

US Department of Health and Human Services

Third Party Websites and Applications Privacy Impact Assessment

Date Signed:

March 30, 2026

OPDIV:

IHS

Name:

Core Strengths - Self Deployment Inventory (SD) Assessment

TPWA Unique Identifier:

T-2811966-858896

Is this a new TPWA?

Yes

Will the use of a third-party Website or application create a new or modify an existing HHS/OPDIV System of Records Notice (SORN) under the Privacy Act?

No

If SORN is not yet published, identify plans to put one in place.

null

Will the use of a third-party Website or application create an information collection subject to OMB clearance under the Paperwork Reduction Act (PRA)?

No

Indicate the OMB approval number expiration date (or describe the plans to obtain OMB clearance).

Expiration Date: 1/1/01 12:00 AM

Describe the plans to obtain OMB clearance.

Explanation: null

Does the third-party Website or application contain Federal Records?

No

Describe the specific purpose for the OPDIV use of the third-party Website or application:

The Strength Deployment Inventory 2.0 (SDI 2.0) is a personality assessment tool used to understand individual strengths and how they relate to others, particularly in work environments. SDI 2.0 is a web-based subscription tool that provides foundational relationship intelligence to improve collaboration and results across individuals, teams, and departments. It offers insights into employees' strengths, motivations, and behaviors, helping IHS better understand their people. The program supports more effective communication, encourages constructive conversations, and helps depersonalize conflict by revealing how individuals respond to it and offering tools to interpret behavior more accurately.

Have the third-party privacy policies been reviewed to evaluate any risks and to determine whether the Website or application is appropriate for OPDIV use?

No

Describe alternative means by which the public can obtain comparable information or services if they choose not to use the third-party Website or application:

The alternative is to continue business as usual. The manual process of evaluating employees will depend on managers and supervisors through direct communication and performance reviews.

Does the third-party Website or application have appropriate branding to distinguish the OPDIV activities from those of nongovernmental actors?

Yes

How does the public navigate to the third party Website or application from the OPDIV?

The third-party website or application will be secured and accessible only to employees with access privileges.

Please describe how the public navigate to the thirdparty website or application:

The public will not navigate the third-party website or application.

If the public navigate to the third-party website or application via an external hyperlink, is there an alert to notify the public that they are being directed to anongovernmental Website?

No

Has the OPDIV Privacy Policy been updated to describe the use of a third-party Website or application?

Yes

Provide a hyperlink to the OPDIV Privacy Policy:

<https://www.ihs.gov/privacypolicy/>

Is an OPDIV Privacy Notice posted on the third-part website or application?

No

Is PII collected by the OPDIV from the third-party Website or application?

No

Will the third-party Website or application make PII available to the OPDIV?

No

Describe the PII that will be collected by the OPDIV from the third-party Website or application and/or the PII which the public could make available to the OPDIV through the use of the third-party Website or application and the intended or expected use of the PII:

The third-party Website or application will not contain or collect any personal identifiers.

Describe the type of PII from the third-party Website or application that will be shared, with whom the PII will be shared, and the purpose of the information sharing:

The third-party Website or application will not contain or collect any personal identifiers.

If PII is shared, how are the risks of sharing PII mitigated?

The third-party Website or application will not contain or collect any personal identifiers.

Will the PII from the third-party website or application be maintained by the OPDIV?

No

Describe how PII that is used or maintained will be secured:

The third-party Website or application will not contain or collect any personal identifiers.

What other privacy risks exist and how will they be mitigated?

The third-party Website or application will not contain or collect any personal identifiers.