



Psychometric Assessment

For Recruitment Selection

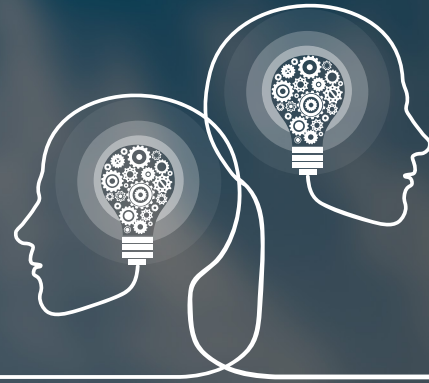
FWB Park Brown

Executive Search

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1.0



Psychometric Assessments

As part of our comprehensive recruitment solution FWBPB provides in-house psychometric analysis using the Hogan suite of assessments.

1.1 Overview

Psychometric Assessments measure aspects of mental processes or behaviours as opposed to physical characteristics. These Assessments seek to understand an individual's preferences in the workplace and how they are likely to behave. They can help to distinguish between personality factors that are helpful in some roles and factors that might represent a hindrance in others.

People need to have a system of meaning, such as religion, philosophy, or science, that helps them make sense of the world. As a consequence of these three things, people will always have three main motives: getting along with others (i.e., cooperation), getting ahead of others (i.e., competition), and finding meaning. Personality is what determines how people work toward those goals and the extent to which they achieve them.

More specifically, three components of personality shape our interactions: identity, reputation, and social skill. Identity is the story we tell ourselves about ourselves—it's the person you think you are. While there might be some takeaways in how we perceive ourselves, we are usually wrong. We often have an inflated idea of our own talent, or we might be unnecessarily hard on ourselves. Reputation, on the other hand, is what everyone else thinks of us, and it's based on our overt behaviours and social skills. Your reputation is the person other people think you are. Success in the workplace is largely dependent on the individual's reputation, and this is the part of personality that the Hogan Assessments analyse. By assessing the individual candidate using the Hogan Assessments, the organisation has a clearer understanding of role and organisational fit. In addition, the assessments can be used for the successful candidate's development and coaching moving forward. The Hogan Personality Assessments provide the opportunity to increase an organisation's diversity with unbiased assessment data.



Hogan Personality Inventory

Adjustment
Ambition
Sociability
Interpersonal Sensitivity
Prudence
Inquisitive
Learning Approach



Hogan Development Survey

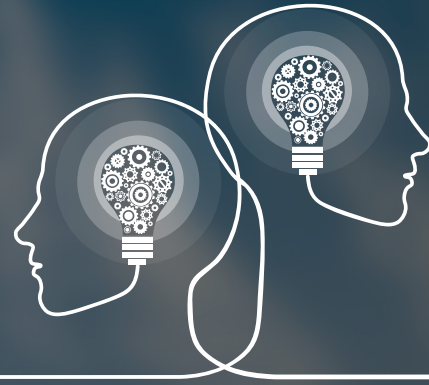
Excitable
Sceptical
Cautious
Reserved
Leisurely
Bold
Mischievous
Colourful
Imaginative
Diligent Dutiful



Motives, Values, Preferences Inventory

Recognition
Power
Hedonism
Altruistic
Affiliation
Tradition
Security
Commerce
Aesthetics
Science

2.0



Hogan Assessments

2.1 The Bright Side/Hogan Personality Inventory(HPI)



The bright side of personality, measured by the Hogan Personality Inventory (HPI), describes how we relate to others when we are at our best. Based on the five-factor model of personality, the HPI was developed in the 1980s in the context of socioanalytic theory. According to this theory, getting along with others and getting ahead in the social hierarchy are the dominant themes in social life. The HPI captures key behavioural tendencies relevant to these objectives. This scale looks at our day-day behaviour and how we typically interact with others. The Hogan Personality Inventory is composed of seven primary scales and 42 subscales.

2.2 The Dark Side/ Hogan Development Survey(HDS)

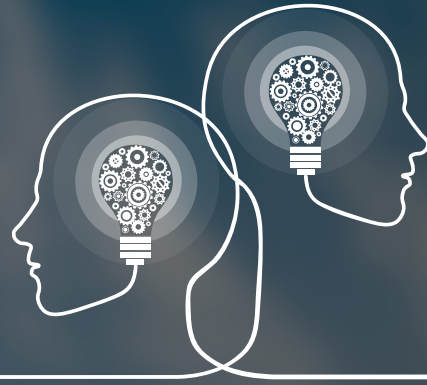


The Hogan Development Survey measures dark side personality – interpersonal behaviour that can be strengths, but when overused can cause problems in work and life. Whereas characteristics in the HPI can be seen in a person's day-day behaviour, the performance risks assessed by the HDS will only be seen in situations where the person is not actively managing his or her public image. These situations might include those involving high stress or change, multi-tasking, task saturation or accomplishment, poor person-job fit, or when an individual feels so comfortable in his or her work environment that little or no concern is given to public image. By assessing dark-side personality, an organisation can recognize and mitigate performance risks during the selection process and as part of ongoing development.

2.3 The Inside/Motives, Values, Preferences, Inventory (MVPI)



The inside of personality refers to the goals, values, drivers, and interests that determine what the individual desires and strives to attain. By assessing values, it enables the organisation to understand what motivates candidates to succeed, and in what type of position, job, and environment they will be the most productive.



3.0

Process & Cost

3.1 Process

- » The candidate is contacted by the FWBPB Hogan Consultant who will provide a URL to access the 3 assessments.
- » The candidate is able to complete the assessments in their own time, allowing 15-20 minutes completion time per assessment.
- » The assessments are available in more than 40 languages.
- » The FWBPB Hogan Consultant interprets the assessment data and provides a comprehensive report within one week of the assessment being completed which is shared with the candidate and client.
- » A feedback session will be offered to review the 3 assessments for both client and candidate independently.
- » Each session would take no longer than 1 hour.

All information will be handled and retained in line with GDPR regulations.

3.2 Cost

£650 + VAT per candidate – to include:

Reports - Leadership Forecast Series (MVPI, HDI ,HDS) and Executive Summary

Feedback Session to Client and Candidates

We are also able to offer bespoke assessments if an organisation is looking to assess against specific competencies. In addition, Coaching and Development specific reports can be provided. The FWBPB Hogan Consultant can advise on costs.

FWB Park Brown
T: +44 (0)131 539 7087
www.fwbparkbrown.com

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