

Our preferred assessment tools include:

- Hogan Personality Inventory (HPI)
- Hogan Development Survey (HDS)
- Hogan Motives & Preferences Inventory (MVPI).
- Hogan Business Reasoning Inventory (HBRI)
- PSI's Personality & Preferences Inventory (PAPI).
- PSI's Emotional Intelligence Profiling (EIP3)
- DISC Model
- The Leadership Circle

Hogan Personality Inventory (HPI) – this assessment describes normal or bright-side personality – how individuals manage stress, interact with others, approach work tasks, and solve problems. The HPI measures adjustment, ambition, sociability, interpersonal sensitivity, prudence, curiosity, and learning approach. The seven attributes measured in the HPI are adjustment, Ambition, Sociability, Interpersonal sensitivity, Inquisitive, Prudence, and Learning Approach.

Hogan Development Survey (HDS) - describes the dark side of personality – behaviours that emerge during times of stress or when people stop self-managing. These behaviours can damage relationships and derail careers. The eleven behaviours assessed in the HDS assessment are excitable, sceptical, cautious, reserved, leisurely, bold, mischievous, colourful, imaginative, diligent, and dutiful.

Hogan Motives, Values, Preferences Inventory (MVPI) – this assessment describes personality from the inside – an individual's core values, or the goals and interests that determine satisfaction and drive careers. The scales assessed in the MVPI assessment include recognition, power, hedonism, altruism, affiliation, tradition, security, commercial outcomes, aesthetics, and science (intuitive vs analytical approaches to decision-making).

Hogan Business Reasoning Report - The Hogan Business Reasoning Inventory (HBRI) describes an individual's business reasoning style – the ability to evaluate sets of data, make decisions, solve problems, and avoid repeating past mistakes. HBRI measures Qualitative Reasoning (working with data visualization, logic, and verbal information to solve problems), and Quantitative Reasoning (working with mathematical and spatial information to solve problems). HBRI is designed to predict occupational success, evaluate business reasoning style, support candidate screening, and measure how individuals approach real-world problem-solving.

DISC - DiSC is an acronym that stands for the four main personality profiles described in the DiSC assessment model: (D)ominance, (i)nfluence, (S)teadiness and (C)onscientiousness. People with D personalities tend to be confident and place an emphasis on accomplishing bottom-line results. People with I personalities tend to be more open and place an emphasis on relationships and influencing or persuading others. People with S personalities tend to be dependable and place

emphasis on cooperation and sincerity. People with C personalities tend to place the emphasis on quality, accuracy, expertise, and competency.

PSI Emotional Intelligence Profiling (EIP3) - EIP3 provides an accurate analysis of a candidate's level of emotional intelligence. Personal EI scales assess levels of resilience, initiative, self-drive, Change management, and growth focus. Interpersonal EI scales assess relationship skills, ability to inspire others, coaching skills, regard for others, and team management skills.

PSI Personality & Preferences Inventory (PAPI) - **PAPI** assesses seven key areas of personality broken into 26 scales. The seven areas are Impact and drive, Organisation and structure, Ideas and change, Interaction, Work momentum, Composure, and Engagement.

The Leadership Circle (<https://leadershipcircle.com/>) - The Leadership Circle is a 360-degree leadership assessment process. It measures creative behaviours (relating, self-awareness, systems awareness, authenticity, achieving) vs reactive behaviours (complying, protecting, controlling) to determine one's leadership effectiveness.