

Assessment Comparison

Hogan vs. MBTI

<p>Hogan Assessment Systems leads the world in personality assessment and leadership development. Hogan is grounded in more than 4 decades of validated research and was the first to scientifically measure personality for business. Hogan was founded in 1987 by Drs Robert and Joyce Hogan. Hogan has local distributors in more than 30 countries and has provided assessment services to more than 1500 companies worldwide.</p>	<p>About The Company</p>	<p>The MBTI is exclusively published by CPP, formerly known as Consulting Psychologists Press. CPP is a world leader in personality, career, and organizational assessments. Founded by two psychology professors from Stanford and U.C. Berkeley, CPP shares the common goal of using research-based psychological assessments to give people the insight and guidance they need to develop in their personal and professional lives.</p>
<p>Hogan Assessments feature three core tests that measure different aspects of personality: normal personality characteristics, career derailment risks, and core value drivers. These three assessments can be taken separately, but are most powerful when used together.</p>	<p>About the Assessments</p>	<p>The Myers Briggs Type indicator breaks individuals down into one of sixteen different personality types based on how they perceive the world, make decisions, and focus their attention. The MBTI was designed to help individuals learn about themselves, their preferences, and how they interact with others.</p>
<p>The Hogan Assessment suite features three separate tests that each take 15-20 minutes to complete:</p> <ul style="list-style-type: none"> • The Hogan Personality Inventory (HPI) has 206 items that comprise 7 primary scales and 6 occupational scales • The Hogan Development Survey has 168 items that comprise 11 primary scales • The Motives, Values, Preferences Inventory (MVPI) has 200 items that comprise 10 primary scales 	<p>Assessment Options</p>	<p>Two assessment options, MBTI Step I and Step II. The Step I questionnaire uses the initial framework of four dichotomies resulting in a four-letter personality type. features 93 forced choice, same scale items. The questionnaire takes approximately 15-25 minutes to complete. Step II provides results on 20 components of the four-letter types. Includes 93 step I items plus additional 51 item.</p>
<p>Hogan offers over 25 report options that target a wide variety of specific business needs.</p>	<p>Report Options</p>	<p>14 report options are available for both individual and group development purposes.</p>
<p>Hogan Assessments can be used for recruitment, selection, development, performance management, succession planning and team building.</p>	<p>Business Applications</p>	<p>Training and individual development, team building, and career counseling. Not appropriate for selection</p>



Hogan Assessments are based on Socio-Analytic Theory that posits that humans have evolved to accomplish three main goals in life: get along, get ahead and find meaning. The three core assessments conform to prominent personality theories such as the Five-Factor Model.	Theoretical Background	The Myers-Briggs Type Indicator was first published in 1943 by Katharine Cook Briggs and her daughter Isabel Briggs Myers. The test was based on Carl Jung’s Psychological Types and was initially used to help individuals understand themselves in a post-World War II climate.
<ul style="list-style-type: none">• Internal consistency averages are .76 for the HPI, .71 for the HDS, and .76 for the MVPI; The average test-retest reliability is .81 for HPI, .70 for the HDS, and .79 for the MVPI• Predictive validity of the combined assessments is .54 for predicting job performance across job families	Reliability and Validity	<ul style="list-style-type: none">• Test-retest reliability between .57 and .81; Internal Consistency ranges from .86 to .92• Validity is acceptable for measuring traits but no data on predictive validity for job performance
Assessments are available in nearly 50 languages; Reports are available in over 30 languages.	Languages	Available in over 20 languages
In addition to global norms, local norms for the HPI, HDS, and MVPI are available in over 30 languages based on data from over 2 million, 1 million, and 68,000 working adults respectively across countries, industries, organizations, and jobs.	Norms	Norms are based on a representative US sample of adults, sample size: 3,009.

The most important question to ask when selecting an assessment tool is “does the tool assess what I want it to assess?” Hogan assessments are built to predict job performance. This means they can be used to evaluate employability and job fit, and provide a solid basis for development. Hogan assesses a candidate along 28 unique scales that measure normal personality characteristics, derailment risks, and core values that motivate us in the professional world. This allows for degree of precision that most assessments do not.

The MBTI, in contrast, is limited in its assessment capabilities. This assessment was designed for self-discovery and, therefore, cannot predict how an individual will perform in a professional environment, nor is it appropriate for candidate selection. The results break down all individuals into one of 16 categories. While these categories may be insightful for the candidate, the results tend to be quite general and non-specific.