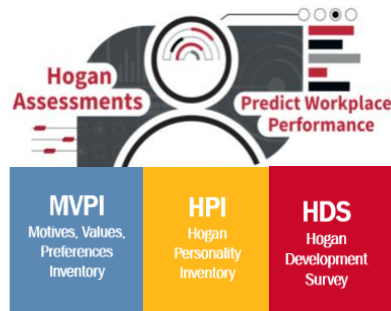


DILIGENT

OVERVIEW



Hogan Leadership assessments help people understand the capabilities that will facilitate or interfere with performance, and the environment they are likely to create for others. By understanding the scales, you can better support and build closer relationships with colleagues.

The Hogan Development Survey (HDS) takes a look at risks for how a leader may derail under stress and pressure. One important scale on this report is **Diligent**. [Click here for a deep dive on this scale.](#)

DEEP DIVE

Diligent people get results through hard work, they are careful and detail-oriented, and follow through. They are often rewarded by managers for these tendencies. However, they are at risk of creating an environment where there are only two performance outcomes: perfection or failure.

Implications: Diligent people often have difficulty delegating and micro-manage their staff, give all tasks high priority, and complete all of their tasks to the highest standard even when not necessary. Diligent leaders may disempower their staff who soon learn not to take any initiative and simply wait to be told what to do and how to do it.

Coaching: High Diligent people should be encouraged to:

- Recognize that the best solutions to problems may not always be cost effective.
- Practice delegating tasks to staff with guidance but leave them alone to try their own ideas or strategies.
- Avoid criticizing those whose work does not reach their own potentially unrealistic standards.
- Practice being relaxed and positive even in the face of important deadlines and other work stressors.

**Coaching for low Diligent not applicable because it does not show a risk for derailing in this way.*