Solution Overview

Targeted Feedback®

Boost performance and fuel growth with 360 feedback.

Targeted Feedback® combines competency-based 360-degree feedback with AI coaching to help leaders and employees understand their strengths, focus their development, and turn insights into behavior change.

Value for Your Organization
Improve performance by addressing shared capability gaps and individual development needs.

Value for Your Participants
Help participants understand how multiple stakeholders experience their behavior and identify clear steps to improve.



Companies that combine assessments and coaching are **1.8x more likely** *to be among the top 10% of financial performers.*

- DDI, Global Leadership Forecast 2027

Strengthen Group and Individual Performance
Use feedback from multiple perspectives to identify shared needs and prioritize individual skill gaps.

Improve Coaching and Development
Give managers behavioral insights to guide more productive coaching conversations and performance reviews.

Make Growth Personal and Practical
Give participants actionable feedback on specific behaviors they can change to improve job performance.

Put Feedback to Work
Connect feedback to relevant learning and practice through DDI's proven solutions.

Solution at a Glance

Clear Insights and AI Coaching
A brief summary highlights feedback themes for each participant. A voice or text report assistant helps participants explore results and next steps for development.

Feedback Data on Specific Behaviors
Look beyond overall competency scores to uncover hidden strengths, potential blind spots, and specific behaviors to strengthen when working with different groups.

Competencies for Today's Workplace
Build 360-degree feedback surveys with relevant DDI competencies, including updated behaviors that reflect AI, automation, and new ways of working.

Easy Survey Setup and Administration
Start with a survey template, add participants and respondents, track completion, and send automated reminders. Clear behavioral statements and straightforward navigation make it easy for respondents to provide feedback.



Ongoing Development Beyond 360 Feedback
Build capabilities and improve performance with DDI's proven development solutions, guided by insights from 360 feedback. Optional coaching and group data reviews help translate results into meaningful development actions.

How It Works

Details

Audience: Individual contributors through executives

Feedback Sources: Self, manager, peers, direct reports, and others

Rating Scale: Five-point behavior frequency scale, with competency-level and overall comments

Reporting: Individual online and PDF reports, plus online group reports

Choose the Support You Need

- **Self-Service:** DDI trains your team to build and run surveys, with ongoing support.
- **Shared:** DDI builds your surveys and provides ongoing support. Your team manages the survey process.
- **Full Support:** DDI creates and administers your surveys, with support tailored to your needs.

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