



It's EQ – not IQ – that matters in business

As a leader in personality assessment, we've been studying this stuff for decades (really, ask us anything). We know cognitive ability is only a partial predictor of career success. In most jobs, it's EQ, the ability to identify and manage your own and others' emotions, that really matters. People skills determine success, and individuals who lack the ability to build effective relationships are destined to fail – no matter how smart or talented they are.

At Hogan, we've been studying personality and occupational performance for more than 25 years. So when it comes to predicting an individual's ability to build and maintain relationships, you could call us experts.

Our research team uses terms like algorithms and competency models to explain the report. Thankfully, we've summarized it for you: it's based on science and it works.

The Hogan EQ Report provides organizations with a scientifically validated tool to measure emotional intelligence.

Based on the Hogan Personality Inventory and Hogan Development Survey, the easy-to-understand report provides an overall EQ score, as well as scores and feedback for six emotional competencies.

- **Awareness** | The degree to which a person seems in touch with his or her own emotions
- **Detection** | The degree to which a person seems aware of others' emotions and thoughts
- **Regulation** | The degree to which a person seems able to maintain positive emotional states
- **Influence** | The degree to which a person seems able to affect others' moods and behaviors
- **Expression** | The degree to which a person seems able to communicate emotional states to others
- **Empathy** | The degree to which a person seems able to feel what others are feeling

The Assessment

- Based on HPI and HDS
- Self-administered online
- Takes 15 minutes to complete
- Relevant for all organizations
- Requires no certification

The Report

- Overall EQ score
- Six emotional competency scores
- Pros and cons of each score
- Summary of likely behaviors
- Discussion points

Certification Required:

- Hogan Level 1 Certification *recommended*
- Report Training *required*



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