

## Hogan science fact sheet 2020

**Choosing the right assessment for selecting or developing employees can make or break the success of a talent initiative. Why bother using assessments that don't predict performance, or that fail to resonate with your business leaders?**

What is the business feedback?

To what extent are we global?

How strong are our assessments scientifically?

What is the academic foundation?

These are some of the most important questions we recommend you ask before choosing your assessment tool.

**Grounded in more than three decades of validated research, Hogan assessments were the first to scientifically measure personality for business. Organizations using Hogan rely on our non-discriminatory personality assessments to improve quality of hire, facilitate individual development, and enhance team effectiveness.**

## An Academic Foundation

Hogan Assessments have appeared in over 400 peer-reviewed publications, to ensuring our tests hit bullseye. We also conduct scientific psychometrics research on our algorithmic scorings, ensuring we stay in the lead scientifically. We invite you to contact us for more information on Hogan Assessments at: [info@hoganassessments.com](mailto:info@hoganassessments.com) or +1 918 749 0632.



## Business Feedback

Trusted by 75% of Fortune500 for a reason; ROI case studies show;

- 61 pct. reduced turnover, when using Hogan assessments.
- Leaders fitting the Hogan job profile are 2.1 times more likely to be results and people-oriented leaders, compared to those not fitting the profile.
- High scorers on the Hogan profile were 3.5 times more likely to earn better customer satisfaction ratings, and twice as likely to close a sale.
- 25 pct fewer workers compensation claims, 40 pct fewer rule violations, and 20 pct fewer accidents after a Hogan safety awareness program.



Approaching with purpose

ANDUVE is an authorized reseller of the Hogan Assessments System. In the Middle East, through A&D Resources, we offer Hogan based individual feedback in our online programs.



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## Global Reach

**Hogan assessments gather data from 180 countries across all continents, ensuring Hogan is a truly global assessment tool.**

Hogan reports build on either a local or global population per clients' choice. We have built global norms for 47 languages – each scientifically validated, to ensure precise and relevant feedback under any condition. One million personality assessments are processed every year, and over 9 million people have completed our assessments.

As a global authority on hiring, we regularly examine a wide variety of jobs to create pre-validated profiles that evaluate a candidate's suitability for nine common job categories.

**We can align our assessments to measure your unique competency models.**

When deciding on the right assessment for you and your organisation, pay attention to the scientific rigor with which the instruments have been tested, and how well the assessments are academically founded.

## Validity

Validity refers to the accuracy of the assessment. In essence, does it measure what it is supposed to measure? While there are several types of validity to pay attention to, the most important for our purposes is predictive validity.

Predictive validity tells us how accurate a tool is at predicting a certain outcome. In the case of personality assessments, a good tool will be able to predict how well someone will perform their job.

Validity is typically measured with the Pearson correlation coefficient between 0 and 1 (Absolute value). Scores between -1 and 0 indicate a negative correlation). The closer to one, the more accurate the predictive power of the test.

The predictive validity of the Hogan Personality Inventory (HPI) is .29 for predicting performance across job families. However, when the HPI is combined with the Hogan Development Survey (HDS) and Motives, Values, and Preferences Inventory (MVPI), that number jumps to .54.

Is this a high or low number? – for example, the predictive validity of ibuprofen for pain reduction is only .14. For another more closely-related example, the correlation between structured job interviews and job performance is .18.

## Reliability

Reliability, on the other hand, refers to the consistency of the test. The reliability of an assessment can be evaluated in two broad ways: 1) internal consistency, and 2) test-retest reliability.

Test-retest reliability is a measure of consistency of responses over time. In other words, are people responding to questions the same way each time they take the test? Inconsistent responses can indicate that assessments results are not actually measuring personality, which should be relatively stable over time. Test-retest reliability uses a correlation of scores (again, using the Pearson coefficient) from a first assessment and a second assessment sometime later.

For Hogan, the short-term test-retest reliability is .81 for the HPI, .70 for the HDS, and .79 for the MVPI.

Like validity, reliability scores are also measured between 0 and 1 (this time with a coefficient called Cronbach's alpha). The closer to 1, the higher the reliability. The average internal consistency for the HPI scales is .76, .71 for the HDS, and .76 for the MVPI.

**Any assessment provider worth their salt should be able to provide you with evidence of validity and reliability. If they don't, it's worth considering why not.**