

JUDGEMENT REPORT | OVERVIEW

The Hogan Judgement Report is a new and comprehensive approach to assessing judgement and decision-making.

Our judgement model includes: (a) two measures of numerical and verbal information processing, (b) three non-cognitive scales assessing decision approaches, and (c) three post-decision scales describing non-cognitive responses to negative feedback.

Purpose	Commonly used for development applications; the report offers insight to help individuals make better decisions and more quickly recognise and correct Judgement-related mistakes.
Languages	Available in 20+ languages – Contact Hogan for current offerings
Assessments used	Judgement Assessment

FAQ

What are the requirements to use the report? Individuals must 1) be Hogan certified or appropriately qualified and trained as a consultant or HR professional, and 2) complete the online Judgement certification webinar.

Is there a cost associated with the Judgement certification webinar? The cost is \$125 US, and the webinar is required for anyone who wants to use the report to provide coaching or feedback.

Is feedback required? No, but we recommend that users examine and discuss feedback with a Hogan-certified coach.

Can I customise the report? No

Can I use existing assessment data to score a Judgement Report? No. The Judgement Report requires the participant to take the Judgement Assessment and cannot be generated using existing assessment data.

How does the Judgement Assessment differ from the HBRI? The HBRI focuses on the ability to solve strategic and tactical problems. The Judgement Assessment focuses on decision making by measuring processing speed and style, pre-decision approaches and post-decision biases. Judgement is positioned for development, whereas HBRI is positioned for selection.

How does the Judgement Assessment differ from Matrigma? Matrigma assesses the ability to solve problems through non-verbal pattern recognition. The Judgement Assessment measures one's processing speed and the ability to rationalise quantitative- and verbal-based patterns. The Judgement Assessment also evaluates pre-decision approaches and post-decision biases. Judgement is positioned for development, whereas Matrigma is positioned for selection.

For more information about the Hogan Judgement Report, visit hoganjudgement.com.

