

Have the Hogan assessments been Validated and Accepted by the OFCCP and the EEOC to be used as a hiring screen as non-discriminatory?

The OFCCP (Office of Federal Contract Compliance Programs) and EEOC (Equal Employment Opportunity Commission) do not validate or accept specific assessments for use across situations. Instead, their reviews typically focus on the use of an assessment within a specific hiring program. In other words, they examine how an organization uses a selection tool to hire for a specific job or job family, often with a focus on predictive validity and the potential for adverse impact.

Similarly, when developing selection profiles, we provide technical documentation outlining the validity of our assessments for hiring employees for a specific job or job family. Our technical documentation outlines how Hogan's research approach adheres to requirements outlined in the EEOC's Uniform Guidelines on Employee Selection Procedures, as well as other professional guidelines such as the APA's Standards for Educational and Psychological Testing and SIOP's Principals for the Validation and Use of Personnel Selection Procedures. Also, we have multiple assessments (e.g., HPI, HDS) that have received favorable reviews by professional organizations such as the Buros Center for Testing and the British Psychological Society. We are happy to provide these reviews and technical report samples upon request.

When should I use a local norm? When should we use the Global Norm?

Hogan recommends that all organizations use our Global Norm, *unless* the organization has a strong justification for using a local norm. For example, if an organization has applicants from around the world applying for a single job, then all individuals should be assessed on the same metric (i.e., the same norm). If however, an organization is based in China, and their applicants will be local, and assessing in the same language, then the most appropriate metric for all applicants to be assessed against would be Hogan's Chinese Norm. We've created a nice [decision tree](#) to help guide users to the appropriate selection.

How does Hogan set cutoff scores?

The first step in establishing cutoff scores is to determine the most predictive scales of a relevant outcome (i.e., Overall Job Performance). Once Hogan has identified the most predictive scales, we create a profile or algorithm based upon those scales. Then Hogan balances cutoff scores for the most predictive scales with estimated applicant pass rates. In other words, Hogan sets cuts based upon predicting performance, balanced with a client's tolerance for applicant flow. Hogan can set cutoff scores that only allow 10% of the population to achieve a "high fit" recommendation, or we can set cutoff scores that allow 50% of the population to achieve a "high fit" recommendation. Typically, Hogan aims to set cutoff scores with estimated pass rates of 30% in the low fit, 40% in the moderate fit, and 30% in the high fit ranges. This allows a client to screen out an acceptable number of applicants, while also retaining enough to advance to the next stage. Ultimately, the selected scales are predictive, while the cutoff scores determine applicant pass rates.