

Hpi Hds Hogan Essments

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This consists of: Hogan Personality Inventory – Highlights your positive attitudes Hogan Development Survey – Unearths any negative traits Motives, Values, Preferences Inventory – Tests ...

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Here I want to focus on one of the three measures in this assessment suite, the Hogan Development Survey. The HDS focuses not on our normal, day-to-day tendencies, but on personality ...

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and the Hogan Personality Inventory (which examines how a person relates to others). Unlike the MBTI, assessments based on the Big Five can reliably predict job performance, studies show.

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Here I want to focus on one of the three measures in this assessment suite, the Hogan Development Survey. The HDS focuses not on our normal, day-to-day tendencies, but on personality ...

Personality and performance are intricately linked, and personality has proven to have a direct influence on an individual's leadership ability and style, team performance, and overall organizational effectiveness. In *Personality and the Fate of Organizations*, author Robert Hogan offers a systematic account of the nature of personality, showing how to use personality to understand organizations and to understand, evaluate, select, deselect, and train people. This book brings insights from a leading industrial organizational psychologist who asserts that personality is real, and that it determines the careers of individuals and the fate of organizations. The author's goal is to increase the reader's ability to understand other people—how they are alike, how they are different, and why they do what they do. Armed with this understanding, readers will be able to pursue their personal, social, and organizational goals more efficiently. A practical reference, this text is extremely useful for MBA students and for all those studying organizational psychology and leadership.

A personal energy training program outlines strategies on how to prevent burnout and improve productivity, discussing such areas as how to work with four key sources of energy, balancing stress and recovery, expanding capacity, and implementing positive routines. Reprint. 60,000 first printing.

Interpersonal sensitivity refers to the accuracy and/or appropriateness of perceptions, judgments, and responses we have with respect to one another. It is relevant to nearly all aspects of social relations and has long been studied by social, personality, and clinical psychologists. Until now, however, no systematic or comprehensive treatment of this complex concept has been attempted. In this volume the major theorists and researchers of interpersonal sensitivity describe their approaches both critically and integratively. Specific tests and methods are presented and evaluated. The authors address issues ranging from the practical to the broadly theoretical and discuss future challenges. Topics include sensitivity to deception, emotion, personality, and other personal characteristics; empathy; the status of self-reports; dyadic interaction procedures; lens model approaches; correlational and categorical measurement approaches; thin-slice and variance partitioning methodologies; and others. This volume offers the single most comprehensive treatment to date of this widely acknowledged but often vaguely operationalized and communicated social competency.

Experience is vital for a leader's success, but merely having an experience (such as a challenging new job, a stretch assignment, or an unexpected hardship) isn't enough. The best leaders know not just how to seek out developmental experiences, but how to extract the essential lessons within each experience and apply them to future situations. This book will walk you through a four step process for making the most out of your experiences. You will learn how to seek out beneficial experiences, make sense out of both old and new experiences, internalize the most useful lessons from each experience, and apply those lessons to new, unfamiliar, and challenging situations. By becoming learning agile, you'll be able to use the lessons of experience to meet the challenges headed your way.

This book helps lay some solid foundations for those who feel they are floundering on life's highway (WA. Author)

If any of the following behaviors sound like you or someone you work with, beware! In *Why CEOs Fail*, David L. Dotlich and Peter C. Cairo describe the most common characteristics of derailed top executives and how you can avoid them: Arrogance—you think that you're right, and everyone else is wrong. Melodrama—you need to be the center of attention. Volatility—you're subject to mood swings. Excessive Caution—you're afraid to make decisions. Habitual Distrust—you focus on the negatives. Aloofness—you're disengaged and disconnected. Mischievousness—you believe that rules are made to be broken. Eccentricity—you try to be different just for the sake of it. Passive Resistance—what you say is not what you really believe. Perfectionism—you get the little things right and the big things wrong. Eagerness to Please—you try to win the popularity contest.

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