

# Hogan Business Reasoning Inventory (HBRI)

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PURPOSE	To predict occupational success
ADMINISTER TO	Individuals 18 years and older
READING/EDUCATIONAL LEVEL	Grade 12 (NQF Level 4)
ADMINISTRATION TIME	25-30 minutes
SCORING OPTIONS	User portal
PUBLICATION DATE	2007
HPCSA	To be submitted
TRAINING	No accreditation training required for registered professionals in South Africa. Voluntary e-training available
LANGUAGES	English
SA NORMS	Yes

The Hogan Business Reasoning Inventory (HBRI) describes reasoning style – the ability to evaluate sets of data, make decisions, solve problems, and avoid repeating past mistakes. By assessing reasoning style, you can identify candidates’ problem-solving styles, understand their capacity, and identify areas for development.

## ASSESSMENT SCALES

The HBRI evaluates two kinds of problem-solving, which contribute to an overall Critical Reasoning score:

**Tactical Reasoning:** the ability to solve problems and come to sensible conclusions once the facts are known. High scorers tend to be disciplined, steady, and precise.

**Strategic Reasoning:** the ability to detect errors, gaps, and logical flaws in graphs, memorandums, diagrams, written reports, numerical projections, and tables of data. High scorers tend to be curious and interested in feedback.

## **AREAS OF APPLICATION**

The HBRI can be used for the following purposes:

- Enhancing executives' development
- Candidate screening and career/leadership development

## **REPORT OPTIONS**

The HBRI has the following software reports available:

- **HBRI Interpretive Report:** provides a graphical representation of scoring, an interpretation of the business relevance of the scores, development considerations and identifies problem-solving styles.
- **HBRI Data Report:** this report provides numerical scores for the primary scales.