



# HOGAN DEVELOPMENT SURVEY

## PERSONALITY-BASED PERFORMANCE RISKS AND DERAILERS OF INTERPERSONAL BEHAVIOR

### FEATURES & BENEFITS

- 168 true/false questions
- 15- to 20-minute completion time
- Test items and reports available in multiple languages
- Concerns characteristics not covered by the Five-Factor Model
- Identifies problematic aspects of behavior that are hard to detect during an interview
- Normed on over 10,000 working managers
- No invasive or intrusive items
- No adverse impact
- Online administration by protected access

### REPORTS & APPLICATIONS

- Pinpoints characteristics and tendencies that might lead to career derailment
- Identifies tendencies that impede work relationships and hinder productivity
- Identifies factors relevant to one's own strategic self-awareness
- Identifies how the candidate is likely to act in various circumstances
- Notes strengths and shortcomings



### SCALES

<b>Excitable</b>	moody, easily annoyed, hard to please, and emotionally volatile
<b>Skeptical</b>	distrustful, cynical, sensitive to criticism, and focused on the negative
<b>Cautious</b>	unassertive, resistant to change, risk-averse, and slow to make decisions
<b>Reserved</b>	aloof, indifferent to the feelings of others, and uncommunicative
<b>Leisurely</b>	overtly cooperative, but privately irritable, stubborn, and uncooperative
<b>Bold</b>	overly self-confident, arrogant, with inflated feelings of self-worth
<b>Mischievous</b>	charming, risk-taking, limit-testing and excitement-seeking
<b>Colorful</b>	dramatic, attention-seeking, interruptive, and poor listening skills
<b>Imaginative</b>	creative, but thinking and acting in unusual or eccentric ways
<b>Diligent</b>	meticulous, precise, hard to please, and tends to micromanage
<b>Dutiful</b>	eager to please and reluctant to act independently or against popular opinion