Hogrefe Consulting
Human Resources Management
Welcome to Hogrefe Consulting
Hogrefe Consulting

Hogrefe Consulting is part of the Hogrefe Publishing Group – Europe’s leading scientific publisher for psychology, psychiatry, and mental health.

We are an independent, family-owned company founded in Göttingen, Germany. The Hogrefe Group today includes publishing companies located in 15 countries across Europe, the USA, and Brazil, and employs around 350 people. We offer approximately 100 psychometric assessments specifically developed for HR purposes, available in multiple languages.

The Hogrefe companies:
1 Göttingen – Hogrefe Verlag
2 Berne – Hogrefe Verlag
3 Prague – Hogrefe – Testcentrum
4 Oxford – Hogrefe Ltd
5 Copenhagen – Hogrefe Psykologisk Forlag
6 Vienna – Hogrefe Austria
7 Paris – Editions Hogrefe France
8 Amsterdam – Hogrefe Uitgevers
9 Stockholm – Hogrefe Psykologiförlaget
10 Boston – Hogrefe Publishing
11 Helsinki – Hogrefe Psykologien Kustannus
12 Florence – Hogrefe Editore
13 São Paulo – Editora Hogrefe CETEPP
14 Madrid – TEA Ediciones
15 Lisbon – Editora Hogrefe
Hogrefe Consulting services

Our international consultancy teams offer various kinds of consulting services.

Hogrefe Consulting combines a unique portfolio of empirically-based assessment tools with high-quality consultancy services and training, covering all aspects involved in the selection and development of talent – from junior executives and apprentices through to senior managers and leaders.

We offer the following services:

- Test administration and feedback service
- Individual assessments for selection and development
- Organisational assessment and feedback processes
- Test training/test qualification
- Psychometric services
**Test administration and feedback service**

We partner with organisations to administer assessments and provide tailored feedback and insights.

Our assessment feedback service offers organisations without the crucial resources (i.e. a qualified occupational test user) the option to use tests within an on-site assessment or development environment. The process is managed or delivered by Hogrefe consultants and ensures that clients, interview panels and the test taker get the most out of the assessment.

**Our test administration and assessment feedback services typically work as follows:**

1. Hogrefe Consulting conducts a requirement analysis and discusses the role in detail, often using a job description, person specification and competency framework provided by the client. To ensure personal and organisational aims are met, we assess (for example) cognitive or job-relevant capabilities, personality characteristics and leadership style.

2. Hogrefe Consulting recommends appropriate psychometric assessments and tests. Reports can be customised for a specific client need based on a pilot study.

3. Hogrefe Consulting administers the assessments or tests directly or indirectly to candidates via online testing using the Hogrefe Testsystem.

4. A bespoke choice of assessment feedback options (including a combination of written reports, telephone, Skype or face-to-face delivery) is offered to the client or test taker.

“We found that the Assessment Feedback Service was at least as valuable as the tests themselves. Having an expert review the report and put it into context – using a complex understanding that we didn’t possess ourselves – made it an extraordinarily valuable part of our selection process.”

Aspect Pension Consultants, Fellow of the Chartered Insurance Institute

“Using the Assessment Feedback Service and Leadership Judgement Indicator (LJI) was an excellent experience. The feedback and interpretation was excellent and perfect for its purpose around recruitment. Also easy to set up and administer. I’m a very satisfied client.”

Azure Consulting
Individual assessments for selection and development

We assess, analyse and evaluate predefined requirements for a specific role, candidate or employee.

“Working with Hogrefe was really great – they helped with everything straight away.”

Deloitte

“The integration of Hogrefe online assessments as part of our selection day offers a range of benefits: an objective and valid basis for our trainee selection as well as a lower error rate, higher transparency due to the report function with presentation of results and additional information about the assessment and time savings. Hogrefe Consulting’s service is always professional and conscientious. Together, we were able to find and adapt the right assessments for our requirements.”

FDM Group Germany
“We often use Hogrefe questionnaires in our assessment centres for selection purposes. We appreciate the robustness of factor structure, the construct validity, and that reports are clear and versatile, for example when using the AMI (Achievement Motivation Inventory) to study the correlation among ‘motivation to success’ and ‘orientation to change’. [...] I can confirm that Hogrefe is helping us through valid and reliable assessment tools, letting us improve the quality of our output.”

Manpower Group
Organisational assessment and feedback processes

We evaluate the climate and employee commitment in your organisation.

Using our assessments, we can evaluate the climate and employee commitment within a whole organisation: for instance by analysing patterns of communication and behaviour.

We can implement feedback processes for a whole organisation, a smaller team or a fulsome assessment of a leader – this by combining a self-evaluation and several observer ratings from personality inventories such as NEO PI-R or BIP™.
Test training / test qualification

We support you to apply your chosen assessments professionally within your organisation.

“We found it necessary to complement our selection process for leadership and management positions with a psychometric assessment. After we decided on the Business-Focused Inventory of Personality (BIP™), Hogrefe Consulting made sure that we were ready and capable of using the assessment successfully within a short time frame. [...] The quality of our selection decisions has significantly improved since using the BIP™. Our candidates appreciate especially the detailed feedback, which we offer after the interview.”

Deutsche Bahn Regio AG
Psychometric services

We tailor assessments for your specific organisational needs.

Most of our psychometric assessments come with a range of norm groups to choose from, allowing clients to benchmark the performance of their organisation. However, some companies prefer to tailor the reference group they are comparing their results with, or indeed to tailor the assessment itself for their specific organisational needs.

At Hogrefe Consulting, we can support clients to ensure the psychometric tools they use really are suited to their own unique requirements, while remaining valid and reliable. This can be accomplished by aligning a psychometric measure with a client’s competency framework, or by setting up specific norm groups tailored to their particular application.

After an assessment or development process has run for some time, we can design and conduct validation studies to evaluate whether the psychometric tools produce the required results.

“We have been successfully using the T-BIP™ version of the Business-Focused Inventory of Personality as part of our assessment and development centres for several years. The alignment with our competency framework ensures an ideal fit between our organisation and our applicants. Valid and reliable data is important in finding applicants who meet our core requirements – therefore ensuring the high quality of our personnel decisions.”

Deutsche Telekom AG

“The support from Hogrefe was crucial for us. Without their help during the pilot, we wouldn’t have been able to choose the right combination of assessments and interpret the results correctly. We worked on establishing our own reference group, made up from the results of the assessments completed so far. This helps us to further differentiate candidates based on their NEO-PI-R results and will further decrease the dropout rate during the driver training. I am happy to have chosen Hogrefe for this project.”

Nottingham City Transport Ltd
“Hogrefe Consulting’s service is always professional and conscientious. Together, we were able to find and adapt the right assessments for our requirements.”

FDM Group Germany
## Relevant tests and assessments

<table>
<thead>
<tr>
<th>Test</th>
<th>For use in</th>
<th>Suitable for</th>
<th>Available in</th>
</tr>
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</table>
| AMI / LMI - Achievement Motivation Inventory | • Selection  
• Development  
• Internal Promotion  
• Professional Counselling | • Experienced staff  
• Young professionals  
• Sales people | Czech, English, German,  
French, Italian,  
Norwegian, Polish,  
Romanian, Russian,  
Slovak, Swedish |
| BIP™ - Business-focused Inventory of Personality | • Selection  
• Recruitment  
• Development  
• Succession Planning  
• Professional Counselling | • Professionals  
• Specialists, managers and leaders | Bulgarian, Chinese,  
Croatian, Czech, Danish,  
Dutch, English, German,  
French, Hungarian, Italian,  
Polish, Portuguese,  
Slovak, Spanish, Russian |
| BIP™-6F - Business-focused Inventory of Personality – 6 factors | • Selection  
• Recruitment  
• Talent Management | • Trainees  
• Dual students (17 years +)  
• Specialists and managers | English, French*,  
German, Italian, Russian |
| BOMAT Advanced Short - Bochum Matrices Test – advanced short version | • Selection  
• Recruitment | • “High potentials”  
• Managers with academic backgrounds | Czech, Danish, Dutch,  
English, French, German,  
Italian, Norwegian,  
Russian*, Swedish |
| CRE-W - Creative Response Evaluation at Work | • Selection  
• Development | • Managers or professionals with management potential | Dutch, German*, Italian* |
| d2-R - The d2 Test of Attention – Revised | • Selection  
• Recruitment  
• Development  
• Professional Counselling | • Individuals between the ages of 9 and 60 years | Croatian, Czech, Danish,  
Dutch, English*, Finnish,  
French, German*,  
Hungarian, Italian*,  
Norwegian*, Portuguese*,  
Russian, Slovak*,  
Spanish*, Swedish* |
| DESIGMA-A / A+ - Design a matrix – Advanced / Advanced Plus | • Selection  
• Recruitment | Advanced:  
• Secondary school to A-level students (17 years +)  
Advanced Plus:  
• University graduates | Dutch, English*, Finnish,  
French*, German, Italian*,  
Portuguese*, Russian* |
| LEAMO / FÜMO - Leadership Motivation Inventory | • Selection  
• Development  
• Talent Management  
• Professional Counselling | • Young professionals  
• Trainees  
• Specialists  
• Junior managers | English, German |
| Implicitly - Unconscious bias tests | • Development  
• Team Development  
• Professional Counselling | • Professionals  
• Specialists, managers and leaders | English |
<table>
<thead>
<tr>
<th>Test</th>
<th>For use in</th>
<th>Suitable for</th>
<th>Available in</th>
</tr>
</thead>
</table>
| I-S-T 2000 R Intelligence Structure Test – 2000 R | • Selection  
• Recruitment               | • Adolescents (15 years +)  
• Adults                                | Bulgarian, Czech, Danish, Dutch, English, Finnish, French, German, Italian, Lithuanian, Russian, Slovak* |
| IST-Screening Intelligence Structure Test – Screening – | • Selection  
• Recruitment               | • Adolescents (15 years +)  
• Adults                                | Czech, English*, French*, German, Italian |
| LJI / LJI-2 Leadership Judgement Indicator | • Selection  
• Recruitment  
• Development  
• Professional Counselling               | • Managers, directors and executives at middle to senior management level | LJI: Czech, Finnish, German  
LJI-2: English, French, Russian |
| LJI Global Leadership Judgement Indicator Global | • Selection  
• Development  
• Professional Counselling               | • Managers, directors and executives at senior management level in global organisations | English, Italian |
| NEO-PI-R NEO Personality Inventory – Revised Version | • Selection  
• Recruitment  
• Development  
• Succession Planning  
• Professional Counselling               | • Professionals  
• Executives and middle to senior managerial levels | NEO PI-R: Arabic, Czech, Danish, Dutch, English, French, German, Norwegian, Portuguese, Spanish, Swedish  
NEO PI-3: Czech, Danish, Dutch, English, Finnish, French, Italian, Norwegian, Portuguese*, Spanish*, Swedish  
NEO Primary Colours Report: Dutch, English, German |
| NEO-PI-3 NEO Personality Inventory – 3rd Edition | • Selection  
• Recruitment  
• Development  
• Succession Planning  
• Professional Counselling               | • Professionals  
• Executives and middle to senior managerial levels | NEO PI-R: Arabic, Czech, Danish, Dutch, English, French, German, Norwegian, Portuguese, Spanish, Swedish  
NEO PI-3: Czech, Danish, Dutch, English, Finnish, French, Italian, Norwegian, Portuguese*, Spanish*, Swedish  
NEO Primary Colours Report: Dutch, English, German |
| Report version: NEO Primary Colours Report | • Development  
• Career Counselling               | • Professionals  
• Executives and middle to senior managerial levels | NEO PI-R: Arabic, Czech, Danish, Dutch, English, French, German, Norwegian, Portuguese, Spanish, Swedish  
NEO PI-3: Czech, Danish, Dutch, English, Finnish, French, Italian, Norwegian, Portuguese*, Spanish*, Swedish  
NEO Primary Colours Report: Dutch, English, German |
| Positivity Test | • Development  
• Career Counselling               | • Sales people  
• Staff working with clients              | Dutch, Italian |

*coming soon.
We thank our clients for the successful collaboration
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