

# Hogan™ HDS, HPI & MVPI

## The Hogan™ range of questionnaires

### AIMS

- To allow a modular approach for those who wish to use the Hogan™ range of questionnaires, which have become widely known as the Bright Side, the Inside and the Dark Side
- HPI – the Bright side (Hogan™ Personality Inventory) based on Hogan’s extended model of the Big Five
- MVPI – the Inside (Motives and Values Preference Indicator) based on 10 fundamental values
- HDS – the Dark Side (Hogan™ Development Survey) based on research into management derailment
- To become registered to purchase and use one or all of the above instruments
- To increase your depth of understanding and insight into people’s style, motivations and strengths which, when overdone, can become weaknesses
- To develop your assessment, development and feedback skills

### CONTENT

- How each questionnaire was developed – its theoretical roots and its methodology which enables you to appreciate how it is similar or different from other questionnaires
- The meaning and interpretation of individual scales as building blocks to understanding people’s complexity
- How the factors combine and interact to make up the complexity of the individual
- What factor combinations give indications of motivation, performance, career themes and team roles
- What norms are available for making comparisons with other groups
- How your chosen instrument can be applied practically and its strengths and limitations
- How to write reports and give developmental feedback

### WHO SHOULD ATTEND?

Typically course delegates are involved in the selection and development of people - such as Recruiters, Human Resource Professionals, Team Facilitators, Training and Development Managers, Executive Coaches, Counsellors, Outplacement Consultants and Line Managers who wish to develop their understanding of people. For those who want:

- a range of questionnaires to help you with your understanding, selection and development of people
- a broad framework for understanding personality which also combines with great depth
- to understand people better

*Please note that in order to attend the HDS course, it is a pre-requisite to have completed some psychometric training. Please contact us for further details.*

### QUALIFICATION

You will be registered to purchase and use your chosen instrument with Team Focus and Hogan Assessment Systems. This allows you to use the HAS international online platform - giving the most comprehensive access to multiple language versions and local norms (including the UK version).

### FOLLOW-ON COURSES

Psychological Type & Team Roles (TDI®, LSI, MTR-i™ and ITPQ), 15FQ+™ and the 16PF® family, FIRO®, NEO PI-R™

### WHY TEAM FOCUS?

Team Focus trains more people in a wider range of tests and questionnaires than any other trainer in the UK. Unlike trainers who are restricted to one or two instruments or are committed to selling you their product, Team Focus delegates can be assured that the instrument will be fairly represented and not "over-sold". They also benefit from our unparalleled experience in training, using and developing interesting new questionnaires

### FURTHER DETAILS

#### Duration

HDS 2 days

**For public course dates, please see our Training Calendar.**

#### Investment:

HDS £895 + VAT (includes materials, lunch and refreshments). Price shown is subject to change at any time

HPI and MVPI 1-day workshops @ £495 are available on request

In-house courses for all 3 instruments are available on request.



The Hogan™ **'Bright Side'**  
**'Inside'** and  
**'Dark Side'** measures