

Agenda Hogan Certification

Day 1

09:00 am	Reception and introduction
09:30 am	General information about the Hogan Assessment
10:30 am	Break
10:40 am	Principles of the Potentials (Hogan Personality Inventory - HPI) – main scales
12:00 pm	Lunch Break
01:00 pm	Principles of the Potentials (Hogan Personality Inventory - HPI) – main scales
01:45 am	HPI subscales
03:15 pm	Break
03:30 pm	Interpretation of the Hogan reports based on different exemplary profiles
04:45 pm	Q&A
05:00 pm	End

Day 2

09:00 am	Principles of the Risks (Hogan Development Inventory - HDS) Cluster 1 (moving away from people)
10:30 am	Break
10:45 am	HDS Cluster 2 (moving against people)
12:00 pm	Lunch Break
01:00 am	HDS Cluster 2 (moving against people) and HDS Cluster 3 (moving towards people)
02:00 am	Principles of the Values (Motives, Values, Preferences Inventory - MVPI)
03:30 pm	Break
03:40 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
04:45 pm	Q&A
05:00 pm	End

Day 3

09:00 am	Review: Principles of the Potentials, Risks and Values
09:30 am	Support and advice for Hogan based feedbacks: hints for the preparation, dealing with difficult profiles and managing potential obstacles during the conversation
10:45 am	Break
11:00 am	Preparation for feedback, working in pairs, and conducting reciprocal Hogan feedback sessions under the supervision of the trainer
12:30 pm	Discussion and Q&A
01:00 pm	End