

HOGAN CERTIFIED



Presented to

Rudolf Vaco

In recognition of completing the

ADVANCED INTERPRETATION CERTIFICATION

Hogan Advanced Interpretation Workshop | led by Assessment Systems

This certificate acknowledges completion of 8 hours of training focused on preparing and delivering developmental feedback using the following personality-based assessment inventories:

**HOGAN PERSONALITY INVENTORY; HOGAN DEVELOPMENT SURVEY;
AND MOTIVES, VALUES PREFERENCES INVENTORY**

Robert Hogan, Ph.D.
President
Hogan Assessment Systems, Inc.

11/30/2022

Date