

The Hogan archive contains information from over 1,000 research studies conducted from 1981 to the present. Each year, the Hogan Research Division (HRD) updates the Hogan archive with 15 - 20 [criterion-related validity](#) studies. These [new studies](#) allow HRD to maintain and improve the job family and synthetic benchmarks we use as the foundation for our [validity generalization](#) (VG) process. In 2005, Foster and Hogan conducted the first set of job family and synthetic meta-analyses using the Hogan Personality Inventory (HPI) and Hogan Development Survey (HDS) as predictor assessments. In 2010, we updated the original meta-analyses and conducted another incremental update in 2016 to further enrich and bolster our VG evidence.

New Capabilities

- We now have VG evidence for all Configure job families ($N = 9$) for the HPI.
- In addition, we expanded our coverage from 3 to 8 Configure job families for the HDS. Note that for the HDS, we split out Managers from Executives, yet Sales and Customer Support remain combined for now.
- Our HPI and HDS synthetic validity tables support the Hogan Competency Model across all 62 competencies.
 - **HPI:** Every competency meta-analysis is founded on at least 5 studies and hundreds of cases of data. Our most robust competency (Handling Stress) is based on 92 studies with over 10,000 matched assessment and performance cases.
 - **HDS:** The majority of these competencies (90%) have evidence from 5 or more studies with Integrity being the most stable ($K = 32$ studies; $N = 3,700$ matched cases).
- We also explored new capabilities at the HPI subscale level, resulting in nearly 3,000 meta-analyses that will help refine scoring for our existing reports and drive new product innovation. In the future, we will investigate meta-analyses using HDS subscales as more evidence becomes available. Note that we exclude the Motives, Values, Preferences Inventory (MVPI) from VG analyses because workplace culture is not a generalizable construct.

Emerging Trends

- Most HPI predictors remained stable in terms of their relationship with key competencies (e.g., Ambition with Competition, $r = .41$); however, Interpersonal Sensitivity saw improvement with competencies focused on people skills (e.g., Team Building, $r = .20$; Influencing Others, $r = .18$; Driving Change, $r = .22$; Networking, $r = .25$).
- HDS predictors saw improved stability across the board, as the number of studies available for inclusion in the meta-analyses doubled for most competencies. For example, Team Building tripled from 5 studies based on 800 cases to 15 studies totaling 2,000 cases. Although Cautious and Reserved were the strongest predictors of Team Building, they were surpassed by Excitable ($r = -.18$) and Leisurely ($r = -.18$) in the updated meta-analyses.
- By using HPI subscale meta-analyses, we have strong evidence to refine the construction of our scoring algorithms. For example, Ambition is a strong predictor of Driving Innovation ($r = .27$); yet when diving a bit deeper, facets from other HPI scales begin to emerge as predictors. Although the Inquisitive scale itself is not a strong predictor of Driving Innovation, its subscale Generates Ideas ($r = .18$) makes a compelling case for inclusion in our predictive algorithms.

The Bottom Line

The Hogan archive is an extensive research database that makes Hogan the global leader in VG research. Over 400 criterion-related validity studies serve as evidence of our dedication to the “Science of Personality.” Organizations recognize the benefit of this collection of research and Hogan’s ability to provide clients with solutions supported by evidence-based practices. Hogan has conducted an additional 450 studies using VG methods that drive selection and development programs around the world. Moving forward, we will continue to expand our research database and develop new and improved research solutions to solidify Hogan’s place as the leader in applied personality research.