



The Hogan Development Survey (HDS)

The Hogan Development Survey (HDS) assesses eleven behavioral tendencies capable of impeding work relationships, hindering productivity, or limiting career potential. These derailers can affect an individual's leadership style and actions. Under normal circumstances these characteristics may actually be strengths. However, when an individual is tired, pressured, bored, or distracted, these risk factors may impede effectiveness and erode the quality of relationships with customers and colleagues. The HDS identifies the dark side of personality - what we see when people are stressed or not self-monitoring. It is the only business-related inventory that measures these dysfunctional behavioral patterns.

Basic Facts

- Assesses personality characteristics beyond the FFM that can impede successful performance
- Predicts job performance across industries, organizations, and jobs
- No invasive or intrusive items
- No adverse impact
- Fully Internet enabled; takes less than 20 minutes to complete
- Available in over 40 languages with reports available in over 25 languages
- Reports available for applicant selection or employee development

Technical Details

- In addition to global norms, local norms are available in over 30 languages based on data from over 2 million working adults across countries, industries, organizations, and jobs.
- Researchers have used the HDS in over 120 criterion-related validation studies to predict occupational performance across a range of jobs, organizations, and industries.
- The HDS has been used in over 160 validity generalization studies.
- Studies indicate that, when used with the HPI, validity for the HDS predicting job performance is .35, and when used with both the HPI and MVPI, validity is .54 (Hogan Assessment Systems, 2014).
- Additional validity evidence is outlined in the HDS manual (R. Hogan & J. Hogan, 2009), including relationships with observer ratings and scales from several other well-established psychological assessments.
- Every HDS validation study includes adverse impact analyses, and to date none of these studies has shown adverse impact for HDS profiles by race/ethnicity, gender, or age.
- Internal consistency reliabilities range from .43 to .68; test-retest reliabilities range from .64 to .75. Despite this stability, focused development can reduce risks associated with high scores.
- Favorable reviews of the HDS appear in the Buros Institute of Mental Measurements' *The Nineteenth Mental Measurements Yearbook* (Axford, 2014; Hayes, 2014) and the British Psychological Society's (BPS) Psychological Testing Centre's *Test Reviews* (Hodgkinson & Robertson, 2007).
- Spanning over 3 decades, the HDS has been used in over 100 academic research publications, appearing in top peer-reviewed journals including the *International Journal of Selection and Assessment* and the *Leadership Quarterly*.
- More information about the HDS is available from Hogan representatives and at www.hoganassessments.com.