

PBC & Hogan Product Catalogue

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 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 complies 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.

Index

Hogan Certification and Qualifications	4
Selection	
Solutions.....	7
Products.....	8
Development	
Solutions.....	11
Products.....	12
Teams & Organisational	
Solutions.....	16
Products.....	17
Partner Assessments.....	19
Consulting Services.....	20
Research Services.....	20

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 the Hogan assessments.

PBC can conduct tailored in-house certification workshops.

Registration Suitability

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



Please contact workshops@peterberry.com.au with any questions.

Hogan Certification and Qualifications

Further Hogan Training

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

On Demand Learning

Hogan ProGuide*

Hogan Refresh*

Online Hogan Product Training

Hogan Business Reasoning Inventory (HBRI)

Hogan Team Report*

Hogan Judgement*

Hogan Leader Focus

Hogan High Potential

Hogan General Employability

*Requires Hogan certification.

Please contact 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.

Certification and Qualifications

Hogan 360 Suite Qualifications - Online Learning



Hogan 360

Duration: 20 minutes

Link: www.peterberry.com.au/qualification/hogan-360



Hogan High Potential 360

Duration: 20 minutes

Link: www.peterberry.com.au/qualification/hogan-high-potential-360/



Hogan Leader Focus 360

Duration: 20 minutes

Link: www.peterberry.com.au/qualification/hogan-leader-focus-360/

Additional Qualifications - Online Learning



Agile Leader 360

Duration: 20 minutes

Link: www.peterberry.com.au/qualification/agile-leader-360/



High Performing Team Assessment (HPTA)

Duration: 20 minutes

Link: www.peterberry.com.au/qualification/hpta/



Graduate Talent Assessment (GradTA)

Duration: 20 minutes

Link: www.peterberry.com.au/qualification/grad-ta/

Certification and Qualifications

Additional Qualifications - via Webex

Please contact workshops@peterberry.com.au for more information.



Safety Report (Onboarding)



Agile Report (Onboarding)

Partner Assessment Certifications - contact PBC

Please contact workshops@peterberry.com.au for more information.



Risk Type Compass



WRISc*

*Restricted to post-graduate qualifications in psychology



MiNT



Matrigma



Meta

Please contact workshops@peterberry.com.au for more information.



Selection

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, in the right role.

Hogan personality assessments decode the intricates 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.

Selection Solutions



Hogan Leadership Forecast Series (LFS)

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



Hogan Insight Series

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.

Cognitive Solutions



HBRI



Hogan Judgement



Raven's APM



Watson Glaser II

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

Selection Products



Hogan General Employability Report

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



Hogan Configure

Hogan's Configure competency solution allows for the evaluation of potential using common business language backed by Hogan personality assessment.



Hogan Express Report

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



Hogan Leader Basis Report

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.



Hogan Sales Basis Report

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



Hogan Generic Basis Report

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.



P10

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Hogan Safety Report (Select)

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.



Hogan Transport Driver Report

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.

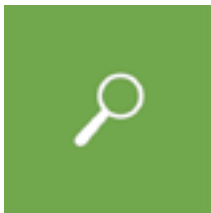


Flash Report (Restricted Report)

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.



Selection Products



Hogan Business Reasoning Inventory (HBRI)

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



Hogan Judgement

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.



Raven's Advanced Progressive Matrices (APM)

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



Watson Glaser II Critical Thinking Appraisal

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



Talent Codex

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



Hogan Artificial Intelligence Profile Report

The Artificial Intelligence Profile Report identifies applicants possessing the personal characteristics associated with optimal job performance for AI professionals.



Consulting + Research Services

- Assessment Centres
- Role-specific job requirements
- Talent identification
- Validation studies



Development

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.

Development Solutions



Hogan Leadership Forecast Series (LFS)

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



Hogan Insight Series

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

360 Suite



Hogan 360



Hogan HiPo
360



Hogan LF 360



Agile Leader
360



Safety 360

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

Development Products



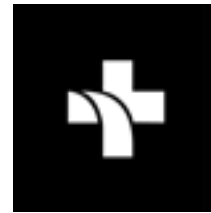
Hogan EQ Report

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



Hogan Leader Focus Report

The Hogan Leader Focus Report teaches emerging leaders how to properly leverage their own brand of leadership and gives insight into unconscious biases.



Hogan Safety Report (Develop)

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



Hogan Career Report

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



Hogan Manage Report

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



Hogan Compass Report

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



P14

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Hogan High Potential Talent Report

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



Package Options

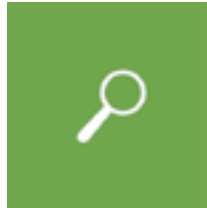
- High Potential Talent Report + Flash
- High Potential Talent Report + LEAD Series (with Summary) + Flash
- High Potential Talent Report + Hogan High Potential 360

Development Products



Hogan Judgement

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.



Hogan Business Reasoning Inventory (HBRI)

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



Hogan Team Report

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



Hogan 360

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.



Hogan High Potential 360

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



Hogan Leader Focus 360

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.



Agile Leader 360

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.



High Performing Team Assessment (HPTA)

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

Development Products



Safety 360

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



Graduate Talent Assessment (GradTA)

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



180 Co-worker Review

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



Talent Codex

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



Analytics Codex

PBC's Analytics Codex uses people and organisational data to produce evidence-based strategy 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 two key groups of people to be successful: their employees and their customers.

PBC's global organisational solutions enable you to measure (and re-measure) what your employees 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, they 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



Hogan Leadership Forecast Series (LFS)

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



Hogan Insight Series

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

P18

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PBC Team Solutions



HPTA



Hogan Team Report



Group Profile Chart



360 Suite

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

Teams & Organisational Products



Hogan Team Report

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



Hogan High Potential Talent Report

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



Hogan Leader Focus Report

The Hogan Leader Focus Report teaches emerging leaders how to properly leverage their own brand of leadership and gives insight into unconscious biases.



Hogan 360

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



Hogan High Potential 360

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.



Hogan Leader Focus 360

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.



Agile Leader 360

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.



High Performing Team Assessment (HPTA)

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



Group Profile Chart

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



Teams & Organisational Products



Safety Climate Survey (SCS)

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



Employee Opinion Survey (EOS)

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



Customer Stakeholder Survey

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



Talent Codex

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



Analytics Codex

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

Partner Assessments



Matrigma

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



MiNT

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



Work-related Risk and Integrity Scale (WRISc)

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



Risk Type Compass

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.



PSI Ability Tests

Cognitive ability tests are a strong predictor of overall job performance available today. 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.



META

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.

Consulting Services

Leadership Development Services

Team Building Workshops

Talent Identification and Development

Assessment Centres

Selection Solutions*

Executive Selection

Employee Selection

Organisational Analysis

Debriefing and Coaching Services

Business Planning

*As part of the Selection Solution services, a comprehensive Interview Guide and Questions (HPI, HDS, MVPI, Safety) is available.

Research Services

Analytics

Benchmarks

Off-the-shelf

Custom

Competency Alignments and Mapping

Role-Specific Job Analysis

Validation Studies

360 Customisation

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.

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