

Hogan Development Survey (HDS)

Assesses the 'dark side' or behavior under pressure

Introduction

The Hogan Development Survey (HDS) assesses behavioral tendencies that impede work relationships, hinder productivity, or limit overall career potential.

These career derailers - deeply ingrained in personality traits – can affect an individual's leadership style and actions. When under pressure, most people will display certain counterproductive tendencies or risk factors.

Under normal circumstances these characteristics may actually be strengths. However, when an individual is tired, pressured, bored or otherwise distracted, these 11 performance risk factors may impede effectiveness and erode the quality of relationships with customers and colleagues. The Hogan Development Survey identifies tendencies that are often referred to as the dark side of the personality - what we see when people are stressed.

Qualified professionals will find the HDS useful for:

- Personal Risk Assessment
- Talent Selection
- Coaching
- Team Building

Features

- Designed to predict barriers to a successful career
- Results are available in a variety of employee selection and development report formats
- Characteristics not covered by the Five-Factor Model
- Developed exclusively for working adults
- Normed on over 10,000 working managers
- Validated in over 50 Fortune 500 organizations
- No invasive or intrusive items
- No adverse impact
- Fully internet-enabled
- Available in multiple languages
- HDS provides percentile scores for the 11 primary scales. These scores can be based on general population, manager or executive norms
- The eleven scales are interpretable in terms of risk - higher scores indicate greater potential for problems on the job

Reports

HDI results are delivered in an interpretative report with the following information:

- Provides insights about the candidate's behavior that could potentially undermine or inhibit performance
- Offers suggestions for leading more effectively
- Identifies factors that detract from the candidate's ability to perform as a leader
- Pinpoints risk factors that may impede effectiveness and erode the quality of relationships
- Provides developmental recommendations for high risk zones
- Summarizes leadership challenges and provides ideas for moderating them

Facts About the Development Survey

- No invasive or intrusive content
- No practical gender or ethnic differences in scale scores
- Total completion time is 15-20 minutes
- Norms were based on responses of 10,000 employed adults in a variety of industries
- Over 1,500,000 people have completed the HDS representing every sector of the global market place
- Only inventory designed to measure potential leadership derailers
- Test-retest reliabilities range from .58 to .87
- Validated in over 50 organizations across a wide range of occupational categories
- Conducted research involves more than 100 validation studies covering a wide range of jobs

