



# Hogan Business Reasoning Inventory

## Think About How You Are Thinking

The Hogan Business Reasoning Inventory describes reasoning style — the ability to evaluate sets of data, make decisions, solve problems, and avoid repeating past mistakes. By assessing reasoning style, you can understand a candidate's approach to problem-solving and capacity for new information, and identify areas for development.

The first measure of reasoning ability designed to predict real-world performance, the Hogan Business Reasoning Inventory evaluates two kinds of problem-solving, qualitative and quantitative.

### Qualitative Reasoning

This involves working with data visualization, logic, and verbal information to solve problems

### Quantitative Reasoning

This involves working with mathematical and spatial information to evaluate and solve problems.

Considering these two reasoning styles in tandem gives us a clear sense of how participants solve problems. The Hogan Business Reasoning Inventory is the only measure of cognitive ability to take this approach.

## HBRI Specifics

- ▶ Driven by a 24-item measure of business reasoning
- ▶ Assessment time: 30 minutes
- ▶ Norms based on samples of working adults from around the globe
- ▶ Designed to predict occupational success
- ▶ Useful for candidate screening and career or leadership development
- ▶ Online administration
- ▶ Items developed to minimize reading requirements and adverse impact
- ▶ Based on evolutionary psychology
- ▶ Nondiscriminatory, equitable, and inclusive

## Certification Requirements

- ▶ Assessment certification *recommended*
- ▶ Product training *required*

[Learn more about HBRI](#)

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learn more about our  
world-class solutions.**

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