

Insight Series

The Middle Matters

Our personality science has helped organizations find and develop C-suite talent for decades. The Insight Series is designed to apply that same scientific rigor to the middle — the on-the-ground managers responsible for liaising between top management and staff and delivering results. Useful for contextualizing selection or as a development tool, this series provides a comprehensive outline of individual strengths, performance risks, and core values. From the insights it provides, emerging and midlevel managers can develop the self-awareness necessary for effective performance. It gives a comprehensive outline of an individual's strengths, performance risks, and core values and can be used as a developmental feedback tool or to contextualize selection.

The Insight Series reports are derived from Hogan's trademark reports:

HPI Insight HPI

The Hogan Personality Inventory evaluates the bright side of personality to determine how individuals interact with others, approach work tasks, and solve problems.

HDS Insight HDS

The Hogan Development Survey evaluates the dark side of personality to pinpoint behaviors that emerge during times of stress, which can result in damaged relationships and derailed careers.

MVPI Insight MVPI

The Motives, Values, Preferences Inventory evaluates the inside of personality to detail an individual's core values — the goals and interests that determine job satisfaction and drive decisions.

Insight Specifics

- ▶ Driven by the HPI, HDS, and MVPI
- ▶ Assessment time: 30-45 minutes
- ▶ Intended for selection and development of emerging and midlevel managers
- ▶ Includes discussion points to help spark development conversations or provide interview context
- ▶ Includes main scale and subscale scores, as well as interpretation of main scale scores
- ▶ Individual and group debrief materials available
- ▶ Nondiscriminatory, equitable, and inclusive

Certification Requirements

- ▶ Assessment certification *required*