

# Hogan Assessments Advanced Interpretation Workshop Agenda & Timetable

Module		Time	Total
<b>Opening</b>	<ul style="list-style-type: none"> <li>• Introductions</li> <li>• Learning Objectives</li> <li>• Process Overview</li> <li>• Ground Rules</li> </ul>	15 mins (0.25 hrs)	0.25 hrs
<b>Process Step 1:</b> Assessment Purpose and Desired Outcome	<ul style="list-style-type: none"> <li>• Broad vs. Specific Purpose of Assessment</li> <li>• Interpretation Approaches</li> <li>• <i>Group Discussion: Applying Hogan Data</i></li> </ul>	30 mins (0.50 hrs)	0.75 hrs
<b>Process Step 2.1:</b> Main Scale Interpretation: Extract maximum interpretive value <u>within</u> main scales	Main Scale Interpretation Principles <ul style="list-style-type: none"> <li>• <i>Brief Group Discussion</i></li> </ul> HPI Main Scale Review <ul style="list-style-type: none"> <li>• <i>Group Discussion</i></li> </ul> MVPI Main Scale Review & Discussion <ul style="list-style-type: none"> <li>• <i>Exercise: Low MVPI Scores</i></li> </ul> HDS Main Scale Review & Discussion <ul style="list-style-type: none"> <li>• HDS Origins/Schemas</li> <li>• HDS Triggers</li> <li>• <i>Exercise: HDS Scale Complexities</i></li> <li>• <i>Exercise: Low HDS Scores</i></li> </ul> Individualizing Main Scale Interpretation <ul style="list-style-type: none"> <li>• The Art of Asking Good Questions</li> </ul>	90 mins (1.5 hrs)	2.25 hrs
Break		15 (0.25 hrs)	2.50 hrs
<b>Process Step 2.2:</b> Main Scale Interpretation: Connect scales <u>across</u> assessments	Connecting the Dots <ul style="list-style-type: none"> <li>• Conceptual model for connecting scales</li> <li>• Asking good questions to connect scales</li> <li>• <i>Practice Exercise: HPI-HDS Connections</i></li> <li>• <i>Practice Exercise: HPI-MVPI Connections</i></li> <li>• <i>Practice Exercise: HDS-MVPI Connections</i></li> <li>• Empirically Supported Configurations</li> </ul>	75 mins (1.25 hrs)	3.75 hrs
Lunch Break		45 mins (0.75 hrs)	4.50
<b>Process Step 3:</b> Add Interpretive Nuance Using Subscales	Subscale 101 <ul style="list-style-type: none"> <li>• Subscale Interpretation Guidelines</li> <li>• Asking Good Subscale Discovery Questions</li> <li>• <i>Exercise: Subscale Interpretation Practice</i></li> </ul>	75 mins (1.25 hrs)	5.75 hrs
<b>Process Step 4:</b> Re-Interpret Results in Context	Context is Everything <ul style="list-style-type: none"> <li>• Context factors influencing interpretation</li> <li>• <i>Case Studies: Full Profile Analysis in Context</i></li> </ul>	60 mins (1.00 hrs)	5.50 hrs
Break		15 mins (0.25 hrs)	5.75 hrs
<b>Process Step 5:</b> Individualize interpretation from synthesis of previous steps	Individualizing Interpretation <ul style="list-style-type: none"> <li>• Guidelines</li> <li>• Outer Limits</li> <li>• <i>Capstone Exercise: Profile Analysis &amp; Leadership Summary</i></li> </ul>	75 mins (1.25 hrs)	7.00 hrs
<b>Closing</b>	<ul style="list-style-type: none"> <li>• Debrief</li> <li>• Questions</li> <li>• Discussion</li> </ul>	30 mins (0.50 hrs)	7.5 hrs