

Hogan Development Survey

Leverage Strengths and recognise Derailers

- While **normally strengths**, certain traits can be overplayed and **become detrimental** when individuals are tired, pressured, or bored.
- Identifies critical **blind spots** and qualities that emerge in times of increased strain, that can
 - **disrupt** relationships
 - **damage** reputations, and
 - **derail** peoples' chances of success.

Scale	Strength	Derail
1. Excitable	Enthusiastic	Emotional
2. Skeptical	Perceptive	Cynical
3. Cautious	Careful	Indecisive
4. Reserved	Independent	Detached
5. Leisurely	Cooperative	Stubborn
6. Bold	Assertive	Demanding
7. Mischievous	Charming	Risk-Taking
8. Colorful	Engaging	Dramatic
9. Imaginative	Innovative	Eccentric
10. Diligent	Meticulous	Pedantic
11. Dutiful	Compliant	Ingratiating

Validated in
over
50
Fortune 500

Over
500,000
completions

Utilised in
over
400
research
studies

Recognise and **mitigate performance risks** before they become a problem.

Online enabled and takes **18-20 minutes**.

Use for **recruitment, development** and/or **coaching** your leaders.