Q&A Subscale Brick Format Scoring Updates

HPI	**Hogan Personality Inventory**
HDS	**Hogan Development Survey**
MVPI	**Motives, Values, Preferences Inventory**

In 2016 Hogan will launch a new brick format for graphically displaying HPI and MVPI subscale scores. This new display format is consistent with the format currently used for HDS subscales, although there are some minor differences in what these bricks mean across assessments.

Below we present some quick facts and answer some questions about the new format. For more information, contact Blaine Gaddis at **bgaddis@hoganassessments.com** or your Hogan consultant.

The Facts

- The HPI still includes 7 primary scales and 42 subscales (including Validity)

- The HDS still includes 11 primary scales and 33 subscales

- The MVPI still includes 10 primary scales and 50 subscale themes

- The new brick format will appear on reports generated starting May 2, 2016

- Raw subscale scores will no longer appear on reports

- The new subscale bricks will appear in the following reports:

    - HPI: **Potential**, **Insight**, **Flash**

    - HDS: **Challenge**, **Insight**, **Flash**

    - MVPI: **Values**, **Insight**, **Flash**

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The Basics

Q: How do I get the new subscale brick format?

A: If you are currently using Hogan reports that include subscales, no action is required on your part. All subscale reports will automatically update to the new format on May 2nd. If you are not currently using reports that include Hogan's subscales, simply contact your Consultant or send a note to info@hoganassessments.com to discuss report options.

Q: What is happening to the HDS subscales?

A: Those who made the transition to the HDS subscales in the summer of 2014 will see no difference in the HDS subscales. If you have yet to make the transition to the HDS subscales, all HDS reports will automatically include HDS subscales on May 2nd. The Subscale Interpretive Guide and the HDS Subscale Webcourse are fantastic resources to help you prepare for the transition.

Q: I have some participants who have the old subscale format and some who have the new subscale format. I want them to be the same. What should I do?

A: You can simply rescore old participant reports and they will receive the updated subscale format. HALO users can do this as needed by using the rescore option at the individual participant level or you can contact support@hoganassessments.com. Do keep in mind, once an old report is rescored it is replaced by the new report format. The old report is no longer available and cannot be retrieved. We suggest you save a local copy of the old report should you want to access it in the future.

Q: What are the subscale bricks that appear in the bar graphs?

A: They are a new way of presenting subscale scores that reflect how a person's score on a subscale compares to a working population.

Q: What do the subscale bricks mean?

A: For the HPI and MVPI, bricks correspond with quartiles of Low (1-25%), Below Average (26-50%), Above Average (51-75%), and High (76-100%) scores. For the HDS, they correspond with interpretive ranges for the primary scales – No Risk (0-39%), Low Risk (40-69%), Moderate Risk (70-89%), and High Risk (90-100%).

Q: How did Hogan develop them?

A: We computed cumulative frequencies on each subscale to indicate how raw scores compare to a global working population. We then used those cumulative frequencies (i.e., percentiles) to align raw subscale scores with one of four possible brick scores.

Q: How did you collect the data you used to calculate the bricks?

A: We used global normative data from individuals who completed the HPI, HDS, and MVPI for applicant screening, employee development, or research purposes. We also balanced representation in samples across languages.

The Basics (continued)

Q: Do the bricks vary across global and local norms?

A: No. During development we conducted testing across languages to determine whether different bricks were needed for different norms. Results showed that the vast majority of raw subscale scores result in the same brick score across global and local norms. As such, subscale bricks are consistent regardless of the norm used to report scale scores.

Q: How are the bricks an improvement over raw subscale scores?

A: Raw subscale scores hold little value for interpreting the real meaning of a person's score on a subscale. Bricks based on normative percentile ranks, however, make that interpretation faster, easier, and more accurate. This new presentation format standardizes the interpretation process and allows Hogan users to understand how a participant's subscale scores compare to the global working population.

Q: What other benefits do subscale bricks offer?

A: Using bricks to present subscale scores also minimizes the impact of future assessment updates on users. For example, it allows Hogan to more easily expand existing subscales with fewer items (e.g., 3) or reduce larger subscales with potentially more items than they need (e.g., 6) to provide adequate and reliable information.

Using the Subscale Bricks

Q: How are subscale results shown on reports?

A: Reports will display subscale scores as one of four possible bricks. If a participant does not endorse any items on a subscale in the HPI or MVPI, that subscale score will appear as 0 bricks. This facilitates greater interpretive value of subscales at the lowest possible level. If a participant does not answer enough items to generate a subscale score, that subscale score will appear as a dashed line, indicating that no score could be generated.

Q: How does the new subscale scoring format change the interpretation of scores?

A: It doesn't. The 7 HPI scales, 11 HDS scales, and 10 MVPI scales have not changed and interpretation should still occur primarily at the scale level. The new subscale scoring format does not replace existing score interpretation, but supplements it. That is, subscale bricks provide greater contextual detail for interpreting each scale score, with the added benefit of comparing those subscale scores to a global working population.

Q: How do I interpret Validity scores with the new brick format?

A: We will now report results on the Validity Scale using this new format, although the underlying logic will not change. With the brick format, invalid scores will appear as 0 bricks, whereas valid scores will appear as 4 bricks. In other words, the Validity scale has a "pass/fail" threshold that will be represented graphically in the brick format.

Q: Do participants who need to re-assess to receive subscale brick scores ?

A: For the HPI and MVPI, reports with the new subscale bricks can be generated from existing data. For the HDS, subscale bricks are only available if the participant completed the HDS after July 1st, 2014 (Form 5). Although scores on these assessments remain relatively stable over time, we still recommend that participants re-assess periodically.

Q: I am Hogan certified. Do I need additional training on these subscale bricks?

A: No. All previous training on HPI and MVPI subscales applies to the new reporting format. In fact, we've made this process easier by maintaining consistent score interpretation ranges across scale and subscale levels within each assessment. If needed, you may consult additional resources including the *Hogan Subscale Interpretive Guide*.