

Leader Basis

Find Effective Leaders

Successful leaders must be able to inspire employees continually and steer the company through rapidly changing business environments. Based on the Hogan Personality Inventory, the Hogan Development Survey, the Motives, Values, Preferences Inventory, and decades of research on global leader effectiveness, Leader Basis helps organizations recognize which candidates are most likely to deliver measurable results, improve team effectiveness, and increase employee engagement and retention.

Real-world Effectiveness

Organizations worldwide, including 75% of Fortune 500 companies, use Hogan's leadership identification and development programs to select and build their pipelines of future leaders. Organizations that use Leader Basis feel its impact, experiencing nearly 50% growth in annual sales and a 14% increase in employee retention on average.

By leveraging Hogan's vast database of successful leader profiles, Leader Basis provides the insight you need to identify the right candidates for the role, regardless of the industry or leadership level you're hiring for. It also streamlines the selection process by using a data-driven approach to candidate comparison and recommendations for interview questions.

Leader Basis Specifics

- ▶ Driven by the HPI, HDS, and MVPI scales critical for leadership performance
- ▶ Assessment time: 10-45 minutes, depending on the number of assessments used to generate scoring
- ▶ Includes score graphs, comparison tools, and a hiring recommendation
- ▶ Predicts how a candidate will perform as well as alignment with organizational culture
- ▶ Intended for executives and managers
- ▶ Nondiscriminatory, equitable, and inclusive

Certification Requirements

- ▶ Assessment certification *required*
- ▶ Product training *recommended*