

## Agenda Hogan Online Certification

### Day 1

09:00 am	Reception and introduction General information about the Hogan Assessment
10:30 am	Break
10:40 am	Principles of the Potentials (Hogan Personality Inventory - HPI) – main scales
12:45 am	Lunch
01:45 pm	HPI subscales
03:00 pm	Break
03:15 pm	Interpretation of the Hogan reports based on different exemplary profiles / Q&A
04:00 pm	End

### Day 2

09:00 am	Repetition of dimensions of HPI / Principles of the Risks (Hogan Development Inventory - HDS) Cluster 1 (moving away from people)
10:30 am	Break
10:40 am	HDS Cluster 2 (moving against people) und 3 (moving towards people)
12:45 pm	Lunch
01:45 pm	Principles of the Values (Motives, Values, Preferences Inventory - MVPI)
03:00 pm	Break
03:10 pm	Meaning and validity of the inventories: dimensions structure / overarching analysis over all three sides of personality (HPI, HDS, MVPI) / interpretation of the Hogan reports based on different exemplary profiles / Q&A
04:00 pm	End

### Day 3

09:00 am	Repetition of dimensions of HPI, HDS and MVPI
10:30 am	Break
10:40 am	Support and advice for Hogan based feedbacks: hints for the preparation, dealing with difficult profiles and managing potential obstacles during the conversation
12:45 pm	Lunch
01:45 pm	Work in pairs: Preparation and delivery of comprehensive reciprocal feedback on the HPI, HDS and MVPI under supervision of the trainer
03:00 pm	Break
03:10 pm	Q&A / Hogan reports: introduction of the most important Hogan solutions for a tailored use in different recruitment and development settings
04:00 pm	Conclusion