

Hogan Advanced Interpretation Workshop (AIW)



The two-day Hogan Assessment Advanced Interpretation Workshop will provide in-depth instruction on how to create configural interpretations of Hogan data.

Participants will increase their ability to evaluate and interpret Hogan profiles across all three Hogan Assessments and learn how the three data sets impact, buffer, and nuance each other. These interpretations are an effective foundation for development planning, executive coaching and working with high potential employees.

***As a prerequisite for the Advanced Interpretation Workshop, participants must have successfully completed the Hogan Certification Workshop. Participants will also receive pre-work to be completed prior to the workshop and be asked to bring a challenging case study or profile with them.*

The two-day Hogan Assessment Advanced Interpretation Workshop

- Identify important configural interpretations within and between the three Hogan personality inventories
- Gain an in-depth understanding of how the Hogan subscales (HICS) influence the overall scale score
- Learn how to evaluate the Motives, Values and Preferences Inventory using the “cluster approach” and how it interacts with the Hogan Personality Inventory & Hogan Development Survey
- Identify and discuss a range of common profile and coaching challenges and how they relate to the Hogan inventories
- Take a deeper look at Hogan Development Survey interpretation
- Critically evaluate case studies using all three assessments and create appropriate development actions
- Explore how scales relate to general job competencies
- Collaborate and discuss interpretation techniques and coaching strategies with other Hogan-user professionals
- Gain an in-depth understanding of how the Hogan subscales (HICS) influence the overall scale score
- Review and interpret dyadic and triadic configurations, conflicts and their behavioural implications



The Advanced Hogan Interpretation Workshop is designed to provide a greater in-depth understanding of how to effectively administer and interpret the three Hogan Inventories with a strong focus on the combinations/ conflicts between the inventories going far beyond what is covered in a certification course

Hogan Advanced Interpretation Workshop



Workshop Breakdown – Day 1

9.00am -
12.00pm

- Welcome, Logistics and Introductions of Facilitators & Participants
- MVPI Interpretation – Scale Clusters and Organizational Context
- HPI Interpretation – Using Dyadic & Triadic Configurations to gain interpretive power
- HIC (Subscale) Review – Examining their importance, score deficits, combinations & interactions with other scales
- HDS Interpretation – HDS Scale Clusters, HPI/HDS Relationships & Profile Evaluation
- Introduction to Configural Interpretation

12:00 - 1:00pm

Lunch

1.00pm -
5.00pm

- Syndromes – Review Interpretation of Multiple Scale Combinations
- Using Case Studies; Discuss On-the-Job Behavioural Implications
- Hogan Profile Conflicts Within the HPI, HDS, & MVPI
- Conflicts Between Hogan Inventories: Examining Behavioural Patterns
- Group Discussion on Inventory Conflicts and Coaching Challenges
- Assign & Evaluate Case Studies
- Syndrome Identification Exercise

Workshop Breakdown – Day 2

9.00am -
12.00pm

- In-depth Discussion and Interpretation of Assigned Case Studies
- Conflicts When Leading Others
- Discuss the Seven Critical Roles of Leadership and Their Relation to the Hogan Scales

12:00 - 1:00pm

Lunch

1.00pm -
5.00pm

- Challenging Participant Case Studies: Presentation of Behavioural Issues and Assessment Profiles; Identification of Configurations, Conflicts and Development Actions
- Final Thoughts and Wrap-up

Mentis Regional Head Offices

Level 17
Dashwood House
69 Old Broad Street
London, EC2M 1QS
United Kingdom

Tel: +44 0 207 256 4068

Level 41 & 42
Emirates Towers
Sheikh Zayed Road,
PO Box 31303
Dubai, UAE

Tel: +971 4 319 7461

MR Center
Level 41, United Center Building
323 Silom Road, Silom, Bangrak
Bangkok 10500
Thailand

Tel: +66 2 207 2550

mentis

www.mentisglobal.com