

# Leadership Forecast Series

## Leadership Matters

Organizations depend on leaders to make important tactical decisions, respond to market trends, and set strategic vision. When competent leadership prevails, people and companies prosper. Bad leadership, however, leads to disengaged workers, corporate turmoil, and eventual business failure.

Hogan's flagship product, the Leadership Forecast Series, provides an in-depth look at a leader's performance capabilities, challenges, and core drivers. Whether your organization uses it for pre-hire selection, succession planning, or leadership development, your current and future leaders will gain strategic self-awareness to leverage their strengths, avoid behaviors that get in the way of success, and gain insight into the culture they create for their teams based on their motivators and values.

## LeaderForecast Series Specifics

- ▶ Driven by the HPI, HDS, and MVPI assessments
- ▶ Assessment completion time: 30-45 minutes
- ▶ Individual feedback provided by a Hogan-certified practitioner is recommended
- ▶ Coaching exercises and tips provided
- ▶ Custom services available

## Certification Requirements

- ▶ Assessment certification *required*
- ▶ Advanced Interpretation and/or Advanced Feedback certification *recommended*

## What We Measure



### The Bright Side of Personality

The Hogan Personality Inventory, or HPI, measures the bright side of personality — how we get along with others and achieve our goals when we're at our best.



### The Dark Side of Personality

The Hogan Development Survey, or HDS, is the industry-leading measure of the dark side of personality — strengths that can become weaknesses in times of stress or complacency.



### The Inside of Personality

The Motives, Values, Preferences Inventory, or MVPI, describes personality from the inside — the core goals and drivers that determine what we desire and what motivates us.

**The Leadership Forecast Series provides an in-depth look at a leader's performance capabilities, challenges, and core drivers.**



## What's Included



### Potential Report

How others see us is rarely how we see ourselves. Based on the HPI, the Potential report focuses on seven dimensions of personality to explain how others would describe a leader's everyday behavior and approach to work.



### Challenge Report

When a leader is faced with stress or pressure, personality characteristics that might otherwise be strengths emerge as weaknesses. Based on the HDS, the Challenge report is designed to identify career-derailing behaviors that can interfere with building a cohesive and high-performing team.



### Values Report

Our core values drive our behavior, aspirations, and expectations, and they determine leadership style, unconscious biases, and alignment with organizational culture. Drawing from Hogan's MVPI, the Values report shines light on the type of work environment the leader will create.



### Flash Report

The Flash report is a two-page graphic overview of the participant's HPI, HDS, and MVPI main scale and subscale scores. Designed for use only by those with Hogan certification, the Flash report contains no interpretive information and is perfect for use during interviews and feedback sessions.

## Plus, choose one of the following:



### Coaching Report

Cultivating strategic self-awareness is critical to individual leadership development. Designed to facilitate this process, the Coaching report integrates the Potential, Challenge, and Values results into a comprehensive, self-guided five-step development plan.



### Summary Report

Summarizing the results from the Potential, Challenge, and Values reports, the Summary report offers an interpretive overview of strengths, challenges, and values and motivators. The report concludes with recommendations for career development.

[Learn more about the Leadership Forecast Series](#)

Contact a Hogan consultant today to learn more about our world-class solutions for employee selection and development.

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