



HOGANSELECT

ADVANTAGE

PUT THE HOGAN ADVANTAGE TO WORK FOR YOU

When it comes to a simplified approach to job candidate selection, there is no better option than Hogan's *Advantage* report. *Advantage* combines Hogan's reputation for accurate prediction and exhaustive research with an immediately applicable, low-cost solution targeted at entry- to supervisor-level positions. Designed specifically to function as a pre-hire selection tool, *Advantage* accurately and efficiently predicts a candidate's on-the-job performance.

- Off-the-shelf hiring solution
- Backed by more than 30 years of research and performance data
- 5 minute, 74-question assessment inventory
- Designed to assess general employability
- Based on 3 primary employability scales
- Provides dynamic interview questions
- Provides overall employability score

EMPLOYABILITY SCALES

- **DEPENDABILITY** – Concerns the degree to which a person will follow established rules and procedures, make work and work-related activity a priority, accept supervision, and follow through on assigned tasks and responsibilities.
- **COMPOSURE** – Concerns the degree to which an employee can handle stress and pressure without becoming upset or emotional.
- **CUSTOMER FOCUS** – Concerns a person's capacity to relate to client or customers in a friendly, positive, and helpful manner.

The screenshot shows two pages of the Hogan Advantage report. The left page is the cover page, featuring the Hogan logo, the text 'HOGANSELECT', and 'ADVANTAGE AN OFF-THE-SHELF SOLUTION FOR CANDIDATE SELECTION'. It includes a report header for 'John Sample' with ID 'DC178490' and date 'May 18, 2009'. The right page is the results page, titled 'HOGANSELECT ADVANTAGE'. It defines three scales: Dependability (score 93), Composure (score 92), and Customer Focus (score 73). Each scale is represented by a horizontal bar chart with markers for Low, Below Average, Average, Above Average, and High. The overall employability score is 86%. The report footer includes the text: 'The results contained in this report are NOT meant to supersede the judgment of a hiring manager. Rather, a hiring manager should use these results as one input into his/her process for arriving at a hiring decision regarding the candidate.' and the ID 'DC178490 John Sample 5/18/2009'.