

# Hogan vs Caliper Profile

<p>Hogan Assessment Systems was founded in 1987 by Drs. Robert and Joyce Hogan. The pair was inspired to pioneer a nondiscriminatory, equitable, and inclusive measure of personality that was scientific and specifically for business.</p>	<p><b>About The Company</b></p>	<p>Caliper was founded in 1961 by Herbert M. Greenberg, Ph.D. and David G. Mayer. The pair was inspired by their research study to make a test that predicted sales success and reduced turnover. This led to their central offering, the Caliper Profile.</p>
<p>Hogan's assessments measure different aspects of working adults: normal personality characteristics, career derailment risks, and core values. These three assessments can be taken separately, but are most powerful when used together.</p>	<p><b>About the Assessments</b></p>	<p>Caliper Profile measures intelligence, personality traits, as well as the three derived factor scales of Ego Drive (EGO), Empathy (EMP) and Confidence (CF).</p>
<p>Hogan Assessments feature three separate tests that each take 15-20 minutes to complete:</p> <ul style="list-style-type: none"> <li>• The Hogan Personality Inventory (HPI) has 7 primary scales and 6 occupational scales</li> <li>• The Hogan Development Survey (HDS) has 11 primary scales</li> <li>• The Motives, Values, Preferences Inventory (MVPI) has 10 primary scales</li> </ul>	<p><b>Assessment Options</b></p>	<p>Caliper Profile features two cognitive sections and three personality-trait sections that together take approximately 75-90 minutes to complete:</p> <ul style="list-style-type: none"> <li>• The personality component has 18 scales</li> <li>• The cognitive component has 5 scales</li> </ul>
<p>Over 25 report options are available to target a wide variety of specific business needs.</p>	<p><b>Report Options</b></p>	<p>2 report options are available for specific job roles.</p>
<p>Hogan Assessments can be used for recruitment, selection, development, performance management, succession planning, team building, and more.</p>	<p><b>Business Applications</b></p>	<p>Caliper Profile is promoted for selection, development, promotion, succession planning, and team building.</p>
<p>The HPI, HDS, and MVPI 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 HPI follows the Five-Factor Model, the HDS follows Karen Horney's themes of flawed interpersonal strategies, and the MVPI follows Holland's RIASEC model.</p>	<p><b>Theoretical Background</b></p>	<p>There is no proof that Caliper Profile has a theoretical background.</p>



<ul style="list-style-type: none"> <li>• Internal consistencies range from .72 to .85 for the HPI, from .65 to .77 for the HDS, and from .72 to .86 for the MVPI.</li> <li>• Internal consistency numbers are calculated from a sample size of 166k participants</li> <li>• With a sample size of 2,003 participants, one-year test-retest reliabilities range from .59 to .75 for the HPI, from .65 to .74 for the HDS, and from .64 to .75 for the MVPI.</li> <li>• Predictive validity of the combined assessments is .54 for predicting job performance across job families.</li> </ul>	<b>Reliability and Validity</b>	<ul style="list-style-type: none"> <li>• After adjustments, internal consistencies range from .46 to .93</li> <li>• Internal consistency numbers are calculated from 14,863</li> <li>• With a sample size of 47 participants, one-year test-retest reliabilities range from .43 to .86</li> <li>• Predictive validity for job performance is between .30 for service jobs to .39 for technical jobs</li> <li>• Some scales (like Self-Structure, Skepticism, Stress Tolerance) have low internal consistency and coefficients of test retest reliability, and therefore should be interpreted with caution</li> </ul>
<p>Assessments are currently available in nearly 50 languages, and reports are available in over 30 languages.</p>	<b>Languages</b>	<p>Assessments and reports are available in over 28 languages.</p>
<p>Hogan Assessment Systems has the world's best global database of norms, with a representative sample of N = 171,000 working adults across the world and 40 local norms.</p>	<b>Norms</b>	<p>Caliper Profile's norms are based on a representative US sample of 3,009 adults and a UK sample of 2,056 adults.</p>

The most important question to ask when selecting an assessment tool is “does the tool assess what I want it to assess?” Hogan’s unique tools, including the world’s largest database of norms on working adults, criterion data, and job analytic studies, allow Hogan to be confident in their predictive validity. The HPI, HDS, and MVPI are proven to assess real-world employability, development needs, and job fit with a degree of predictive precision that other assessments simply cannot match.

Caliper Profile, in contrast, is somewhat limited in its assessment capabilities. Their lack of theoretical background and data in comparison to Hogan’s pioneering socio-analytic theory and billions of global data points is significant. A weaker foundation and smaller amount of data makes Caliper Profile’s insight less accurate than Hogan’s. Furthermore, their limited reach means that when participants are looking at their Caliper Profile test results, they are ignoring the global competition. Hogan’s insight gives participants a clear view of how they compare to the rest of the global population. Lastly, the Caliper Profile is an exceptionally difficult instrument to evaluate, as it is not available for informed use by qualified practitioners. Instead, it is made freely available to anyone who wishes to purchase it, provided they only pass on to clients an interpretation provided by Caliper staff, who may have undergone training but are not necessarily chartered occupational psychologists.