

Hogan™ Personality Questionnaires

...the Bright Side, Dark Side and Inside (HPI, HDS, MVPI)

Here you have some Personality Questionnaires with a difference – an opportunity to explore people from 3 perspectives – the Bright Side (which describes the way we like to present ourselves to the outer world), the Dark Side (which is the sometimes less than useful way we react when under pressure) and the Inside (which identifies those elements that are most important to us when making decisions).

The Hogan™ questionnaires provide a full picture of the person offering

- a 'Bright-side' instrument based on the Big Five model of personality;
- a 'Dark side' instrument based on 11 ways that people react under pressure leading to potential 'derailment';
- an 'Inside' instrument which explores 10 fundamental values which drive our energy and decisions;
- flexible delivery either online or on paper;
- flexible administration and reporting, fully controllable by the users;
- attractive design to aid motivation and completion;
- comprehensive report emailed to the administrator.

A wide range of applications

Suitable for use in selection, development or guidance, the Hogan™ questionnaires can be used for:

- personal development – it is a rich starting point which summarises a person's style;

- selection – the profile is a summary of a person's self-perception which can be explored and validated against other information so that informed judgements can be made.

PfS Hogan™ Questionnaires at a glance

Use to:
understand personality traits

Use for:
selection, development and career guidance

Use with:
Adults aged 16 and above

Administration:
Online and on paper

Timing:
Untimed, typical completion time 25 to 30 minutes

Number of items:
HPI – 206, HDS – 168, MVPI - 200 items

Reports:
Data, Graphical and range of narrative reports

Norm groups:
US or UK general population, UK Managers and Professionals

Reliability:
HPI (0.71 – 0.89), HDS (0.50 – 0.78), MVPI (0.71-0.84)

Training required:
Team Focus Hogan module

Bob Hogan developed the questionnaires after years researching various aspects of personality. The 3 questionnaires address the following areas:

- **Hogan™ Personality Inventory (HPI – the Bright Side)** – covering 7 scales called Adjustment, Ambition, Sociability, Interpersonal Sensitivity, Prudence, Inquisitiveness and Learning Approach;
- **Hogan™ Development Survey (HDS – the Dark Side)** – covering 11 scales called Enthusiasm, Sceptical, Cautious, Reserved, Leisurely, Bold, Mischievous, Colourful, Imaginative, Diligent and Dependent – all of which can be ‘overdone’ and become negative;
- **Motives and Values Preference Inventory (MVPI – the Inside)** – covering 10 scales called Aesthetics, Affiliation, Altruism, Commerce, Hedonism, Power, Recognition, Science and Tradition.

Advanced analysis and reporting

The Hogan™ questionnaires are online and generate a range of data, graphical and narrative reports with a top of the range ‘Leadership Forecast’ report.

Users who need to administer the tools on paper can then input the data into the online system to get all the benefits of the scoring and reporting process.

The online advantage

Our online system works the way you want to, giving you the option of using any of the Hogan™ questionnaires at a time that suits your development needs, controlling what reports are produced and who receives them.

Training required – Level B Intermediate

People who are already qualified to BPS Level B Intermediate standard simply attend the Team Focus familiarisation courses to become registered users. Those who wish the instrument to be recognised as a Level B Intermediate or Intermediate Plus attend the same courses but have an additional assessment process to go through.

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