



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.

