

TalentPredix™ 360 FAQs – Respondents

What is the purpose of 360 feedback?

360 feedback gives you a well-rounded view of how others perceive your strengths and areas for growth. By gathering feedback from people you work closely with- such as your manager, peers, and direct reports - it helps build self-awareness, improve your leadership and communication skills, and support your personal and professional development.

What is TalentPredix™ 360?

TalentPredix™ 360 is a next-generation feedback tool designed to help you grow and perform at your best. It offers deep, practical insights to support your development, using a positive and strengths-based approach.

There are three versions available:



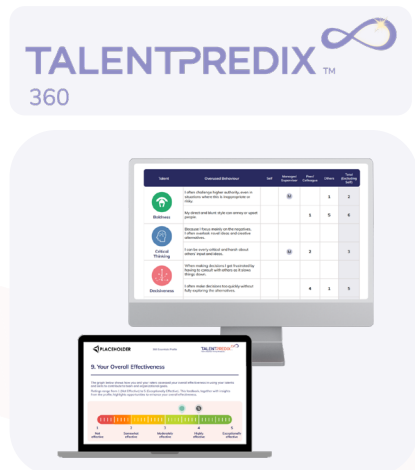
Essential – Focuses on your core talents, how effectively you're using them, and any blind spots that may limit your performance or career progress.



Self-Mastery – Builds on the Essential version and assesses eight personal effectiveness capabilities such as self-awareness, emotional agility, and resilience.



Leadership – Adds feedback on eight key leadership capabilities including developing others, leading teams, and inspiring performance.



How is TalentPredix™ 360 different from other feedback tools?

TalentPredix™ 360 is:



Positive:

Highlights what you do well and how to turn your talents into high-impact strengths. It also helps you identify performance blockers in a constructive, forward-looking way.

Inclusive:

Designed for everyone, not just leaders. It's clear, concise, and easy to complete—even if you're new to feedback or short on time.

Empowering:

The feedback is practical and actionable, helping you take ownership of your growth and build habits that boost performance and confidence.

Who is it for?

Essential and Self-Mastery versions: Great for individual contributors, specialists, and early-career professionals.

Leadership version: Best suited for people managers, senior leaders, or those on a leadership track.

How does the 360 process work?



Self-Assessment: You'll complete your own TalentPredix™ Standard profile (if not already done) along with your 360 self-assessment. **Please complete your self-assessment as soon as possible to give your raters enough time to respond before the deadline.**



Rater Nominations: You choose colleagues, managers, and others to give feedback.



Feedback Collection: Raters complete a short, confidential survey.



Insight Report: You'll receive a personalized report showing key strengths, blind spots, and areas to develop.



Debrief Session: You'll review the results with a certified coach to reflect and plan your next steps.

What if I've already completed the TalentPredix™ Standard assessment?

If you've completed the TalentPredix™ Standard assessment within the past 12 months, you don't need to retake it. You can go straight to your 360 feedback. If it's older than 12 months, we recommend updating it for the most accurate insights.

How long does it take to complete?

	Your time commitment	Your raters' time commitment
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

Times may vary depending on how much detail is provided.

How long does the full 360 process take?

We recommend allowing **2 to 4 weeks** from start to finish. This gives enough time for you to complete your self-assessment, nominate your raters, and for them to respond.

How many raters can I include?

You can nominate up to **20 raters** from different groups (e.g., manager, peers, direct reports). For their feedback to appear in your report:

- You need at least **2 colleagues** and **2 direct reports** (if you are completing the leadership version) to complete the survey.
- We suggest nominating **10–12 raters** for the best results.

Is the feedback anonymous?

Yes, for all groups except your manager. Manager feedback is visible so you can take direct action on their input. Feedback from colleagues, peers, and direct reports is anonymous to encourage honest responses.

How will I access the 360 platform?

You'll receive an email with a secure link to the platform, where you can complete your self-assessment and nominate your raters.

What if I have technical issues or questions?

If you experience any issues or have questions during the process, our support team is here to help. Email us at support@talentpredix.com.

When will I receive my 360 report?

You'll receive your personalized 360-feedback report before your scheduled debrief or workshop session. Your coach or facilitator will help you interpret the results and create a practical development plan.