

[Hogan Career Coaching](#) | Report Introduction

Values Report

The Leadership Forecast Values Report identifies a person's core values and goals, and the activities that he/she enjoys and that give meaning to his/her life. These values, goals, and activities are part of a person's identity. Consequently, they are a person's key drivers – they are what a person desires and might strive to attain. In addition, people prefer to work with others who share their values, dislike those who do not, and are happiest working in environments that are consistent with their values. A person's values cannot be easily or directly inferred from his/her personality because values concern a person's private agenda, something he/she may not always care to share.

This information can be used in three ways: first, it can be used to evaluate the fit between your identity and your current occupation. People often take jobs for non-strategic reasons. The Values Report is a way to evaluate the wisdom of your current occupational choice. Second, the report can be used to evaluate the fit between your core values and the corporate culture. No matter how talented you might be, if your values are inconsistent with those of the culture, you will rarely succeed in that culture. And finally, certain values enhance and certain values impede a person's performance as a leader. This report directly concerns that issue.

Challenge Report

The Leadership Forecast Challenge Report is designed to help you develop as a leader. It will provide insights about your behaviour that could potentially undermine or inhibit your performance. It then offers suggestions for leading people more effectively.

Leadership involves building and maintaining a high-performance team. Anything that detracts from your ability to build a team also detracts from your performance as a leader.

When under pressure, most people will display certain counterproductive tendencies. These are referred to as 'risk factors'. Under normal circumstances these characteristics may actually be strengths. However, when you are tired, pressured, bored, or otherwise distracted, these risk factors may impede your effectiveness and erode the quality of your relationships with customers, colleagues, and direct reports. Others may be aware of these tendencies but may not give you feedback about them. Your boss may even ignore them.

This report is designed to help you understand your potential leadership challenges, provide ideas for moderating them, and give you some insight regarding how you affect others.

Potential Report

The Leadership Forecast Potential Report describes your strengths and developmental needs as a manager and executive. The report is organised in terms of seven dimensions; each dimension addresses a different component of leadership performance. Leadership concerns building and maintaining a high-performance team, while getting people to forego individual goals to take on group goals.

This information will be helpful as you move forward in your career.