HOGAN

Hogan Business Reasoning Inventory Update

HBRI

Hogan is committed to constant improvement of its assessments and products. As part of this committment, we're pleased to announce forthcoming changes to the Hogan Business Reasoning Inventory going into effect December 4th, 2019. The updated HBRI provides the same overall business reasoning score as the current version, but the *Tactical* and *Strategic* subscales will be replaced with *Qualitative Reasoning* and *Quantitative Reasoning*. We are confident this change will provide increased accuracy and a better user experience for our clients.

What is changing?	Current HBRI	Updated HBRI
▶ **Assessment Languages**	No change - English, Arabic, French (Canadian), Spanish	
▶ **Norms**	No change - Global Norm, Australian, and South African (Norm now indicated on cover page)	
▶ **Report Languages**	English, Arabic, French (Canadian), Spanish	English and Spanish at time of launch
▶ **Report Layout and Design**	Introduction & Structure, Scores, Interpreting Your Results, Cognitive Style	Introduction & How to Use This Report, Scores, Cognitive Style Revised layout and design to meet the latest Hogan brand standards
▶ **Overall Score**	No change - Percentile score for overall business reasoning	
▶ **Subscales**	*Tactical Reasoning* - concerns problem solving once they have been identified *Strategic Reasoning* - concerns identifying problems that need to be solved *Percentile scores displayed*	*Quantitative Reasoning* - involves working with mathematical and spatial information to solve problems *Qualitative Reasoning* - involves working with data visualization, logic, and verbal information to solve problems *Bricked scores displayed (matching HPI and MVPI format)*
▶ **Cognitive Style Selection**	Based on interaction of the *Tactical* and *Strategic* subscales	Based on interaction of the *Quantitative* and *Qualitative* subscales
▶ **Interpretive Text**	Driven by overall score	Driven by overall score and subscales to be more dynamic
▶ **Report Price**	No change to pricing*	

*Standard charges apply to rescoring existing data.