HOGAN

■ SELECT
■ DEVELOP
■ LEAD

HOGAN*SELECT*

MAKE INFORMED HIRING DECISIONS

The Hogan Approach to Employee Selection:

Talent Assessment: By using HoganSelect for your employee selection process, you can identify the work style behaviors most critical for successful performance in a particular job within your organization. You can use this information to design an assessment program that will strengthen your hiring decisions and provide a skilled pool of high potential employees to ensure strong leadership and succession planning.

Immediate Results: HoganSelect results are delivered within seconds so you can quickly learn about a candidate's strengths and weaknesses on a variety of important work style behaviors.

Consistent Interview Process: HoganSelect offers a variety of report options based on your hiring needs. Let us guide you through the selection process with customized, dynamically-cued interview questions based upon the candidate's work style behaviors.

Hiring Recommendation: Hiring the wrong individual typically costs an organization 150% of the employee's annual salary. The cost of a bad hire is even greater for management level positions. Using HoganSelect and our job-fit recommendation, you can begin hiring top performers from the start.

Legally and Scientifically Defensible: Our employee selection solutions are implemented according to appropriate legal and technical guidelines and yield no adverse impact for any protected population. HoganSelect is validated through rigorous criterion-related validity studies and is consistently proven to predict job performance.

FIT

The Fit Report provides a graphic display of scale performance, cut score performance, and a hiring recommendation. It is most often used for high-volume employee selection or as part of a multiple-hurdle system. It can be easily customized to include hiring recommendations for multiple positions.

BASIS

The Basis Report combines psychological assessment with behavioral interviewing to evaluate the employment potential of job candidates. This comprehensive report provides a rich description of a candidate's fit to the job and organization, a hiring recommendation, full behavioral interview guide, and a hiring decision process - all the information needed to evaluate a candidate and arrive at a quality hiring decision.

EXPRESS

The Express Report is based on a candidate's scores on seven dimensions that influence occupational success within seven job categories. This off-the-shelf report provides an immediate recommendation based on the assessment results that will identify each candidate as high, moderate or low fit for the job opening. Additionally, the report identifies the candidate's strengths, areas of concern and interview style.

ADVANTAGE

The Advantage Report is an off-the-shelf hiring solution with immediate implementation capabilities. The assessment is a quick measure that can be taken in 5 minutes and offers a graphic display of general employability.