

TalentPredix™ 360 FAQs – Practitioners

What are the benefits of 360 feedback?

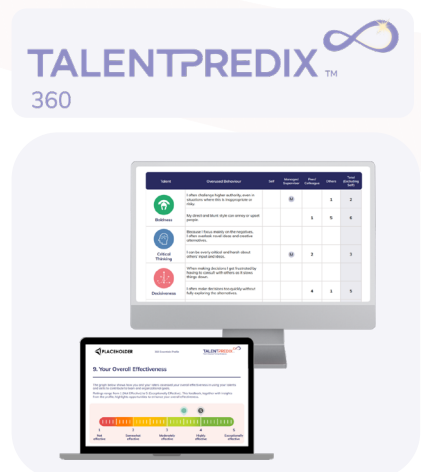
A well-designed and executed 360 feedback process delivers powerful, well-rounded insights into an individual's strengths and development areas by capturing perspectives from managers, peers, direct reports, and others they work with. This holistic view enhances self-awareness, strengthens leadership behaviours, and promotes more effective communication and collaboration.

For organizations, 360 feedback delivers measurable ROI by **enhancing performance conversations, supporting career development, strengthening leadership pipelines, improving talent retention, and driving more effective succession planning and team performance.**

However, [research](#) highlights several problems with conventional 360 feedback methods. When surveys are poorly designed and conducted, they may lead to both disengagement and a decline in performance, rather than leaving people motivated and empowered.

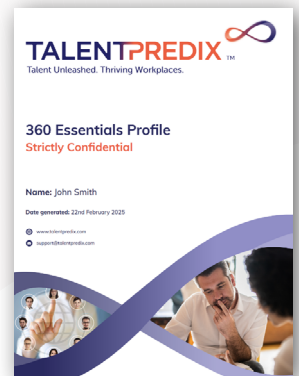
What is TalentPredix™ 360?

TalentPredix™ 360 is a next-generation 360-feedback tool like no other! It provides deep, actionable insights to accelerate individual and leadership development. With three powerful versions — **Essential, Self-Mastery, and Leadership** — all available on one intuitive platform, it's designed to unlock talent, boost performance, and support growth at every level of your organization.



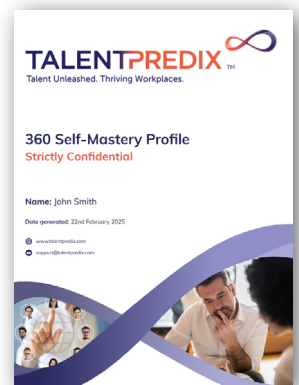
TalentPredix™ 360 Essential

This version provides individuals with rich insights into their unique talents and how effectively these are being applied at work. It also highlights potential blind spots and barriers that may be limiting their performance, growth, or career progress — making it a powerful foundation for personal development.



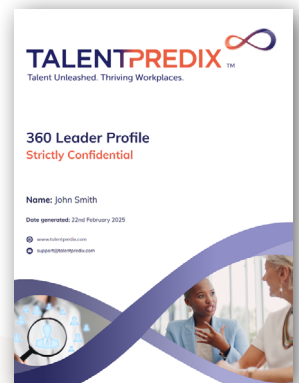
TalentPredix™ 360 Self-Mastery

Building on the Essential version, this edition assesses **eight core Self-Mastery capabilities** — including self-awareness, self-discipline, emotional agility, and resourcefulness. It empowers employees to not only harness their talents more effectively but also develop the mindset and practices essential for long-term career success and personal growth.



TalentPredix™ 360 Leadership

This advanced version includes everything in the Essential toolkit, plus a focused assessment of eight key Leadership capabilities, such as developing others, building high-performing teams, and inspiring performance. It helps leaders strengthen their impact, optimize their strengths, and lead more effectively through others — all while aligning with your organization's strategic goals.



How does TalentPredix™ 360 differ from traditional 360 assessments?

Unlike many traditional feedback tools, **TalentPredix™ 360** offers a refreshing approach that is **positive, inclusive**, and genuinely **empowering** — creating a more engaging and developmental experience for everyone involved.



Positive:

TalentPredix™ 360 highlights the unique **talents** individuals bring to their roles and how these can be developed into high-impact strengths through skill-building, stretch opportunities, and adaptability.

While the focus is strengths-based, the tool doesn't shy away from growth areas — it also identifies potential **blind spots** and **performance blockers** that may hinder success or progression, offering a balanced, growth-oriented perspective.

Inclusive:

Most 360 tools are designed with leaders in mind and tend to be lengthy and cumbersome.

TalentPredix™ 360 is different — it's built for **all roles**, including professionals in non-managerial or early-career positions.

Its streamlined design makes it **quick, clear, and accessible** to complete — ideal for busy **professionals and those who are neurodivergent or prefer a more user-friendly feedback experience**.

Empowering:

Because the feedback is **strengths-based, solution-focused, and easy to act on**, users walk away feeling empowered and energized.

TalentPredix™ 360 delivers clear, actionable insights that empower individuals to **take ownership of their growth and build performance-enhancing habits and practices**, offering a more uplifting and impactful experience than traditional 360 reviews.

Who is TalentPredix™ 360 designed for?

The **Essential** and **Self-Mastery** versions of **TalentPredix™ 360** are perfectly suited for **individual contributors, specialists, early-career professionals and other staff without managerial responsibilities**, helping them build self-awareness and unlock their potential.

The **Leadership** version is specifically designed for **managers, senior leaders, and high-potential individuals**, providing targeted insights to strengthen leadership capability and drive team performance.

How does the 360 process work?



Self-Assessment: The participant completes their own TalentPredix™ Standard questionnaire (if they haven't already done this) and their self-assessment.



Rater Nominations: The participant selects raters (e.g., peers, managers, direct reports, stakeholders).



Feedback Collection: Raters provide confidential feedback on the participant's strengths, potential performance limiters and recommendations for improvement.



Insight Report: A personalized 360 report is generated, highlighting key themes, strengths alignment, and development recommendations to support meaningful growth.



Coaching or Debrief: The participant discusses the results with a certified TalentPredix™ coach to develop new insights and create an action plan.

Can someone who has already completed the TalentPredix™ Standard assessment complete only the 360 questionnaire?

Yes, if someone has already completed the **TalentPredix™ Standard assessment**, they do **not** need to retake the main questionnaire. They can proceed directly to the **360 module**, provided the practitioner has sufficient 360 profile credits.

However, if the Standard profile was completed **more than 12 months ago**, we recommend retaking the full assessment to ensure the insights are current and relevant.

How long does it take to complete?

Estimated Completion Times for TalentPredix™ 360:

	For Participants	For Raters
Essential Version	5–10 minutes	10–15 minutes
Self-Mastery Version	10–15 minutes	15–20 minutes
Leadership Version	10–15 minutes	15–20 minutes

These timeframes may vary slightly based on individual response styles and the level of detail provided.

How long does the full TalentPredix™ 360 process take?

The timeline can vary depending on three key factors:

1. **Participant and rater engagement**
2. **The number of raters involved**
3. **How closely the process is managed by the practitioner/administrator**

Typically, we recommend allowing **2 to 4 weeks** to complete the full process, depending on how quickly participants and raters respond.

How many raters can be included?

Participants can include **up to 20 raters** across a range of categories — including **managers, colleagues/peers, direct reports, and other stakeholders**.

To ensure meaningful and reportable data, at least **2 raters** are required in the **colleagues** and **direct reports** categories for their feedback to be shown separately.

For well-rounded, balanced insights, we recommend selecting at least 10-12 raters from a mix of these groups.

Is the feedback anonymous?

Manager feedback is identifiable to provide clear, actionable guidance from the participant's direct supervisor. Feedback from all other rater groups remains anonymous to encourage honesty and objectivity.

Can TalentPredix™ 360 be used for team development?

Yes! TalentPredix™ 360 can be used to uncover team strengths, enhance team dynamics, and identify development opportunities—making it a powerful tool for coaching and developing leadership, functional, product or project teams, especially when paired with the **TalentPredix™ Team Profile**.

How do participants and raters access the TalentPredix™ 360 platform?

Participants and raters will receive an email invitation with a secure link to access the platform and complete their self-assessment or feedback.

How do participants and raters access the TalentPredix™ 360 platform?

Our support team is available at support@talentpredix.com to assist with any technical challenges.

What support is available for TalentPredix Practitioners?

To help practitioners confidently understand and use the 360 system, we're providing the following support:



Live 360 briefing sessions running regularly from late June through September 2025



Practical tools and resources available in the Practitioner Resource Area under the 360 tab



Ongoing personalised support from our team at support@talentpredix.com

Can the 360-feedback process be customized for organizations?

Yes, limited customization options are available — including company branding to align the platform with your organization's identity.

However, customization of the questionnaires themselves is not currently supported.

Where is the TalentPredix 360 data stored?

All data is securely stored on Microsoft's cloud-based servers in the UK and is fully compliant with UK and EU data protection regulations, including GDPR.

How much does TalentPredix™ 360 cost?

Pricing:

360 Assessment: £50 per person



Combined Standard + 360 Assessment: £95 per person



Currently, there is no additional charge for the Self-Mastery and Leadership versions, but this will change in the future. We encourage you to take advantage of this **limited-time opportunity to access the enhanced profiles at no extra cost.**

All prices are exclusive of VAT and based on self-serve project administration.

Volume and package discounts are available. Contact us to discuss your needs and learn more about our special launch offers.

How can I sign up for TalentPredix™ 360?

Pre-register now for the briefing sessions [HERE](#) or request a demo by emailing info@talentpredix.com

When is TalentPredix™ 360 launching?

The official launch is planned for **end June 2025** — stay tuned for updates!