

Education

Academic Management

(Job Analysis Study #1015)

Challenge: A system of community colleges in a large U.S. city wanted to identify the characteristics important for success in the Academic Management job family. The colleges collaborated with Hogan to identify personality characteristics and values and describe the key competencies necessary for strong performance in the Academic Management roles.

Solution: Subject matter experts (SMEs) who are highly familiar with the Academic Management jobs completed the Job Evaluation Tool (JET), which identifies the key personal characteristics and values necessary for employee success. The JET aligns with scales associated with four Hogan tools: the Hogan Personality Inventory (HPI – a measure of everyday personality), the Hogan Development Survey (HDS – a measure of work derailers), the Motives, Values, Preferences Inventory (MVPI – a measure of person-job fit), and the Hogan Competency Model (HCM – a comprehensive list of job-related competencies).

Result: The client worked with Hogan to identify the following scales which are most important for success in Academic Management roles:

HPI	HDS	MVPI
Ambition	Leisurely	Affiliation
Interpersonal Sensitivity	Bold	Altruism
Prudence	Imaginative	Power
Learning Approach	Dutiful	

Successful Academic Management employees are competitive, perceptive, responsible, and achievement-oriented. Less successful Academic Management employees are uncooperative, arrogant, eccentric, and conforming. Values important for Academic Management employees include social interaction, helping others, and achievement.

In addition, Hogan identified competencies critical for success in the Academic Management job family. The colleges plan to use this job analysis information to develop competency models that will drive a variety of selection and development processes.

Education

Administrative Support Services

(Job Analysis Study #1016)

Challenge: A system of community colleges in a large U.S. city wanted to identify the characteristics important for success in the Administrative Support Services job family. The colleges collaborated with Hogan to identify personality characteristics and values and describe the key competencies necessary for strong performance in the Administrative Support Services roles.

Solution: Subject matter experts (SMEs) who are highly familiar with the Administrative Support Services jobs completed the Job Evaluation Tool (JET), which identifies the key personal characteristics and values necessary for employee success. The JET aligns with scales associated with four Hogan tools: the Hogan Personality Inventory (HPI – a measure of everyday personality), the Hogan Development Survey (HDS – a measure of work derailers), the Motives, Values, Preferences Inventory (MVPI – a measure of person-job fit), and the Hogan Competency Model (HCM – a comprehensive list of job-related competencies).

Result: The client worked with Hogan to identify the following scales which are most important for success in Administrative Support Services roles:

HPI	HDS	MVPI
Adjustment	Excitable	Affiliation
Ambition	Leisurely	Altruism
Interpersonal Sensitivity	Bold	Power
Prudence	Imaginative	
Learning Approach	Dutiful	

Successful Administrative Support Services employees are composed under pressure, desire leadership roles, are diplomatic and perceptive, are dependable and process-focused, and enjoy formal education. Less successful Administrative Support Services employees are prone to outbursts, stubborn and passive-resistant, arrogant, impractical and distractible, and deferential. Values important for Administrative Support Services employees include teamwork and networking, helping others, and achievement.

In addition, Hogan identified several competencies critical for success in the Administrative Support Services job family. The colleges plan to use this job analysis information to develop competency models that will drive a variety of selection and development processes.

Education

Executive and Management

(Job Analysis Study #1017)

Challenge: A system of community colleges in a large U.S. city wanted to identify the characteristics important for success in the Executive and Management job family. The colleges collaborated with Hogan to identify personality characteristics and values and describe the key competencies necessary for strong performance in the Executive and Management roles.

Solution: Subject matter experts (SMEs) who are highly familiar with the Executive and Management jobs completed the Job Evaluation Tool (JET), which identifies the key personal characteristics and values necessary for employee success. The JET aligns with scales associated with four Hogan tools: the Hogan Personality Inventory (HPI – a measure of everyday personality), the Hogan Development Survey (HDS – a measure of work derailers), the Motives, Values, Preferences Inventory (MVPI – a measure of person-job fit), and the Hogan Competency Model (HCM – a comprehensive list of job-related competencies).

Result: The client worked with Hogan to identify the following scales which are most important for success in Executive and Management roles:

HPI	HDS	MVPI
Adjustment	Excitable	Commerce
Ambition	Skeptical	Power
Interpersonal Sensitivity	Reserved	Science
Prudence	Leisurely	Tradition
Learning Approach	Bold	
	Imaginative	
	Dutiful	

Successful Executive and Management employees are composed under pressure, desire leadership roles, are diplomatic and perceptive, are dependable and process-focused, and enjoy formal education. Less successful Executive and Management employees are prone to outbursts, distrustful, uncommunicative, stubborn and passive-resistant, arrogant, impractical and distractible, and deferential. Values important for Executive and Management employees include financial gains, achievement, data-driven decision making, and established procedures. In addition, Hogan identified competencies critical for success in the Executive and Management job family. The colleges plan to use this information to develop competency models that will drive several selection and development processes.

Education

Technical Professionals

(Job Analysis Study #1018)

Challenge: A system of community colleges in a large U.S. city wanted to identify the characteristics important for success in the Technical Professionals job family. The colleges collaborated with Hogan to identify personality characteristics and values and describe the key competencies necessary for strong performance in the Technical Professional roles.

Solution: Subject matter experts (SMEs) who are highly familiar with the Technical Professional jobs completed the Job Evaluation Tool (JET), which identifies the key personal characteristics and values necessary for employee success. The JET aligns with scales associated with four Hogan tools: the Hogan Personality Inventory (HPI – a measure of everyday personality), the Hogan Development Survey (HDS – a measure of work derailers), the Motives, Values, Preferences Inventory (MVPI – a measure of person-job fit), and the Hogan Competency Model (HCM – a comprehensive list of job-related competencies).

Result: The client worked with Hogan to identify the following scales which are most important for success in Technical Professional roles:

HPI	HDS	MVPI
Adjustment	Reserved	Affiliation
Ambition	Leisurely	Power
Interpersonal Sensitivity	Bold	Science
Prudence	Mischievous	Tradition
Learning Approach	Imaginative	
	Dutiful	

Successful Technical Professionals are confident, competitive, perceptive, responsible, and achievement-oriented. Less successful Technical Professionals are uncommunicative, uncooperative, arrogant, risk-taking, eccentric, and conforming. Values important for Technical Professionals include social interaction, accomplishment, technology, and structure.

In addition, Hogan identified competencies critical for success in the Technical Professionals job family. The colleges plan to use this job analysis information to develop competency models that will drive a variety of selection and development processes.