



# Leadership Forecast Series

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

Our flagship product, the Leadership Forecast Series, gives leaders a clear understanding of their performance capabilities, challenges, and core drivers. With strategic self-awareness, leaders can more effectively leverage their strengths, avoid behaviors that could get in the way of success, and gain insight into the culture they create for their teams based on their motivators and values.

## Specifics:

- Driven by the HPI, HDS, and MVPI assessments
- Candidate assessment time: 36-45 minutes
- Individual feedback provided by a Hogan-certified practitioner is recommended
- Coaching exercises and tips provided
- Custom services available

## Certification Requirements for Feedback Providers:

- Hogan Assessment Certification *required*
- Advanced Interpretation and/or Feedback Certification *recommended*

## What We Measure

### The Bright Side - Hogan Personality Inventory

The HPI is a measure of normal, bright side personality – how we get along with others and achieve our goals when we're at our best.

### The Dark Side - Hogan Development Survey

The 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 - Motives, Values, Preferences Inventory

The MVPI describes personality from the inside – the core goals and drivers that determine what we desire and what motivates us.

## The Leadership Forecast Series includes:

- **Potential Report** – Outlines day-to-day approach to work and leadership style
- **Challenge Report** – Predicts career-derailing behaviors that interfere with the ability to build a cohesive team
- **Values Report** – Reveals the work-related motivators and values that influence leadership style
- **Flash Report** – Graphically displays assessment scores to help a feedback provider interpret the results

*Option of one of the following:*

- **Coaching Report** – Integrates Potential, Challenge, and Values results into a five-step development planning worksheet
- **Summary Report** – Provides outline of a leader's strengths, challenges, and values and tips for career development

Distributed By



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