

Express

A Simplified Approach to Job Fit

The sooner you narrow down the applicant pool, the sooner the most qualified candidates will emerge. Powered by the Hogan Personality Inventory, Express provides an objective view of candidates' strengths, performance risks, overall job fit, and key performance predictors for any type of role across industries.

This report categorizes each applicant as high, moderate, or low fit for the job by leveraging pre-validated screening guidelines within seven job families. Express not only helps hiring managers determine who should advance in the hiring process, but also prepares hiring managers to conduct interviews with confidence.

Real-world Results Across Industries

Express is used around the world to simplify selection:

- ▶ Identify high-performing candidates
- ▶ Increase productivity, effectiveness, and revenues
- ▶ Improve employee alignment with company culture
- ▶ Prevent workplace accidents

Express Specifics

- ▶ Driven by the HPI
- ▶ Assessment time: 10-15 minutes
- ▶ Scores based on job family research
- ▶ Includes summary of candidate strengths, performance risks, overall job fit, and interview style
- ▶ Nondiscriminatory, equitable, and inclusive

Job Families

- ▶ Managers and Executives
- ▶ Administrative and Clerical
- ▶ Operations and Trades
- ▶ Professionals
- ▶ Sales and Customer Support
- ▶ Service and Support
- ▶ Technicians and Specialists

Certification Requirements

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



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