



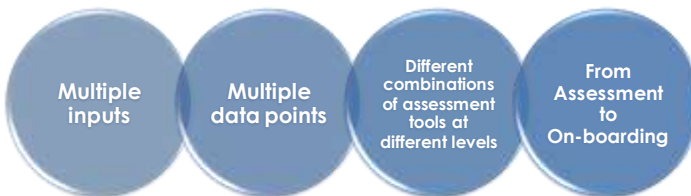
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key questions to ask when using assessments for

CANDIDATE SELECTION

1. Has the assessment been reviewed by an objective and reputable professional body?
2. How are candidate screening guidelines established?
3. Can the assessment provider produce a summary of validation results for jobs similar to the one under construction?

OUR APPROACH



OUR SELECTION & IDENTIFICATION TOOLS

- Lominger's Competency-based Structured Interview
- Competency-based Assessment – Stimulation Exercises

- Hogan Personality Inventory
- Hogan Developmental Survey
- Motivation, Values and Preference Inventory

**HOGAN
ASSESSMENT
SYSTEMS**

- Hogan Business Reasoning Inventory
- BarOn EQ-I (EQ Assessment)



Selection Assessment

Our integrated system of scientifically-validated tools is specifically designed to help you to better manage your human capital and retain top talent.



Legally & Scientifically Defensible

Our selection solutions are implemented according to appropriate legal and technical guidelines and yield no adverse impact. Our tools are validated through rigorous empirical validity studies and are consistently proven to predict job performance.



Effective Employee Management and Coaching

We offer focused feedback about your candidate's strengths, opportunities of development, and strong action plans that are linked directly to on-the-job accountability.



Consistent Interview Process

We can guide you through the selection and assessment process with customised, dynamically-cued interview questions based upon the research-based, experience-tested competencies.



HOGAN ASSESSMENT SYSTEMS

- ✦ Leading personality assessment tools for Fortune 500 companies
- ✦ 25 years of research & implementation experience
- ✦ Validated on occupations covering all major industries
- ✦ A million job candidates tested



LOMINGER'S INTERVIEW ARCHITECT®

Structured competency-based behavioural interviewing against essential job criteria, to evaluate the employment potential of candidates.

Featuring interview questions for each of the:

- ✦ **67** Competencies
- ✦ **19** Career Stallers and Stoppers
- ✦ **26** Competency Clusters and **8** Factors
- ✦ **7** Global Focus Areas



BARON EQ-i

The measure of emotional intelligence which reflects one's current coping skills and helps predict performance and success in life.

Hogan Assessment Tools:

Hogan Personality Inventory

The Bright Side of Personality

...
Predicts Potential, Performance and Success

Hogan Developmental Survey

The Bright Side of Personality

...
Predicts Derailment

Motivation, Values, Preferences Inventories

The Inside of Personality

...
Predicts Organisational Fit and Satisfaction

Hogan Business Reasoning Inventories

...

Predicts Critical Reasoning (Strategic / Tactical Reasoning)

BarOn EQ-I Model:



Effective Performance