



# HOGAN 360

The Hogan 360, powered by PBC, is a comprehensive multi-rater feedback tool designed to help leaders at any level of an organisation understand how their peers, managers, direct reports and any other significant stakeholders view their performance.

Aligned with Hogan's core assessments, the Hogan 360 uses an easy-to-interpret leadership framework to provide a real-time look at an individual's attitude, behaviour and performance. The report offers constructive feedback around leadership expectations and sets priorities for improvement.

## APPLICATIONS

- Career-minded and developmentally-focussed professionals who want to know how to get to the next level
- Derailing or transitioning managers who need targeted coaching around leadership skills or derailment risks
- Coaching clients who want to track their annual improvement using a test-retest measure
- Leadership teams or organisational cohorts
- Data analytics

## GROUP REPORT OPTIONS

- Hogan 360 Group Report: In order to compare Hogan 360 results across a particular team or group, PBC can produce a Hogan 360 Group Report which aggregates all individual 360 results into the one report
- Hogan 360 Summary Report: In order to compare Hogan 360 results for a number of individuals, a Hogan 360 Summary Report can be produced, which provides a side-by-side comparison of scores of individuals in a cohort

## LANGUAGE AVAILABILITY

- Arabic
- Chinese
- Danish
- Dutch
- English (UK)
- English (US)
- French
- German
- Greek
- Italian
- Japanese
- Portuguese (Brazilian)
- Portuguese (European)
- Spanish (Mexican)
- Spanish (Neutral)
- Vietnamese

## HIGHLIGHTS

- Provides qualitative and quantitative feedback
- Makes specific recommendations for immediate action plans
- Can be used in conjunction with, or independently, from the Hogan Personality Assessments
- Can compare with previous Hogan 360 data obtained for a repeatable benchmarking tool
- Benchmarks evaluations against an international norm group for a number of leadership levels
- Fully administered (including set-up and ongoing communication)
- Available in multiple languages
- High volume Super User portal available
- Technical report, feedback guide and development recommendations available

## CUSTOMISATION

- A range of customisation options are available for the Hogan 360
- Alignment to capability frameworks by conducting a qualitative competency mapping
- Additional benchmarked items to assess capabilities such as:
  - Change Management
  - Change Leadership
  - Strategic Intent
  - Project Management
  - Safety
  - Digital Focus
  - Diversity and Inclusion
  - Agility
  - Leadership Effectiveness