

- In the case of a legal challenge, Hogan will provide supporting documentation regarding the creation, validation, and proper use of our assessments should the validity research be challenged.
- In addition, Dr. Joyce Hogan was an international authority on personnel selection, and served as a consultant/expert witness on employment discrimination cases for the U.S. Department of Justice.

HOGAN REQUIRES CERTIFICATION TO ADMINISTER AND INTERPRET OUR ASSESSMENTS

To ensure appropriate and consistent application of our assessment tools, Hogan provides a comprehensive certification process that empowers users with the expertise and resources needed to

Hogan empowers users with the expertise and resources needed to interpret personality profiles.

interpret the Hogan personality profiles.

- Due to (a) the inherent complexity of psychometric assessment data, (b) the depth of measurement offered by the Hogan tools, and (c) concerns with fairness and appropriate use of selection and development procedures, Hogan endorses a user-educated approach to implementation across the spectrum of talent-management applications.

- Hogan ensures that users are appropriately qualified and trained to administer and interpret the Hogan tools based on intended use.

HOGAN IS THE LEADER IN PERSONALITY ASSESSMENT

A pioneer in the personality assessment industry, Hogan remains one of the few privately-operated assessment publishers in the world. Drs. Joyce and Robert Hogan dedicated their careers to the advancement of personality assessment. Their commitment to scientific research and development of leading-edge personality assessments is a fundamental part of our culture. In more than 25 years of history, Hogan has partnered with thousands of organizations improve their talent management systems using Hogan's assessment solutions.

