

# Hogan Level 1 Certification



## Course Content

The Hogan Certification Workshop is designed to provide an in-depth understanding of how to effectively administer and interpret the three Hogan Inventories:

- Hogan Personality Inventory (HPI)
- Hogan Development Survey (HDS)
- Motives, Values, Preferences Inventory (MVPI)

During the course, special emphasis will be placed on the Hogan LEAD Series. This set of reports includes:

- LEAD Potential (HPI)
- LEAD Challenge (HDS)
- LEAD Motives (MVPI).
- Hogan Summary Report

Course delegates are invited to complete the inventories online and will receive their own set of LEAD reports. The participant will also receive a complimentary 60-minute dedicated Hogan feedback session with our Hogan consultant prior to the course provided assessments are completed two (2) weeks before the course they are registered for.

The programme consists of both theoretical and practical components designed to examine

- What is personality and why is it important?
- The socio-analytic theory behind Hogan Assessment Systems
- Identity vs. Reputation; personality from two perspectives
- Development & validation of the Hogan constructs
- (& comparison with other psychometrics)
- The development and scale by scale interpretation of the three Hogan tools
- Identifying interrelationships of constructs across the instruments
- Developmental recommendations associated with each scale
- Proven applications (and validation) of the tools for selection and development

To allow for practical experience after the course, delegates will receive an additional set of logon details to allow a volunteer from their personal or professional circle to complete the Hogan online Inventories.

The Hogan Assessments administrative (HALO) system will then generate the LEAD Series of reports which will be emailed directly to you.

**Hogan Secure Zone:** Following the course you will receive unique login access to our Hogan Secure Zone on our website where you can find electronic copies of technical manuals for all three assessments, presentation materials, supporting materials for delivering feedback with the HAS tools, Hogan literature on leadership and organizational effectiveness plus white papers and case studies.



## Course Objective

To provide participants with the professional qualification required to administer, interpret and deliver feedback using the:

- Hogan Personality Inventory (HPI)
- Hogan Development Survey (HDS)
- Motives, Values & Preferences Inventory (MVPI)

To present ways in which the instruments add value for selection & development

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1	Hogan Certification Workshop Registration & Confirmation.
2	Completion of Hogan assessments to generate the Hogan LEAD Series reports
3	60-minute dedicated Hogan feedback session with our Hogan Consultant
4	2 Day Hogan Certification Workshop
5	Receive Hogan Certificate of Professional Development confirming your accreditation.
6	Receive a complimentary Hogan User ID to use with a volunteer as well as receiving access to our dedicated Hogan Secure Zone.
7	All certified participants can register for any of our complimentary online drop-in sessions that are scheduled monthly.

Upon successful completion of the course, delegates will receive a Certificate of Professional Development acknowledging your accreditation in the Hogan Assessments by Mentis on behalf of Hogan Assessment Systems.

Following the course, I am pleased to say that Mentis run monthly online Hogan drop-in sessions. Which is a fantastic opportunity to have a complimentary and dedicated 90-minute session with our Senior Hogan Consultant to discuss anything Hogan related, whether it be a specific profile, complex interpretation, advanced Hogan support, application of Hogan in different contexts or just an opportunity to refresh and update your Hogan knowledge.

## Background

### Hogan Assessment Systems publish three inventories:

- The Hogan Personality Inventory (HPI) is a state-of-the-art measure of normal personality based on the Five Factor model. It has been normed on over 500,000 working adults in more than 400 occupations covering all major industries. The HPI is often regarded as the industry standard for a measure of normal personality because of its success in predicting employee performance and development needs.
- The Hogan Development Survey (HDS) is the first inventory designed to measure career derailing tendencies. It assesses eleven patterns of behaviour that impede work relationships, hinder productivity, and limit overall career potential. The HDS is critical for development because awareness of these tendencies can be the first step in controlling their behavioural expression.
- The Motives, Values, Preferences Inventory (MVPI) measures motivational constructs based on 80 years of research and reveals a person's core values. The MVPI can help diagnose areas of compatibility and conflict among team members and act as a foundation for a teambuilding process.

## Agenda

### Over the course, the following will be included:

- Hogan Personality Inventory (HPI), Hogan Development Survey (HDS) & Motives, Values, Preferences Inventory (MVPI)
- Theory behind Hogan Assessment Systems (HAS)
- Measuring personality, HPI validation and fairness
- Bright and dark side of personality and managerial derailment
- Configural scoring across all assessments
- Applying the Hogan tools for coaching feedback
- Breakout sessions, reporting options and case studies

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## About Mentis

Mentis was formed in 2003 and since then we have delivered management and leadership development programs involving many thousands of managers and leaders internationally. With our HQ's in London, Dubai and Bangkok and offices across the Middle East and Asia-Pacific we offer world class leadership programs, talent management consulting and personality profiling tools to enable our clients to discover, grow and nurture talented people. Mentis works with 600 client companies in multiple sectors.

We specialize in world-class assessment, training, coaching and development programs - offering targeted solutions to meet your needs. Our services cover all organisational levels, from designing and delivering graduate development to coaching and advising at CEO and Board level. It's all about predicting performance and identifying potential. Our services are available throughout the UK, Europe and the Middle East and Asia-Pacific regions.

"Mentis" is a Latin word which means 'mind, character & attitude' and as such this reflects the purpose of our work. Our Quest - LIVE, LEARN, LEAP, LEAD – To enable you to achieve your goals and vision through World-class psychological testing, coaching, & training solutions for Health, Education, Sport and Professional.

## Our Values

### Service

#### ***We help people to see their full potential***

With scientific, fair and ethical solutions. We are dedicated to high impact social programs.

### Making a Difference

#### ***We work through trusted partnerships***

Fostering Alliances and Partnerships to making a difference to others through the work we do.

### Internal Cohesion

#### ***We act with integrity and commitment***

Shared values, vision, commitment, integrity, trust, passion, creativity, openness, transparency.

### Transformation

#### ***We learn and grow***

We understand what it means to be accountable. We help others to learn, we help ourselves to learn.

### Self-Esteem

#### ***We all contribute to company performance***

Using technology, we optimize data and processes to the benefit of our clients. Find opportunities to sell high quality solutions.

### Relationship

#### ***We collaborate***

Loyalty, open communication, customer satisfaction and enjoyment.

### Survival

#### ***We act with financial responsibility***

Deliver tangible shareholder value, we take care of costs, we contribute to organizational growth.



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