

DANISH NORM 2018 UPDATE

How Will This Affect Hogan Assessment Scores?

In general, the changes on HPI scores are minor.

For most of the HPI scales the same raw score on the current versus the updated Danish norm will only result in insignificant changes.

As an example, the same raw score on Sociability, which against the current Danish norm would result in a Sociability score of 77, will against the updated Danish norm result in a Sociability score of 79.

Similarly, for the HDS and MVPI assessments, most of the scale results based on a specific raw score differ minimally, when measured against the current and updated Danish norm respectively.

For a few scales the changes will be marginally more prominent for some raw scores; for Skeptical, Leisurely, Colorful, and Aesthetics resulting in slightly higher scores. For Diligent, Dutiful, and Commerce resulting in slightly lower scores. Please note that these changes will only affect specific score combinations.

In most cases the updated Danish norm will be more similar to the Global norm, than is the case for the current Danish norm.

Some differences will remain between the updated Danish and Global norms, which supports the relevance of using a Danish norm for companies and individuals working in a predominantly Danish environment.

For further information on the differences between the Danish and the Global norm, please see the document "Differences between the 2018 Danish norm and the Global norm" to be found at adresources.com/norm-update.