LEADBeyond

MARKET OVERVIEW · AS OF 26 NOVEMBER 2026

360 Feedback Software and Providers 2027

20 providers in four categories, the same six questions, only what the providers state on their own pages.

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How this overview was made

- Every statement comes from the providers' own pages, accessed 26 November 2026; older statements carry their date in the cell.
- Every row answers the same six questions: price list, hosting, anonymity, time frame, debrief with a consultant and what is measured.
- No prices, no ranking, no ratings. We only say whether a price list is published.
- "Not documented" means the provider's pages do not say. It is a question to ask, not a verdict.
- Order: our own row at the top, the others by category and alphabetically within each.

Disclosure

This overview was written by LEADBeyond, the provider of LEADBeyond 360° (consultant-led). Our row answers the same questions as every other row and sits at the top so you can compare it directly.

The four categories

Survey tools

Survey tools you can build a 360 questionnaire with. You build groups, thresholds and analysis yourself.

easyfeedback · Google Forms · Microsoft Forms · SurveyMonkey · Typeform

HR and people suites with a 360 module

360 is one module of a wider HR platform, usually next to reviews, goals and engagement.

Culture Amp · Honestly · HR Instruments · Lattice · Leapsome · Personio · Qualtrics · Sprad

Specialist 360 platforms

Pure 360 software without an HR suite around it; content and conversations stay with you.

FEEDWARE · Spidergap

Consultant-led providers

Software as part of a service: questionnaire, analysis and debrief from one provider.

LEADBeyond 360° · Crews & Captains (3sixty) · Haufe Akademie · Kienbaum · meta | five

What the providers themselves document

Provider · Price list	Hosting	Anonymity	Time frame (and what it covers)	Debrief with a consultant	What is measured
LEADBeyond 360° Our offer Consultant-led Price list: No – quote	Frankfurt am Main: all answers and reports; emails (without answers or results) via a mail service that stores metadata, logs and API records in the US	Default 2 per group, configurable; a single supervisor shown separately only if agreed	Setup within 5 days; questionnaire ≈ 18 min (self), 10–15 min (raters)	Yes: a consultant reviews every report before release; development conversation or coaching	Beliefs, capability, stress triggers, behaviour, outcomes, well-being
Survey tools					
easyfeedback Survey tool Price list: Yes – plans per month or year; no separate 360 price	Data centre in Germany; ISO 27001 and TISAX	Results visible only from a minimum number of participants (Business and up); number not published	Single plan: 3 months for one survey project	Not documented ("Ohne externe Berater"); onboarding consulting depending on plan	Own competency models, questions and scales, or 90+ templates
Google Forms Survey tool Price list: Yes – as part of the Google Workspace plans	Data region US or Europe from Workspace Business Standard; Business Starter not listed	No threshold documented	Not published	Not documented	Whatever you ask; no 360 template documented
Microsoft Forms Survey tool Price list: Part of Microsoft 365; pricing page unreachable on 26 Nov 2026	No specific commitment; EU/EFTA tenants' data stored in the EU/EFTA by default	No threshold documented	Not published	Not documented	Whatever you ask; no 360 template documented
SurveyMonkey Survey tool Price list: Yes – Team plans per user per month; Enterprise on request	EU data centre for Enterprise customers only; otherwise US	No product threshold documented; the 360 template cites three responses as typical HR practice	Template: "most teams establish a 2-week review window"	Not documented	360 template with a 5-point scale and separate routes for supervisors, peers and direct reports
Typeform Survey tool Price list: Yes – plans per month	Choice of US or EU data centre on the Enterprise plan only (new customers only per help centre, as of 2 Sep 2026)	No threshold documented	Not published	Not documented	No 360 template; employee evaluation template with adjustable competencies
HR and people suites with a 360 module					
Culture Amp HR/people suite Price list: No – quote	EU region if chosen at contracting; otherwise US	No minimum reporting size (Effectiveness 360)	Survey window: typically 1–2 weeks (Effectiveness 360)	Review with a nominated coach, usually the manager; coaching listed for 1,000+ employees	Strengths and opportunities from set lists, no traditional rating scale (Effectiveness 360)

Provider · Price list	Hosting	Anonymity	Time frame (and what it covers)	Debrief with a consultant	What is measured
Honestly HR/people suite Price list: Yes for plans (per employee per month); 360 module an add-on from Business, no price on the pricing page	Germany ("gehostet in Deutschland"; FAQ: "Deutschland bzw. der EU")	Default 5, set per survey by the admin; 360 can also run at a threshold of 1	Survey window: recommends 10–14 days	No 360 debrief documented as a service; guide recommends a personal debrief; engagement-expert consulting optional	Statements on dimensions such as communication (guide); templates or own questions
HR Instruments HR/people suite Price list: No – quote (depends on module catalogue)	Germany, own servers, no third-party providers; certification not documented	No threshold documented	Not published	Expert consultation offered; whether included is not published	Own questionnaire, described by the provider as science-based
Lattice HR/people suite Price list: Yes – per seat per month	Frankfurt (backup Dublin), new customers only; processing also outside the EU	Named or anonymised per cycle; no minimum documented	Not published	Not documented; the manager shares the review	Own questions; customisable templates, question bank incl. competencies
Leapsome HR/people suite Price list: Yes – per employee per month	Germany (AWS, per sub-processor list); AI features processed globally	Shown from two responses; manager assessments not anonymous (as of 19 Oct 2026)	Onboarding: usually 1 to 4 weeks, per the provider	Not documented; the manager releases the assessment (as of 19 Oct 2026)	Competencies from your own framework, goals, own questions
Personio HR/people suite Price list: No – quote (as of 19 Oct 2026)	"Data stored in Europe" (homepage); no location on the security page (as of 19 Oct 2026)	No minimum documented; reviewer names can be hidden from recipients, supervisors always see them	Not published	Not documented; peer reviews always go to the supervisor	Own forms; optional performance and potential ratings
Qualtrics HR/people suite Price list: No – "Request Pricing", based on employee count	Location not documented on the pages read; EU data centre in Frankfurt (AWS) announced in 2022	Configurable threshold per rater group; no default documented	Not published	Not documented; personalised reports with recommended next steps	Competency templates for senior leaders, people managers and individual contributors
Sprad HR/people suite Price list: No – platform fee without a published amount; no separate 360 price	"Hosted in Europe"; Enterprise: ISO-certified hosting in the EU	Three responses as the common setting; the customer sets the threshold	Setup: under 3 hours to a running setup, per the provider	Not documented; expert coaching during setup, AI coaching in Slack or Teams	Behaviour-anchored questions from your own skill framework
Specialist 360 platforms					
FEEDWARE Specialist 360 platform Price list: No	Frankfurt and Berlin (ISO 27001 data centres in Germany)	Threshold documented; number not published	Programme: about 30 days in four phases (kick-off days 1–3 to implementation days 22–30)	Moderated feedback conversations and coaching offered; whether included is not published	Behaviour, leadership style, development potential; questionnaire or own items

Provider · Price list	Hosting	Anonymity	Time frame (and what it covers)	Debrief with a consultant	What is measured
Spidergap Specialist 360 platform Price list: Yes — per year	Servers in Europe (Google, Rackspace); ISO 27001	Groups under 3 responses can be combined with others (configurable); 4–5 advised for text	Example plan: invitations in week 1, reports shared in week 5	Not documented; software for coaches and consultants with their own clients	Best-practice template or own questionnaire
Consultant-led providers					
Crews & Captains (3sixty) Consultant-led Price list: No — individual quote	Germany, ISO-certified data centre	Configurable anonymity limits per group; number not published	Duration set in the briefing; action plan in a 90–120-minute consulting session	Yes: debriefs with 360° coaches in the standard process; own coaches as an alternative	Competency model; leadership version with 80 questions in four areas; own questionnaires possible
Haufe Akademie Consultant-led Price list: No — on request	Not documented for the 360	Recommends at least three people per feedback group (blog, 2 Sep 2026); system threshold not documented	Not published for the 360	Not documented for the 360	Ratings from supervisors, colleagues and customers; part of management diagnostics
Kienbaum Consultant-led Price list: No	Not documented for the 360	Not documented	Not published	Not documented	Leadership and management quality, e.g. via 360° feedback (assessment services)
meta | five Consultant-led Price list: No	Not documented (own platform "meta tools", "DSGVO-konform")	"Anonym"; no threshold documented	Not published	On request: consultants and coaches support reflection and next steps	21 competency dimensions of the meta competencies framework, or your own model

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