

The Hogan 360° is an easy-to-administer questionnaire for comprehensively reviewing leaders at any level of management. It captures confidential feedback from the individual manager, his/her own manager, peers, and direct reports. The report provides a measure of the individual's attitude, behaviour and performance. The report is compatible with Hogan assessments.

## WHAT IT DOES

- Asks questions in plain English
- Provides confidentiality for respondents
- Uses an seven-point scale so strengths and shortcomings can be easily identified
- Gives the individual manager constructive feedback about his/her performance
- Sets priorities for improvement

## WHAT YOU GET

### A profiling instrument that:

- is easily administered online
- solicits quantitative and qualitative feedback
- provides powerful insight into management performance

### An easy-to-understand, user-friendly report on each manager that:

- benchmarks the individual manager's score —against a self-score, scores from colleagues, and averages for all managers
- lists strengths and development opportunities
- scores by 14 themes from international best practice dimensions
- makes specific recommendations so action planning can begin immediately
- includes respondents' verbatim comments

### This review is most effective when consultants have the opportunity to work one-to-one with the individual manager to:

- review and explain the results, confronts blind spots, and capture when strengths become derailers
- coach on setting and executing development plans
- fast-tracks performance development planning

## HOW YOU CAN USE THE RESULTS

- To provide real insight into performance
- As part of a leadership development program (Group results can be delivered in facilitated sessions)
- As a tool to support and develop current and future leaders
- As part of an annual performance review
- As part of a probationary period assessment
- In conjunction with the Hogan Leadership Series and one-on-one coaching to give managers a complete picture of their leadership profile

