

Hogan 360 Suite Data Privacy Information



CONFIDENTIALITY

All feedback collected from subjects and evaluators during the Hogan 360 process is treated with the highest degree of confidentiality. Individual responses are anonymised and grouped by rater category (e.g., Peers, Direct Reports), ensuring that no single evaluator can be identified, except in the case of the Manager, whose feedback is presented individually. Open-ended comments are included verbatim but are not attributed to specific individuals, rather by rater group. It is important for the person delivering the 360 debrief to review comments prior to delivering feedback. Feedback data is used solely for the purpose of participant development and will not be disclosed beyond the agreed reporting structure.

INFORMED CONSENT

Participation in the Hogan 360 process is voluntary and based on [informed consent](#). Before completing the survey, all participants — both Subjects and Evaluators — are required to be informed of the purpose of the assessment, how the data will be used, who will have access to the report, and the confidentiality protections in place. This is the responsibility of the ordering organisation to communicate this prior to the launch of the 360 assessments. A communication plan should be established to ensure trust in the process. By proceeding with the survey, participants confirm their understanding and agreement with these terms.

COLLECTION OF DATA

The Hogan 360 suite is hosted on the Qualtrics platform (software as a service). Data is collected securely via the Qualtrics platform, which meets global data privacy and security standards including compliance with GDPR and Australian Privacy Principles. Participants provide both quantitative and qualitative feedback through structured rate on scale items, areas of strength, areas for development and open-ended questions. Demographic information is collected and deidentified for the purpose of creating global benchmarks (norms). Age and gender are not mandatory. Personal identifiers are limited to the Manager's responses and the subjects name in the final report.

All participants have the right to request the deletion of their data however this should be discussed with the ordering organisation and PBC to ensure the project is complete and data is no longer required.

DISTRIBUTION OF REPORTS

The Hogan 360 report is provided only to the Subject and the consultant delivering the debrief. All reports must be delivered by a Hogan 360 certified user (separate to standard Hogan certification). If the report is to be shared more broadly within the organisation — including with the participant's manager, HR, or other stakeholders — explicit permission must first be obtained from the Subject. This approach ensures participant confidentiality and reinforces the developmental intent of the process.

For further information please refer to:

- [PBC's Privacy Policy](#)
- [Hogan 360 Best Practice Materials](#)
- [Qualtrics Security Statement](#)

You can also contact PBC's Privacy officer at privacy@peterberryconsultancy.com



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



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