores will need to be interpreted considering the Norm group is at a higher. This may result in lower scores due to the Norming.

PBC has available interview guides based on the Hogan Personality Inventory (HPI), Hogan Development Survey (HDS), and Motives, Values, Preferences Inventory (MVPI). The interview questions are designed to enable Hogan Certified Users to further probe how an individual's personality characteristics impact on their work behaviour and performance.

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Sydney Office

T: +61 2 8918 0888

Level 8, 201 Miller Street North Sydney, NSW 2060

Melbourne Office

T: +61 3 8629 5100

Suite 303, 430 Little Collins Street, Melbourne, VIC 3000

Auckland Office

T: +64 9 941 9790

11 Britomart Place, Auckland CBD, Auckland 1010

Dublin Office

T: +353 1 578 3607

Suite 301, 53 Merrion Square South, Dublin 2, D02 PR63, Ireland

info@peterberryconsultancy.com | www.peterberryconsultancy.com

