

JUDGMENT REPORT | OVERVIEW

The Hogan Judgment Report is a new and comprehensive approach to assessing judgment and decision-making.

Our judgment model includes: (a) two measures of numerical and verbal information processing, (b) three non-cognitive scales assessing decision approaches, and (c) three post-decision scales describing non-cognitive responses to negative feedback.

Purpose	Commonly used for development applications; the report offers insight to help individuals make better decisions and more quickly recognize and correct judgment-related mistakes.
Languages	Available in 20+ languages – Contact Hogan for current offerings
Assessments used	Judgment Assessment

FAQ

What are the requirements to use the report? Individuals must 1) be Hogan certified or appropriately qualified and trained as a consultant or HR professional, and 2) complete the online Judgment certification webinar.

Is there a cost associated with the Judgment certification webinar? The cost is \$125 US, and the webinar is required for anyone who wants to use the report to provide coaching or feedback.

Is feedback required? No, but we recommend that users examine and discuss feedback with a Hogan-certified coach.

Can I customize the report? No

Can I use existing assessment data to score a Judgment Report? No. The Judgment Report requires the participant to take the Judgment Assessment and cannot be generated using existing assessment data.

How does the Judgment Assessment differ from the HBRI? The HBRI focuses on the ability to solve strategic and tactical problems. The Judgment Assessment focuses on decision making by measuring processing speed and style, pre-decision approaches and post-decision biases. Judgment is positioned for development, whereas HBRI is positioned for selection.

How does the Judgment Assessment differ from Matrigma? Matrigma assesses the ability to solve problems through non-verbal pattern recognition. The Judgment Assessment measures one's processing speed and the ability to rationalize quantitative- and verbal-based patterns. The Judgment Assessment also evaluates pre-decision approaches and post-decision biases. Judgment is positioned for development, whereas Matrigma is positioned for selection.

For more information visit www.performanceprograms.com Phone: 1-860-388-9422

