

Basis

Make Informed Hiring Decisions

Making a bad hire typically costs 150% of the person's annual salary — you don't want it to happen to you. By identifying the personality characteristics necessary for success in your organization, we can help you build a better applicant pool and make interviews count.

The Basis report is Hogan's most robust selection solution. Customized to the job you're hiring for using scales from the Hogan Personality Inventory, Hogan Development Survey, and Motives, Values, Preferences Inventory, this report will arm you with in-depth information about a candidate's personality. It also provides an easy but data-driven structure for comparing multiple candidates. The Basis report classifies a candidate as a low, moderate, or high fit for a job. With a hiring recommendation, behavioral interview guide, and a systematic method for making a hiring decision, the Basis report makes selecting great people easy.

Basis Specifics

- ▶ Customized with key scales from HPI, HDS, and MVPI critical for job performance
- ▶ Assessment time: 10-45 minutes, depending on the number of assessments used to generate scoring
- ▶ Includes score graphs and interpretation of strengths, challenges, and drivers to predict how a candidate will perform and align with organizational culture
- ▶ Provides candidate interview style, interview questions, and a hiring recommendation
- ▶ Provides a structured way to compare candidates
- ▶ Nondiscriminatory, equitable, and inclusive

Certification Requirements

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



Authorised
Distributor

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