

# Hogan Leadership Assessments



**Hogan Leadership Assessments** are a powerful tool that provide leaders with self-awareness and a deeper understanding into their strengths, behaviours, challenges and drivers. Insights drawn from these assessments enable people to understand how they can be more effective in their role, in a team and as a leader.

The Hogan LFS is a powerful assessment offering information regarding characteristics, competencies and values that underlie how leaders approach work and interact with others in the workplace. These assessments are a powerful tool that provide you as a leader with self-awareness and a deeper understanding into your own behaviour, style, communication and values. Insights drawn from assessments enable leaders to understand how they can develop leadership capability, become more effective and improve performance.

## Why Hogan?

Grounded in more than 30 years of validated research, Hogan assessments were the first to scientifically measure personality for business performance. Hogan was developed with strict attention to proven psychological theory and are evidence-based. The Hogan assessment suite is widely used for leadership development from middle management to the executive level with more than 9 million leaders having completed the assessment. There is no such thing as an ideal score or personality profile. Each individual's assessment scores are likely to reveal some strengths and some potential challenges or risk factors.

## Outcomes include:

- Increased self awareness of strengths and how to leverage them to increase performance
- Improved knowledge of risk behaviours and how they impact others increasing the speed of behavioural change
- Insight into personal drivers and how they fit into the team and organisational context
- Deeper understanding into their own and other's behaviour, leadership style, communication and values
- Improved emotional and social intelligence of other's key drivers

## What is included?

- The Hogan assessments are online and each assessment takes participants between 15-20 minutes to complete. The maximum total assessment time is one hour.
- Following this participants have a 1.5 hour coaching session with a certified Hogan Coach from McCarthy Mentoring who will discuss your assessment key insights and provide written reports.
- Participants will be asked to share their Hogan insights with the coach as well as their Line Manager as part of their development plan.

# Hogan 360 Assessments

**The Hogan 360°** is a comprehensive multi-rater tool that measures reputation by comparing self-assigned ratings against those from peers, stakeholders, managers, and direct reports. Commonly used for development purposes, the Hogan 360 offers constructive feedback and pinpoints priorities for improvement.

The **Hogan 360** benchmarks scores on each competency against other leaders, and highlights strengths and opportunities for development. This comprehensive feedback creates the opportunity for strategic self-awareness and professional growth.

The behavioural measures associated with emotional intelligence are a key component of the **Hogan 360**. Research shows that exceptional managers exhibit characteristics that indicate strong EQ behavioural competencies, such as strong people skills and a positive, enthusiastic attitude. Leaders who exhibit such traits are more likely to resonate with others and in turn, deliver results.

The report uses a simple yet strategic competency framework to provide a real-time look at an individual's attitude, behaviour, and performance. Analytics from the Hogan 360 assist organisations' understanding of leadership capability and gaps.

## What is included in the Hogan 360?

- Administration of the Hogan 360 online assessment completed by participants and between 8-20 raters. Assessments take 15-20 minutes to complete.
- Development of **Hogan 360** report featuring score graphs, interpretation, recommendations and development planning
- In-depth result analysis and 1 hr coaching debrief delivered by certified Hogan Coach from McCarthy Mentoring
- Identification and discussion of key focus areas for the individual
- Sample report: [https://www.peterberry.com.au/files/hogan360/hogan\\_360\\_-\\_john\\_sample\\_english.pdf](https://www.peterberry.com.au/files/hogan360/hogan_360_-_john_sample_english.pdf)