



OVERVIEW: GLOBAL NORMS

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Norms provide a basis for the interpretation and comparison of an individual's score to a relevant comparison group. Organizations doing business around the world need a common metric for comparing scores of participants across languages, countries, and cultural regions. Hogan's Global Norms include data from the Hogan Personality Inventory (HPI), Hogan Development Survey (HDS), and Motives, Values, Preferences Inventory (MVPI) in 41 languages across six continents.

DEVELOPMENT

- Our initial sample included over 1.4 million cases of HPI data collected 2001 to 2010.
- We eliminated cases containing over 33% missing data, for which assessment language was unknown, or that were administered for testing, demonstration, or quality assurance purposes.
- We set a cap of 10,000 cases per language to prevent bias toward frequently used languages. When more than 10,000 cases were available, we selected cases based on availability of HDS/MVPI data, occupational category, assessment purpose, age, and gender. We included all data for languages with less than 10,000 cases.

BASIC FACTS

- The Global Norm represents data from 41 languages across geographic areas.
- It includes more than 145,000 cases of HPI data collected from working adults.
- No language represents more than 7% of the total sample.
- It includes variables to identify cases based on all major ISCO-88 job codes, assessment purpose, age, and gender.
- It is similar to the general norms currently in use, but is representative of a larger and more diverse global sample.

USING THE GLOBAL NORMS

- Hogan designed the Global Norm for projects including participants across languages, countries, cultural groups, or within countries where a local single-language norm is not yet available.
- It is not designed or appropriate for use as a substitute for local norms, when available, for projects including participants from within one country, language, or cultural region.