

# Hogan 360

## Leadership drives engagement and engagement drives performance.

The Hogan 360 is a world class multi-rater assessment, capturing a leader's "workplace brand" as viewed by their peers and direct reports. The 360 captures the 'what' in a person's performance and reputation at a given point in time. By using the 360 assessment you can understand the casual effect between engagement and business results.

The 360 can be combined with the Hogan personality assessments which explain the 'why' in the display of certain behaviours. This combination is an efficient and cost-efficient measurement of leadership effectiveness. A leader's results are compared to a global benchmark sample.

### Multi-rater aspect:

The 360 assessment ensures evaluations from multiple sources within a leader's work circle are collected. Using an easy-to-interpret leadership framework, raters can give anonymous constructive feedback. This can point to areas of development for that leader and highlight strengths. The Hogan 360 measures self-awareness by comparing the self-ratings against the ratings of selected raters.

### Measuring hard and soft skills:

Behavioural and business competencies are measured by the Hogan 360. The behavioural competencies assess the display of emotional intelligence while business competencies look at one's capability to be operational and strategic.

### What can the 360 be used for?

- The 360 assessment helps drive behavioural and reputational change, in turn improving employee engagement and business outcomes.
- Increase self-awareness around strengths and opportunities.
- Improve leadership effectiveness, enhance team performance, improve employee engagement.



## BARCLAYSS® Approach

Receiving accurate and candid feedback as a leader can often prove to be a formidable task. However, there exists a reliable solution in the form of 360-degree feedback assessment tools.

At BARCLAYSS® we utilise the Hogan 360-degree feedback tool to provide leaders with an invaluable opportunity to gather insights from various perspectives, enabling them to embrace new learning experiences and cultivate constructive strategies for progressive growth.

**Setup:** Your BARCLAYSS® consultant will work with nominated leaders to setup the 360 assessment and communication tools for those participating and giving feedback. The set-up process is vital in ensuring feedback is provided in an efficient, helpful and honest format.

**Team Coaching:** BARCLAYSS® can consolidate information from the individual assessments and build a team learning workshop specific to your needs. Team functioning is further improved with learning and development plans, also provided by BARCLAYSS®.

**Leadership Coaching:** Coaching with a BARCLAYSS® consultant can be provided One on One to review the feedback from the assessment. Your BARCLAYSS® consultant will work with you to using the performance model (Performance = Potential – Interference) and the GROW model in connection with the survey results.

**Virtual Check-in:** Once goals are defined the work begins, BARCLAYSS® will schedule frequent online check-ins for leaders to share their progress, discuss challenges and adjust plans if required.

### The Hogan 360 includes:

- **50 scaled items (7-point scale) mapped to the four quadrants of the Hogan 360 Leadership Model and their corresponding sub-themes**
- **Strengths and opportunities tables that identify key strengths and opportunities**
- **Three open-ended questions focusing on strengths, opportunities, and overused strengths**
- **Appendices - Frequency tables that enable additional insights into the ratings provided**
- **Standard and customisable benchmarked options**