



Hogan Certification Workshop Options



What's Included?	Recommended				Refresher and Standalone Options	
	2-Day	3-Day	3-Day	4-Day	1-Day*	1-Day*
	Standard Certification	Advanced Feedback	Advanced Interpretation	Advanced Interpretation and Advanced Feedback	Advanced Feedback Only	Advanced Interpretation Only
Certification to use Hogan Inventories	✓	✓	✓	✓		
HPI Interpretation HPI	✓	✓	✓	✓		
HDS Interpretation HDS	✓	✓	✓	✓		
MVPI Interpretation MVPI	✓	✓	✓	✓		
Advanced Feedback Models		✓		✓	✓	
Feedback within a Cohesive Frame		✓		✓	✓	
Create Developmental Action Plans		✓		✓	✓	
Best Practices for Delivering Feedback		✓		✓	✓	
Advanced Scale Combinations			✓	✓		✓
Scales Across Assessments			✓	✓		✓
Advanced Subscale Data			✓	✓		✓
Advance Developmental Themes			✓	✓		✓
PRICE (USD)	\$2,500	\$3,500	\$3,500	\$4,500	\$1,500	\$1,500

Requires Previous Certification *

Call us at (800) 565-4223 or Email surveys@performanceprograms.com

Advanced Feedback

The Advanced Feedback Workshop was created based on an immense amount of customer feedback and demand from practitioners who wish to deepen and expand the Hogan interpretation and feedback delivery skills gained in 2-day Hogan Certification. This experiential, 1-day course prepares the learner to apply more advanced feedback models, integrate Hogan data with other inputs, create developmental action plans and understand best practices for delivering Hogan feedback.

Following Advanced Feedback Workshop, you will be able to:

- Deliver Hogan feedback using “best practice” methods
- Know when and how to apply appropriate feedback models in context
- Deliver competency-based Hogan feedback
- Summarize Hogan data using behavioral themes and competencies as a framework
- Identify and address common profile challenges and “coachability” issues
- Deliver high-impact feedback, including development actions based on Hogan data

Skills acquired in this workshop can be used to increase the impact of high-stakes leadership development and executive coaching programs, create more effective individual development plans, and deepen Hogan interpretation expertise for applied use in coaching, leadership, high potential, and other key talent programs

Is this course right for me? If you are relatively new to or inexperienced with delivering feedback to leaders using sophisticated psychometric assessments, this course may be perfect for you. Many Hogan users are not formally trained in executive coaching or feedback delivery techniques, and are unfamiliar with best practices. If you are a highly seasoned executive coach, you may want to consider our Advanced Interpretation Course.

Advanced Interpretation

The Advanced Interpretation workshop will be a hands-on, fast-paced class that prepares the learner to interpret scale combinations more skillfully, connect scales across assessments, extract maximum value from subscale data, and interpret developmental themes from the assessment at a more advanced level.

Is this course right for me? If your intended Hogan use is more technical in nature, requiring deep assessment expertise or you are engaged in high-stakes assessment or feedback scenarios, this course may be perfect for you. Many Hogan users find the Hogan tools to be incredibly rich and complex, and find themselves wanting more hands-on practice and instruction around interpretation.

Note: If you are having difficulty deciding between the Advanced Feedback and Advanced Interpretation learning tracks, you may want to consider the Combined Course, which is offered periodically throughout the year.