

FAQ | HDS Subscales

In 2014, Hogan launched new subscales for the HDS. The 11 primary scales on the HDS tell you *what* a person’s derailers are, and the new subscales tell you *how* they likely derail. Below are quick facts and answers to common questions about these subscales.

Quick facts:

- The HDS includes the same 11 primary scales and 33 new subscales, updated items, and norms.
- HDS-certified users can access subscales after completing a 30-minute certification course.
- Certified users can view subscales on Challenge, Insight, and Flash Reports.

What’s the value-add?

- Subscales: Deeper interpretation of HDS results
- Low Score Implications: Greater insight into underused strengths
- Psychometric Properties: Updated items and norms

How did Hogan identify subscales?




Derailment behaviors are complex and multi-faceted. Although inherently imbedded within the HDS, subscale scores were originally not available to end users. The Hogan Research Division examined years of assessment data and research to identify behavioral tendencies associated with each of the 11 derailers measured by the HDS. They assigned assessment items to each subscale and created additional items, as needed, to ensure content coverage of each subscale. The result is a subscale structure that includes three behavioral themes for each derailer.

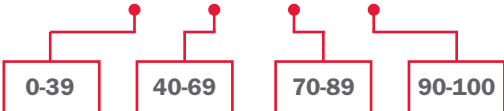
How will the subscales change the interpretation of HDS scores?

The 11 HDS scales have not changed and interpretation should still occur primarily at the scale level. The new subscale structure simply provides greater detail for interpreting each scale score. Similar to the subscales on the Hogan Personality Inventory (HPI), the HDS subscales offer additional insight into how an individual’s derailers might manifest in his or her behavior.

How are subscale results shown on the reports?

Each subscale is scored behind the scenes, and the results are displayed as 4 boxes consistent with the interpretive ranges for HDS scales. One box represents *No Risk* (percentile scores 0-39), two boxes represent *Low Risk* (percentile scores 40-69), three boxes represent *Moderate Risk* (percentile scores 70-89), and four boxes represent *High Risk* (percentile scores 90-100).

Indecisive	Overly reliant on others for advice, and reluctant to make decisions or act independently	
Ingratiating	Excessively eager to please one’s superiors, telling them what they want to hear, and never contradicting them	
Conforming	Taking pride in supporting one’s superiors and following their orders regardless of one’s personal opinion	



Is it only necessary to look at subscale results for high-risk derailers?

Subscale results are of most value for high-risk derailers because they describe how the individual likely derails in terms of his or her behavior. However, elevated subscales on lower-risk derailers may still be of value if they contribute to a common theme occurring across an individual's results on the Hogan Personality Inventory, Hogan Development Survey, and/or Motives, Values, Preferences Inventory.

How do these subscales relate to the Moving Away, Moving Against, and Moving Toward profiles?

The HDS subscales are consistent with the Moving Away, Moving Against, and Moving Toward factors. The HDS Technical Supplement includes results from a factor analysis demonstrating that each HDS subscale loads on the appropriate factor.

How do you leverage HDS subscales to strengthen interpretation?

The HDS predicts behaviors critical to career success. The addition of subscales makes it more effective in predicting critical behaviors and improves the ability of those trained to accurately interpret results. The underlying approach to interpretation is fundamentally the same in that the primary interpretative focus remains at the scale level. However, the addition of subscales allows for a better understanding of what drives the overall scale score, the subsequent themes impacting the overall behavior, and the developmental suggestions/actions that will be most beneficial.

Can subscale results be generated from past HDS data?

No. Precise measurement of the behavioral themes underlying each derailer required some new items, a revised scoring key, and updated norms. Therefore, subscale scores cannot be generated for participants who completed the HDS prior to July 1, 2014.

Should I have previous assessment participants take the HDS again?

Although there are benefits associated with administering the enhanced HDS to previous participants, there are a number of factors that should be considered when making decisions regarding re-assessment. Please contact your Hogan consultant to discuss further.

I am Hogan certified; do I need additional training?

Yes. Customers interested in using the HDS subscales must complete a 30-minute online training course dedicated to understanding and interpreting the HDS subscales. It includes a brief skill assessment that certifies users to interpret HDS subscales. Group or company training options are also available. Please contact your Hogan consultant to discuss further.

What HDS results reports offer subscales?

All clients now have the option to turn on HDS subscales on the Challenge, Insight, and Flash Reports.

How do I get started?

Contact your Hogan Consultant to discuss your potential needs and set up your account to access the HDS subscales. Please note: once the HDS subscales are activated, they cannot be turned off.

How can I find more technical information?

Additional resources are available at info.hoganassessments.com/hds-subscales including the HDS Technical Supplement, interpretive guide, and sample reports.