

HOW HOGAN DOES GLOBAL



Any company can call themselves global, but what does that really mean? Hogan is the only assessment provider that uses a rigorous translation process, local and global norms, and a worldwide network of partners and distributors to provide our clients accurate, scientifically valid assessments anywhere in the world.

MULTIPLE LANGUAGES

Hogan's assessments and reports are available in a wide selection of languages, with additional languages coming online every year.

Arabic
Bahasa Indonesia
Bahasa Malaysia
Brazilian Portuguese*
Bulgarian*
Chinese, Simplified*
Chinese, Traditional*
Czech*
Danish*
Dutch*
English, UK*
English, US*
Estonian

Finnish*
French, Canadian
French, Parisian*
German*
Greek*
Hungarian*
Icelandic
Italian
Japanese
Korean
Macedonian
Norwegian*
Polish*

Romanian*
Russian*
Serbian*
Slovak*
Spanish, Castilian
Spanish
Swedish*
Thai*
Turkish*
Vietnamese
Welsh

* Norms are available for these language formats.

INITIAL TRANSLATION

Interpreters create as literal a translation as possible, modifying content as needed to ensure cultural relevance.

UNMATCHED ACCURACY

Hogan uses a four-stage translation process to ensure a consistent assessment experience anywhere in the world. Hogan's translators possess a background in psychology and verbal and cultural fluency with American English and the target language.

REVIEW

Two additional interpreters translate the assessments back to English using the original items as reference to ensure translated questions retain the same content, context, and strength of wording as the original.

PILOT ASSESSMENT

We pilot the new assessment on five to 10 people, asking them to note any awkward, confusing, or inappropriate items.

MONITORING

After launch, we monitor participants' results to ensure consistency across languages.

CROSS-BORDER COMPATIBILITY

What happens when you need to compare two participants from different parts of the world? Hogan's exclusive global norm enables organizations to accurately compare candidates across languages and cultures.



GLOBAL SUPPORT

Our network of partners and distributors operates in more than 50 countries across six continents, so no matter where they are located our clients enjoy the same level of customer support for which Hogan is known.



Want to learn more?

Visit hoganassessments.com

