

Definitions

A guide for the Hogan 360



Subject

Subjects are the individual participants undertaking the Hogan 360.

Evaluator

Evaluators are the colleagues nominated to rate the Subjects. Also may be referred to as raters.

Benchmark

Further value is added when Hogan 360 results are compared to a frame of reference relative to others. PBC ensure their tools include benchmarking based on up-to-date datasets. For example, individuals or cohorts can be measured against a role-specific or global benchmark comparison to provide meaningful insight and information for further analysis.

Whitelisting

Whitelisting ensures that security clearances are provided for specific email servers and assessment sites.

Item Bank

Additional benchmarked competencies can be added to the Hogan 360 to specifically measure themes that may be relevant to an organisation at a particular point in time. PBC has developed a range of additional items that can be added or used to customise the Hogan 360 including items under the competencies, for example, psychological safety, safety leadership, or change leadership.

Hogan 360 Certified User

If you would like to be certified to interpret the reports, you are required to complete the Hogan 360 certifying webinar.

Dashboard

A real-time online dashboard for tracking completion rates, assisting management of the Hogan 360 project.

Evaluator Group

Evaluator Groups are the relationships of Evaluators to Subjects. E.g., Manager, Peer, Report, Stakeholder, etc. For evaluator feedback to be reported per rater group, at least 2 responses must be received for each rater group, otherwise feedback will be reported as an all 'Others' group.

Manager

Managers are the individuals who are line managers to Subjects and have been specified as having a 'Manager' relationship.

Peers

Peers are usually members of the same team who report into the same leader; however, they be people at the same role level who are on a different team.

Direct Reports

Direct reports are employees who are managed directly to the subject. We recommend nominating all immediate direct reports in an in-tact team to avoid the perception of favouritism. For business-unit level leaders with large numbers of people in their organisation, we recommend nominating only immediate direct reports or key indirect reports that they work closely with on a day-to-day basis.

Stakeholders and Customers

Stakeholders can be either internal or external to the organisation. Customers are usually external but should have been working with the subject for 3+ months. The litmus test for if a stakeholder or customer should be nominated to provide 360 feedback is whether they would be able to answer questions about the subject's day-to-day behaviour. If unsure, review the questions in the Hogan 360 sample report. Evaluators do have the option to choose "Not Applicable/Not Observed" but this will dilute the quality of the feedback.

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



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