

## Gaining unique strategic self-awareness with Hogan Assessments

### Leadership Matters

Leaders need to make important tactical decisions, respond to market trends, and set strategic vision. Leadership can be learnt. It takes focus, motivation, deliberate practice and support. Learning leadership competencies requires disciplined self-management around one's core personality and the necessary learned behaviors to drive engagement and performance. Leadership is observable, measurable and improvable. ***Combining the Hogan 360 with Hogan personality assessments is the most efficient way to gather performance related information and start targeted, individualized development.***

The 360 captures the 'what' (i.e. a person's reputation at a given point in time) and the personality assessments explain the 'why' (i.e. why certain behaviors are being displayed). The **Hogan 360** reveals one's real self which helps to build the ideal self.

### Hogan 360 Leadership Model



***Hogan Assessments*** are premium tools, grounded in science, using more than 30 years of research and are used by more than 60% of Top 500 Fortune Companies to develop talents and grow leaders in the context of their current roles or aspired ones.

**Hogan personality assessments** provide an in-depth look at a leader's performance capabilities, challenges, and core drivers.



### **The Bright Side of Personality**

The Hogan Personality Inventory measures the bright side of personality — how you get along with others and achieve goals when you're at your best.



### **The Dark Side of Personality**

The Hogan Development Survey is the industry-leading measure of the dark side of personality (strengths that can become weaknesses in times of stress or complacency).



### **The Inside of Personality**

The Motives, Values, Preferences Inventory describes personality from the inside, the core goals and drivers that determine what we desire and what motivates us.

**By using Hogan personality and 360 tools, leaders will gain strategic self-awareness to leverage their strengths, avoid behaviors that get in the way of success, and gain insight into the culture they create for their teams based on their motivators and values.**

**What you get: comprehensive reports package and coaching session around results**



### **HPI Report ([Potential](#) or [HPI Insight](#))**

How others see us is rarely how we see ourselves. The report focuses on seven dimensions of personality to explain how others would describe a leader's everyday behavior and approach to work.



### **HDS Report ([Challenge](#) or [HDS Insight](#))**

When a leader is faced with stress or pressure, personality characteristics that might otherwise be strengths emerge as weaknesses. The report is designed to identify career-derailing behaviors that can interfere with building a cohesive and high-performing team.



### **MVPI Report ([Values](#) or [MVPI Insight](#))**

The report explains how core values drive behavior, aspirations, and expectations, and how they determine leadership style, unconscious biases, and alignment with organizational culture.



### **[Hogan 360 report](#)**

Measures self-awareness by comparing the self-ratings against the ratings by selected respondents (manager, peers and reports). The ratings from direct reports provide a key insight as to whether the manager is leading an engaged team. Strategic self-awareness comes from benchmarking one's results against an external benchmark.