



Industry Case Studies

Energy Industry Leaders and Managers

Challenge: A global independent energy company wanted to improve the selection process for top-level leaders and managers in the organization. They asked Hogan to develop customized competency-based assessment reports to better predict leader performance.

Solution: Hogan created a personality based competency report that aligned with the company's competency model. The report included the Hogan Personality Inventory (HPI), the Hogan Development Survey (HDS), and the Motives, Values, Preferences Inventory (MVPI). The HPI is the industry standard for measuring everyday personality characteristics, the HDS identifies personality-based performance derailers, and the MVPI is a measure of a person's core values and culture fit.

Result: First, Hogan experts reviewed the client's existing competency model and identified HPI, HDS, and MVPI scales that aligned with each competency.

Next, Hogan used archival data to identify HPI scale facets that aligned with and were predictive of each competency. This process involved developing customized personality-based algorithms that differentiated leaders and managers across three levels of fit.

Finally, hiring managers used the customized competency reports to help select managerial candidates throughout the organization. Hogan offered training for hiring managers on how to use the assessment reports and provided certified coaches to answer any technical questions.