**Xiang Gao**

**Dr. Amy Lewis**

**INYO 502**

**February 25th, 2019**

**Career Exploration**

**Job Title:** Consultant

**Company:** Hogan Assessment Systems

**Job Description:**

***Hogan Overview***

*Hogan Assessment Systems, an international authority in personality assessment and consulting, helps businesses reduce turnover and increase productivity by hiring the right people, developing key talent, and evaluating leadership potential.*

*The Hogan portfolio of employee selection, development, and leadership tools are available in 46 languages across 57 countries. Since 1987, Hogan has worked with over 1,500 companies worldwide, and nearly half of the Fortune 100 companies.*

***Summary/Objective***

*As part of the Corporate Solutions Team, Hogan consultants are directly responsible for representing the exceptional level of client interaction which has become synonymous with the Hogan name. The Corporate Solutions Team works with a diverse set of clients on a variety of projects, including needs analysis and solution design for assessment implementation and validation services in the areas of leadership development, team alignment, and candidate selection. Hogan consultants design and implement validated selection processes for all levels of employees across organizations. They also drive strategic self-awareness among mid to senior level leaders through leadership development assessments and talent development programs. Consultants play a key role in delivering projects and driving continuous value in client relationships by identifying new opportunities to implement assessments to enhance clients’ talent management program effectiveness and achieve Hogan revenue growth.*

***Essential Functions***

*• Develop relationships with clients and serve as a partner to Corporate Solutions Team members to deliver client projects  
• Work in collaboration with cross functional business units to design, deliver, and implement high quality client experiences  
• Develop a complete understanding of all Hogan solutions and the underlying scientific foundations from which the tools are derived in order to effectively communicate applicable solutions to clients  
• Identify and capitalize on opportunities for Hogan sales growth by establishing new projects with existing clients  
• Serve as a subject matter expert to clients and internal team members in the areas of personality assessment, validation, leadership development, and legal defensibility  
• Facilitate and deliver Hogan user certification workshops, team development workshops, and other onsite talent management programs on behalf of clients  
• Provide thought leadership on various talent management topics via white papers, social media (e.g., blogs, online forum discussions, etc.) and presentations at professional conferences*

*Please note this description is not designed to cover or contain a comprehensive list of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.*

***Key Competencies***

*• Willingness to learn, understand, and communicate the complete suite of Hogan assessment solutions while adhering to the Hogan standard, and ongoing efforts to increase the depth of knowledge about Hogan’s assessments and solutions, competitor products, and consulting practices  
•  Ability to diagnose a client’s situation and identify the best way to deliver solutions to effectively meet the needs of new and existing Hogan customers  
•  Excellent phone and in-person presence and spoken/written communications skills with experience in business-to-business consultative selling techniques and direct prospecting  
•  Ability to deliver high-quality service in times of heavy workloads and ambiguous situations  
•  Ability to credibly facilitate, train, and present to clients.  
•  Client-centered urgency and responsiveness*

***Experience and Education Requirements***

*• Master’s Degree in I/O or related field  
• 2 plus years’ experience with some assessment experience preferred*

***Work Environment/Physical Demands***

*The physical demands described here are representative of those that must be met by an employee to successfully meet the essential functions of the job. While performing these duties, the employee is regularly required to talk or hear, frequently required to stand, walk, use hands or finger, handle or feel; reach with hands and arms; lift up to 20 pounds. This position routinely uses standard office equipment. This position travels frequently.*

*Travel Up to 40%*

(Hogan Assessment Systems, 2019)

**Personal Statement**

Since my major is Industrial and Organizational Psychology and my research interest is personnel selection, which focuses on assessments by using diverse psychometrical methods. In addition, I prefer to conduct statistical analysis and apply its result into practice. Through this process, firms can refer to a plausible proposal in order to develop their business and improve their management well. Thus, I would like to be a business consultor or business analyst in the future. This internship work content from the Hogan Assessment Systems is perfectly correlated with my research and career pursuit. I can combine my theoretical and experimental statistical skill with reality tasks together and accumulate my work experience. Further, the Hogan Assessment Systems cooperate with a huge number of multinational corporations. I am highly eager to engage in a multi-cultural work environment, which I can learn global and diverse perspectives.

**Reference**

Hogan Assessment Systems. (2019, February 21). *Job Detail*. Retrieved from <http://my.siop.org/Jobs/I-O-Jobs/JBctl/ViewJob/JobID/536>