

# Hogan Assessment Certification Workshop



**Designed to challenge your perspective on human nature, leadership & performance.**

**An opportunity to gain an internationally recognised assessment accreditation with a leading global assessment provider.**

## In-person Workshop Dates

- July 17<sup>th</sup> & 18<sup>th</sup> 2025

## Location & Time

- Mauritius | 8:30 a.m. – 5:00 p.m.

## ICF Continuing Coach Education Units

- Earn 20 CCEUs 6.75 in Core Competencies & 13.25 in Resource Development

**Rs 135,000**  
HRDC Refund Eligible

Sign up by 15<sup>th</sup> May  
Early Bird Price

## + About Hogan Assessments

**Hogan Assessments are a series of science-based aptitude tests used by employers to gain an accurate insight into prospective and existing employees' personalities and cognitive abilities.**

Organisations that use Hogan Assessments rely on the tools to improve the quality of hire, facilitate individual development, and enhance team effectiveness.

The Hogan assessments help organisations identify characteristics that may impact an individual's job performance as well as his/her fit within a particular role, team, or organisational culture.

**The training is designed to challenge and change the way you think about human nature, leadership, and performance, this workshop will help you understand the fundamentals of personality, learn to interpret assessment results, and gain practice in delivering feedback to assessment takers.**

## + Hogan Assessment Certification Workshop

The Hogan Assessment Certification Workshop is an opportunity to gain an internationally recognised assessment accreditation with a leading global assessment provider.

Hogan Assessment Systems works with 60% of Fortune 100 companies to assess talent for selection and development.

Hogan's certification workshop qualifies professionals to administer Hogan assessments. This workshop teaches the interpretation and application of Hogan's three core personality assessments:

**HPI**

**Hogan  
Personality  
Inventory**

**HDS**

**Hogan  
Development  
Survey**

**MVPI**

**Motives, Values,  
Preferences  
Inventory**

## + Course Structure



### Individual Assessment with Feedback

Participants complete personality assessments and receive feedback from a Hogan Accredited feedback provider.



### Online Learning Modules

Introduction to the psychology of personality and Hogan Assessments. 2-Days virtual workshop – explain the use and application of Hogan's flagship.



### Post-workshop online modules

Test your understanding of personality concerns; how to apply and the expected output.



### Supervised Practicum

Apply learnings in the real world; administer assessments, interpret results and provide feedback.

## + Objectives Of The Workshop

- This international certification will enable you to use the tools as a corporate or individual
- Review Hogan's unique assessment philosophy and why the proper use of assessments matters.
- Discuss the variety of potential assessment applications appropriate for each assessment.

## Programme Content

- The impact of personality on reputation at work
- Personality perspectives of values, the 'bright-side' and 'dark-side' of personality
- Understanding how to interpret the scales and sub-scales of the Hogan Personality Inventory (HPI), Motives, Values and Preferences Inventory (MVPI) and the Hogan Development Survey (HDS)
- How to identify themes and relationships across the three assessments tool.
- How to design and apply an effective feedback structure.
- Applying Hogan's tools in selection and development activities

## + Programme Delivery

The workshop will be delivered in-person over two days. The insights provided by this workshop will challenge and change the way you think about human nature, leadership and performance. For over 28-years we have been the partner of choice among organisations seeking to leverage the competitive advantage of their people, impacting organisational effectiveness and return on talent.

Through a partnership with leading global consulting firms, we offer best practice and best-in-class service. Career Connections has been the authorised Hogan Distributor for East Africa since 2006 and has carried out over 40,000 assessments in the region using Hogan tools. The firm was the first independent provider of psychometrics and has an extensive track record in providing assessment consulting to the largest organisations in the region.

## + Benefits Of Hogan Assessments Certification

### QUALITY

Hogan's assessments are based on decades of scientific theory and research. The Hogan Assessment Certification Workshop covers two days of intensive education and training designed to help users understand the science behind our products and how it affects their outcomes.

### CONSISTENCY

The training materials are standardized training and the curriculum guarantee the same quality experience to all the participants

### HANDS-ON LEARNING

The best way to learn is by doing. At Career Connections' Hogan workshops, participants analyze and interpret assessment results and give comprehensive feedback on our three flagship assessments, the HPI, HDS, and MVPI in both an individual and group setting.

### ADVANCED INTERPRETATION

Understanding how an individual's scores impact, buffer, and nuance each other is an essential foundation for development planning, executive coaching, and working with high potential employees.

## + This Workshop Is Ideal For:

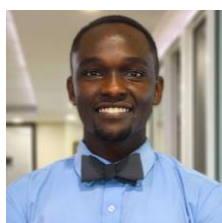
**Talent Management Executives**  
**CHROs**  
**HR and OD Practitioners**  
**Executive Coaches**

**I/O Psychologists**  
**Internal and External Consultants**  
**Learning and development professionals**

## + The Linkage Between Hogan Assessments And Coaching

Hogan assessments provide insights for self-awareness by drawing on personality assessment to help individuals to identify and understand their strengths, and weaknesses which inform on the objectives of coaching.

### FACILITATORS



**Gicheha Gitau** | Client Partner, Talent Advisory, Career Connections Ltd

Gicheha is a certified facilitator for the Hogan Certification Workshop and Accreditation. He leads the Talent Advisory unit at Career Connections. He has supported organisations in evaluating the talent needs and exploring human potential for business growth. He is internationally certified in Hogan Assessments Systems (USA), Clevry Psychometrics, People Analytics by the Academy of Innovative HR (AIHR), certified Assessor by PSI A&DC (UK) and holds a certificate in Coaching Skills from the Academy of Executive Coaching (AoEC), UK. Gicheha holds a Bachelor's degree in Psychology from Egerton University.



**Charles Crowl** | Founder, Thrivex Talent Development

Charles gained extensive experience managing teams, stakeholders, and supply chains across Europe, the USA, and Asia-Pacific during his 13-year tenure at the L'Oréal Group. Charles founded Thrivex to help Mauritian organisations address talent attraction and retention challenges by prioritizing employees' career development. As an Accredited Organisational Coach (AIECL) and Credentialed Member of the International Coaching Federation (ICF PCC), Charles is actively involved with global coaching organisations, including LHH, Ezra Coaching, and the Institute of Executive Coaching and Leadership. Certified by Hogan Assessments since 2022, Charles has expertly applied Hogan tools to drive enhanced client outcomes.

### + Contacts:

For more information, please contact:

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