

## Hogan Executive Profile | **Robert Hogan**

---



**Robert Hogan, Ph.D.**  
President

**Co-founded Hogan  
Assessment Systems in 1987**

**International authority  
on leadership**

**Past Psychology  
Department Chair,  
University of Tulsa**

**Past Professor of  
Psychology, Johns Hopkins  
University**

**Author of more than 300  
articles and publications**

**Ph.D., University of  
California, Berkely**

Dr. Hogan is an international authority on personality assessment, leadership, and organizational effectiveness. His theory-based work in personality measurement has contributed to the development of socioanalytic theory, which maintains that the core of personality is based on evolutionary adaptations. He is widely credited with demonstrating how personality factors influence organizational effectiveness in a variety of areas, ranging from organizational climate and leadership to selection and effective team performance.

As an iconoclastic observer of American psychology, Dr. Hogan maintains that personality is best examined from the perspective of the observer (reputation) rather than the actor (a person's identity). As a consequence, he asserts that personality tools should be evaluated in terms of how well reputations (defined by personality tests) predict behavior on the job and in relationships.

Dr. Hogan is the author of more than 300 journal articles, chapters and books including *Personality and the Fate of Organizations* (2006). His recent author, co-author, and editing credits also include: *The Hogan Guide* (2007), *Personality: Theories and Applications* (2008), *The Handbook of Personality Psychology* (1997), *The Perils of Accentuating the Positive* (2009), the Hogan Personality Inventory, the Hogan Development Survey, the Motives Values and Preferences Inventory, and the Hogan Business Reasoning Inventory.

Dr. Hogan received his Ph.D. from the University of California, Berkeley, specializing in personality assessment. He served as McFarlin Professor and chair of the Department of Psychology at The University of Tulsa for 17 years. Prior to that, Dr. Hogan was professor of Psychology and Social Relations at The Johns Hopkins University. He is a fellow of the American Psychological Association and the Society for Industrial/Organizational Psychology.



11 S GREENWOOD | TULSA OK 74120  
TEL 918.749.0632 | 800.756.0632 | FAX 918.749.0635