

Hogan Business Reasoning Inventory

Think About How You Are Thinking

The Hogan Business Reasoning Inventory describes reasoning style — the ability to evaluate sets of data, make decisions, solve problems, and avoid repeating past mistakes. By assessing reasoning style, you can understand a candidate's approach to problem-solving and capacity for new information, and identify areas for development.

The first measure of reasoning ability designed to predict real-world performance, the Hogan Business Reasoning Inventory evaluates two kinds of problem-solving, qualitative and quantitative.

Qualitative Reasoning

This involves working with data visualization, logic, and verbal information to solve problems

Quantitative Reasoning

This involves working with mathematical and spatial information to evaluate and solve problems.

Considering these two reasoning styles in tandem gives us a clear sense of how participants solve problems. The Hogan Business Reasoning Inventory is the only measure of cognitive ability to take this approach.

HBRI Specifics

- ▶ Driven by a 24-item measure of business reasoning
- ▶ Assessment time: 30 minutes
- ▶ Norms based on samples of working adults from around the globe
- ▶ Designed to predict occupational success
- ▶ Useful for candidate screening and career or leadership development
- ▶ Online administration
- ▶ Items developed to minimize reading requirements and adverse impact
- ▶ Based on evolutionary psychology
- ▶ Nondiscriminatory, equitable, and inclusive

Certification Requirements

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