

About this report

The Hogan High Potential 360 Report combines elements from the Hogan 360 multi-rater survey and the Hogan High Potential Talent model.

The Hogan 360 is an online multi-rater assessment tool that gathers leadership feedback from a variety of key stakeholder groups.

The Hogan 360 has 50 items which can be rated on a scale from 1 to 7, with the average from these items presented on Page 3 of this report as the Hogan 360 Score. This score is compared with a global benchmark of thousands of managers and leaders which is updated annually. The Hogan 360 model is below.

The Hogan 360 Leadership Model



Self-Management refers to personal awareness, self-regulation, stress management, resilience, transparency and authenticity. It describes the process of managing one's emotions maturely to achieve the best outcomes.

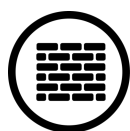
Relationship Management refers to the ability to achieve better results through better relationships. It is about getting along with others in order to get ahead.

Working in the Business refers to having the experience, capability and efficiency to consistently deliver great results. It requires having the energy, passion and competitive drive to stay in the performance zone.

Working on the Business refers to adding extra value through innovation and strategic planning, and building motivated, accountable teams. Success in this area can involve long-term planning to achieve competitive advantage and delivering results through high-performing cultures.

The Hogan High Potential 360 Model

The Hogan High Potential 360 combines 36 items from the standard Hogan 360 with 22 items measuring High Potential Talent competencies. These items combine to give the Hogan High Potential 360 Score presented on page 7. The Hogan High Potential Model is below.



Leadership Foundations - Leadership potential is based on certain personal attributes that form the building blocks for career effectiveness. Before people can lead others, they must first demonstrate their ability to contribute to a team and they must establish a personal reputation as dependable and productive.



Leadership Emergence - Leadership potential depends significantly on the degree to which people are perceived as leaders. People who emerge as leaders are able to create a leader-like impression by standing-out, being noticed, and seeming influential.



Leadership Effectiveness - Leadership potential involves being able to build and maintain high performing teams. Effective leaders attract, retain, and develop talented team members, and then secure resources, remove barriers to success, and achieve strategic business goals.