



Information Guide for Hogan Assessment

Test Number: 8200



Human Resources Southern California Edison Company Introduction

At SCE, Safety is a company core value along with integrity, excellence, respect, continuous improvement and teamwork. Safety is not just a word, but a way of working and living and nothing is more important than the safety of SCE employees, contractors, and the public.

In keeping with SCE's commitment to safety, SCE has undergone a Safety Transformation to shift from a "have to" safety culture, to a "choose to" safety culture which means individuals are choosing to stay safe so they can go home to what matters most to them at the end of each day. This is also a culture where individuals take responsibility for their own health, well-being, and safety - and support their teammates in protecting theirs.

The Hogan Assessment was designed to identify individuals with attributes that align with SCE's values and commitment to safety by evaluating work style behavior. The Hogan Assessment was validated against current employees in the line worker progression across Southern California Edison's service territory.



Assessment Session

Depending on the position you are applying for, you will be invited to complete the assessment at a testing center or remotely. During the Hogan Assessment, you will be asked a series of questions and must select the response that best indicates how you behave the majority of the time. Please do not spend too much time reviewing any one particular item. Since this assessment is designed to evaluate your work style behavior against a job where safety is critical, it is to your best interest to answer each question truthfully. You must answer each question in order to complete the assessment. Skipping questions or leaving questions blank may invalidate your results.

At a Testing Center

It is important that you follow the directions of the Test Administrator exactly. If you have any questions about the assessment session, be sure to ask the Test Administrator before the assessment begins. You will be provided with all of the materials necessary to complete this assessment. All cellular/mobile phones, pagers, or other electronic equipment will NOT be allowed in the testing area.

You will be provided 45 minutes to complete the assessment.

Testing Remotely

An email will be sent which includes instructions to access the assessment. Please monitor your spam folder.

Individuals that do not complete the assessment by the deadline outlined in the assessment e-mail invitation will be ineligible to proceed in the hiring process for the applied position.

For technical assistance, please contact Hogan Assessment Systems' Customer Service at support@hoganassessments.com or 1-877-670-0637 / 1-918-749-0637 (M-F 8a-5p Central Time).

You should reserve 45 minute to complete the assessment.

Assessment Taking Strategies

Introduction

Study materials and/or references are not needed to prepare for this assessment. As such, the purpose of this section is to provide general assessment taking techniques.

Technique	Remarks
<i>Be punctual</i>	<ul style="list-style-type: none"> - If you are taking this at testing center, arrive early enough to feel relaxed and comfortable before the assessment begins.
<i>Concentrate</i>	<ul style="list-style-type: none"> - Try to block out all distractions and concentrate only on the assessment. - If lighting in the room is poor, sit under a light fixture. - If are taking this at a testing center and the room becomes noisy or there are other distractions or irregularities, mention them to the Test Administrator immediately.
<i>Read critically</i>	<ul style="list-style-type: none"> - Read all directions and questions carefully.
<i>Get plenty of rest</i>	<ul style="list-style-type: none"> - Make sure you are well rested and alert before you complete the assessment.
<i>Prepare for the assessment if taken remotely</i>	<ul style="list-style-type: none"> - Be clear of the assessment due date. Allot plenty of time to complete the assessment by the due date. - Ensure the device you will be completing the assessment is working properly. Make sure that you have the latest version of Internet Explorer, Chrome or Firefox browser. - Take the assessment in an area with good internet connection.

Remember the techniques described in this section are only suggestions. You should follow the assessment taking methods that work best for you.