

An inventory highlighting strengths and potential barriers to personal/career development.

#### Features and Benefits

- Non-clinical constructs predicting tendencies that may impede normal career progress
- Provides in-depth information about interpersonal problems that are hard to detect in an interview
- An exceptional developmental tool that identifies career derailing tendencies so they can be addressed
- Developed and normed exclusively on working adults
- No invasive or intrusive items
- Fifth grade reading level
- Computerized interpretive reports
- Particularly useful for people who manage others, people who work in teams, and people who work in high stress occupations

#### Scales and Interpretation

The Hogan Development Survey (HDS) assesses eleven patterns of interpersonal behaviour that are most often seen during times of stress and heavy work loads.

These behaviours may impede the development of strong working relationships with others, hinder productivity, or limit overall career potential. If they are recognized, however, a person can be coached to compensate for them.

**Excitable:** Moody, hard to please, and a tendency to have unstable interpersonal relations.

**Skeptical:** Cynical, mistrustful, and a tendency to be pugnacious.

**Cautious:** Unassertive, sensitive, and fearful of making mistakes.

**Reserved:** Introverted and tending to lack awareness of, or interest in, the feelings of others.

**Leisurely:** Overtly calm and cooperative, but with a tendency to be privately irritable, resentful, stubborn, and uncooperative.

**Bold:** Unusually self-confident and tending to have feelings of entitlement and inflated views of competency and worth.

**Mischievous:** Socially skilled, carefree, enjoy taking risks, testing the limits, and needing excitement.

**Colourful:** Socially self-confident, expect to be liked, with a tendency to be talkative, impulsive and sensation-seeking.

#### Applications

The HDS was developed with three goals in mind.

- To aid personal development by identifying behaviour patterns that might need attention.
- To evaluate how a person will perform as part of a team and to allow him/her to avoid tendencies that may annoy other team members.
- To be used in conjunction with a measure of normal personality (Hogan Personality Inventory) and a measure of values (Motives, Values, Preferences Inventory) to provide an in-depth picture of a person's overall strengths and shortcomings. This picture is essential for developing a strategic career plan.

#### Additional Information

We can answer any questions you may have about the Hogan Assessment Materials, including the HDS Leadership Development Report.

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