

Data Protection Notice

What we need ?

We as DTAG with all our interlinked providers and subproviders like Assessment Systems International and HOAGN acting as a Data Processor on behalf of us need to inform you on the process of testing.

For the purpose of this test, we do not need to collect any of the personal data from you. Please note that the system did not and will not ask you about your name or any other personal data that can identify you. The test results alone cannot be used for the identification.

On the other hand, the Company is processing all the personal data, when needed, fulfilling the highest standards of data protection and information security based on, but not limited, to the regulation EU GDPR 2016/679 (Regulation (EU) 2016/679 of the European Parliament)

Why we need it?

HOGAN is acting as a processor (service provider) for the competency assessment on behalf of DTAG. The Hogan tests are to be completed for the process defined by us for the purpose of being part of an Assessment Center, Development Center or just for Development needs. DTAG have already informed you on that. DTAG can take the results of the Hogan test into consideration in the development and/or selection process. For more information on the need of such processing, you should contact the person from whom you have received the demand for the testing.

In order to fulfil the purpose determined by DTAG (acting as a Data Controller) we need to process the answers given in the testing, and provide the results DTAG.

The participation in the test is voluntary and all answers to questions which are not mandatory as part of the test procedure are voluntary and not necessary for the proper execution. No participation does not lead to any disadvantages.

What we do with it ?

After you have completed the test(s) with the User ID and password provided for you in the first email you have received from DTAG, the system generates and sends the test results to the DTAG administrator (in this case DTSE (Deutsche Telekom Services Europe)). The administrator matches the test results with your contact details, using its internal tracking key processes.

Our Hogan based testing is using the infrastructure of the Hogan Assessment Systems, USA in order to process your answers and compute your results with the help of the necessary and copyrighted algorithms. There is no personal information recorded within this infrastructure and there is no possibility to identify you.

No other third party providers have access to the test data, unless specifically required by law and even in this case, they are processed by the explicit consent of the Data Controller as defined by the regulation EU GDPR 2016/679.



How long we keep it ?

As there are no personal data involved on our side, we store only the raw test results for the purpose of increasing the accuracy of the norms. After 6 months the data will be deleted automatically.

What are your rights?

Should you believe that any personal data we might hold on you is incorrect or incomplete or subject to any other cause, you have the ability to request to see this information, rectify it or have it deleted. For the most efficient of action, please contact the Data Controller directly.

By continuing with the test, the information given above is automatically approved.
You can withdraw your agreement at any time by contacting us and your data will be deleted.
Please do not hesitate to contact us for any further questions.

Contact: eignungsdiagnostik@telekom.de

