

### Why do I need to complete a personality assessment?

Personality assessments are used to provide valuable information to improve the quality of selection decisions, in support of leader development and to assist with team development. Personality assessment can also provide valuable organisational data on capability, potential and culture.

### What are Hogan Assessments?

Winsborough use Hogan Assessment Systems (HAS), a particular suite of personality assessments underpinned by robust psychological theory and continuously tested in the real world over the last 40 years. HAS looks at your reputation - how others see you day-to-day and how they see you when you are not at your best; and your identity - your core values, goals and interests.

For more information visit [hoganassessments.com](http://hoganassessments.com) or contact Winsborough.

*The Hogan Assessments have been developed specifically for the business community, based on research involving working adults.*

### What do Hogan personality assessments measure?

#### ***The Hogan Personality Inventory (HPI) - the "bright side" of personality***

A measure of normal personality – what we see when people are at their best - it is used to predict job performance. The HPI is an ideal tool to help strengthen employee selection, leadership development, succession planning, and talent management processes.

#### ***The Hogan Development Survey (HDS) - the "dark side" of personality***

Identifies personality-based performance risks and derailers of interpersonal behaviour. These behaviours are most often seen during times of stress and may impede work relationships, hinder productivity, or limit overall career potential. These derailers—deeply ingrained in personality—affect an individual's leadership style and actions. If these behavior patterns are recognised, however, they can be compensated by development and coaching.

#### ***Motives, Values and Preferences Inventory (MVPI) – the "inside" of personality***

A personality inventory that reveals a person's core values, goals and interests. Results indicated which type of position, job and environment will be most motivating for the employee and when he/ she will feel the most satisfied.

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#### ***Get in touch***

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### How do personality assessments work?

Personality assessments rely on two types of responses: self-report and self-presentation. Direct, objective reports about yourself are known as self-reports; when you frequently endorse items such as 'I want to be a success in life', research has shown that you will be seen to be competitive. Indirect, impression-forming reports are known as self-presentation; those who frequently endorse items such as 'people really care about one another' are more likely to be seen as trusting than those who do not.

### How were Hogan assessments developed?

Hogan research links assessment items (questions) with observations of performance and behaviour of working adults. The way you answer the question predicts the way in which others are likely to describe you (and thus interact with you).

### What proof is there that Hogan Assessment Tools are Valid?

Hogan has set the global standard for predicting job performance, building on a reputation of innovative leadership in providing scientifically-based personality assessment solutions for business and industry.

Hogan research is widely credited with demonstrating how personality factors influence organisational effectiveness, and that personality testing effectively predicts job performance. Hogan assessments and reports represent an integrated system of solutions that are specifically designed to help you to better manage your human resource capital and retain your top talent.

**Predictive** - Hogan assessments are based on subjective and objective indicators of job performance. Over 450 validation studies demonstrate superior predictive validity regardless of job, job family or industry.

**Effective** - Hogan typically helps organisations measurably improve the quality of their hiring decisions by 20% to 40% resulting in reduced turnover, decreased shrinkage, increased customer service and satisfaction ratings, increased sales, reduced accidents and reduced workers compensation claims.

**Defensible** - Hogan assessments do not produce adverse impact based on gender, age or ethnicity. Hogan's industry standard validation and documentation procedures have never been successfully legally challenged. All assessments have NZ norms.

Winsborough and Hogan have completed a number of NZ based and international validity studies, where scores on Hogan Assessments are statistically analysed against supervisor and other ratings of performance on the job. Hogan Assessments are consistently shown to predict performance on the job.

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**What do I have to do?**

You have received a link and login to complete Hogan Assessments online. Each of these takes approximately 20 minutes to complete, but are not timed.

For the Hogan Personality Inventory (HPI) you will need to answer 206 questions, for the Hogan Development Survey (HDS) you will need to answer 168 questions, and for the Motives, Values and Preferences Inventory (MVPI) you will need to answer 200 questions.

**What if I stretch the truth on my personality assessment?**

Hogan assessments include scales for detecting conscious attempts to look good (or bad). Further, specific exaggeration provides us with useful information about your personality.

**Will the mood I am in affect how I will perform on the assessments?**

Hogan assessments are designed to look at the patterns of your feelings and moods – so although your feelings and moods fluctuate they will not drastically affect the results of your assessments.

**Why do I have to answer what seems to be the same questions written in different ways?**

Having you answer similar questions related to the same trait increases the accuracy of the measurement.

**I have completed personality assessments before, why do I need to complete more?**

Although personality is considered to be relatively stable over time, certain events in our lives may impact on how others see us, and therefore on our assessment results. If you have completed the Hogan assessment tools in the last two years you can choose to use your previous results. If your assessments are older than two years, or there have been significant changes in your life in the previous two years, we recommend you complete them again.

**Are Hogan Assessments culturally fair?**

Yes. Research indicates there is no adverse impact by age, race, ethnicity or gender for the HPI, HDS or MVPI. This means that there is no disparity in selection for hiring or promotion that disadvantages individuals of a particular age, race, ethnicity or gender. We ask for this information from you when you complete the assessments, so that Hogan can keep reviewing and checking to ensure assessments remain fair.

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**Will completing this assessment reveal sensitive and potentially embarrassing things about me?**

No. Hogan personality assessments tell us about general patterns of thought and behaviour that are likely to be obvious to people you work with regularly. Further, these assessments comply with fair employment practice legislation and do not ask about religious beliefs, physical disabilities, sexual attitudes, drug use or criminal behaviour.

**Will this assessment show whether I am a little or a lot 'crazy'?**

No. Hogan personality assessments measure where you sit within the normal range of personality - for example whether you are more, less or just as composed as other working adults. (If you want to find out if you are crazy you will need to complete a highly specialized test such as the Minnesota Multiphasic Personality Inventory (MMPI), which cannot be used for employment decisions).

**How will completing Hogan assessments help my organisation?**

There are many ways in which HAS can be used to improve an organisations' performance, HAS have more than three decades of experience dramatically reducing turnover and increasing productivity by helping businesses hire the right people, develop key talent, and evaluate leadership potential.

For example, a major telecommunications company used the HPI to hire technical support personnel. Using an HPI-based profile of high performers, persons who fit the profile were two times more likely to be receive high ratings for customer focus, and over two times more likely to receive high ratings for overall performance; conversely, 38% of incumbents who did not meet the profile soon left the company.

**What is the structured interview?**

The structured interview is a discussion with a Winsborough Consultant which gives you an opportunity to talk with us about your motivation for the role and your past experiences that are relevant to this role. This assists us in gathering, analysing and presenting relevant information to the selection panel to help them in their decision-making. The structured interview is also a chance for us to explore the insights your Hogan Assessment results can give you.

**What do I need to do to prepare for a structured interview?**

We recommend you give yourself some time to reflect on your application prior to meeting with us. Think about what it is that attracts you to this role and the experience and previous roles - formal or informal - that you feel are a match with what this role requires.

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### What is a cognitive assessment?

A cognitive assessment measures your thinking ability, and informs us about your problem solving ability. The main cognitive assessments which Winsborough Ltd use are the Matrigma, Raven's APM, Raven's SPM, Matrigma, and WGCTA. We also administer and interpret other cognitive assessments such as the DAT.

### *Raven's Advanced and the Raven's Standard Progressive Matrices & Matrigma*

These measure fluid intelligence such as how you make sense of new information. The timed version of these assessments adds additional information about your intellectual efficiency.

The Raven's APM and SPM each measures your reasoning ability (meaning-making) and involves identifying the missing element that completes a pattern.

The Matrigma test measures your ability to solve logical problems and spot logical connections. The test involves making logical connections, understanding relationships between different objects and finding points of similarity between objects. People that score highly on these tests are typically efficient, creative problem solvers and are intellectually flexible.

### *WGCTA II – Watson Glaser Critical Thinking Appraisal II*

This assessment measures crystallised intelligence such as deductive and inductive reasoning, and measures your ability to apply rules of logic.

Critical thinking involves the careful acquisition and interpretation of information, and the application of that information to reach a well-justified conclusion. The assessment looks at inference, assumption recognition, deduction, interpretation, and argument evaluation.

### *DAT – Differential Aptitude Test*

The DAT are a series of assessments that measure your general cognitive abilities, and ability to learn or achieve in different areas, such as verbal reasoning, numerical reasoning and abstract reasoning.

### How will the assessment results be used?

We use assessment results to build a picture about you, usually in conjunction with other information such as your previous experience, to make recommendations for selection or development purposes.

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**Who will see the assessment results?**

Winsborough Limited may share your assessment results with HR or Managerial staff at the organisation who requested them, in the format they choose (from quite brief to in-depth report, with or without a verbal briefing). We also recommend to the requesting organisation that you receive feedback from Winsborough Ltd, to discuss the insights you can take away from the assessments, however this is up to your employer as to whether they offer this to you.

**Are hiring decisions made solely based on my assessment results?**

No. We recommend to hiring managers that all assessment results are considered alongside other information such as past experience, referee checks and interviews.

**How do you keep my results secure?**

You will be provided a unique username and password to access the assessments. The platform on which your assessment results are held meets NZISM "In-Confidence" security controls, with appropriately restricted access. For more information, please contact us for a copy of Winsborough Ltd's Security Policy.

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