



# H I G H L I G H T S

Hogan's tools have set the global standard for predicting job performance for over three decades, 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 organizational effectiveness, and that personality testing effectively predicts job performance.

Hogan's assessments and reports, used by The PRAXIS Group, represent an integrated system of solutions that are specifically designed to help you to better manage your human resource capital and retain 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 assessments, when used for candidate screening, help organizations measurably improve the quality of their hiring decisions by 20% to 40%, resulting in reduced turnover, decreased shrinkage, increased customer service/satisfaction ratings, increased sales, reduced accidents, reduced workers compensation claims, etc.

## 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.

## VALID

Hogan's research division is second to none, so all their tools, and technical documents conform to guidelines set forth in the *Principles for the Validation and Use of Personnel Selection Procedures* and the *Uniform Guidelines on Employee Selection Procedures*.

## COMPREHENSIVE

Hogan's integrated suite of assessments is specifically designed to provide a comprehensive picture of personal characteristics related to business performance and potential. They are especially powerful when used for executive coaching.

## USER-FRIENDLY

All of Hogan's assessments and reporting options can be accessed online.

## CONVENIENT

Due to the secure nature of Hogan's online delivery platform, PRAXIS clients can complete the HPI, HDS, MVPI and HBRI entirely online.

## CLIENT-ORIENTED

Whatever your development needs may be, The PRAXIS Group uses Hogan tools to inform, educate, and develop.

**FOR MORE INFORMATION, CALL 626.967.3865, OR VISIT [thePRAXISgroup.com](http://thePRAXISgroup.com)**