



Industry Case Studies

Consumer Goods Industry

Express Report - Technicians and Specialists

Challenge: A large food manufacturer in North America wanted to improve its Design Drafter selection process. The client needed a low-cost, off the shelf solution that could be implemented quickly for their Design Drafter population across multiple plant locations. Design Drafters are responsible for drafting detail and assembly drawings of design components of various machines used in the manufacturing process.

Solution: Hogan collected job analysis information for the Design Drafter job using the Job Evaluation Tool (JET). Forty subject matter experts highly familiar of the Design Drafter job completed the Performance Improvement Characteristics (PIC) section of the JET. The PIC identifies the personal characteristics needed to successfully perform job requirements and the degree that these characteristics improve job performance.

Based on this job analysis evidence, Design Drafters aligned strongly with the Hogan Technician and Specialist job family. Hogan recommended using the Express Report, which provides an immediate recommendation based on Hogan Personality Inventory (HPI) results that identify each candidate as a high, moderate, or low fit for each Design Drafter job opening. The Express Report also delivers information to the hiring manager on the candidate's strengths and areas of concern. This report uses validated screening guidelines for the Technician and Specialist job family, which includes jobs that require combining specialized knowledge and manual skills to perform specific, vital functions within the organization. These occupations usually require 2 years of college, technical school, or thorough on-the-job training programs. Example job titles include paralegals, drafters, and healthcare specialists.

Result: Hogan found that strong performers in these roles have characteristics associated with being stress resilient and able to handle heavy workloads effectively (high HPI Adjustment), are persistent and results-oriented (high HPI Ambition), focus on the details and are dependable (high HPI Prudence), and stays up to date on current business and technical trends (high HPI Learning Approach). Using these results as part of the company's selection processes should lead to hiring Design Drafters with personalities conducive to success.