



**HOGAN**  
We Predict Performance.

**Assessments & Reports**

**Goals & Usage**

**Certification & Services**

**Prices & Discounts**

Hogan Partner for Bulgaria:

**Entalent**  
*Enhance talent!*

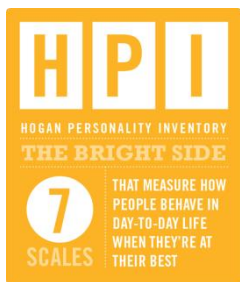
### **About Entalent®**

Entalent® is leading Bulgarian company for professional services, that helps organization to improve their performance by Strategic HR Consulting and Talent management. Based on power of consultants, Knowledge and Technologies we offer solutions in following areas: Competency management, Talent Acquisition, leadership development, Performance development, Reward management and Career development.



## Predict Performance

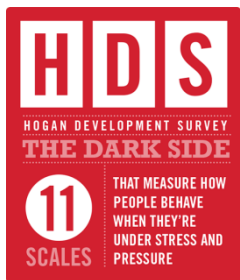
People don't always fit in a box. Our four assessments offer the range of measurement required to understand people's strengths, weaknesses, values, and approach to problem solving and accurately predict performance.



## Hogan Personality Inventory (HPI)

### The Bright Side of Personality

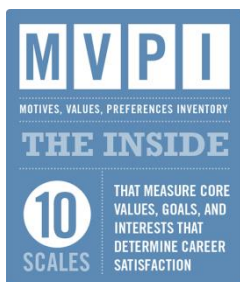
The Hogan Personality Inventory (HPI) describes normal, or bright-side personality – qualities that describe how we relate to others when we are at our best. Whether your goal is to find the right hire or develop stronger leaders, assessing normal personality gives you valuable insight into how people work, how they lead, and how successful they will be.



## Hogan Development Survey (HDS)

### The Dark Side of Personality

The Hogan Development Survey (HDS) describes the dark side of personality – qualities that emerge in times of increased strain and can disrupt relationships, damage reputations, and derail people's chances of success. By assessing dark-side personality, you can recognize and mitigate performance risks before they become a problem.



## Motives, Values, Preferences Inventory (MVPI)

### The Inside of Personality

The Motives, Values, Preferences Inventory (MVPI) describes personality from the inside – the core goals, values, drivers, and interests that determine what we desire and strive to attain. By assessing values, you can understand what motivates candidates to succeed, and in what type of position, job, and environment they will be the most productive.



## Hogan Business Reasoning Inventory (HBRI)

### How You Think

The Hogan Business Reasoning Inventory (HBRI) describes reasoning style – the ability to evaluate sets of data, make decisions, solve problems, and avoid repeating past mistakes. By assessing reasoning style, you can identify candidates' problem-solving style, understand their capacity, and identify areas for development.

# Make Informed Hiring Decisions



# HOGAN

## HOGANSELECT

REPORT	No of PAGES	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE	SAMPLE REPORT
FIT 1/2/3/	5	The Fit Report is used for high-volume employee selection. It provides a hiring recommendation and a graphical display of scale and cut-score performance, and can be easily customized to include hiring recommendations for multiple positions.	HPI	60 EUR 110 EUR 155 EUR	<a href="#">DOWNLOAD</a>
EXPRESS	3	The employee selection on the seven most frequently requested types of job: management, administration, sales, specialist, operatives, security, and technicians. The Express Report is an off-the-shelf solution that identifies each candidate as high, moderate, or low fit for a job. The Express Report identifies the candidate's strengths, areas of concern, and interview style.	HPI	100 EUR	<a href="#">DOWNLOAD</a>
ADVANTAGE	2	The Advantage Report is an off-the-shelf hiring solution that measures general employability and equanimity, reliability and focus on customers.	HPI	25 EUR	<a href="#">DOWNLOAD</a>
BASIS SALES	16	The Sales Basis Report is an off-the-shelf solution for hiring high revenue-generating sales professionals and describes a candidate's fit to the job and organization. The report provides a hiring recommendation, behavioral interview guide, and systematic method for making a hiring decision using a combination of the assessment and interview results.	HPI, MVPI	250 EUR	<a href="#">DOWNLOAD</a>
BASIS LEADER 1/2/3	5	The Leader Basis Report is an off-the-shelf solution that identifies a candidate's strengths and potential areas of weakness for leadership roles. The report provides a hiring recommendation, behavioral interview guide, and systematic method for making a hiring decision using a combination of the assessment and interview results.	HPI, HDS, MVPI	150 EUR 285 EUR 400 EUR	<a href="#">DOWNLOAD</a>
EQ	9	The Hogan EQ Report assesses emotional intelligence, the ability to identify and manage your own and others' emotions. The report also includes a summary of likely behaviors, score pros and cons, and discussion points.	HPI HDS	150 EUR	<a href="#">DOWNLOAD</a>
HIGH POTENTIAL	4	The High-Potential Report identifies candidates most likely to help meet the future leadership needs of your company. The report aligns with business competencies to provide quality information for selection decisions, on-boarding, and employee development.	HPI, HDS, MVPI	340 EUR	<a href="#">DOWNLOAD</a>
SAFETY	7	The Safety Report outlines candidates' strengths and areas of concern and evaluates whether he or she is suited for employment in a safety critical work environment - miners, electricians, builders, and drivers.	HPI	60 EUR	<a href="#">DOWNLOAD</a>

# Develop Key Talent



# HOGAN

## HOGAN *DEVELOP*

REPORT	No of PAGES	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE	SAMPLE REPORT
CAREER	6	The Career Report identifies how your people will act in various business circumstances, identifies their strengths and shortcomings, and includes detailed tips to help you manage their careers	HPI	80 EUR	<a href="#">DOWNLOAD</a>
MANAGE	7	The Manage Report provides effective techniques for managing your employees based on their personalities. It identifies employees' strengths, as well as their potential shortcomings.	HPI	80 EUR	<a href="#">DOWNLOAD</a>
COMPASS	7	The Compass Report identifies employees' core values, compares them with various occupations and cultures, and describes the type of environment in which they will be comfortable working and living.	MVPI	80 EUR	<a href="#">DOWNLOAD</a>
HPI INTERPRET	12	The HPI Interpret Report is used to identify employees' strengths, as well as their potential shortcomings.	HPI	80 EUR	<a href="#">DOWNLOAD</a>
HDS INTERPRET	10	The HDS Interpret Report is to provide insight into the counterproductive behavior of candidates.	HDS	80 EUR	<a href="#">DOWNLOAD</a>
MVPI INTERPRET	10	The MVPI Interpret Report is used to provide insight into the core goals, values, drivers, and decision-making style.	MVPI	80 EUR	<a href="#">DOWNLOAD</a>
HBRI INTERPRET	5	The MVPI Interpret Report is used to provide insight into the Strategic and Tactical reasoning.	HBRI	80 EUR	<a href="#">DOWNLOAD</a>
HPI INSIGHT	11	The HPI Insight Report is used for identifying employees' strengths, as well as their potential shortcomings.	HPI	110 EUR	<a href="#">DOWNLOAD</a>
HDS INSIGHT	15	The HDS Insight Report is used to provide insight into the counterproductive behavior of candidates.	HPI	110 EUR	<a href="#">DOWNLOAD</a>
MVPI INSIGHT	14	The MVPI Insight Report is used to provide insight into the core goals, values, drivers, and decision-making style.	HDS	110 EUR	<a href="#">DOWNLOAD</a>
INSIGHT W OS	18	The Insight w OS Report is to provide insight into the strengths and shortcomings of the candidate and the assessment of potential.	MVPI	110 EUR	<a href="#">DOWNLOAD</a>
INSIGHT W FLASH	42	The insight w Flash Report contains HPI Insight, HDS Insight, MVPI Insight and Flash Report. The Insight w Flash Report is used for acquisition of self-awareness and personal development of executives and managers. Provides insight into individual's strengths and shortcomings, performance risks, and core drivers.	HPI, HDS, MVPI	300 EUR	<a href="#">DOWNLOAD</a>
SAFETY	8	The Safety Report outlines candidates' strengths and areas of concern and evaluates whether he or she is suited for employment in a safety critical work environment - miners, electricians, builders and drivers.	HPI	60 EUR	<a href="#">DOWNLOAD</a>
TEAM	20	The Team Report helps you manage your business units by identifying the mix of individual psychological roles within each team, recognizing shared derailers, and revealing how shared values impact performance.	HPI, HDS, MVPI	1500 EUR	<a href="#">DOWNLOAD</a>

# Take Leadership to the Next Level



# HOGAN

## HOGAN LEAD

REPORT	No of PAGES	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE	SAMPLE REPORT
POTENTIAL	20	The Potential Report outlines day-to-day leadership style, describes behaviors typically associated with that style, leadership competencies, and comprehensive development recommendations.	HPI	255 EUR	<a href="#">DOWNLOAD</a>
CHALLENGE	17	The Challenge Report describes how leaders are likely to interpret the world and treat subordinates while under stress and pressure. The Challenge Report predicts career-derailing behaviors that interfere with the ability to build a cohesive and high-performing team.	HDS	255 EUR	<a href="#">DOWNLOAD</a>
VALUES	19	The Values Report explores the core values and goals that ultimately drive a leader's behavior, aspirations, and expectations about life. What people value determines how they will lead; this determines the kind of environment a leader will create and the sort of organizational culture in which the person will do the best work.	MVPI	255 EUR	<a href="#">DOWNLOAD</a>
COACHING	18	The Coaching Report is a self-guided, comprehensive development planning tool for individual leadership development. The Coaching Report integrates the information from the Potential, Challenge, and Values reports into a five-step planning process.	HPI, HDS, MVPI	255 EUR	<a href="#">DOWNLOAD</a>
LEADERSHIP FORECAST PACKAGE	74	The Hogan Leadership Forecast Series includes four development-focused reports (Potential, Challenge, Values i Coaching). A comprehensive set of leadership report with the form to create a personal development plan. Intended for the personal development of leaders and managers.	HPI, HDS, MVPI	700 EUR	<a href="#">DOWNLOAD</a>
SUMMARY	7	An overview of a candidate's strengths, shortcomings, challenges, values, drivers and decision-making style. The report provides a snapshot of interpersonal performance and values in relation to future career aspirations.	HPI, HDS, MVPI	700 EUR	<a href="#">DOWNLOAD</a>
3 LEADERSHIP REPORTS AND SUMMARY	63	An overview of a candidate's strengths, shortcomings, challenges, values, drivers and decision-making style. The report provides a snapshot of interpersonal performance and values in relation to future career aspirations.	HPI, HDS, MVPI	700 EUR	<a href="#">DOWNLOAD</a>
LEADERSHIP FORECAST PACKAGE AND SUMMARY	81	An overview of a candidate's strengths, shortcomings, challenges, values, drivers and decision-making style. The report provides a snapshot of interpersonal performance and values in relation to future career aspirations.	HPI, HDS, MVPI	950 EUR	<a href="#">DOWNLOAD</a>



## Safe System – Improve Workplace Safety

REPORT	No of PAGES	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE	SAMPLE REPORT
SAFETY DEVELOPMENT	16	Selection of candidates for safety-critical work environment - miners, electricians, builders, drivers...	HPI	60 EUR	<a href="#">DOWNLOAD</a>
SAFETY SELECTION	5	Development of employees in safety-critical work environment - miners, electricians, builders, drivers...	HPI	60 EUR	<a href="#">DOWNLOAD</a>
SAFETY CLIMATE SURVEY	9	The SafeSystem Climate Survey provides feedback regarding the perceptions of safety at all levels of the organisation and results in a company-wide safety score.	Hogan 40 Safety items	3500 EUR	<a href="#">DOWNLOAD</a>
SAFETY SSA ON-SITE TRAINING	Up to three days	Safety training can help employees become safer, but without insight into how individuals contribute to the safety climate, even the most extensive safety program will have limited success.	HPI	950 EUR Per Day	<a href="#">DOWNLOAD</a>
SAFETY SSA WEBINAR	2.5 hours	This webinar, sponsored by Hogan Assessment Systems, provides an alternate look at the missing component of most traditional safety programs - individual personality. It will lay a foundation for the current paradigm in safety training, identify the gaps and propose an alternative perspective regarding the role individuals play in practicing safe behaviors.	HPI	450 EUR Per person	<a href="#">DOWNLOAD</a>

## Team Report

## Craft Your Dream team

REPORT	No of PAGES	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE	SAMPLE REPORT
TEAM REPORT	20	Based on the assessment of individual personalities, this report provides insights and recommendations to improve team performance. This report includes: Team roles, Team deraiers, Team culture and Individual profiles and perspectives.	HPI, HDS, MVPI	1500 EUR	<a href="#">DOWNLOAD</a>
CERTIFICATION REGISTRATION	5	At the beginning of the project	HPI, HDS, MVPI	500 EUR	-
CHANGE FEES	9	Up to 4 participants	HPI, HDS, MVPI	200 EUR per person	-



## Hogan Basis for Certified Users

REPORT	No of PAGES	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE
HPI DATA	1	Numerical display of results. It is intended for Hogan certified users.	HPI	50 EUR
HDS DATA	1	Numerical display of results. It is intended for Hogan certified users.	HDS	50 EUR
MVPI DATA	1	Numerical display of results. It is intended for Hogan certified users.	MVPI	50 EUR
HPI GRAPH	2	Graphical display of results. It is intended for Hogan certified users.	HPI	50 EUR
HDS GRAPH	2	Graphical display of results. It is intended for Hogan certified users.	HDS	50 EUR
MVPI GRAPH	2	Graphical display of results. It is intended for Hogan certified users.	MVPI	50 EUR
FLASH	2	Numerical and graphical display of results on three Hogan instruments (HPI, HDS i MVPI). It is intended for Hogan certified users.	HPI, HDS, MVPI	150 EUR

*We decided to start talking about it.*

**THE HOGAN EQ REPORT**



**EQ Matters. Predict Performance.**

REPORT	No of PAGES	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE	SAMPLE REPORT
EQ	9	The Hogan EQ Report assesses emotional intelligence, the ability to identify and manage your own and others' emotions. The report also includes a summary of likely behaviors, score pros and cons, and discussion points.	HPI HDS	150 EUR	<a href="#">DOWNLOAD</a>



## The Development of the Hogan Competency Model

## Fully customized competency assessment

REPORT	No of PAGES	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE
COMPETENCY ALIGNMENT SELECTION 1/2/3	1,3,5	Adjusted assessment of 4-8 competency, with a general assessment of the suitability of candidates.	HPI, HDS, MVPI	80 EUR 120 EUR 150 EUR
COMPETENCY ALIGNMENT DEVELOPMENT 1/2/3	1,3,5	Adjusted assessment of 4-8 competency, with a general assessment of the suitability of candidates. It also includes recommendations for development.	HPI, HDS, MVPI	100 EUR 150 EUR 180 EUR
COMPETENCY MAPPING		Up to 12 competencies	HPI, HDS, MVPI	5000 EUR
CONSULTING		Real interaction.		140 EUR
HDS GRAPH	2	Graphical display of results. It is intended for Hogan certified users.	HDS	50 EUR
MVPI GRAPH	2	Graphical display of results. It is intended for Hogan certified users.	MVPI	50 EUR
FLASH	2	Numerical and graphical display of results on three Hogan instruments (HPI, HDS i MVPI). It is intended for Hogan certified users.	HPI, HDS, MVPI	150 EUR



## Ready to use 360 competency assessment

REPORT	No of PAGES	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE	SAMPLE REPORT
HOGAN 360° REPORT	9	The Hogan 360° Report powered by Peter Berry Consultancy is a comprehensive multi-rater feedback tool designed to help career-minded individuals and leaders at any level of an organization gain a better understanding of how they are perceived by managers, peers, direct reports, and others.	HPI HDS	150 EUR	<a href="#">DOWNLOAD</a>





Certify yourself. Become part of the family

OFFER	DURATION	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE	DOWNLOAD BROCHURE
HOGAN CERTIFICATION WORKSHOP®	3 days	The Hogan Assessment Certification Workshop teaches participants to use three Hogan inventories: HPI, HDS, MVPI. The Hogan Assessment Certification Workshop enhances each participant's interpretive skills through advanced case studies, applied feedback, and coaching.	HPI, HDS, MVPI	2200 USD per person	<a href="#">DOWNLOAD</a>
HOGAN ADVANCED INTERPRETATION WORKSHOP®	3 days	The Hogan Assessment Advanced Interpretation Workshop will provide in-depth instruction on using Configural Interpretation to deepen one's expertise with Hogan profile interpretation. As a prerequisite for the Advanced Interpretation Workshop, participants must have successfully completed the Hogan Assessment Certification Workshop.	HPI, HDS, MVPI	2200 USD per person	<a href="#">DOWNLOAD</a>
HBRI® CERTIFICATION WEB COURSE	2.5 hours	The HBRI Certification Web Course provides in-depth training on how to interpret the Hogan Business Reasoning Inventory, a business-related measure of cognitive ability that is a key component of successful managerial performance.	HDS	300 EUR per person	<a href="#">DOWNLOAD</a>
HOGAN DEVELOPMENT FEEDBACK® CERTIFICATION	2 days	The <b>Hogan Development Feedback Certification Web Course</b> prepares the professional to deliver development feedback, interpreting Hogan personality data (HPI, HDS, MVPI) to identify strengths and weaknesses in the context of the candidate's current or future work role.	HPI, HDS, MVPI	950 EUR per person	<a href="#">DOWNLOAD</a>
HOGAN 360° ACCREDITATION	1 day	The report uses an easy-to-interpret leadership framework to provide a real-time look at an individual's attitude, behavior, and performance. Commonly used for development purposes, the report offers constructive feedback and sets priorities for improvement.	HDS	Included in report cost	<a href="#">DOWNLOAD</a>
TEAM REPORT® CERTIFICATION	1 day	Before using the Team Report, Hogan requires successful completion of Team Report Certification, which includes a web course and quiz **Must Have Completed a Hogan Assessment Certification	HPI, HDS, MVPI	950 EUR per person	<a href="#">DOWNLOAD</a>
SAFETY SYSTEM® CERTIFICATION	1 day	Hogan SafeSystem improves training outcomes by identifying and assessing the personality characteristics that underpin safety-related behaviors at work.	HPI, HDS, MVPI	950 EUR per person	<a href="#">DOWNLOAD</a>
EQ REPORT® CERTIFICATION	1 day	Based on the Hogan Personality Inventory and Hogan Development Survey, the easy-to-understand report provides an overall EQ score, as well as scores and feedback for six emotional competencies.	HPI, HDS	950 EUR per person	<a href="#">DOWNLOAD</a>



## Transform Data into results

OFFER	DURATION	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE	DOWNLOAD BROCHURE
HOGAN CONSULTING SERVICES	1 hour	Consulting services for large projects where Hogan tools and methodologies are implemented	-	140 EUR per hour	<a href="#">DOWNLOAD</a>
HOGAN FEEDBACK SERVICES	1 hour	Feedback about Hogan assessment results based on Hogan development feedback® process.	HPI, HDS, MVPI	140 EUR per hour	<a href="#">DOWNLOAD</a>
SELF-AWARENESS INDIVIDUAL COACHING	1 hour	Coaching process (typically 8 – 10 coaching hours per) to build self-awareness about personality based strengths and shortcomings in particular role.	HPI, HDS, MVPI	140 EUR per hour	<a href="#">DOWNLOAD</a>
LEADERSHIP FORMULA®	1/2/3 days	Hogan Assessment Systems has partnered with Seldman Learning, one of the foremost executive coaching firms, to offer a program combining the self-awareness gained through personality assessment with the skill-based training acquired through coaching.	HPI, HDS, MVPI	1450 EUR 2450 EUR 3250 EUR for facilitation	<a href="#">DOWNLOAD</a>
TEAM DEVELOPMENT WORKSHOP®	1/2/3 days	The report uses an easy-to-interpret leadership framework to provide a real-time look at an individual's attitude, behavior, and performance. Commonly used for development purposes, the report offers constructive feedback and sets priorities for improvement.	HPI, HDS, MVPI	1450 EUR 2450 EUR 3250 EUR for facilitation	<a href="#">DOWNLOAD</a>
HOGAN SAFETY COACHING	1 hour	Our straight-forward, three-step coaching process enables employees and supervisors to discuss report results and develop individual action plans to maintain and improve safe behavior.	HPI, HDS	140 EUR per hour	<a href="#">DOWNLOAD</a>
EQ COACHING	1 day	The Hogan EQ Report provides opportunity to enlighten those emotional competencies that prevent you from fulfilling full potential. Together we will build strategies to overcome these constraints.	HPI, HDS,	140 EUR per hour	<a href="#">DOWNLOAD</a>
CRITERION-RELATED VALIDITY	-	Criterion-related validity research involved testing the hypothesis that a particular predictor variable (e.g., a cognitive ability measure) covaried reliably with a particular criterion variable (e.g., performance in training).	HPI, HDS	7500+ EUR per project	<a href="#">DOWNLOAD</a>
VALIDITY GENERALIZATION	-	The philosophy of this approach is that there are components of jobs that could be found in other jobs within other organizations.		4500+ EUR per project	<a href="#">DOWNLOAD</a>



## matrigma™

REPORT	No of PAGES	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE	SAMPLE REPORT
GMA SAMPLE INTERPRETIVE REPORT	4	This report displays results from non-verbal General Mental Ability test in comparison with other people. 2010 by Assessment International	Matgrima	12 EUR	<a href="#">DOWNLOAD</a>

## denison™

REPORT	No of PAGES	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE	SAMPLE REPORT
DENISON LEADERSHIP POTENTIAL REPORT (DLPR)	17	Developed in partnership with Denison Consulting, the Denison Leadership Potential Report (DLPR) is a new product that provides a statistically valid prediction of leadership potential.	HPI	95 EUR	<a href="#">DOWNLOAD</a>

## KAPLAN DEVRIES INC.

CONSULTANTS TO TOP MANAGEMENT SINCE 1992

REPORT	No of PAGES	BRIEF DESCRIPTION AND GOALS	ASSESSMENT	PRICE	SAMPLE REPORT
Leadership VERSATILITY INDEX	28	A patented 360-degree feedback survey addressed to TOP managers with a unique leadership model. It raises the awareness of the strengths overused and deficiencies, contributing to the development of leadership competencies.	MVPI	490 EUR	<a href="#">DOWNLOAD</a>

# Why Hogan?



Drs. Joyce and Robert Hogan were the first to prove that personality predicts workplace performance by helping businesses dramatically reduce turnover and increase productivity by hiring the right people, developing key talent, and evaluating leadership potential. Twenty-five years later, our assessments are used at some of the most powerful companies in the world.



Our network of distributors empowers us to provide assessment services around the world. Hogan's international research team sets industry standards for international selection and development testing, and has positioned Hogan as a global leader in assessments.



Our consultants combine years of practical experience with our powerful assessments to help identify your company's needs and design solutions tailored to accomplish talent management objectives ranging from pre-hire selection to executive-level development. Our multi-dimensional approach to personality assessment provides incredible insight that can serve as a powerful tool throughout the employee lifecycle.



Our online assessment platform enables users to take our assessments anywhere, any time, and empowers you to take control of your assessment process by issuing user IDs, modifying delivery, and tracking candidates. Our assessments integrate with a variety of human resource information and tracking systems and our customer service team individually trains new users and is available to provide support for the life of our relationship. Finally, your privacy is our priority. Our platform is housed in a Tier IV data center, protected by a firewall, and monitored by a third-party-managed intrusion detection system.



Our products work. Comprised of doctorate- and master-level industrial-organizational psychologists, the Hogan Research Division (HRD) maintains an archive of case studies demonstrating ROI across virtually every industry and job title. We draw on the latest findings and research practices to develop new assessments, reports, and other tools to meet emerging market needs. The HRD also works with domestic and global clients to provide a variety of study options, including validity generalization studies, criterion-related validity studies, and competency-based studies, job profiling, among others.