

Privacy Statement

We are committed to ensuring the security of information, products, and services. An important part of this is the protection of information about (potential) clients/participants, protection of their privacy, and ensuring their (personal) data is handled correctly.

The information we obtain from (potential) clients and participants is stored and processed with the greatest possible care. In doing so, we comply with all applicable laws and regulations, including the Code of Ethics for Psychologists and the General Data Protection Regulation (GDPR).

Collection, processing, and security of personal data

We collect and process personal data for the following purposes:

- To communicate with clients or participants.
- To be able to perform the agreed-upon service.
- To conduct research to improve the quality of our tests/questionnaires.

The personal data processed in our Talent Scanner test system (the platform that hosts the Sphere of Influence 360) is carefully secured and inaccessible to third parties. For example, data received via the system is sent via a secure HTTPS connection and the data center where the dedicated server is located is ISO27001 certified.

In the unlikely event of a data breach, we will report it immediately to the supervisory authority in accordance with GDPR guidelines and, if applicable, inform the affected parties.

Secrecy

Our employees are contractually bound to ensure the confidentiality of confidential information, including personal data. Only authorized employees have access to this information. All employees have been instructed on how to deal with confidential information and have received training in how to deal effectively with social engineering attacks.

Individuals have the option to access their personal data and to have any inaccuracies corrected. They also have the right to request the deletion of their own data (the right to be forgotten).

Talent Scanner will never commercially exploit data provided passively or actively.

Third parties involved in the execution or support of the service, such as the test's technical supplier, are also contractually bound to confidentiality.

Occasionally, certain necessary data may have to be made available to third parties because of a legal obligation or a dispute, for example in the case of a collection procedure.

Retention period, access and deletion of personal data

Candidate data on the Talent Scanner platform is stored for a period of 1 year. This is the retention period indicated as a guideline by the Netherlands Institute of Psychologists (NIP) and described in article 36 of the NIP Professional Code. On the Talent Scanner platform, candidates are more specifically informed about the purpose, their rights, and other relevant information regarding the processing of their personal data.

Personal data used to ensure that customers can manage their subdomain of the platform are retained until the respective customer requests their deletion.

Cookies

The Talent Scanner website is powered by WordPress. WordPress is a Content Management System developed by Automattic, which uses cookies to verify if your browser supports cookies. These cookies are not used for analytics and are strictly functional. They are utilized to save certain user settings, optimizing the use of the website. WordPress complies with the guidelines of the General Data Protection Regulation (GDPR). You can read more about Automattic's Privacy Policy [[here](#)].

Talent Scanner employs analytical cookies to measure the number of visitors to the websites and to identify the most viewed content. For this purpose, Talent Scanner uses Google Analytics, a web analysis service provided by Google Inc. Google Analytics uses cookies to analyze how users use the site. This data is stored anonymously. Google Inc. adheres to the GDPR guidelines. You can read more about the Privacy Policy of Google Inc [[here](#)].

Third-Party Services

When you sign up for our newsletter, you will regularly receive news and tips on communication, leadership, and collaboration. You can unsubscribe at any time. Newsletters are sent via Mailchimp. Mailchimp ensures that information is treated confidentially and is only used for sending the newsletter. You can read more about Mailchimp's Privacy Policy [[here](#)].

Purchases through our online store are processed via Shopify. To send purchased items to the correct address and to keep you informed about the progress of this shipment via email or WhatsApp (you can choose), relevant data are collected for this purpose. You can read more about Shopify's Privacy Policy [[here](#)].

Questions and Requests

For your questions and requests, you can contact us via the contact form.


Changes


Talent Scanner expressly reserves the right to change this Privacy Policy. The most recent changes were made on April 1, 2024.

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