

**Assessment Comparison**

# Hogan vs. CPI

<p>Hogan Assessment Systems leads the world in personality assessment and leadership development. Hogan is grounded in more than 4 decades of validated research and was the first to scientifically measure personality for business. Hogan was founded in 1987 by Drs Robert and Joyce Hogan. Hogan has local distributors in more than 30 countries and has provided assessment services to more than 1500 companies worldwide.</p>	<b>About The Company</b>	<p>The Myers-Briggs Company (formerly known as CPP Inc. and Consulting Psychologists Press) is an international consulting firm that publishes several workplace assessments, including the namesake MBTI, FIRO-B, and the CPI. Their instruments provide personal and professional insight for organizational, educational, and personal purposes. The Myers-Briggs Company was founded in 1956 by Drs John Davies Black and Harrison Gough and now operates in over 115 countries.</p>
<p>Hogan's personality assessments feature three core tests that measure different aspects of personality: normal personality characteristics, career derailment risks, and core value drivers. These three assessments can be taken separately, but are most powerful when used together.</p>	<b>About the Assessments</b>	<p>The California Psychological Inventory (CPI) comes in two versions. Both assess personality styles and primarily measure the positive aspects of one's interpersonal behavior. The California Psychological Inventory does not assess dysfunctional interpersonal characteristics that could lead to derailment.</p>
<p>Hogan's personality assessments feature three separate tests that each take 15-20 minutes to complete:</p> <ul style="list-style-type: none"><li>• The Hogan Personality Inventory (HPI) has 206 items that comprise 7 primary scales and 6 occupational scales</li><li>• The Hogan Development Survey has 168 items that comprise 11 primary scales</li><li>• The Motives, Values, Preferences Inventory (MVPI) has 200 items that comprise 10 primary scales</li></ul>	<b>Assessment Options</b>	<p>The CPI 434 contains 434 items that comprise 20 "folk scales," 13 special purpose scales, and 3 vector scales. The test takes 45-60 minutes to complete.</p> <p>The CPI 260 has 260 items that measures 29 distinct psychological constructs grouped into 6 scale categories. The test takes 25-30 minutes to complete.</p>
<p>Hogan offers over 25 report options that target a wide variety of specific business needs.</p>	<b>Report Options</b>	<p>There are 6 report options for the CPI that target a wide variety of business needs.</p>
<p>Hogan's personality assessments can be used for recruitment, selection, development, performance management, succession planning and team building.</p>	<b>Business Applications</b>	<p>The CPI can be used for selection, development, conflict management, leadership coaching, succession planning, and team building.</p>



<p>The HPI, HDS, and MVPI are based on Socio-Analytic Theory that posits that humans have evolved to accomplish three main goals in life: get along, get ahead and find meaning. The three core assessments conform to prominent personality theories such as the Five-Factor Model.</p>	<b>Theoretical Background</b>	<p>The CPI scale conforms to the Five-Factor Model. However, the development of the CPI was not driven by theory. As a consequence, several of the “folk” and special purpose scales correlate substantially with each other and are therefore too similar to offer unique insight.</p>
<ul style="list-style-type: none"><li>• Internal consistencies for the Hogan assessments range from .72 to .85 for the HPI, from .65 to .77 for the HDS, and from .72 to .86 for the MVPI. One-year test-retest reliabilities for the Hogan assessments range from .59 to .75 for the HPI, from .65 to .74 for the HDS, and from .64 to .75 for the MVPI.</li><li>• Predictive validity of the combined assessments is .54 for predicting job performance across job families</li></ul>	<b>Reliability and Validity</b>	<ul style="list-style-type: none"><li>• Internal consistencies for the CPI-434 and CPI-260 range from .62 to .84 and from .36 to .86, respectively. The CPI-434’s 25-year test-retest reliability ranges from .37 to .84. The CPI-260’s 10-year test-retest reliability ranges from .49 to .85.</li><li>• The CPI manual reports correlations between scales and performance ranging from .30 to .40. Independent studies indicate that the highest correlation of a scale with performance is .32.</li></ul>
<p>Our assessments are available in nearly 50 languages, and our reports are available in over 30 languages.</p>	<b>Languages</b>	<p>Available in over 20 languages</p>
<p>In addition to global norms, local norms for the HPI, HDS, and MVPI are available in over 30 languages based on data from over 2 million, 1 million, and 68,000 working adults respectively across countries, industries, organizations, and jobs.</p>	<b>Norms</b>	<p>The CPI’s current norms are not publically available at this time.</p>

The most important question to ask when selecting an assessment tool is “does the tool assess what I want it to assess?” Hogan’s HPI, HDS, and MVPI assessments are built to predict real-world employability, job fit, and development needs. Our unique tools allow Hogan to attain a degree of precision that other assessments cannot match.

Whereas Hogan provides concrete evidence that its assessment scales measure independent factors that contribute unique information about a person, the CPI does not have strong evidence for its underlying dimensions. Again, this failure to provide a compelling and theoretically sound description of normal personality is due to the CPI not being driven by theory. These points are supported by the Buros Center for Testing and the British Psychology Society — both of these institutions rate the HPI more favorably than the CPI.