

### Course Objective

- > To provide participants who hold a **BPS level B intermediate certificate** or for **chartered occupational psychologists** with the professional qualification required to administer, interpret and deliver developmental 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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## 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 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.

As the UK distributor of Hogan Assessment Systems (HAS), Mentis Consulting works with HAS to develop & deliver solutions which certify HR professionals and business psychologists to administer & interpret these psychometric tools.

We aim to provide solutions which maximise return on investment, enabling the professional application of the Hogan Instruments for selection or development.

Certification in the use of the HPI, HDS and MVPI through Mentis can be obtained through published open courses or tailored, in-house training solutions.

## Our values

Our *values* are insight; innovation; integrity and impact.

**Insight:** to provide a novel perspective, to listen and identify strengths and development opportunities using proven tools and techniques.

**Innovation:** to help your organisation introduce novel and lasting approaches, to leverage the value of research through close relationships with academic expertise.

**Integrity:** to act ethically, to be honest, trusted advisers and protect confidentiality.

**Impact:** to provide value for money for our clients, exceed expectations and deliver tangible results, increasing the performance of the organisations we work with.

# Course Content



The *Hogan Conversion Course* 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 *Leadership Forecast Series*. This set of reports includes:-

- Leadership Forecast Potential (HPI)
- Leadership Forecast Challenge (HDS)
- Leadership Forecast Values (MVPI)

Course delegates are invited to complete the inventories online and will receive their own set of *Leadership Forecast* reports, which will be referred to during the course.

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 Inventories online.

The Hogan Web Assessment Machine (WAM) will then generate a *Leadership Forecast Series* of reports.

Upon successful completion of the course, delegates will receive a Certificate of Professional Development which indicates that they have received the training required by Hogan Assessment Systems to apply these globally respected instruments in an organisational setting.

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***Values are about preferences, they concern rules that people use to make choices in ambiguous circumstances.***



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***The Hogan Conversion Course is designed to provide an in-depth understanding of how to effectively administer and interpret the three Hogan Inventories.***

# Consultant

## *Richard Brady, C Psychol*

Richard Brady is a chartered organisational psychologist with 18 years experience in providing solutions to improve performance at Global 500 companies and in the Public Sector. He has a Bachelor's degree in Psychology from University of Birmingham and a Master's degree in Organisational Psychology from University of London.

His early career was with UK Civil Service. Following three years' working as psychologist for the UK Employment Department, he worked as a Senior Psychologist at Ministry of Defence between 1993 and 1997 where he designed, delivered and evaluated assessment, selection and development programmes for Royal Navy and Army Officers and other ranks.

Since 1997 he has worked as a corporate psychologist with many international companies. Current clients include Barclays Bank PLC, Compass Group, T-Mobile, Deutsche Telekom Group, Metropolitan Police Service, and Chevron. He founded Mentis Consulting in 2003 – a human resources consulting firm which delivers proven solutions to talent management. Mentis has offices in London and Dubai.



***Delivering feedback effectively using the Hogan Instruments is a skill which Mentis will help you to develop.***

## Agenda

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- 09:45 Arrival of participants – Tea and Coffee
- 10:00 Introductions and opening discussions
- 10:15 Theory behind Hogan Assessment Systems (HAS) and Development of Hogan Instruments
- 11:15 Hogan Personality Inventory (HPI)
- 12:00 Lunch
- 12:30 Practical Exercises
- 13:00 Hogan Development Survey (HDS)
- 13:45 Practical Exercises
- 14:15 Motives, Values, Preferences Inventory (MVPI)
- 14:45 Practical Exercises
- 15:15 Feedback and Development Plans
- 15:45 Individual Feedback
- 16:30 Reporting Options and Case Studies