Norms provide a context for interpreting scores -- they allow us to compare an individual’s scores with those of a relevant group.

Adequate composition depends on the sample size and the degree to which it represents the comparison population or group.

Norms representing multiple jobs, across multiple organizations, across multiple geographic areas should require larger samples.
HOGAN’S APPROACH TO NORMS

- Hogan’s norms are Language Based
  - Single Language Norms

- Representative of entire labor force

- Business case for Global Norms
  - Multi-Language Norms
Sample of 1.4 million cases of data

- Includes data from 41 languages

Eliminated cases based on the following criteria

- Excessive missing data (≥ 33%)
- Language of assessment could not be determined
- Test cases
- Maximum number of cases per Language capped at 10,000
Global Normative Dataset
- HPI = Over 145,000 cases
- HDS = Over 67,000 cases
- MVPI = Over 48,000 cases
Global Normative Dataset

- 41 languages represented
  - No language represents more than 7% of the total dataset
- 52% Male | 35% Female | 12% Not Indicated
- Mean Age = 35 years (SD = 9.81 years)
- 37% Selection | 29% Development | 35% Other
- Representation across all ISCO-88 major job codes
-General – Global Norm Comparisons
  - Average shift in HPI scales: 4 percentile points
  - Average shift in HDS scales: 3.5 percentile points
  - Average shift in MVPI scales: 3 percentile points

-Implications for Score Interpretation:
  - Across the three assessments, most score interpretations do not change
    - HPI – 92%
    - HDS – 90%
    - MVPI – 92%
GLOBAL NORMS

Prudence

Percentile

Raw Score

- Global Norm
- General Norm
GLOBAL NORMS

Bold

- Global Norm
- General Norm

Percentile vs. Raw Score graph
GLOBAL NORMS

Hedonistic

Raw Score

Percentile

- Global Norm
- General Norm
GLOBAL NORMS

**DO use the global norms for:**
- Projects involving multiple countries
- Projects where local norms are not available

**DON’T use the global norms for:**
- Projects involving countries where local norms are available
FUTURE UPDATES

– We will regularly update our Global Normative Dataset as additional data becomes available

– We will add data for languages with less than 10,000 cases of data currently in the dataset

– Maximally represented languages will remain at 10,000 cases of data

– Representation of languages will become more balanced with norm updates
LAUNCH AND IMPLEMENTATION PLAN

Documentation

• Technical documentation supporting Hogan’s global norms will be available on the Knowledge Base

Launch Date

• Available for use starting June 20
• Please contact your Hogan consultant to discuss using these norms for specific projects