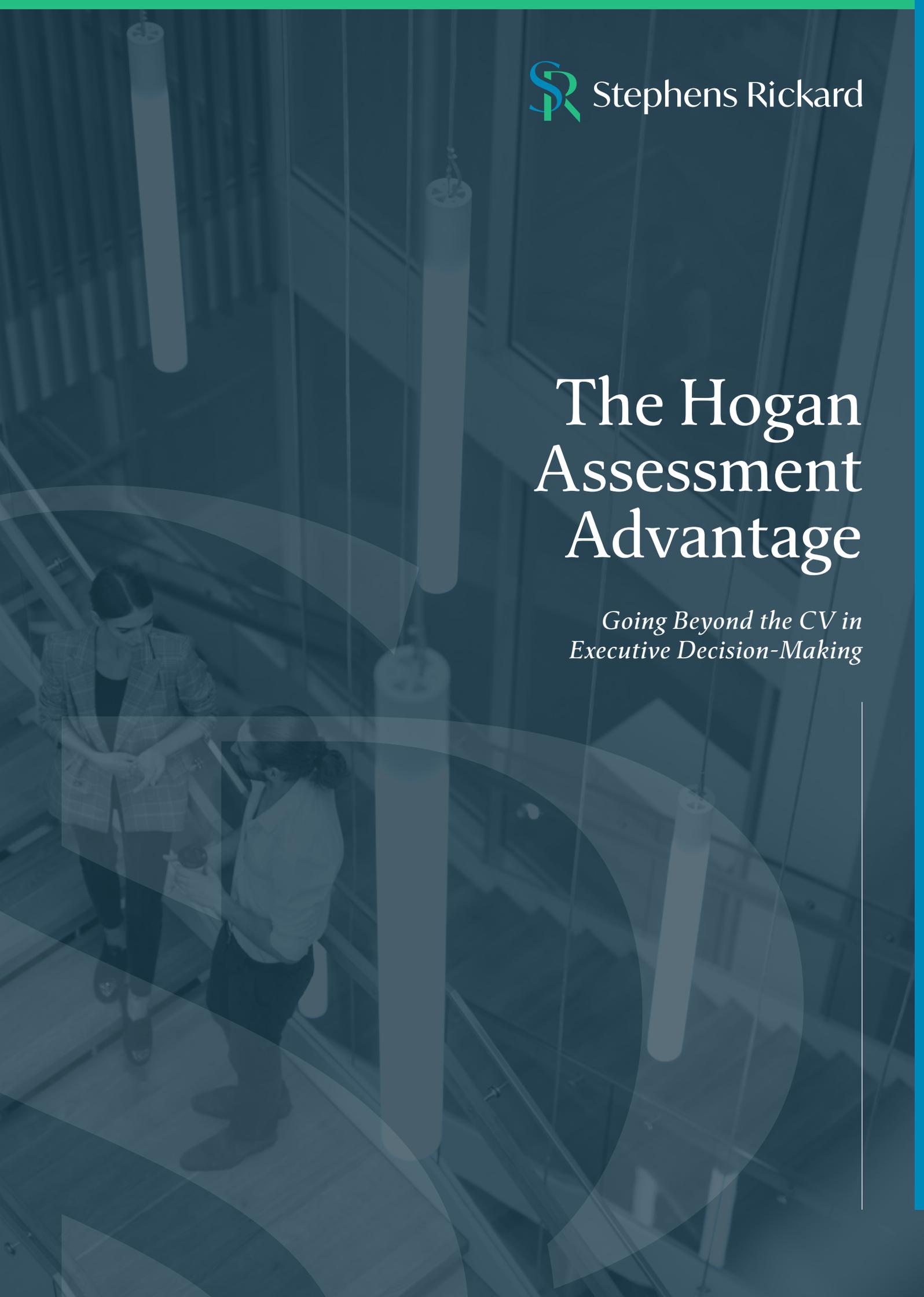


The Hogan Assessment Advantage

*Going Beyond the CV in
Executive Decision-Making*



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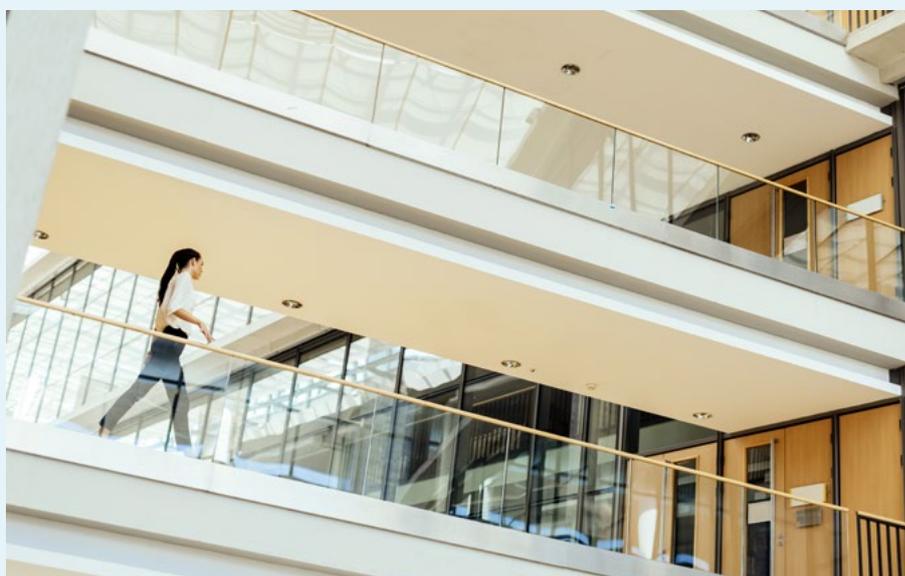
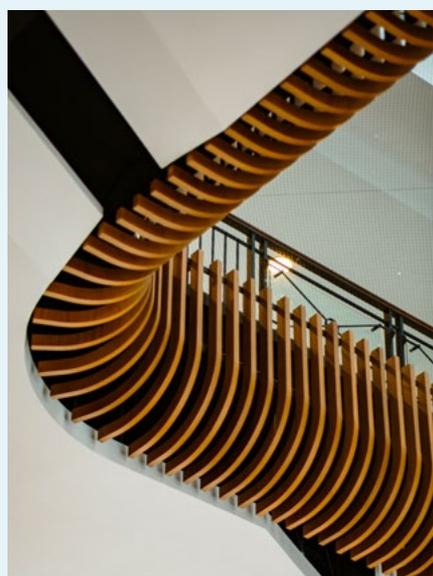
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Introduction

What is Hogan?

Hogan Assessments are a globally recognised suite of psychometric tools developed to help organisations understand key aspects of personality, behaviour, values and leadership potential.

Its foundation lies in decades of empirical research and workplace data, drawing on millions of real-world observations to benchmark how individuals behave – both at their best and under pressure. Through scientifically validated measures, Hogan reveals not only how people are likely to perform, but also what drives them, and how they are likely to behave when challenged.



Hogan assesses three core aspects of personality:

01.



Core values, motives, and drivers

Based on the Hogan Personality Index (HPI)

The inner “why” behind behaviour: what motivates people, what they value, and what goals they strive for.

02.



Bright-side personality

Based on the Hogan Personality Index (HPI)

How people behave when they are at their best, working well, and interacting positively with others.

03.



Dark-side personality

Based on the Hogan Development Survey (HDS)

Traits that may emerge under stress or pressure, which could derail performance or relationships.

Hogan and Stephens Rickard

When part of an executive search process, psychometric assessments like Hogan serve as a powerful, data-driven complement to traditional evaluation methods.

At Stephens Rickard, we are certified to deliver Hogan Leadership Assessments, enabling us to offer deeper insight into candidates – beyond CVs, interviews and

references. By integrating Hogan into our search process, we can help clients make stronger, more informed decisions when filling high-stakes leadership roles.

How It Works

01.

Candidates or participants complete the assessments online. The process is efficient and user-friendly, typically taking around 30-45 minutes for the full package.

02.

Once completed, Hogan-certified practitioners from Stephens Rickard interpret the results.

03.

We deliver feedback sessions tailored to the context – whether for clients considering a hire, or for internal talent development. Each participant will receive feedback on their results, as will key stakeholders chosen from your business.

04.

Feedback includes clear, actionable insights and development recommendations, ensuring the data is translated into practical value for individuals and organisations.

The Hogan Leadership Forecast Series (LFS)

For our executive search and leadership advisory work, we use Hogan's flagship bundle: the Leadership Forecast Series (LFS). This combines the key Hogan

assessments to deliver a comprehensive profile of a leader's strengths, risks, and motivations.

What You Will Receive

As part of the LFS, a set of reports are generated. These include:



Flash Report

A high-level snapshot of overall results across all three assessments taken.



Potential

(Based on HPI assessment)
Evaluates day-to-day strengths and leadership competencies under normal conditions.



Summary

An integrated overview of personality strengths, derailers, and values in relation to leadership performance.



Challenge

(Based on HDS assessment)
Identifies risk factors or derailers that may emerge under pressure or stress.



Values

(Based on MVPI assessment)
Highlights core drivers and motivators, identifies preferences in leadership roles, colleagues, and organisational culture.



Coaching

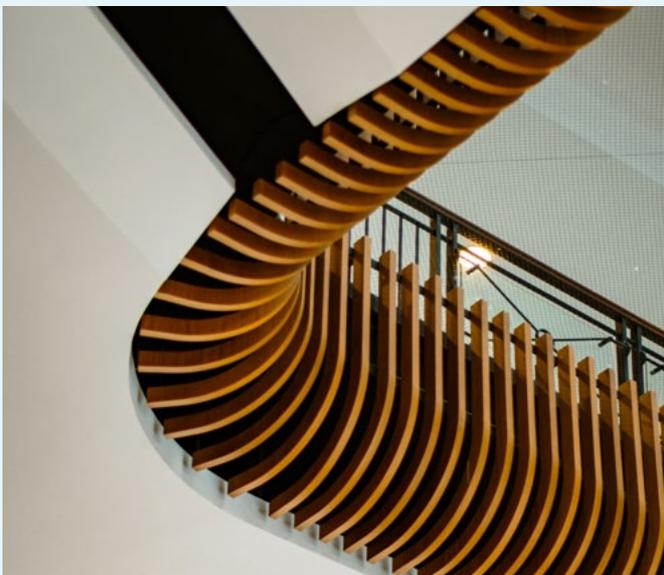
Provides development-focused insights and practical tips for enhancing leadership effectiveness.

How Can Hogan Work For Your Business?

As Part of a Hiring Process

- Deepen leadership insight by providing a research-backed understanding of personality, behaviour and potential that goes beyond what CVs and interviews can uncover.
- Identify both strengths and potential risks, including behaviours that may emerge under pressure and affect performance, relationships or team dynamics.
- Inform interview strategy by highlighting areas to explore further and equipping clients with targeted, evidence-based questions aligned to the role's requirements.
- Evaluate cultural and organisational fit by assessing candidates' core values, drivers and motivations to determine where they are most likely to thrive.
- Support credible, evidence-based hiring decisions by serving as a structured decision-support tool – not a make-or-break filter – reducing the risk of mis-hires and improving long-term leadership success.





For Talent Development, Coaching, and Succession Planning

- Develop existing leaders by using Hogan as a standalone diagnostic tool to assess leadership style, strengths, and development needs.
- Increase self-awareness by helping individuals understand their behavioural patterns, motivators and potential derailers – and how these impact their effectiveness and relationships.
- Enhance coaching and development plans with objective data that guides personalised coaching, career alignment, and targeted skill development.
- Strengthen succession planning by identifying emerging leaders, evaluating readiness, and supporting the structured development of future leadership pipelines.
- Shape organisational culture intentionally by aligning people, roles and teams with values, behavioural styles and strengths that drive long-term organisational success.

We offer these services to both new clients as part of our search offering, and to existing clients as part of ongoing leadership development or succession-planning support.



For More Information:

We would be delighted to discuss how Hogan can be tailored to your own business needs, and help you derive actionable insight to strengthen your leadership pipeline and organisational performance. For more information about integrating Hogan assessments into your hiring process or using them as part of an internal leadership development or coaching programme, please contact our in-house specialist, Rachel Dick.

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