

# **PBC & Hogan** Product Catalogue

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Evidence-based people solutions.



# About PBC

PBC is a multidisciplinary global consulting firm with 30 years' experience in the delivery of best practice solutions aimed at maximising the potential and improving the demonstrated behaviour of individuals, teams, leaders and organisations.

PBC provides customer-focused, evidence-based people solutions that enable organisations to identify and develop key talent, build better teams, drive leadership capability, and enhance organisational performance. We employ highly skilled and experienced consultants with backgrounds in psychology, business consulting and human resources. Our international network of partners and distributors enable us to provide seamless global solutions.

PBC is the Australian Distributor of Hogan Assessments and the author of a range of diagnostics including the Hogan 360 Suite, Agile Leader 360, Graduate Talent Assessment (GradTA), High Performing Team Assessment (HPTA), and co-author of the Hogan Safety Climate Survey. We are the Australian distributor of Meta, a measure of entrepreneurial talent, the Risk Type Compass, and integrity assessments including MiNT and WRISc.

# About Hogan

Hogan uses the powerful science of personality assessment to support organisations to select the right people, develop talented employees, build great leaders, and impact the bottom line. Grounded in more than four decades of validated research, Hogan Assessments were the first to scientifically measure personality for business.

Built on rigorous research standards and ethics, Hogan continually challenges itself to ensure that the highest standards of technical quality have been maintained with all published assessments.

The Hogan Assessment inventories are well regarded and recommended by leading academics worldwide. The inventories were developed to assess working adults and the research shows compliance with EEO, anti-discrimination and diversity requirements.

With products and services in 56 countries and 47 languages, Hogan remains the industry leader in the science of personality.

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# Hogan Certification and Qualifications

## Hogan Certification Workshop

The two-day Hogan Assessment Certification Workshop provides an in-depth understanding of how to use and interpret the Hogan Assessment suite. The workshop provides a comprehensive tutorial on three Hogan inventories:

Hogan Personality Inventory (HPI), Hogan Development Survey (HDS), Motives, Values, Preferences Inventory (MVPI).

Participants attending the full course and successfully completing the workshop and application of learning will be certified to use Hogan Assessments.

PBC can conduct tailored in-house certification workshops.

## Registration Suitability

Executive coaches, HR Directors or generalists, organisational development or training professionals and industrial/organisational psychologists



## Further Hogan Training

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In addition to Hogan certification, we offer two On Demand learning options to further enhance your Hogan knowledge, and a range of online Hogan product training.

## On Demand Learning

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Hogan ProGuide\*

Hogan Refresh\*

## Online Hogan Product Training

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Hogan Business Reasoning Inventory (HBRI)

Hogan Team Report\*

Hogan Judgement\*

Hogan Leader Focus

Hogan High Potential Talent\*

Hogan General Employability

## Hogan 360 Suite Qualifications – available online

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Hogan 360



Hogan High  
Potential 360



Hogan Leader  
Focus 360

## Additional Qualifications

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Agile Leader 360



High Performing Team  
Assessment (HPTA)



Graduate Talent  
Assessment (GradTA)

Please contact [workshops@peterberry.com.au](mailto:workshops@peterberry.com.au) for more information.

Please ensure you keep your contact details current with PBC to enable you to receive all Hogan updates via Alumni newsletters, etc. This is a requirement to keep your certification current.

\*Requires Hogan certification.





# Selection Solutions

PBC and Hogan's selection solutions are tailored to your organisation to reduce turnover, increase engagement and productivity, lower selection costs and maximise performance.

PBC uses a data-driven approach to offer end-to-end selection solutions customised to suit your organisation. We provide off the shelf solutions or a customised, research-based approach to ensure your selection processes are efficient and effective in identifying the right candidates, at the right time, for the right role.

Hogan personality assessments decode the intricacies of candidates' behaviours to streamline your selection process with unbiased data. From pre-configured options to custom research profiles, Hogan offers a comprehensive suite of talent acquisition solutions.



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## Hogan Leadership Forecast Series (LFS)

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The Hogan Leadership Forecast Series gives leaders a complete understanding of their performance capabilities, challenges, and underlying motivators along with a five-step development plan and career development primer.



### Executive Series

#### Individual Reports

- Potential Report (HPI)
- Challenge Report (HDS)
- Values Report (MVPI)

#### Package Options

- LEAD Series (with Coaching OR Summary) + Flash
- LEAD Series + Coaching + Summary + Flash
- LEAD Series + Flash + Judgement

Suitable for Executives, Directors, Senior Management and High Potentials



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## Hogan Insight Series

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The Hogan Insight Series provides individual contributors through to mid-level managers a concise overview of strengths, performance risks, and core values with feedback discussion points.



### Multiple Applications

#### Individual Reports

- Insight HPI
- Insight HDS
- Insight MVPI

#### Package Options

- INSIGHT Series + Flash
- INSIGHT Series + Flash + Judgement

Suitable for early to mid-career professionals. Package with the Judgement Report to better understand decision making.

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## Cognitive Solutions

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The cognitive solutions can each be used in conjunction with the Hogan personality reports to provide a comprehensive selection program.



HBRI



Hogan Judgement



Raven's APM



Watson Glaser II



Differential Aptitude Tests™ (DAT™)

# Selection Products



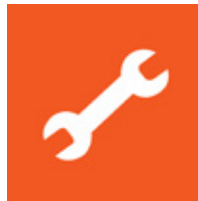
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## Hogan General Employability Report

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The Hogan General Employability Report quickly and easily refines your candidate pool or integrates with other data sources to inform decisions on final candidates.

HPI



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## Hogan Configure

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Hogan Configure is a web-based competency solution that helps determine key attributes to accurately evaluate potential talent in prospective and incumbent employees.

HPI

HDS



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## Hogan Express Report

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The Hogan Express Report provides a concise overview of a candidate's fit based on job categories.

HPI



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## Hogan Leader Basis Report

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The Hogan Leader Basis Report is a simple, off-the-shelf, objective solution to address a candidate's potential for success in a leadership role.

HPI

HDS

MVPI



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## Hogan Sales Basis Report

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The Hogan Sales Basis Report is a pre-aligned solution for hiring high revenue-generating sales professionals.

HPI

MVPI



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## Hogan Generic Basis Report

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The Generic Basis Report provides a behavioural interview guide, and systematic method for making a hiring decision using a combination of the assessment and interview results.

HPI

HDS

MVPI





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### Hogan Safety Report (Select)

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The Hogan Safety Report alleviates the threat of workplace accidents by detecting personality risks that may lead to unsafe behaviours and on-the-job accidents.



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### Hogan Transport Driver Report

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This report can be used to help organisations recruit high performing drivers, assist with their induction and provide development and training opportunities to ensure a high performing culture and one that minimises risk.



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### Flash Report (Restricted Report)

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Graphically displays HPI, HDS, and MVPI scale scores and provides subscales. The report is designed for Hogan Certified users. Not available to candidates as a standalone report.

HPI

HPI

HPI

HDS

MVPI



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### Hogan Business Reasoning Inventory (HBRI)

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The HBRI assesses how well candidates evaluate sets of data and measures their overall business reasoning ability.



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### Hogan Judgement

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The Judgement Report provides an in-depth review of an individual's information processing style, decision-making approach, reactions to feedback, and openness to coaching.



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### Raven's Advanced Progressive Matrices (APM)

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The Raven's APM measures a candidate's ability to think clearly, decipher confusing data, and formulate ideas when faced with new information.

HBRI

JUD

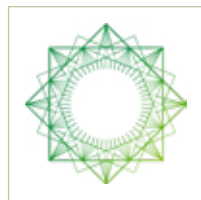


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### Watson Glaser II Critical Thinking Appraisal

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The WGCTA II is a verbal measure of critical thinking. It measures an individual's ability to recognise assumptions, evaluate arguments and draw conclusions.



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### Differential Aptitude Tests™ (DAT™)

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The Differential Aptitude Tests™ (DAT™) is a short battery of tests (verbal, numerical, abstract) designed to measure an individual's ability to learn or to succeed in a number of different areas.



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### Talent Codex

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The Talent Codex brings together PBC's industry-leading practices for finding and nurturing Rewarding, Able and Willing (RAW) talent at all levels.



# Graduate Solutions

PBC are experts in designing and implementing graduate selection programs that not only identify the best graduate talent, but also provide a great candidate experience.

The graduate market is highly competitive. Finding the best graduates for your future talent pipeline can be challenging.

We offer an end-to-end selection solution, from profiling your ideal graduates through to evidence-based psychometric assessments, individual interviews and assessment centres, all of which can be conducted in person or virtually, ensuring that the candidate experience is of the highest quality.

Our assessment centre design takes into consideration best practice, organisational needs, and comprehensive assessment methodologies that minimise unconscious biases.

PBC is also able to design parallel assessments and reasonable adjustments to ensure that our assessment centres are a fair and equitable process that encourages a diversity of talent.

# Graduate Products

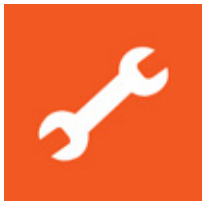


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## Raven's Advanced Progressive Matrices (APM)

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PBC utilises the Raven's Advanced Progressive Matrices (APM), a widely used and highly trusted assessment to measure graduates' ability to perceive and think clearly, make meaning out of confusion and formulate new concepts when faced with novel information.



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## Configure

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Hogan's Configure dashboard provides a user friendly and cost-effective approach to selecting the candidates that have the best alignment to your organisations' or graduate specific competencies. Using Configure allows you to identify the candidates who are more likely to demonstrate the capabilities required for success, stack rank candidates based on fit and shortlist efficiently via a user friendly dashboard that does not require Hogan certification. Please contact PBC to arrange a demonstration of the Configure platform.



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## Express

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The Hogan Express Report can help identify candidates who are more likely to be successful across 7 job families, with Professionals, which graduates fall under, being one. The report identifies not only the candidate's fit against the specific role needs, highlighting strengths and areas for concern, but also provides valuable insight into their general employability and how they are likely to present during an interview.



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## Insight Series

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The Hogan Insight Series Reports can give graduates and employers a more in depth insight into their day-to-day style, potential derailers, and career drivers. The Insight reports can provide a basis for managers to understand their graduates fully and to build tailored development opportunities to ensure graduates remain engaged within the organisation into the longer term.



# Development Solutions

Our development solutions drive real behaviour change as we use evidence-based diagnostics and highly effective feedback and coaching methods for individuals and groups.

PBC believes that all talent can be nurtured and with self-awareness, effort and persistence, employees can develop and improve. It is vital that people understand the difference between the way they see themselves and the way they are seen by their peers, managers, and direct reports.

PBC's global development solutions use a combination of diagnostics, such as personality assessment, multi-rater/360, and our consulting services to build capability and performance from graduates to high potentials and senior leaders. Our solutions cater to individuals and teams, and inform organisational development programs.



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### Multiple Applications

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Suitable for early to mid-career professionals

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## 360 Suite

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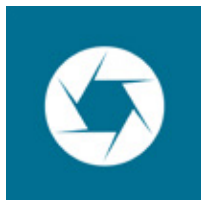
The 360 suite of products can each be used in conjunction with the Hogan personality reports to provide a comprehensive development program.



Hogan 360



Hogan High Potential 360



Hogan Leader Focus 360



Agile Leader 360



Safety 360



# Development Products

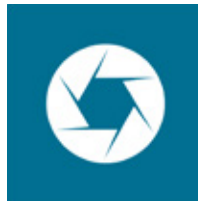


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## Hogan EQ Report

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The Hogan EQ Report assesses emotional intelligence, the ability to identify and manage your own and others' emotions.



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## Hogan Leader Focus Report

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The Hogan Leader Focus assists new leaders and first-time managers understand how their personality characteristics may influence their leadership effectiveness.



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## Hogan High Potential Talent Report

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The Hogan High Potential Talent Report is designed to help emerging leaders prepare for and develop the essential components of top organisational leadership.



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## Hogan Career Report

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The Hogan Career Report is designed to provide guidance for career development by identifying strengths and opportunities.



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## Hogan Manage Report

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The Hogan Manage Report provides effective techniques for managing your employees based on their personalities.



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## Hogan Compass Report

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The Hogan Compass Report outlines the occupational significance of a person's core values and provides effective career planning information.



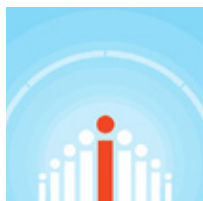


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## Agile Solutions

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These solutions can be used in disrupted and agile environments either individually or in combination.



Hogan Agile Leader

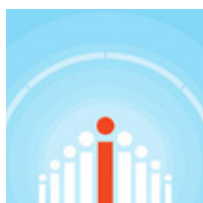


Agile Leader 360



HPTA Agile

## Products

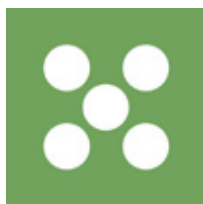


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### Hogan Agile Leader

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The Hogan Agile Leader Assessment identifies the competencies and behaviours required to successfully lead through disruption.



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### Hogan Team Report

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The Hogan Team Report provides a personality-based understanding of a team's strengths, weaknesses, and values.

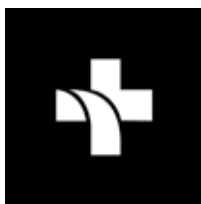


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### Hogan Judgement

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The Judgement Report provides an in-depth review of an individual's information processing style, decision-making approach, reactions to feedback, and openness to coaching.

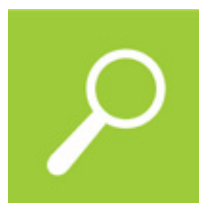


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### Hogan Safety Report (Develop)

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The Hogan Safety Report improves safety training by recognising and repairing safety-related gaps in your organisational culture.



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### Hogan Business Reasoning Inventory (HBRI)

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The HBRI assesses how well candidates evaluate sets of data and measures their overall business reasoning ability.



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### Hogan 360

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The Hogan 360 is a comprehensive multi-rater feedback tool used to help leaders gain a better understanding of how they are viewed by peers, direct reports, and others.



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### Hogan High Potential 360

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The Hogan High Potential 360 measures individuals against three integral components of leadership and supports organisations to develop their high potential talent.



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### Hogan Leader Focus 360

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The Hogan Leader Focus 360 Report is designed to develop self-awareness in those wanting to transition from Individual Contributor to Leader or for those in non-traditional leadership roles.



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### Agile Leader 360

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The Agile Leader 360 aims to assist leaders at any level to gain awareness of how those around them perceive their ability to successfully navigate through the opportunities and challenges of disruption.



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### High Performing Team Assessment (HPTA)

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The PBC High Performing Team Assessment (HPTA) measures team performance across 12 critical themes for success that impact team performance and culture.



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### Safety 360

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The PBC Safety 360 is an assessment that allows managers, peers and reports to provide feedback on 11 Safety Competency Dimensions.



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### Graduate Talent Assessment (GradTA)

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The GradTA is a multi-rater feedback tool designed to help organisations measure the performance of their graduates.



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### 180 Co-worker Review

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The 180 Co-worker Review is a multi-rater tool designed to help individuals in frontline or entry-level roles.



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### Talent Codex

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The Talent Codex brings together PBC's industry-leading practices for finding and nurturing Rewarding, Able and Willing (RAW) talent at all levels.



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### Analytics Codex

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PBC's Analytics Codex uses people and organisational data to produce evidence-based strategies and key data to improve decision making.



## Teams

We use evidence-based diagnostics, such as aggregated individual data, team data and external benchmarks to understand team capability. We then implement targeted team building programs to address team development opportunities and drive organisational performance.

PBC's team solutions support team development and success through targeted solutions that focus on building high performing teams, improving the effectiveness of newly formed or agile teams, getting dysfunctional teams back on track, enabling 'joint venture' teams to be effective, and encouraging collaboration across different functional teams.

## Organisational

All organisations rely on key groups of people to be successful: their employees, clients and stakeholders.

PBC's global organisational solutions enable you to measure (and re-measure) what your employees, clients and stakeholders think. We can also help you understand safety attitudes and behaviours across your whole organisation.

PBC's organisational solutions provide meaningful insight into the strengths and challenges facing the business. Armed with this information, we can then put in place targeted plans to address any issues and measure improvement over time.

Using data analytics, our business consulting services help to incorporate these insights into business improvement initiatives to drive performance and improve bottom line results.

# Teams & Organisational Solutions



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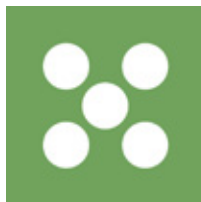
## PBC Team Solutions

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Each of these solutions can be used in conjunction with the Hogan personality reports to create a comprehensive program.



HPTA



Hogan Team Report

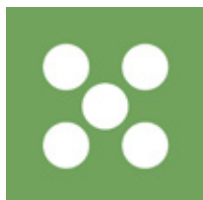


Group Profile Chart



360 Suite

## Products



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### Hogan Team Report

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The Hogan Team Report provides a personality-based understanding of a team's strengths, weaknesses, and values.



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### Hogan 360

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The Hogan 360, powered by PBC, is a comprehensive multi-rater feedback tool designed to support leadership development at any level of an organisation.



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### Hogan High Potential Talent Report

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The Hogan High Potential Talent Report is designed to help emerging leaders prepare for and develop the essential components of top organisational leadership.



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### Hogan High Potential 360

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The Hogan HiPo 360 measures individuals against three integral components of leadership foundations, emergence and effectiveness, and supports organisations to develop their high potential talent.

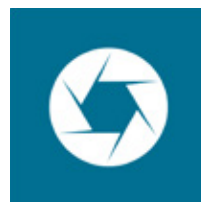


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### Hogan Leader Focus Report

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The Hogan Leader Focus assists new leaders and first-time managers understand how their personality characteristics may influence their leadership effectiveness.



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### Hogan Leader Focus 360

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### Agile Leader 360

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The Agile Leader 360 aims to assist leaders at any level to gain awareness of how those around them perceive their ability to successfully navigate through the opportunities and challenges of disruption.



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### High Performing Team Assessment (HPTA)

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The PBC High Performing Team Assessment (HPTA) measures team performance across 12 critical themes for success that impact performance and culture.



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### Group Profile Chart

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A graphical representation of the team/cohort scores on each dimension of the HPI, HDS and MVPI. Can include executive and group averages for comparison purposes.



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### Safety Climate Survey (SCS)

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The Safety Climate Survey identifies key safety issues that can be used to improve the safety climate of your workplace.



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### Employee Opinion Survey (EOS)

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The Employee Opinion Survey is an easy-to-administer, anonymous questionnaire that captures employee feedback on issues critical to your organisation's success.



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### Customer Stakeholder Survey

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The Customer Stakeholder Survey is a wide-ranging, in-depth survey that measures the satisfaction levels of your customers.



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### Talent Codex

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The Talent Codex brings together PBC's industry-leading practices for finding and nurturing Rewarding, Able and Willing (RAW) talent at all levels.



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### Analytics Codex

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PBC's Analytics Codex uses people and organisational data to produce evidence-based strategy and key data to improve decision making.



# Partner Assessments



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## Matrigma

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Matrigma measures general mental ability and is used to predict career success and job performance.



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## Differential Aptitude Tests™ (DAT™)

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The Differential Aptitude Tests™ (DAT™) is a short battery of tests designed to measure an individual's ability to learn or to succeed in a number of different areas, including verbal analogies, numerical calculations, numerical sequences, abstract reasoning and space relations.



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## PSI Ability Tests

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Cognitive ability tests are a strong predictor of overall job performance. PSI's Employee Aptitude Survey (EAS) and Basic Skills Test (BST) series of assessments provide an accurate reflection on cognitive ability, correlating with overall job performance.



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## MiNT

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MiNT is an online personality inventory that predicts the risk for Counterproductive Work Behaviour (CWB).



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## Work-related Risk and Integrity Scale (WRISc)

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WRISc is a covert personality-based measure of integrity that is designed to measure a range of counterproductive work behaviours in organisational settings.

\*Restricted to post-graduate qualifications in psychology.



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## Risk Type Compass

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The Risk-Type Compass provides a unique perspective on the human risk factor. Identifying individuals as one of eight 'Risk Types', it offers a typology and vocabulary that facilitates risk planning, research and discussion about risk tolerance.



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## META

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META is an assessment specifically designed to identify entrepreneurial talent and has been empirically proven to predict entrepreneurial success across sectors, job types, and levels of seniority.

**PBC have selected world class diagnostics to support our client needs.**

Please contact [workshops@peterberry.com.au](mailto:workshops@peterberry.com.au) for certification.

# PBC Consulting Services include:

Leadership Development Services

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Team Building Workshops

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Talent Identification and Development

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Assessment Centres

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Organisational Analysis

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Debriefing and Coaching Services

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Business Planning

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# PBC Research Services include:

Analytics

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Benchmarks

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Off-the-shelf

Custom

Competency Alignment and Mapping

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Role-specific Job Analysis

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Validation Studies

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360 Customisation

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# Get started.

Contact us today to learn more about how PBC can help your organisation hire the right people, reduce turnover, and build stronger leaders.

For more information on our products and services, and to access sample reports, please visit our website.

**[peterberry.com.au](https://peterberry.com.au) | [info@peterberry.com.au](mailto:info@peterberry.com.au)**

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**Peter Berry Consultancy Pty Ltd**  
**info@peterberry.com.au | peterberry.com.au**

**SYDNEY OFFICE**

**T** | +61 2 8918 0888 **F** | +61 2 8918 0855  
Level 8, 201 Miller Street, North Sydney, NSW 2060

**MELBOURNE OFFICE**

**T** | +61 3 8629 5100  
Suite 303, 430 Little Collins Street, Melbourne, VIC 3000