

# THE DENISON LEADERSHIP POTENTIAL REPORT

Developed in partnership with Hogan Assessment Systems™, the **Denison Leadership Potential Report (DLPR)** is a tool that provides a valid prediction of a leader's likely performance. This is accomplished by aligning an individual's inherent leadership attributes — as measured by Hogan assessment tools — to the twelve competencies of the Denison Leadership Model.

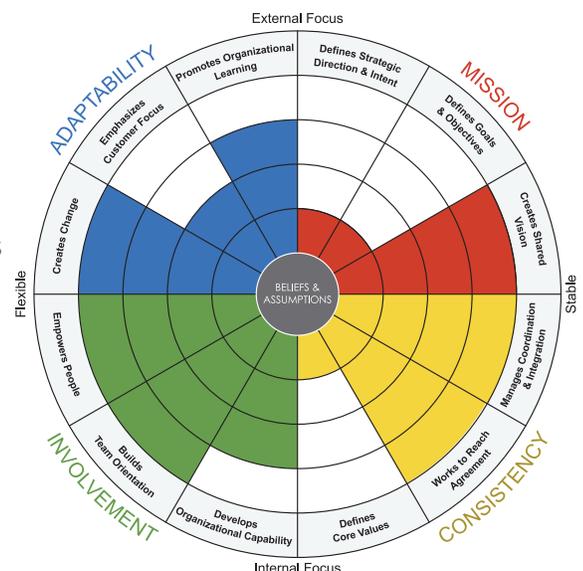
## The Assessments

The DLPR is generated from a participant's responses to three separate Hogan self-assessment instruments: the Hogan Personality Inventory (HPI), the Hogan Development Survey (HDS), and the Motives, Values, Preferences Inventory (MVPI). Responses to these assessments indicate the participant's ingrained personal characteristics and motives, which inform the potential manner in which the participants will behave in the workplace as a manager.

## The Reports

In mapping these leader attributes to the Denison Leadership Development Model, the easy-to-use format of the DLPR allows users to:

- Make the connection between personality and values, and the potential for leadership performance
- Visualize a participant's potential to exhibit the twelve leadership competencies on a scale of low to excellent potential
- Identify areas of innate leadership potential and opportunities for development



STRATEGIC ALIGNMENT



MERGER & ACQUISITION



TRANSFORMATION & TURNAROUND



TALENT MANAGEMENT

## Applications

### DLPR for Selection

The DLPR helps hiring managers assess whether a candidate is likely to exhibit the important competencies necessary for success in the desired role. This information can be used to further customize interview questions in order to probe specific areas in a more informed and pointed manner. The DLPR can also be used in conjunction with other candidate data to provide a broader perspective on the participant's potential leadership competencies.

### DLPR for Development

The DLPR can also be employed as an effective tool for leader development, ideally paired with the Denison Leadership Development 360 Survey, to gain a robust understanding of an individual's leadership potential, current leadership performance, and gaps between them.

## FOR MORE INFORMATION

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