
Hogan 360 Assessment

OVERVIEW:

The Hogan 360 Assessment is a multi-rater feedback tool designed to evaluate an individual's leadership effectiveness and performance. Developed by Hogan Assessments, the Hogan 360 provides insights from a variety of perspectives, including supervisors, peers, direct reports, and others who work closely with the individual.

The Hogan 360 Assessment is based on Hogan's leadership model, which identifies key competencies and behaviours associated with effective leadership. These competencies are organised into three categories:

1. **Moving Away From:** These competencies relate to behaviours that leaders should avoid, such as being overly critical or micromanaging.
2. **Moving Toward:** These competencies relate to behaviours that leaders should strive to develop, such as providing clear direction and fostering collaboration.
3. **Moving Against:** These competencies relate to behaviours that can be effective in certain situations but may become problematic if overused, such as being assertive or taking charge.

The Hogan 360 Assessment collects feedback from multiple raters through a series of questions that assess the individual's performance on these competencies. The feedback is then compiled into a comprehensive report that provides the individual with insights into their strengths, weaknesses, and areas for improvement.

The Hogan 360 Assessment is often used as part of leadership development programs, executive coaching, and talent management initiatives. It can help individuals gain a better understanding of how their behaviour is perceived by others and identify strategies for enhancing their leadership effectiveness.