

ANDUVE 

 HOGAN  
CERTIFIED



| Factor 1     | Factor 2     | Factor 3     | Factor 4     | Factor 5     | Factor 6     |
|--------------|--------------|--------------|--------------|--------------|--------------|
| \$ 31 565.00 | \$ 82 710.00 | \$ 36 338.00 | \$ 14 240.00 | \$ 14 483.00 | \$ 1 483.00  |
| \$ 56 032.00 | \$ 43 665.00 | \$ 37 119.00 | \$ 14 603.00 | \$ 14 603.00 | \$ 6 920.00  |
| \$ 88 728.00 | \$ 34 543.00 | \$ 12 191.00 | \$ 10 128.00 | \$ 10 128.00 | \$ 22 198.00 |
| \$ 27 862.00 | \$ 15 001.00 | \$ 7 307.00  | \$ 28 764.00 | \$ 28 764.00 | \$ 5 750.00  |
| \$ 21 764.00 | \$ 8 822.00  | \$ 61 496.00 | \$ 30 619.00 | \$ 58 200.00 | \$ 58 200.00 |
| \$ 53 225.00 | \$ 30 358.00 | \$ 29 305.00 | \$ 12 281.00 | \$ 58 415.00 | \$ 58 415.00 |
| \$ 16 477.00 | \$ 27 178.00 | \$ 10 545.00 | \$ 28 853.00 | \$ 49 100.00 | \$ 49 100.00 |
| \$ 47 572.00 | \$ 15 818.00 | \$ 42 796.00 | \$ 73 114.00 | \$ 73 114.00 | \$ 73 114.00 |
| \$ 31 374.00 | \$ 36 286.00 | \$ 11 870.00 | \$ 68 633.00 | \$ 79 338.00 | \$ 79 338.00 |



# Risk Avoidance, Resilience, & Conflict Reduction

Tailor-made for your industry

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# Course Overview

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## **Strengthen Individual Behaviour and Lower Corporate Risk**

### **Objectives**

During this course you will understand how to optimize:

- Your risk avoidance behaviour
- Your resilience
- Your situational communication

### **Outcome**

- Awareness of own risk behavior and resilience profile
- Understand individual self-care options
- Improved constructive communication.

### **Practicalities**

After the 3 e-learning modules, you will have a personal session to discuss your profile and your development plan.

### **Who should attend**

This course is for employees working in environments where risk awareness and personal resilience is crucial for daily performance.

### **Hogan Assessments**

The foundation of this course is the Hogan personality risk assessment. Hogan has studied risk behavior since the 1970's and supports development in all industries.



# Modul 1:

# Risk Avoidance

## Knowing Your Profile

All of us have our safety forces and derailers; actions that either reinforce safety or increase risks—for example, do we follow or bend rules? Are we aware of and care for consequences?

In module 1 you will improve your risk avoidance understanding and enhance your focus. The module includes exercises to identify your typical risk situations.

Further, the module will explain how risk avoidance and resilience may counteract; scoring high on “Compliant”, an employee tends to follow rules. However, during turmoil the same person tends to be less agile, which can cause anxiety during a turmoil.

The Hogan risk avoidance assessment measures 6 personality dimensions.

During module 1 you will familiarize yourself with the Hogan model, and prepare for your individual feedback session.



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# Modul 2: Resilience

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## Training New Habits

Knowing your risk profile, you will gain awareness on where to focus to increase your resilience. In module 2 you will learn more tools:

1. Identifying your triggers and choosing an adequate response.
2. Using Meta Cognitive Training (MCT) techniques especially for immediately reinforcing your ability to reduce anxiety.
3. Stress reduction techniques and self-care; considering social relations, diet, and exercise for long term well-being.
4. Keeping your focus and consider which tools will work for you.



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# Modul 3: Conflict Reduction

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## Situational Communication

Preventing and solving conflicts is the main theme of this module.

1. Problem solving - you will train to stay present without pre-justice, to keep focused on the matter and support your counterpart doing same.

2. To prevent a situation not to escalate it - you will be trained on assertive communication – expressing and guarding your standpoint without aggression.

3. Labelling is a strong tool for guiding the discussion in the right direction - you will be taught labelling within your own field of work.

4. Conflict management - in certain situations, conflicts are inevitable. You will be trained on how to deescalate a tense situation and reach an acceptable solution.

The training will be tailored to your industry and sector.



# Tailored for Your Industry

We have customized module 3 for your specific industry

**Finance, Banking, and IT**



**Security**



**Health care front line workers**

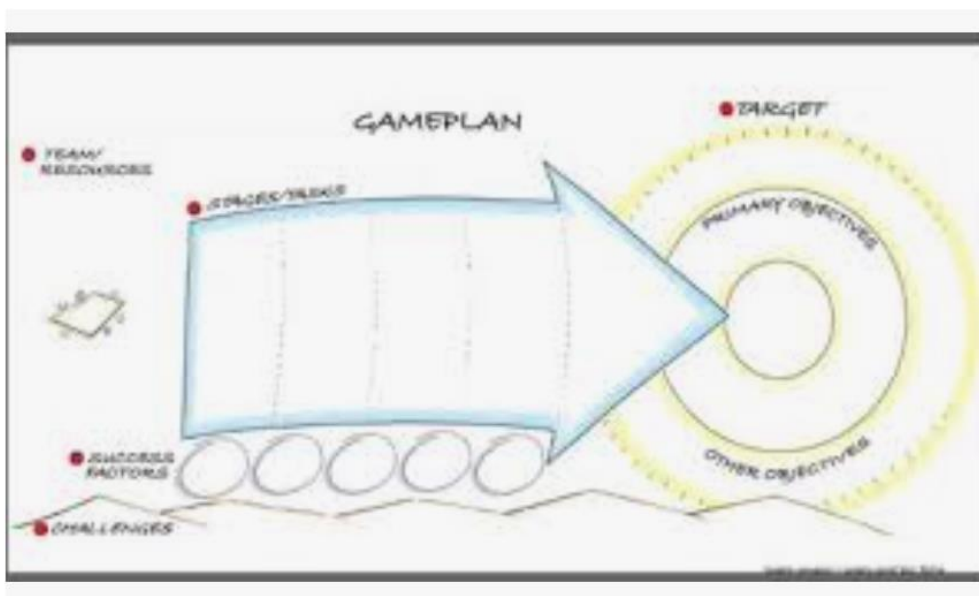


Let us know, if your industry is not on the list.

# Profile Feedback

## Setting Your Plan

Based on your individual HOGAN safety profile, and after your completion of the 3 modules, one of our trained consultants will give you a feedback on your profile and discuss developing your individual plan for avoiding risks, staying agile and resilient.



**Price :**  
per delegate AED 800

3 self-paced e-learning modules  
1 Hogan risk avoidance assessment  
1 individual feedback session

Modules and feedback session of 40 minutes each.

Do you need your employees to avoid risks, yet show agility and resilience? This course addresses how these competences interact and counteract.

We need our auditors, programmers, pilots, nurses, teachers, and security guards to stay alert, while having an eye on their well-being.

We look forward to supporting you and your team.

See more on [www.anduve.ae](http://www.anduve.ae)  
Contact us at [info@anduve.ae](mailto:info@anduve.ae)

