



PERFORMANCE PROGRAMS INC.

assessment, awareness, action

The Job Evaluation Tool (JET)

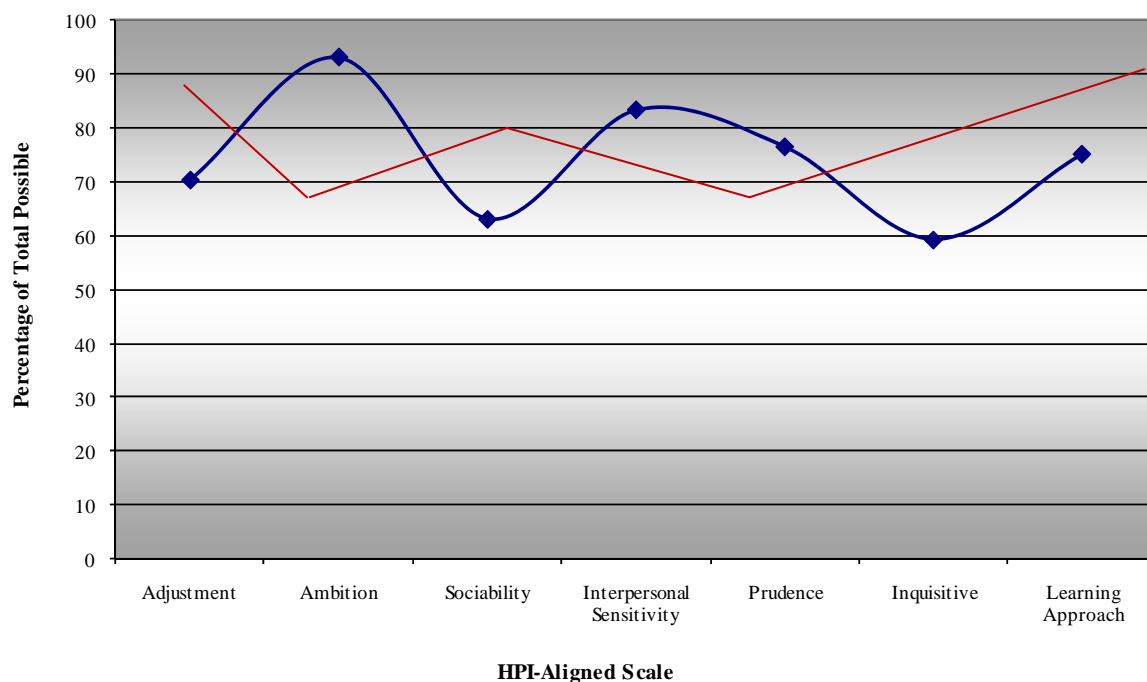
Hogan's Job Evaluation Tool (JET) represents the foundation for conducting client-facing selection and development efforts, both domestically and across international borders, by providing structured, reliable, and legally-defensible job analysis information.

The JET is a personality-based job analysis questionnaire aligned to the HPI, HDS, MVPI, and HBRI. It assesses characteristics of jobs and organizations that are important for effective performance and career fit in today's job market.

- Personal and organizational characteristics are important because:
- Different characteristics are important for success in different jobs and organizations.
- Characteristics that facilitate performance in one job or organization may hinder performance in others.
- Organizations are more satisfied and realize better performance results with employees whose values and goals are consistent with those espoused by the organization.

The first step involves Subject Matter Experts (SMEs) completing the JET to identify the critical worker characteristics required for success in a target job. The Jet assessment consist of 5 section and can be taken online or paper/pencil format. The five sections are:

- **Section 1:** Performance Improvement Characteristics (PIC) – The PIC identifies personal characteristics needed to successfully execute job requirements and the degree to which these characteristics improve job performance. The PIC section is aligned with the seven primary scales and 41 HICs on the HPI. The SMEs rate the extent to which each characteristic listed would *improve* performance. Assessment data on the HPI can be compared to the JET results of the PIC. See sample chart below



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Distributor of Hogan Assessments

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- **Section 2:** Derailment Characteristics Questionnaire (DCQ) – The DCQ identifies personal characteristics that may inhibit job performance. It aligns with the 11 scales on the HDS. The SMEs rate the extent to which each characteristic listed would *degrade* performance. Please that this section is only used for high risk jobs.
- **Section 3:** Motivational Improvement Characteristics (MIC) – The MIC identifies the motivators, values, and preferences that define a workgroup’s ideal climate. It aligns with the 10 scales on the MVPI. Again, this assessment data on the MVPI can be compared to the JET results of the MIC. It useful in determining cultural fit. The SMEs rate the extent to which each statement describes the *work group*.
- **Section 4:** Business Reasoning Questionnaire (BRQ) – The BRQ identifies key cognitive capabilities required for successful job performance. It aligns with the scales on the HBRI. The SMEs rate the extent to which Strategic and Tactical Reasoning is related to job performance. The section is useful in testing executive/senior level positions.
 - **Section 5:** Competency Evaluation Tool (CET) – The CET identifies competencies critical for successful performance in the target job. The SMEs rate the degree to which each listed *competency* is critical. The competency analysis serves several purposes, such as validating existing organizational competency models and as the basis for synthetic validation. In addition, we like to rank order the Competency results. The competencies that are most important can be helpful in the screen process and used for follow-up interview questions.

Because the JET strategically aligns with Hogan assessments, results help identify the personality characteristics, values, and level of cognitive ability required perform successfully in a target job. This information is critical for both identifying high potential job applicants and highlighting developmental needs for existing job incumbents.

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