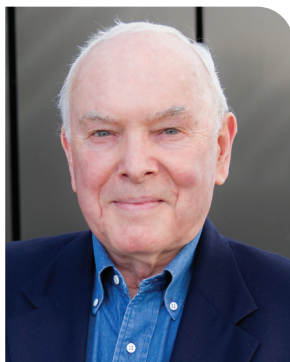


Dr. Robert Hogan

Executive Profile



Dr. Robert Hogan
Founder and President
Hogan Assessments

Background

Dr. Robert Hogan is an international authority on personality assessment, leadership, and organizational effectiveness. His theory-based work in personality measurement has contributed to the development of socioanalytic theory, which maintains that the core of personality is based on evolutionary adaptations. He is widely credited with demonstrating how personality factors influence organizational effectiveness in areas ranging from organizational climate and leadership to selection and effective team performance.

As an iconoclastic observer of American psychology, Dr. Hogan maintains that personality is best examined from the perspective of the observer (reputation) rather than the actor (identity). Consequently, he asserts that personality assessments should be evaluated in terms of how well reputations (defined by personality assessments) predict behavior on the job and in relationships.

Dr. Hogan is the author of more than 300 journal articles, chapters, and books, including *Personality and the Fate of Organizations* (2006). His recent author, coauthor, and editing credits also include *The Hogan Guide* (2007), *Personality: Theories and Applications* (2008), *The Perils of Accentuating the Positive* (2009), the Hogan Personality Inventory, the Hogan Development Survey, the Motives, Values, Preferences Inventory, and the Hogan Business Reasoning Inventory.

Dr. Hogan received his PhD from the University of California, Berkeley, specializing in personality assessment. He served as McFarlin professor and chair of the department of psychology at the University of Tulsa for 17 years. Prior to that, Dr. Hogan was professor of psychology and social relations at Johns Hopkins University. He is a fellow of the American Psychological Association and the Society for Industrial and Organizational Psychology.

Degrees And Institutions

Doctor of Philosophy, Psychology – University of California, Berkeley

Authority on Leadership

**Co-Founded Hogan
Assessments in 1987**

**More than 300 Articles
and Publications**

Personality Assessment

Personality Psychology

Public Speaking

Research and Writing