

Measure Leadership Effectiveness with the Hogan 360

The Hogan 360 powered byPBCis a comprehensive multi-rater feedback tool designed to help career-minded individuals and leaders at any level of an organisation gain a better understanding of how they are perceived by managers, peers, direct reports, and others.

The four quadrant Hogan 360 Leadership Model represents a comprehensive, generic and global set of competencies that allow the measurement of a leader's performance and behaviour. Many organisations customise the Hogan 360 to reflect their values, strategy, and leadership competency framework.

Self
Management
Integrity
Resilience

Relationship
Management
Communication
People Skills
Team Player
Engaging

Working In
the Business
Capability
Efficiency
Results
Customer

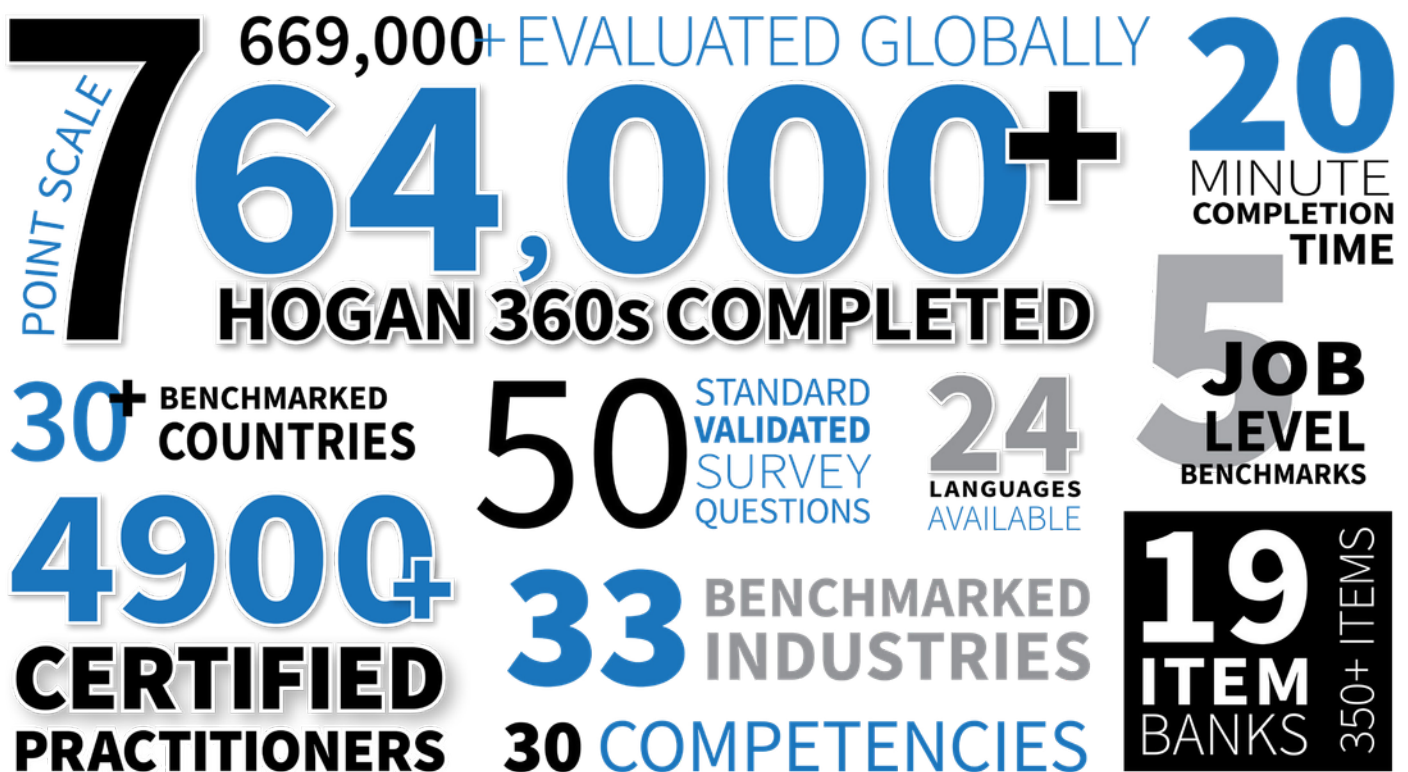
Working On
the Business
Accountability
Motivation
Strategy
Innovation

Accurately measure
leader's reputation
With strong technical
validity & reliability

Build leadership
knowledge
With universal
leadership model

Compare &
contextualise scores
With global & industry
benchmarking

Prioritise
development areas
With top strengths &
opportunities



Turning Multi-Rater Data into Meaningful Insight

The Hogan360 provides a clear, research-grounded view of how leaders are experienced by those around them. Scores are contextualised using global benchmarks, enabling meaningful comparison, prioritisation, and development planning.

Name	Benchmarking your score				
Maria Sample	By researching the results of thousands of managers, the benchmarking cutoffs are as follows:				
Score					
6.4					
No. of Raters	Percentile	10	25	50	75
13	Mean	5.1	5.4	5.7	6.0
					6.2

Product Specifications

Survey Structure

- 15-20 minute completion time
- Open ended questions
- 50 Rate-on-scale questions
- A 7-point scale with clearly defined global benchmark percentiles
- Tables showing strengths and opportunities relative to the global benchmark
- Written text including identification of any

Global Database

Over 64,000 leaders across the globe

Customisation

- Your brand
- Mapping to your competency model
- Custom interpretation resources
- Available in 20+ languages

Interpretation Resources

- Technical Manual
- Development Activities Guide
- Feedback Guide
- Debriefing & feedback videos
- Consulting support

Research

- White papers
- Thought leadership
- Case studies

Complimentary Online Certification

Applications of the Hogan 360



The Hogan 360 can be applied at the individual, team, cohort, and organisation levels using a consistent leadership model and global benchmarks. This flexibility allows organisations to address immediate development needs while also generating robust insight to inform succession, talent strategy, and broader leadership initiatives.