2027

Product Catalogue

Complete list of solutions available on Pixonality

pixonality



Providers

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Type of solution

- **Cognitive skills tests**
- **Battery of tests**
- **Aptitude tests**
- **Management tests**
- **Personality inventories**
- **360 assessments**
- **Certification workshops**

01

ASSESSIO

Cognitive skills tests

Certification workshops

Adaptative Matrigma

This tool measures an individual's general cognitive abilities, i.e. their ability to solve complex problems, draw logical conclusions and grasp new information. It can be used for jobs that require the ability to understand and quickly assimilate new, abstract information. The assessed individual must identify the connection between the figures presented and determine the next logical step to find the missing figure that completes the pattern. The Adaptive Matrigma is based on the same psychometric properties as the Matrigma – Classic. To enhance candidates' experience and promote their engagement in the selection process, the short version of the Matrigma uses the power of algorithms to adapt question difficulty to the answers provided. This reduces the test's duration from 40 minutes to 12, without compromising its accuracy.

Uses	Hiring
Price	$35
Duration	12 minutes
Available languages	French and English
Usage restrictions	Certification required

Classic Matrigma

This tool measures an individual's general cognitive abilities, i.e., their ability to solve complex and abstract problems, draw logical conclusions and grasp new information. It can be used for jobs that require the ability to understand and quickly assimilate new abstract information. The assessed individual must identity the connection between the figures presented and determine the next logical step to find the missing figure that will complete the pattern.

Uses	Hiring
Price	$35
Duration	40 minutes
Available languages	French and English
Usage restrictions	Certification required

Certification Assessio (in English only)

This training is required to use Assessio solutions.

The Assessio certification workshop trains participants to use Matrigma cognitive skills assessment solutions.

Topics include: Understanding the concept of general cognitive ability; Mastering how Matrigma assessments work: context of use, format, and versions; Interpreting results accurately; Adopt best practices for using Matrigma in your selection process; Provide relevant feedback on Matrigma assessments.

Learn how to interpret and apply Matrigma in its Classic and Adaptive versions.

Uses	Learning & professional development
Price	$109
Duration	60 minutes
Available languages	English
Usage restrictions	None

02



Cognitive skills tests

Battery of tests

Management tests

Personality inventories

360 assessments

Certification workshops

HBRI Report

This tool is based on the HBRI (Hogan Business Reasoning Inventory), which assesses business reasoning style, i.e., the ability to evaluate a set of data, make decisions, solve problems and avoid repeating past mistakes. The data report presents the uninterpreted results obtained on the various scales measured by the HBRI. The candidate is asked to answer a series of work-related questions associated with performance in a variety of work settings.

Uses	Hiring | Promotion | Development and coaching | Career management
Price	$87
Duration	30
Available languages	English
Usage restrictions	Certification required

The prices listed are for information only and are subject to change without notice.
For current rates, please refer to your agreement or email conversation@pixonality.com.

High Potential + Judgment

The High Potential Report is based on the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI). It assesses nine key competencies that, when mastered, foster leadership success. Both the core competencies and those supporting the development of leadership are presented in the report. Development priorities and personalized advice are also offered.

The Judgment report assesses the quality of a person's judgment. Specifically, it highlights how the individual: 1) processes numerical and verbal information; 2) approaches decision-making (either threat avoidance or reward seeking, tactical or strategic, intuitive or data-driven); and 3) responds to constructive feedback from others regarding their position (resistant, neutral or receptive).

Uses	Development and coaching | Career management
Price	$657
Duration	60-75 minutes
Available languages	French and English
Usage restrictions	Certification required

High Potential + Judgment + Flash

The High Potential Report is based on the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI). It assesses nine key competencies that, when mastered, foster leadership success. Both the core competencies and those supporting the development of leadership are presented in the report.

The Judgment report assesses the quality of a person's judgment. Specifically, it highlights how the individual: 1) processes numerical and verbal information; 2) approaches decision-making (either threat avoidance or reward seeking, tactical or strategic, intuitive or data-driven); and 3) responds to constructive feedback from others regarding their position (resistant, neutral or receptive).

The Flash report graphically presents the results for the three tools (HPI, HDS, MVPI). It does not contain any interpretation of the results. This report is designed for certified individuals with the expertise to interpret numerical results.

Uses	Development and coaching | Career management
Price	$811
Duration	60-75 minutes
Available languages	French and English
Usage restrictions	Certification required

High Potential + Leadership Forecast Series + Flash

The High Potential Report is based on the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI). It assesses nine key competencies that, when mastered, foster leadership success. Both the core competencies and those supporting the development of leadership are presented in the report.

The Leadership Forecast Series includes the following reports: Potential Report – This report describes the leadership style a person adopts on a daily basis based on seven personality dimensions, Challenge Report – This report provides an overview of behaviours that can hinder a leader's performance and offers suggestions to help a leader lead people more effectively, Values Report – This report assesses a leader's values and how these values influence their career and workplace behaviours.

The Flash report graphically presents the results for the three tools (HPI, HDS, MVPI). It does not contain any interpretation of the results. This report is designed for certified individuals with the expertise to interpret numerical results.

Uses	Development and coaching | Career management
Price	$938
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

Judgment + Insight Series + Flash

This series includes the following reports:

- **Insight HPI Report** – This report is intended to increase the self-awareness of the person being assessed by measuring seven dimensions of personality at work.
- **Insight HDS Report** – This report is intended to increase the self-awareness of the person being assessed by measuring the behaviours they are likely to adopt when they feel pressured or, conversely, too comfortable in their work environment.
- **Insight MVPI Report** – This report is intended to increase the self-awareness of the person being assessed by measuring their core values, goals and interests.
- **Flash Report** – This report graphically presents the results for the scales and subscales of the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI).
- **Judgment Report** – This report assesses the quality of a person's judgment. Specifically, it highlights how an individual handles numerical and verbal information, approaches decision-making, and responds to constructive feedback from others regarding their position.

Uses	Development and coaching | Career management
Price	$500
Duration	60-75 minutes
Available languages	French and English
Usage restrictions	Certification required

Judgment + Leadership Forecast Series + Flash

This series includes the following reports:

- **Potential Report** – This report describes the leadership style a person adopts on a daily basis based on seven personality dimensions.
- **Challenge Report** – This report provides an overview of behaviours that can hinder a leader's performance and offers suggestions to help a leader lead people more effectively.
- **Values Report** – This report assesses a leader's values and how these values influence their career and workplace behaviours.
- **Flash Report** – This report graphically presents the results for the scales and subscales of the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI).
- **Judgment Report** – This report assesses the quality of a person's judgment. Specifically, it highlights how an individual handles numerical and verbal information, approaches decision-making, and responds to constructive feedback from others regarding their position.

Uses	Development and coaching | Career management
Price	$811
Duration	60-75 minutes
Available languages	French and English
Usage restrictions	Certification required

Group Report - 25 participants or less

The Group Report is a team dynamics assessment tool based on Hogan's HPI, HDS and MVPI assessments. Through a series of graphs and tables, this report highlights the highlights of the group and its members, offering a better understanding of its strengths and areas for improvement. Using Hogan data as a basis, this report provides a concise analysis to improve understanding of the team.

Uses	Hiring | Promotion | Development and coaching
Price	$942
Duration	n/a
Available languages	English
Usage restrictions	Certification required

Group Report - 26 participants or more

The Group Report is a team dynamics assessment tool based on Hogan's HPI, HDS and MVPI assessments. Through a series of graphs and tables, this report highlights the highlights of the group and its members, offering a better understanding of its strengths and areas for improvement. Using Hogan data as a basis, this report provides a concise analysis to improve understanding of the team.

Uses	Hiring | Promotion | Development and coaching
Price	$1,658
Duration	n/a
Available languages	English
Usage restrictions	Certification required

Judgment Report

This report assesses the quality of a person's judgment. Specifically, it highlights how the individual: 1) processes numerical and verbal information; 2) approaches decision-making (either threat avoidance or reward seeking, tactical or strategic, intuitive or data-driven); and 3) responds to constructive feedback from others regarding their position (resistant, neutral or receptive).

Uses	Hiring
Price	$248
Duration	24-30 minutes
Available languages	French and English
Usage restrictions	Certification required

The prices listed are for information only and are subject to change without notice.
For current rates, please refer to your agreement or email conversation@pixonality.com.

Leadership focus

This report is generated following the completion of the Hogan Personality inventories (HPI) and the Motives, Values, Preferences Inventory (MVPI). It identifies the assessed individual's strengths and areas for improvement in a leadership role, based on six leadership dimensions. The assessed individual is offered development advice, and any potential unconscious biases are brought to their attention to help them manage their impact on their performance and to support their development.

Uses	Hiring | Promotion | Development and coaching
Price	$138
Duration	24-30 minutes
Available languages	French and English
Usage restrictions	Certification required

High Potential + Flash

The High Potential Report is based on the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI). It assesses nine key competencies that, when mastered, foster leadership success. Both the core competencies and those supporting the development of leadership are presented in the report. Development priorities and personalized advice are also offered .

The Flash report graphically presents the results for the three tools (HPI, HDS, MVPI). It does not contain any interpretation of the results. This report is designed for certified individuals with the expertise to interpret numerical results.

Uses	Development and coaching | Career management
Price	$640
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

High Potential Report

This report is based on the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI). It assesses nine key competencies that, when mastered, foster leadership success. Both the core competencies and those supporting the development of leadership are presented in the report. Development priorities and personalized advice are also offered.

Uses	Development and coaching | Career management
Price	$515
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

Insight Series - HPI, HDS & MVPI + Flash

This series includes the following reports:

- **Insight HPI Report** – This report is intended to increase the self-awareness of the person being assessed by measuring seven dimensions of personality at work.
- **Insight HDS Report** – This report is intended to increase the self-awareness of the person being assessed by measuring the behaviours they are likely to adopt when they feel pressured or, conversely, too comfortable in their work environment.
- **Insight MVPI Report** – This report is intended to increase the self-awareness of the person being assessed by measuring their core values, goals and interests.
- **Flash Report** – This report graphically presents the results for the scales and subscales of the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI).

Uses	Development and coaching
Price	$249
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

Leadership Forecast Series + Coaching + Flash

This series includes the following reports:

- **Potential Report** – This report describes the leadership style a person adopts on a daily basis based on seven personality dimensions.
- **Challenge Report** – This report provides an overview of behaviours that can hinder a leader's performance and offers suggestions to help a leader lead people more effectively.
- **Values Report** – This report assesses a leader's values and how these values influence their career and workplace behaviours.
- **Coaching Report** – This report is intended to guide the assessed individual in a planned leadership development process.
- **Flash Report** – This report graphically presents the results for the scales and subscales of the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI).

Uses	Promotion | Development and coaching | Career management
Price	$657
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

Leadership Forecast Series + Coaching + Summary + Flash

This series includes the following reports:

- **Potential Report** – This report describes the leadership style a person adopts on a daily basis based on seven personality dimensions.
- **Challenge Report** – This report provides an overview of behaviours that can hinder a leader's performance and offers suggestions to help a leader lead people more effectively.
- **Values Report** – This report assesses a leader's values and how these values influence their career and workplace behaviours.
- **Coaching Report** - This report is intended to guide the assessed individual in a planned leadership development process.
- **Summary Report** – This report provides an overview of the strengths, key challenges and values of the person being assessed.
- **Flash Report** – This report graphically presents the results for the scales and subscales of the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI).

Uses	Development and coaching | Career management | Promotion
Price	$657
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

Leadership Forecast Series + Flash

This series includes the following reports:

- **Potential Report** – This report describes the leadership style a person adopts on a daily basis based on seven personality dimensions.
- **Challenge Report** – This report provides an overview of behaviours that can hinder a leader's performance and offers suggestions to help a leader lead people more effectively.
- **Values Report** – This report assesses a leader's values and how these values influence their career and workplace behaviours.
- **Flash Report** – This report graphically presents the results for the scales and subscales of the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI).

Uses	Development and coaching | Career management | Promotion
Price	$657
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

Leadership Forecast Series + Summary

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- **Values Report** – This report assesses a leader's values and how these values influence their career and workplace behaviours.
- **Summary Report** – This report provides an overview of the strengths, key challenges and values of the person being assessed.

Uses	Development and coaching | Career management | Promotion
Price	$657
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

Leadership Forecast Series + Summary + Flash

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- **Summary Report** – This report provides an overview of the strengths, key challenges and values of the person being assessed.
- **Flash Report** – This report graphically presents the results for the scales and subscales of the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI).

Uses	Development and coaching | Career management | Promotion
Price	$657
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

MVPI Data Report

This report is based on the Motives, Values, Preferences Inventory (MVPI). It assesses a person's values, essential goals, motives and interests. Assessing these different components can shed light on what motivates a person to succeed in their work. Similarly, this tool provides a clue as to the types of positions and environments in which the person being assessed is likely to enjoy and perform at their best. The data report presents the uninterpreted results obtained on the various scales (10) and subscales (40) measured by the MVPI.

Assessed scales:

- Recognition
- Power
- Hedonism
- Altruistic
- Affiliation
- Tradition
- Security
- Commerce
- Aesthetics
- Science

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$102
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

Career Report

This report is generated following the completion of the Hogan Personality inventories (HPI). It describes an individual’s behaviour in a range of situations at work, their strengths and their opportunities for improvement. It provides detailed advice to foster the individual’s development and help them manage their performance and career.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$69
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	None

Career Report, combined with Data Report

This tool is based on the Hogan Personality inventories (HPI), which assesses the normal or bright side of personality, i.e., characteristics that describe how people interact when they are at their best.

The Career report presents the behaviours that the person being assessed can adopt in various work situations as well as the strengths and weaknesses that influence their performance. The data report presents the uninterpreted results obtained on the various scales (7) and subscales (42) measured by the tool.

Uses	Development and coaching | Career management
Price	$168
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

Coaching Report

This report is intended to guide the assessed individual in a planned leadership development process by compiling results from the following assessment tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI). Based on the Hogan development model, this tool describes how to design a personalized development plan by analyzing job requirements, integrating performance evaluation data and interpreting the results of psychometric reports.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$248
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

Compass Report

This report is designed using the Motives, Values, Preferences Inventory (MVPI). It determines the main values and motives of the assessed individual as well as the types of careers and environments they might enjoy, and which might foster their performance at work.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$69
Duration	12-15 minutes
Available languages	English
Usage restrictions	None

Configure Report

Using a simple yet robust web-based platform, Configure's three-step process helps you determine key attributes, qualities, and skills, allowing you to accurately evaluate potential talent in prospective and incumbent employees. This report is generated from the HPI and the HDS.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$69
Duration	n/a
Available languages	n/a
Usage restrictions	Contact Pixonality to implement this solution

Challenge Report

This report is based on the Hogan Development Survey (HDS). It provides insight into the behaviours that can hinder a leader's performance and offers suggestions to help them manage people more effectively. Specifically, this tool assesses 11 risk factors - counterproductive behaviours on the job that are likely to occur when a person is tired, under pressure, distracted or bored.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$248
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

Team Report

This report provides a personality-based understanding of a team's strengths, weaknesses, and values. Individuals will understand how their personalities can combine to support or hinder effectiveness. This report is generated from the HPI, HDS and MVPI.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$2318
Duration	36-45 minutes
Available languages	English
Usage restrictions	Certification required

EQ Report

Based on the Hogan Personality inventories and Hogan Development Survey, Hogan's EQ report assesses six emotional competencies to provide an overview of a person's emotional intelligence. Designed to highlight emotional strengths and weaknesses, the EQ report predicts behavioral outcomes that are relevant to organizations of all types and sizes. This makes it a relevant development resource for employees and leaders alike.

Uses	Development and coaching | Career management
Price	$127
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

Express Report - Administrative & Clerical

This report is generated following the completion of the Hogan Personality inventories (HPI). It provides a candidate's fit score for the "administrative & clerical" job family, as well as their strengths, areas for improvement and interview style. It identifies traits known for predicting performance in different types of jobs and details how the assessed candidate relates to these traits.

Uses	Hiring
Price	$90
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	None

Express Report - Managers & Executives

This report is generated following the completion of the Hogan Personality inventories (HPI). It provides a candidate's fit score for the "managers & executives" job family, as well as their strengths, areas for improvement and interview style. It identifies traits known for predicting performance in different types of jobs and details how the assessed candidate relates to these traits.

Uses	Hiring
Price	$90
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	None

Express Report - Operations & Trades

This report is generated following the completion of the Hogan Personality inventories (HPI). It provides a candidate's fit score for the "operations & trades" job family, as well as their strengths, areas for improvement and interview style. It identifies traits known for predicting performance in different types of jobs and details how the assessed candidate relates to these traits.

Uses	Hiring
Price	$90
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	None

Express Report - Professionals

This report is generated following the completion of the Hogan Personality inventories (HPI). It provides a candidate's fit score for the "professionals" job family, as well as their strengths, areas for improvement and interview style. It identifies traits known for predicting performance in different types of jobs and details how the assessed candidate relates to these traits.

Uses	Hiring
Price	$90
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	None

Express Report - Service & Support

This report is generated following the completion of the Hogan Personality inventories (HPI). It provides a candidate's fit score for the "service & support" job family, areas for improvement and interview style. It identifies traits known for predicting performance in different types of jobs and details how the assessed candidate relates to these traits.

Uses	Hiring
Price	$90
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	None

Express Report - Technicians & Specialists

This report is generated following the completion of the Hogan Personality inventories (HPI). It provides a candidate's fit score for the "technician & specialist" job family, as well as their strengths, areas for improvement and interview style. It identifies traits known for predicting performance in different types of jobs and details how the assessed candidate relates to these traits.

Uses	Hiring
Price	$90
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	None

Express Report - Sales & Customer Support

This report is generated following the completion of the Hogan Personality inventories (HPI). It provides a candidate's fit score for the "sales & customer support" job family, as well as their strengths, areas for improvement and interview style. It identifies traits known for predicting performance in different types of jobs and details how the assessed candidate relates to these traits.

Uses	Hiring
Price	$90
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	None

Flash Report

This report graphically presents the results for the scales and subscales of the following three tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI). It does not contain any interpretation of the results. This report is designed for certified individuals with the expertise to interpret numerical results.

Uses	Development and coaching | Career management
Price	$221
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

Manage Report

This report is generated following the completion of the Hogan Personality inventories (HPI). It is designed for managers who seek to improve their management of the assessed individual. The individual's strengths to exploit and main areas for improvement are described based on seven dimensions of personality.

Uses	Development and coaching | Promotion
Price	$69
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

Manage Report, combined with Data Report

This tool is based on the Hogan Personality inventories (HPI), which assesses the normal or bright side of personality (i.e., characteristics that describe how people interact when they are at their best).

The Manage report is intended for managers who wish to obtain advice on how to better manage the person being assessed based on their strengths to be exploited and their opportunities for improvement. The data report presents the uninterpreted results obtained on the various scales (7) and subscales (42) measured by the tool.

Uses	Development and coaching
Price	$168
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

HDS Data Report

This tool is based on the Hogan Development Survey (HDS), which assesses the behaviours a person is likely to adopt when they feel pressured or, conversely, too comfortable in their work environment. It was developed specifically to identify behavioural trends that, in situations of stress or fatigue, can affect performance, work relationships or professional reputation. The data report presents the uninterpreted results obtained on the various scales (11) and subscales (33) measured by the HDS.

Assessed scales:

- Excitale
- Skeptical
- Cautious
- Reserved
- Leisurely
- Bold
- Mischievous
- Colourful
- Imaginative
- Diligent
- Dutiful

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$102
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

HPI Data Report

This tool is based on the Hogan Personality inventories (HPI), which assesses normal or bright side of personality, i.e., the characteristics that describe how people interact when they are at their best. Normal personality affects the ability to get along with others and achieve one's goals. The data report presents the uninterpreted results for the various scales (7) and subscales (42) measured by the HPI.

Assessed Scales:

- Adjustment
- Ambition
- Sociability
- Interpersonal sensitivity
- Prudence
- Inquisitive
- Learning Approach

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$102
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

Insight Report - HDS

This report is based on the Hogan Development Survey (HDS). It is intended to increase the self-awareness of the person being assessed by measuring the behaviours they are likely to adopt when they feel pressured or, conversely, too comfortable in their work environment. The report indicates the strengths and areas of development of the person, in addition to providing points to discuss during a feedback or coaching meeting in relation to the results.

Uses	Development and coaching | Career management
Price	$102
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

Insight Report - HPI

This report is based on the Hogan Personality inventories (HPI). It is intended to increase the self-awareness of the person being assessed by measuring seven dimensions of personality in the workplace. It provides information on how the individual is likely to manage stress, communicate with others, approach tasks and solve problems. The report indicates the strengths and areas of development of the individual, and provides points to discuss in a feedback or coaching session in relation to the results.

Uses	Development and coaching | Career management
Price	$102
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

Insight Report - MVPI

This report is based on the Motives, Values, Preferences Inventory (MVPI). It aims to increase the self-awareness of the person being assessed by measuring their core values, goals and interests. It provides information on how 10 categories of values can influence decision-making and provides points to discuss in a feedback or coaching session in relation to the results.

Uses	Development and coaching | Career management
Price	$102
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

Leader Basis Report (3 assessments)

This report is generated following the completion of the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI). It determines the strengths and opportunities for improvement of a candidate or employee for a leadership role. An indication is also made regarding the assessed individual's potential for performing leadership functions.

Uses	Hiring
Price	$325
Duration	12-45 minutes
Available languages	English
Usage restrictions	Certification required

Potential Report

This report is generated following the completion of the Hogan Personality inventories (HPI). It describes an individual's day-to-day leadership style. It presents the competencies and behaviours they are likely to adopt based on seven dimensions of personality. It also contains recommendations for their development.

Uses	Development and coaching | Hiring | Promotion
Price	$248
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

Sales Basis Report (HPI and MVPI)

This report is generated following the completion of the Hogan Personality inventories (HPI) and the Motives, Values, Preferences Inventory (MVPI). It identifies the assessed individual's strengths and opportunities for development of for a sales-related role. An indication is also made as to the individual's potential to perform the duties of this role.

Uses	Hiring
Price	$220
Duration	24-30 minutes
Available languages	English
Usage restrictions	Certification required

Safety Report - Development

This report is generated following the completion of the Hogan Personality inventories (HPI). It is designed for managers who seek to improve their management of the assessed individual. The individual's strengths to exploit and main areas for improvement are described based on seven dimensions of personality.

Uses	Development and coaching | Promotion
Price	$69
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	None

Safety Report - Selection

This report is generated following the completion of the Hogan Personality inventories (HPI). It is used for selection purposes and measures six aspects of personality. It identifies the likelihood that an individual will adopt safe behaviour at work. It presents their strengths and areas for improvement as they relate to their overall fit for a job for which safety is important.

Uses	Hiring
Price	$69
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	None

Summary Report (with scores)

This report provides an overview of the strengths, key challenges and values of the person being assessed by compiling results from the following assessment tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI).

Uses	Development and coaching | Career management
Price	$248
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

Summary Report (without scores)

This report provides an overview of the strengths, key challenges and values of the person being assessed by compiling results from the following assessment tools: the Hogan Personality inventories (HPI), the Hogan Development Survey (HDS) and the Motives, Values, Preferences Inventory (MVPI).

Uses	Development and coaching | Career management
Price	$248
Duration	36-45 minutes
Available languages	French and English
Usage restrictions	Certification required

Values Report

This report is based on the Motives, Values, Preferences Inventory (MVPI). It assesses a leader's values and how these values affect their career and work behaviours. More specifically, by measuring 10 key values, it provides a better understanding of what motivates the person being assessed to succeed and the type of work environment that is likely to suit them.

Uses	Hiring
Price	$248
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

Safety Report, combined with Data Report - Selection

This tool is based on the Hogan Personality inventories (HPI), which assesses the normal or bright side of personality, i.e., characteristics that describe how people interact when they are at their best.

The Safety report is used for selection purposes and measures six aspects of personality. It identifies the likelihood that an individual will adopt safe behaviour at work. It presents their strengths and areas for improvement as they relate to their overall fit for a job for which safety is important. The data report presents the uninterpreted results obtained on the various scales (7) and subscales (42) measured by the tool.

Uses	Hiring
Price	$164
Duration	12-15 minutes
Available languages	French and English
Usage restrictions	Certification required

Hogan 360

The Hogan 360 is a comprehensive multi-rater feedback tool designed to help career-minded individuals and leaders at various levels of an organisation gain a better understanding of how they are perceived by their managers, peers, direct reports, and others. The report provides a real-time look at an individual's attitude, behaviour and performance. If offers constructive feedback and sets priorities for improvement.

Uses	Development and coaching | Career management
Price	$442
Duration	20 minutes
Available languages	French and English
Usage restrictions	Certification required

The prices listed are for information only and are subject to change without notice.
For current rates, please refer to your agreement or email conversation@pixonality.com.

Hogan Assessment Certification

This certification workshop qualifies professionals to administer, interpret, and apply Hogan's three core personality-based assessments: the Hogan Personality Inventory (HPI), the Hogan Development Survey (HDS), and the Motives, Values, Preferences Inventory (MVPI). Through hands-on practice and expert facilitation, participants build the necessary skills to deliver assessment-based feedback across a wide range of situations. This certification comes with personalized support, exclusive learning resources, and access to a community of certified professionals across Canada.

Uses	Learning & professional development
Price	$3,815
Duration	2-3 days
Available languages	French and English
Usage restrictions	None

Hogan Assessment Certification - Advanced Feedback

This workshop is designed for practitioners who want to receive more in-depth instruction and practice delivering effective Hogan feedback.

With this advanced certification, learn how to:

- Understand and apply 4 different feedback models types that can be used according to various contexts
- Highlight links between assessment results and job context in a powerful way
- Troubleshoot common tough issues, such as resistance to feedback

Conclude your training with supervised practicum to test your new knowledge and skills.

Uses	Learning & professional development
Price	$2,245
Duration	1-2 days
Available languages	English
Usage restrictions	Hogan Certification Level 1

Hogan Assessment Certification - Advanced Interpretation

This workshop is designed for practitioners who want to gain deeper interpretive insights from Hogan Assessment data and get the most out of it.

With this advanced certification, learn how to:

- Apply a process for interpreting Hogan profiles
- Use advanced interpretation techniques around low HDS and low MVPI scores
- Fully integrate and/or individualize Hogan data to the participant
- Build links between objective of assessment (such as role; executive, pre-employment selection, leadership development) to results
- Avoid common mistakes and cases of misinterpretation

Leave this workshop with the ability to extract maximum value out of your Hogan reports.

Uses	Learning & professional development
Price	$2,245
Duration	1-2 days
Available languages	English
Usage restrictions	Hogan Certification Level 1

Data Extraction

Our Hogan Data Extraction service offers an efficient solution for rigorously extracting data from Hogan's HPI, HDS and MVPI assessments.

Uses	n/a
Price	$155
Duration	n/a
Available languages	French and English
Usage restrictions	Certification required

03

HRid™

Cognitive skills tests

Aptitude tests

Management tests

Personality inventories

ID-Cognitive - Short Version

This tool assesses the ability to reason and perform qualitative, spatial and numerical mental operations in a work environment. It was designed and validated to provide an accurate estimate of an individual's ability to use their knowledge in different situations. It can be used with populations of workers in a range of organizations.

Uses	Hiring
Price	$34
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

ID-Problem Solving

The problem-solving test is based on general skills. It aims to assess candidates' ability to address complex issues and find effective and optimal solutions. This test is essential for professionals, executives, and experienced individuals who require skills in logical thinking and analytical reasoning to excel in their roles.

Uses	Hiring | Promotion
Price	$44
Duration	75 minutes
Available languages	French and English
Usage restrictions	None

Work Applied Cognitive Ability Test, Industrial Version

This tool assesses the ability to reason and perform qualitative, spatial and numerical mental operations in an industrial work setting. It is designed and validated for a population of workers in different organizations who hold a job that involves manual labour or that is specialized in the industrial sector.

Uses	Hiring
Price	$34
Duration	50 minutes
Available languages	French and English
Usage restrictions	None

Objective Exercise for Personnel in Administrative Functions

This tool assesses key competencies for administrative support positions. They are assessed using typical administrative support scenarios. The competencies assessed are attention to detail, organization, the ability to transmit information and the degree to which the individual is action-orientated.

Uses	Hiring
Price	$50
Duration	45 minutes
Available languages	French and English
Usage restrictions	None

ID-Alphanumerical

This tool assesses the ability to enter letters and numbers within a given time frame. It measures the candidate's speed and accuracy when entering data in forms.

Uses	Hiring
Price	$24
Duration	20 minutes
Available languages	French and English
Usage restrictions	None

ID-Written English/Adm

This tool assesses an individual's ability to communicate in writing using the English language, specifically in a work context related to administrative correspondence. The test evaluates how well a candidate can express ideas in written English, using appropriate language and free from errors, to effectively convey information. The tool presents a fictitious scenario where the candidate is asked to write a letter in response to a client organization.

** The report requires manual correction and will be sent within 72 hours of test completion.

Uses	Hiring | Promotion
Price	$124
Duration	45 minutes
Available languages	English
Usage restrictions	None

ID-Written English/Pro

This tool assesses an individual's ability to communicate in writing using the English language, specifically in a work context typical of professional roles. The test evaluates how well a candidate can express ideas in written English, using appropriate language and free from errors, to effectively convey information. The tool presents a fictitious scenario where the candidate is asked to write a letter in response to a client organization.

** The report requires manual correction and will be sent within 72 hours of test completion.

Uses	Hiring | Promotion
Price	$124
Duration	60 minutes
Available languages	English
Usage restrictions	None

ID-Written French/Adm

This tool assesses an individual's ability to communicate in writing using the French language, specifically in a work context typical of administrative correspondence. The test evaluates how well a candidate can express ideas in written French, using appropriate language and free from errors, to effectively convey information. The tool presents a fictitious scenario where the candidate is asked to write a letter in response to a client organization.

** The report requires manual correction and will be sent within 72 hours of test completion.

Uses	Hiring | Promotion
Price	$124
Duration	45 minutes
Available languages	French
Usage restrictions	None

ID-Written French/Pro

This tool assesses an individual's ability to communicate in writing using the French language, specifically in a work context typical of professional roles. The test evaluates how well a candidate can express ideas in written French, using appropriate language and free from errors, to effectively convey information. The tool presents a fictitious scenario where the candidate is asked to write a letter in response to a client organization.

** The report requires manual correction and will be sent within 72 hours of test completion.

Uses	Hiring | Promotion
Price	$124
Duration	60 minutes
Available languages	French
Usage restrictions	None

Sales Skills Test

This tool assesses the competencies - or potential for competencies development - related to retail. It is intended for organizations wishing to assess the key competencies for a role that involves short-cycle sales oriented towards achieving immediate results (e.g., salesperson, telemarketer, negotiator, etc.).

Uses	Hiring
Price	$50
Duration	60 minutes
Available languages	French and English
Usage restrictions	None

Sales Skills Test - Commercial Sales

This tool assesses the essential skills of high-performing salespeople in the retail market using 100 pairs of statements. The report has been developed to highlight skills or development potential related to short-cycle sales and oriented towards achieving immediate results.

Uses	Hiring | Promotion
Price	$50
Duration	60 minutes
Available languages	French and English
Usage restrictions	None

Work Applied Mathematical Ability Test

This tool measures the ability to perform mathematical operations. Multiple-choice questions offer an accurate assessment of the ability to apply mathematical concepts in different sectors and organizations.

Uses	Hiring
Price	$46
Duration	45 minutes
Available languages	French and English
Usage restrictions	None

Mechanical Abilities Test | ID-Mechanical (Mec)

This tool assesses the mechanical skills of candidates who work in sectors where such aptitudes are required. It measures their capacity for mechanical reasoning and their aptitude for learning to use mechanical processes and performing related tasks. It also assesses an individual's ability to visualize and understand the relationship between basic mechanical and spatial factors.

Uses	Hiring
Price	$34
Duration	40 minutes
Available languages	French and English
Usage restrictions	None

Typing Test

This tool assesses the ability to type as many words as possible without error, within a timed period. It measures speed and accuracy as the candidate types a 450-word text. The report shows the assessed individual's number of errors, their percentage accuracy and the number of words typed per minute.

Uses	Hiring
Price	$24
Duration	18 minutes
Available languages	French and English
Usage restrictions	None

Work Applied French Test

This tool assesses proficiency in French. Its questions address aspects of French likely to be encountered in the workplace. It is used for positions where French proficiency is necessary. Three linguistic criteria are assessed: spelling, grammar and vocabulary.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$47
Duration	45 minutes
Available languages	French and English
Usage restrictions	None

Numeric Data Entry Test

This tool assesses the ability to enter numerical data without errors and within a given time frame. It measures the candidate's speed and accuracy when entering data in forms.

Uses	Hiring
Price	$24
Duration	20 minutes
Available languages	French and English
Usage restrictions	None

Health and Safety Test in a Work Environment | ID – Safety

This inventory measures the factors contributing to safety behaviours within an organization through multiple-choice and ranking questions. Developed based on scientific studies, the questionnaire evaluates the four fundamental factors of safety behaviour: attitudes, motivation, perceptions of safety importance, and personal characteristics. It can be used in organizational development or recruitment contexts.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$57
Duration	30 minutes
Available languages	French and English
Usage restrictions	None

Customer Services Test

This tool assesses the candidate's ability to interact with customers. It is used mainly in talent acquisition for important technical, professional and customer service positions. It offers an enlightening view of candidates' proficiency in four key customer service competencies. Each question depicts a short scenario of events likely to happen during interactions between clients and employees.

Uses	Hiring
Price	$50
Duration	90 minutes
Available languages	French and English
Usage restrictions	None

Client Contact Center Test (T3C) - Collection

This tool is a simulation designed mainly for entry-level positions in collections contact centres. Four categories of competencies are assessed: functional aspects (e.g., ability to transmit information), personal aspects (e.g., ability to listen), sales aspects (e.g., negotiation skills) and results/performance aspects (e.g., thoroughness).

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$50
Duration	55 minutes
Available languages	French and English
Usage restrictions	None

Client Contact Center Test (T3C) - Client Service

This tool is a simulation designed primarily for entry-level positions in customer service contact centres. Three categories of competencies are assessed: functional aspects (e.g., client-oriented), personal aspects (e.g., empathy) and results/performance aspects (e.g., self-confidence).

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$50
Duration	50 minutes
Available languages	French and English
Usage restrictions	None

Client Contact Center Test (T3C) - Client Service & Collection

This tool is a simulation designed mainly for entry-level positions in customer service and collections contact centres. Four categories of competencies are assessed: functional aspects (e.g., client-oriented), personal aspects (e.g., empathy), sales aspects (e.g., negotiation skills) and results/performance aspects (e.g., self-confidence).

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$50
Duration	60 minutes
Available languages	French and English
Usage restrictions	None

Client Contact Center Test (T3C) - Client Service & Sales

This tool is a simulation designed mainly for entry-level positions in customer service and collections contact centres. Four categories of competencies are assessed: functional aspects (e.g., client-oriented), personal aspects (e.g., empathy), sales aspects (e.g., negotiation skills) and results/performance aspects (e.g., self-confidence).

Uses	Development and coaching | Hiring || Promotion
Price	$50
Duration	60 minutes
Available languages	French and English
Usage restrictions	None

Client Contact Center Test (T3C) - Client Service & Sales & Collection

This tool is a simulation designed mainly for entry-level positions in customer service, sales and collections contact centres. Four categories of competencies are assessed: functional aspects (e.g., client-oriented), personal aspects (e.g., ability to listen), sales aspects (e.g., negotiating skills) and results/performance aspects (e.g., adaptability).

Uses	Development and coaching | Hiring | Promotion
Price	$50
Duration	75 minutes
Available languages	French and English
Usage restrictions	None

Client Contact Center Test (T3C) - Sales

This tool is a simulation designed primarily for entry-level positions in sales contact centres. Four categories of skills are assessed: functional aspects (e.g., ability to transmit information), personal aspects (e.g., ability to listen), sales aspects (e.g., negotiation skills) and results/performance aspects (e.g., stress resistance).

Uses	Development and coaching | Hiring | Promotion
Price	$50
Duration	55 minutes
Available languages	French and English
Usage restrictions	None

ID-Management/Line Operations (Gcc)

This multiple-choice situational judgment tool assesses an individual's ability to respond to management situations in a middle management role (e.g., executive, manager, department head, etc.) working in an operational context, responsible for the exploitation or sales sector. Specifically, six role-play situations are used to assess these five key competencies specific to a leadership role: problem-solving, ability to develop others, client-oriented, ability to mobilize and results-oriented. It should be noted that the long version of this tool allows for the assessment of two additional competencies, namely: ability to organize/orchestrate and ability to control.

Uses	Hiring
Price	$84
Duration	90 minutes
Available languages	French and English
Usage restrictions	None

ID-Supervision/Line Operations (Gsc)

This multiple-choice situational judgment test assesses an individual's ability to respond to situations for a first-level manager (project leaders, supervisors, team leaders, coordinators) working in an operational context, responsible for operations and sales. Fourteen scenarios are used to assess seven key competencies for a leadership role.

Uses	Hiring
Price	$84
Duration	90 minutes
Available languages	French and English
Usage restrictions	None

ID-Management/Staff Operations (Gci)

This multiple-choice situational judgment test assesses an individual's ability to respond to situations in a middle management role in an administrative context (for example, senior manager, manager, department manager, internal customer support manager). Thirteen scenarios are used to assess seven key leadership competencies.

Uses	Hiring
Price	$84
Duration	90 minutes
Available languages	French and English
Usage restrictions	None

ID-Supervision/Staff Operations (Gsi)

This multiple-choice situational judgment test assesses an individual's ability to respond to situations in a first-level management role in administration (for example, team manager, supervisor, coordinator, internal customer service manager). Thirteen scenarios assess seven key leadership competencies.

Uses	Hiring
Price	$84
Duration	90 minutes
Available languages	French and English
Usage restrictions	None

Situational Judgment Test on Administrative Skills

This tool includes scenarios of typical administrative support tasks. The assessed individual must set priorities, coordinate and assign activities, review schedules and control the quality of tasks performed, in keeping with rules and procedures.

Uses	Hiring
Price	$50
Duration	60 minutes
Available languages	French and English
Usage restrictions	None

ID-Personality / Colour Report – Individual

The ID-Personality / Colour Report – Individual is a personality inventory that assesses a person's behaviour in the workplace. Based on the DiSC model, it identifies a detailed profile among 16 types to gain a better understanding of the participant's preferences, emotional responses, and professional interactions.

Uses	Development and coaching | Career management
Price	$72
Duration	30 minutes
Available languages	French and English
Usage restrictions	None

ID-Personality / Colour Report – Group

The ID-Personality / Colour Report – Group provides a comprehensive analysis of individual team members. It highlights individual strengths, communication styles, and relationships to better understand team dynamics and improve collaboration.

Uses	Development and coaching | Team building
Price	$773
Duration	n/a
Available languages	French and English
Usage restrictions	None

Work Approach and Behaviour Test (WABT)

This tool assesses up to 30 critical competencies in everyday work situations. The competencies assessed are divided into the following categories: thinking skills, communications, interpersonal relationships, leadership skills, technical and professional, personal qualities and entrepreneurship. Since it is possible to customize the report by selecting the competencies that will be displayed, this tool is suitable for positions at all levels of the organization (entry-level, professional, supervisory and managerial positions).

Uses	Hiring
Price	$67
Duration	45 minutes
Available languages	French and English
Usage restrictions	None

ID-Diversity

This tool assesses an individual's ease of interacting with people who prioritize different ways of doing things and different values associated with work. The test, which uses a multiple-choice self-diagnostic format, measures the participant's level of openness to different cultural themes. Based on a conceptual approach, the test has been standardized among a population of professionals and managers from various backgrounds and cultures.

Uses	
Price	$34
Duration	45 minutes
Available languages	French and English
Usage restrictions	None

Intercultural Effectiveness Test

This tool assesses to what extent individuals are willing to take on roles in a culture different from their own. Using a self-diagnostic format with multiple-choice questions, the test identifies comfort zones and risk areas that need to be considered when assessing the relevance of working outside one's home country. Cognitive, social, and emotional factors are evaluated in light of various cultures found at the international level. Based on a conceptual approach, the test has been standardized with a population of professionals and executives working abroad.

Uses	Development and coaching | Career management | Promotion
Price	$50
Duration	60 minutes
Available languages	French and English
Usage restrictions	None

04

HUMANCE

Culture & Performance

Battery of tests

Personality inventories

360 assessments

Certification workshops

Go Assessment - Strategic Leader

This report combines a battery of assessments to provide a global picture of the key competencies related to a strategic leadership role (e.g., vice-president, general manager, senior manager, executive committee, etc.). Specifically, a cognitive test, a critical thinking test and three personality inventories are used to highlight the strengths and developmental areas of the person being assessed on a set of key competencies related to the position. A section is dedicated to the individual's critical thinking, an essential skill in a strategic role. In addition, the report describes the ways in which this individual tends to respond to stressful situations (i.e., risk factors). Tips for the organization to help onboard the individual and priorities for the development of the individual are included. The report also provides behavioral questions to dig into the expression of competencies with the individual. Finally, a candidate report excluding the behavioral questions can be given to the individual being assessed.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$735
Duration	145 minutes
Available languages	French and English
Usage restrictions	None

Go Assessment - Team Leader

This report combines a battery of assessments to provide a global picture of the key competencies related to a team leader role (e.g., supervision, team management, coordination, etc.). Specifically, a cognitive test and three personality inventories are used to highlight the strengths and development areas of the individual being assessed on a set of key competencies related to the target position. In addition, the report describes the ways in which the individual tends to react to stressful situations (i.e., risk factors). Advice to the organization on how to onboard the individual and priorities for the development of the individual are included. The report also provides behavioral questions to dig deeper into the expression of competencies with the individual. Finally, a candidate report excluding the behavioral questions can be given to the individual being assessed.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$402
Duration	115 minutes
Available languages	French and English
Usage restrictions	None

Go Assessment - Safety Leader

This report combines a battery of assessments to provide a global picture of the key competencies related to a team leader role in a safety-sensitive context (e.g., supervision, team management, coordination, etc.). Specifically, a cognitive test and four personality inventories are used to highlight the strengths and development areas of the individual being assessed on a set of key competencies related to the target position. In addition, the report provides indications of the likelihood that the individual will engage in safe behaviors on the job and describes the ways in which the individual tends to react to stressful situations (i.e., risk factors). Advice to the organization on how to onboard the individual and priorities for the development of the individual are included. The report also provides behavioral questions to dig deeper into the expression of competencies with the individual. Finally, a candidate report excluding the behavioral questions can be given to the individual being assessed.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$440
Duration	140 minutes
Available languages	French and English
Usage restrictions	None

Go Assessment - Advisory Role

This report combines a battery of assessments to provide an overall picture of key competencies specific to an advisory role (e.g., a position where expertise serves an internal or external customer, such as in human resources, administration, marketing, etc.). Specifically, a cognitive test and two personality inventories are used to highlight the strengths and developmental areas of the individual being assessed on a set of key competencies related to the position. Advice to the organization on how to integrate the individual and action priorities for the development of the individual are included. The report also provides behavioral questions to explore the expression of competencies with the individual. Finally, a candidate report excluding the behavioral questions can be given to the individual being assessed.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$335
Duration	100 minutes
Available languages	French and English
Usage restrictions	None

Go Assessment - Project Management

This report combines a battery of assessments to provide a global picture of the key competencies related to a project management role (e.g., project manager, project leader, etc.). Specifically, a cognitive test and two personality inventories are used to highlight the strengths and development areas of the person being assessed on a set of key competencies related to the targeted position. Tips for the organization to help onboard the individual and priorities for the development of the individual are included. The report also provides behavioral questions to dig into the expression of competencies with the individual. Finally, a candidate report excluding the behavioral questions can be given to the individual being assessed.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$380
Duration	100 minutes
Available languages	French and English
Usage restrictions	None

Go Assessment - Technical Expertise

This report combines a battery of assessments to provide an overall picture of key competencies specific to a technical role (e.g., a position that requires expertise in STEM, etc.). Specifically, a cognitive test and two personality inventories are used to highlight the strengths and developmental areas of the assessed individual on a set of key competencies related to the position. Advice is provided to the organization to ensure a smooth onboarding and establish actions to put in place to promote development. The report also provides behavioral questions to explore the expression of competencies with the individual. Finally, a candidate report excluding the behavioral questions can be given to the individual being assessed.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$335
Duration	100 minutes
Available languages	French and English
Usage restrictions	None

Go Assessment - People and Property Protection

This report combines a battery of assessments to provide a global picture of the key competencies specific to a role related to the protection of property or people (police officers, firefighters, ambulance attendants, 911 dispatchers, security officers or prison officers, etc.). Specifically, a cognitive test and three personality inventories are used to highlight the strengths and developmental areas of the individual being assessed on a set of key competencies related to the target position. In addition, the report describes the ways in which the individual tends to react to stressful situations (i.e., risk factors). Advice to the organization on how to onboard the individual and priorities for action for the development of the individual are included. The report also provides behavioral questions to dig into the expression of competencies with the individual. Finally, a candidate report excluding the behavioral questions can be given to the individual being assessed.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$434
Duration	115 minutes
Available languages	French and English
Usage restrictions	None

Go Assessment - Client Service

This report combines a battery of assessments to provide a global picture of key competencies related to a customer service role (e.g., call center, customer service, insurance brokerage, etc.). Specifically, a cognitive test and two personality inventories are used to highlight the strengths and developmental areas of the individual being assessed on a set of key competencies related to the target position. Advice to the organization to facilitate the onboarding of the individual and priorities for the development of the person being assessed are included. The report also provides behavioral questions to dig deeper into the expression of competencies with the individual. Finally, a candidate report excluding the behavioral questions can be given to the individual being assessed.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$299
Duration	110 minutes
Available languages	French and English
Usage restrictions	None

Go Assessment - Administrative Support

This report combines a battery of assessments to provide a global picture of key competencies related to an administrative support role (e.g. administration, secretarial, reception, data entry, etc.). Specifically, a cognitive test, two personality inventories and an administrative skills test are used to highlight the strengths and developmental areas of the individual being assessed on a set of key competencies related to the target position. Advice to the organization on how to onboard the individual and priorities for the development of the individual are included. The report also provides behavioral questions to dig deeper into the expression of competencies with the individual. Finally, a candidate report excluding the behavioral questions can be given to the individual being assessed.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$299
Duration	155 minutes
Available languages	French and English
Usage restrictions	None

Go Assessment - Sales

This report combines a battery of assessments to provide a global picture of key competencies specific to a sales-related role (e.g., sales representative, retail sales, business development, etc.). Specifically, a cognitive test, two personality inventories and an interest and values questionnaire are used to highlight the strengths and developmental areas of the individual being assessed on a set of key competencies related to the position. Advice to the organization on how to onboard the individual and action priorities for the development of the individual are included. The report also provides behavioral questions to dig deeper into the expression of competencies with the individual. Finally, a candidate report excluding the behavioral questions can be given to the individual being assessed.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$303
Duration	125 minutes
Available languages	French and English
Usage restrictions	None

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Growth Potential Index

This report evaluates indexes of the personality and professional environment that may influence the tendency to pick up new competencies or behaviors and apply them at work. It first allows to discover motivational type(s) of the person being assessed, a key component to start a development journey. Then, detailed results are offered about self-awareness, attitude regarding feedback and conditions conducive to development in the organization. Each of the assessed indexes is accompanied by tips for the respondent and their manager to accelerate development. Forward-looking coaching questions are also offered in order to facilitate introspection and initiate action. Finally, the last section of the report offers additional resources to help actualize development potential.

Uses	Development and coaching | Career management | Promotion
Price	$80
Duration	15 minutes
Available languages	French and English
Usage restrictions	None

Bundle: Go Assessment + Growth Potential Index

Go Assessments can be combined with the “Growth Potential Index” test to identify development levers based on the competency profile of the individual being assessed for the role in question.

Price	Strategic Leader - $785 Team Leader - $450 Safety Leader - $489 Advisory Role - $384 Project Management - $428 Technical Expertise - $384 People and Property Protection - $482 Client Service - $348 Administrative Support - $348 Sales - $352

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Humance 360 - Executive

This 360 Assessment is a collaborative process for the organization's most senior executives (e.g., president, CEO). It provides an overall view of the participant's competencies, behaviours, and performance by gathering feedback from their professional environment. This picture supports development in a leadership role where an individual is called upon to exert strategic influence at the level of the organization and its ecosystem.

Uses	Development and coaching | Career management | Promotion
Price	$412
Duration	30 minutes
Available languages	French and English
Usage restrictions	Certification required

Humance 360 - Senior Management

This 360 Assessment is a collaborative process for senior management (e.g., executives, vice-presidents) who exercise strategic leadership throughout the organization. It provides an overall view of the participant's competencies, behaviours, and performance by gathering feedback from their professional environment. This picture supports the development of leadership aligned with strategic direction and oversight of operations across the organization.

Uses	Development and coaching | Career management | Promotion
Price	$412
Duration	30 minutes
Available languages	French and English
Usage restrictions	Certification required

Humance 360 - Manager Level 2

This 360 Assessment is a collaborative process for level 2 managers (e.g., department heads, division heads) who supervise first-level managers and their teams. It provides an overall view of the participant's competencies, behaviours, and performance by gathering feedback from their professional environment. This picture supports personal and professional development in the context of an expanded leadership role.

Uses	Development and coaching | Career management | Promotion
Price	$412
Duration	30 minutes
Available languages	French and English
Usage restrictions	Certification required

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Humance 360 - Manager Level 1

This 360 Assessment is a collaborative process for first-level managers (e.g., team leaders, supervisors) that provides a holistic view of the participant's competencies, behaviours, and performance, thereby promoting their personal and professional development. It gathers feedback from managers, peers, colleagues, and staff members to paint a nuanced picture of the participant's impact in an operational context.

Uses	Development and coaching | Career management | Promotion
Price	$412
Duration	30 minutes
Available languages	French and English
Usage restrictions	Certification required

Humance 360 - Consolidated report

This report compiles and summarizes the results of the 360 assessments of several people within a single organization. It provides an overview that can be used to identify common trends and collective strengths, and to guide development actions at an organization-wide level.

Uses	Development and coaching | Career management | Promotion
Price	$773
Duration	30 minutes
Available languages	French and English
Usage restrictions	Certification required

Certification workshops

HUMANCE
Culture & Performance

Humance Go Certification

This 60- to 90-minute online certification gives you the skills to interpret Humance Go assessments and the Growth Potential Index (GPI). Through the training, you will learn Humance Go's unique approach, which combines a holistic view of the individual with easy-to-interpret reports. Blending theory with hands-on practice, the certification helps you analyze results with confidence, provide high-impact feedback, and make informed recruitment and talent development decisions.

Uses	Learning & professional development
Price	$195
Duration	60-90 minutes
Available languages	French and English
Usage restrictions	None

Humance 360 Certification

A certification workshop designed to strengthen autonomy in using and giving feedback in a Humance 360 Assessment process. This interactive training course helps better understand the participant's impact, interpret the report based on the Humance Leadership Model©, and structure feedback that is constructive, engaging, and less prone to bias.

Uses	Learning & professional development
Price	$1,494
Duration	1-2 days
Available languages	French and English
Usage restrictions	None

05

Pearson

Cognitive skills tests

Aptitude tests

Watson-Glaser III - Norms: Manager US

This test measures an individual's critical thinking, i.e., the ability to identify and analyze a problem and to seek the required information to reach fair, appropriate conclusions. This test is appreciated for its added value in hiring decisions for roles that require a high level of understanding and interpretation of spoken and written information. This norm is suitable for management positions.

Uses	Hiring
Price	$91
Duration	35 minutes
Available languages	English
Usage restrictions	None

Watson-Glaser III - US Working Adults

This test measures an individual's critical thinking, i.e., the ability to identify and analyze a problem and to seek the required information to reach fair, appropriate conclusions. This test is appreciated for its added value in hiring decisions for roles that require a high level of understanding and interpretation of spoken and written information. This general norm is suitable for many types of positions in different industries (e.g., administrative employees, consulting, sales...).

Uses	Hiring
Price	$91
Duration	35 minutes
Available languages	English
Usage restrictions	None

The prices listed are for information only and are subject to change without notice.
For current rates, please refer to your agreement or email conversation@pixonality.com.

Bennett - BMCT-II - Mechanics Test

This tool measures the ability to perceive and understand the relationship between physical strength and mechanical principles in situations that require the application of technical knowledge. It can be used to support selection decisions for candidates in mechanics, technical areas, engineering and other fields. The following variations are available: Installation, maintenance and repairs Specialized trades Machine operators and machinists General labour Professional and technical students Mechanics Engineers Industrial and technical sales.

Uses	Hiring
Price	$70
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

Bennett - BMCT-II - Vocational/Technical Students

This tool measures the ability to perceive and understand the relationship between physical strength and mechanical principles in situations that require the application of technical knowledge. It can be used to support selection decisions for candidates in mechanics, technical areas, and engineering, specifically for students.

Uses	Hiring
Price	$70
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

Bennett - BMCT-II - Engineers Test

This tool measures the ability to perceive and understand the relationship between physical strength and mechanical principles in situations that require the application of technical knowledge. It can be used to support selection decisions for candidates in mechanics, technical areas, and particularly for engineering roles.

Uses	Hiring
Price	$70
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

Bennett - BMCT-II - Installation / Maintenance / Repair Test

This tool measures the ability to perceive and understand the relationship between physical strength and mechanical principles in situations that require the application of technical knowledge. It can be used to support selection decisions for candidates in mechanics, technical areas, and engineering, specifically for installation and maintenance jobs.

Uses	Hiring
Price	$70
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

Bennett - BMCT-II - Skilled Trades Test

This tool measures the ability to perceive and understand the relationship between physical strength and mechanical principles in situations that require the application of technical knowledge. It can be used to support selection decisions for candidates in mechanics, technical areas, and engineering, specifically for skilled trades.

Uses	Hiring
Price	$70
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

Bennett - BMCT-II - Machine Operators / Machinists Test

This tool measures the ability to perceive and understand the relationship between physical strength and mechanical principles in situations that require the application of technical knowledge. It can be used to support selection decisions for candidates in mechanics, technical areas, and engineering, specifically for operator and machinist jobs.

Uses	Hiring
Price	$70
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

Bennett - BMCT-II - General Labor Test

This tool measures the ability to perceive and understand the relationship between physical strength and mechanical principles in situations that require the application of technical knowledge. It can be used to support selection decisions for candidates in mechanics, technical areas, and engineering, specifically for general work positions.

Uses	Hiring
Price	$70
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

Bennett - BMCT-II - Industrial/Technical Sales

This tool measures the ability to perceive and understand the relationship between physical strength and mechanical principles in situations that require the application of technical knowledge. It can be used to support selection decisions for candidates in mechanics, technical areas, and engineering, specifically for industrial/technical sales positions.

Uses	Hiring
Price	$70
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

06

.SHL.

Cognitive skills tests

Personality inventories

Verify General Ability Screen

Verify – General Ability Screen is an assessment used for job candidates applying to entry-level positions that require a basic level of general cognitive ability. The General Ability Screen is appropriate for entry-level roles across industries that include basic tasks.

The General Ability Screen is administered Linear-on-the-Fly (LOFT). This test format uses Item Response Theory to administer unique yet psychometrically equivalent tests to all candidates.

This administration method allows for:

- Ability to offer the test in an unsupervised setting
- A consistent testing experience for all candidates
- Increased accuracy at cut score between high and low performers

Uses	Hiring
Price	$29
Duration	10 minutes
Available languages	French and English
Usage restrictions	None

OPQ-32R - Universal Competency Report

The Universal competency Report describes the typical behaviour that the candidate is likely to do on 20 universal competencies at work. This report is designed using the OPQ32r personality questionnaire, an occupationally-based Personality inventories that describes an individual's preferred or typical behavioural style at work on 32 dimensions. It assists HR managers and professionals in making decisions regarding the assessed individual. It describes how they function at work, their potential contribution to a team and their proficiency in a range of important competencies.

Uses	Hiring
Price	$140
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

OPQ-32R - Development Action Planner (DAP)

The Development Action Planner measures the candidate's strengths and development needs over 20 competencies. This report is designed using the OPQ32r personality questionnaire, an occupationally-based Personality inventories that describes an individual's preferred or typical behavioural style at work on 32 dimensions. It assists HR managers and professionals in making decisions regarding the assessed individual. It describes how they function at work, their potential contribution to a team and their proficiency in a range of important competencies.

Uses	Development and coaching | Promotion
Price	$242
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

OPQ-32R - Manager Plus Report

This report is designed using the OPQ32r personality questionnaire, an occupationally-based Personality inventories that describes an individual's preferred or typical behavioural style at work on 32 dimensions. It assists HR managers and professionals in making decisions regarding the assessed individual. It describes how they function at work, their potential contribution to a team and their proficiency in a range of important competencies.

Uses	Hiring
Price	$242
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

OPQ-32R - Team Types and Leadership Styles Profile

The Team Type and Leadership Style Profiles summarizes the preference team types of the candidate based upon his personality profile. It identifies the behaviours he is likely to adopt when working in a team or group situation. Finally, this report describes behaviors that may be emitted by people with a similar level of preference for this type of team. This report is designed using the OPQ32r personality questionnaire, an occupationally-based Personality inventories that describes an individual's preferred or typical behavioural style at work on 32 dimensions. It assists HR managers and professionals in making decisions regarding the assessed individual. It describes how they function at work, their potential contribution to a team and their proficiency in a range of important competencies.

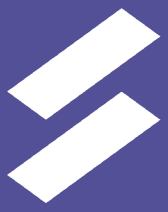
Uses	Development and coaching | Hiring | Promotion
Price	$428
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

OPQ-32R - Emotional Intelligence Report

This report is generated following the completion of the OPQ32r personality questionnaire, an occupationally-based Personality inventories that describes an individual's preferred or typical behavioural style at work on 32 dimensions. It measures key dimensions of emotional intelligence and provides information about an individual's ability to manage their emotions in order to avoid interference with their problem-solving. The main areas for improvement and development advice are offered to the assessed individual based on each dimension studied.

Uses	Development and coaching | Promotion
Price	$151
Duration	25 minutes
Available languages	French and English
Usage restrictions	None

07



success finder

Personality inventories

360 assessments

Certification workshops

SuccessFinder Profile Insights

This assessment highlights a person's natural competencies. It offers a sharp look at their professional potential, enriched with practical development guidance to support their growth.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$345
Duration	45 minutes
Available languages	French and English
Usage restrictions	Certification required

SuccessFinder Profile Insights – First/intermediate-level management roles

This assessment is designed for those in first/intermediate-level management roles. It provides a detailed understanding of their management style and helps identify key levers to enhance their impact in daily practice.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$345
Duration	45 minutes
Available languages	French and English
Usage restrictions	Certification required

SuccessFinder Profile Insights – Senior-level management roles

This assessment is designed for senior-level managers who supervise other managers and shape the organization's strategic direction. It provides a detailed understanding of their leadership style and helps enhance their strategic impact.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$345
Duration	45 minutes
Available languages	French and English
Usage restrictions	Certification required

SuccessFinder Profile Insights – C-level management roles

This assessment is designed for members in C-level management roles who shape the organization's overall direction. It provides a detailed understanding of their leadership style and helps strengthen their broad strategic influence.

Uses	Development and coaching | Hiring | Career management | Promotion
Price	$345
Duration	45 minutes
Available languages	French and English
Usage restrictions	Certification required

SuccessFinder 360 – First/intermediate-level management roles

This 360 assessment is based on a collaborative process designed for first/intermediate-level management roles. The assessment gathers key feedback from the participant's professional circle to paint a complete picture of their leadership behaviours. Based on the SuccessFinder competency model, it supports the development of talent by taking into account the realities specific to each management level and transitions to the next levels.

Uses	Development and coaching | Career management | Promotion
Price	$442
Duration	30 minutes
Available languages	French and English
Usage restrictions	Certification required

SuccessFinder 360 – Senior-level management roles

This 360 assessment is based on a collaborative process designed for senior-level managers who lead other managers and influence the organization's overall strategy. The assessment provides an in-depth overview of their leadership style by gathering key feedback from their professional circle. Based on the SuccessFinder competency model, it highlights the behaviours most critical to succeeding in strategic leadership roles and supports leaders in their development.

Uses	Development and coaching | Career management | Promotion
Price	$442
Duration	30 minutes
Available languages	French and English
Usage restrictions	Certification required

SuccessFinder 360 – C-level management roles

This 360 assessment is based on a collaborative process designed for those in C-level management roles (e.g. CEO, members of the executive board). The assessment provides an in-depth overview of their leadership style by gathering key feedback from their professional circle. Based on the SuccessFinder competency model, it reveals the behaviours essential to exercising strategic, engaging, and visionary leadership at the top of the organization.

Uses	Development and coaching | Career management | Promotion
Price	$442
Duration	30 minutes
Available languages	French and English
Usage restrictions	Certification required

SuccessFinder 360 – Consolidated Report

This report compiles the results of several 360 assessments within a single organization. Based on the SuccessFinder behavioural preference model, it provides an overview of collective strengths, behavioural tendencies, and development drivers related to key competencies identified for three management profiles: first/intermediate-level management, senior-level management and C-level management. This powerful tool guides development decisions at an organization-wide level.

Uses	Development and coaching | Career management | Promotion
Price	$773
Duration	30 minutes
Available languages	French and English
Usage restrictions	Certification required

Certification workshops

SuccessFinder Certification

This comprehensive online certification is designed to help you master the SuccessFinder competency model and interpret the SuccessFinder Profile Insights (SFPI). Certification provides you with the autonomy to interpret results, deliver structured and rigorous feedback, and integrate the SuccessFinder Profile Insights into your development practices. It is an essential step to fully leverage the potential of this powerful tool.

Uses	Learning & professional development
Price	$625
Duration	8-10 h
Available languages	French and English
Usage restrictions	None

SuccessFinder Certification – Advanced-Level

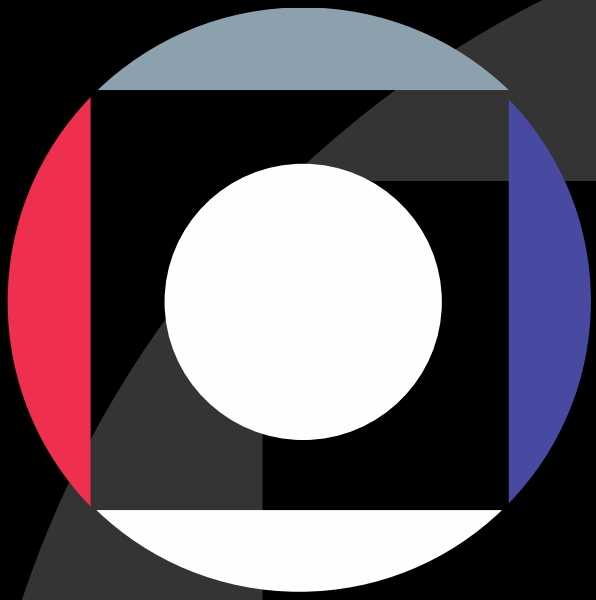
This advanced-level certification is a group-based program designed to strengthen your interpretation and feedback skills. You will have the opportunity to develop reflexes that help you deepen your understanding of SuccessFinder profiles, conduct more nuanced analyses, and tailor your interventions to the most complex management and leadership challenges.

Uses	Learning & professional development
Price	$819
Duration	1 day
Available languages	French and English
Usage restrictions	SuccessFinder Certification required

SuccessFinder 360 Certification

A certification workshop designed to build autonomy and confidence in using and interpreting the SuccessFinder 360 assessment. The workshop enables participants to interpret results accurately and carefully and to structure high-impact feedback aligned with the SuccessFinder behavioural preference model. This certification is essential for supporting leadership growth, both individually and organizationally.

Uses	Learning & professional development
Price	$1,494
Duration	1-2 days
Available languages	French and English
Usage restrictions	SuccessFinder Certification required



To learn more, please contact our team at **conversation@pixonality.com** or visit our website at **www.pixonality.com**.

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