Hogan Development Survey (HDS)

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PURPOSE	To evaluate behavioural tendencies that impedes success in the work place
ADMINISTER TO	Individuals 18 years and older
READING/EDUCATIONAL LEVEL	Grade 12 (NQF Level 4)
ADMINISTRATION TIME	15-20 minutes (168 items)
SCORING OPTIONS	User Portal/JvR Online/Data-capturing by Client Services
PUBLICATION DATE	2009
HPCSA	Submitted
TRAINING	Compulsory accreditation training
LANGUAGES	English and multiple languages
SA NORMS	Yes

The Hogan Development Survey (HDS) describes the dark side of personality – qualities that emerge in times of increased strain and can disrupt relationships, damage reputations, and derail peoples' chances of success. By assessing dark-side personality, you can recognise and mitigate performance risks before they become a problem.

ASSESSMENT SCALES

The HDS includes the following scales:

Excitable: Moody, easily annoyed, hard to please, emotionally volatile

Diligent: Perfectionistic, hard to please, micromanaging

Bold: Overly self-confident, arrogant, with inflated feelings of self-worth

Reserved: Aloof, indifferent to feelings of others, uncommunicative

Skeptical: Distrustful, cynical, sensitive to criticism, focused on the negative

Colourful: Dramatic, attention-seeking, interruptive, poor listening skills

Mischievous: Charming, risk-taking, limit-testing, excitement-seeking

Cautious: Unassertive, resistant to change, risk averse, slow to make decisions

Leisurely: Overtly cooperative, but privately irritable, stubborn, uncooperative

Imaginative: Creative, but thinking and acting in unusual or eccentric ways

Dutiful: Eager to please and reluctant to act independently or against popular opinion

AREAS OF APPLICATION

The HDS predicts job performance by assessing derailment characteristics and identifies problematic aspects of behaviour not detected in an interview.

- Recruitment and Selection
- Individual Development

REPORT OPTIONS

The HDS has the following individual software reports available:

- Insights: This report builds self-awareness by highlighting behavioral tendencies of which the participant may be unaware.
- Data: This report provides numerical scores for the primary scales.