



Hogan Assessment: Personal and Professional Development

What is Hogan Assessment?

Hogan Assessment is a globally recognized psychometric tool used to evaluate personality, leadership potential, and the factors that influence professional performance. Based on solid scientific research, this tool provides a deep understanding of how individuals think, work, and interact with others.

Hogan Assessments are officially approved by the Romanian College of Psychologists.

Why to use Hogan Assessment?

- **Advanced self-awareness** - Identify strengths and areas for development.
- **Performance and leadership** - Gain valuable insights to maximize personal and professional effectiveness.
- **Selection and development** - Support managers in making informed decisions regarding recruitment, promotion, and employee growth.
- **Organizational culture** - Help build more effective teams and optimize the workplace environment.

What does the Hogan assessment offer in practice?

Hogan reports go beyond personality analysis, evaluating over 60 specific competencies, making the assessment highly applicable and relevant for business objectives. Managers can gain precise insights into employees' work styles, stress responses, and growth potential.

Cum se administrează Hogan Assessment?

The Hogan Assessment is conducted online through a questionnaire sent via email, typically taking 30–40 minutes to complete. After completion, a detailed report is reviewed in an individual interpretation session.

Depending on organizational goals, team reports can also be generated, highlighting similarities and differences among employees, identifying potential sources of conflict, and providing solutions to enhance collaboration.

Interventions can follow traditional coaching and professional development formats or integrate innovative experiential methods, such as music and movement, to boost team performance and cohesion in a unique and engaging way.

How is Hogan integrated into Talent Reserve programs?

În cadrul programelor noastre de **dezvoltare prin muzică și well-being**, Hogan Assessment este utilizat pentru a identifica nevoile reale ale echipelor și pentru a personaliza experiențele de învățare. Astfel, nu doar explorăm potențialul, ci și antrenăm competențele esențiale pentru succesul profesional.

Within our music and well-being development programs, Hogan Assessment is used to identify the real needs of teams and personalize learning experiences. This approach allows us not only to explore potential but also to actively train the essential competencies required for professional success.

Curious how Hogan can bring value to your organization?

Contact us for a personalized discussion and discover how our programs can unlock your team's potential.

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