

# Hogan 360°

## Measure Reputation, Measure Success

The Hogan 360° is a confidential and easy-to-administer questionnaire that compares a manager's self-evaluation on effectiveness, attitude, and behavior with their employees' honest reviews. Developed for managers who want to assess their achievement focus, strategy, emotional intelligence, and influence, this report compares to nearly 18,000 managerial scores in Hogan's global database. These scores can be further benchmarked against top quartile results in any industry or sector at any job level. With both soft and hard skills thoroughly evaluated, managers will gain deeper insight into their staffs' leadership expectations and will be able to prioritize specific areas for self-improvement.

## What does the Hogan 360° look for?

### Self Management

Does the participant exhibit personal awareness, stress management, resilience, and integrity?

### Relationship Management

Does the participant achieve better results through improved relationships?

### Working in the Business

Does the participant have the capability and efficiency to consistently deliver great results?

### Working on the Business

Does the participant foster innovation, strategic planning, and high-performing teams?

## Hogan 360° Specifics

- ▶ Driven by a self-evaluation benchmarked against peer, manager, and direct report feedback
- ▶ Assessment time: 15-20 minutes
- ▶ Individual feedback delivered by a Hogan-certified practitioner
- ▶ Intended for development of middle managers, high potentials, directors, and senior leaders
- ▶ Provides overview of top strengths and opportunities for improvement
- ▶ Includes development planning resources
- ▶ Nondiscriminatory, equitable, and inclusive

## Certification Requirements

- ▶ Product training *required*

**[Learn more about Hogan 360°](#)**

Contact a Hogan consultant today to learn more about our world-class solutions for employee selection and development.

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