ToolGPA

NOVEMBER 2026

15Five

The Insider's Guide

Performance reviews, 1-on-1s, OKRs and engagement surveys



Every plan, grade, refund rule and rival among HR software, read from 15Five's own pages.

Made by 15Five · checked Nov 12, 2026 · toolgpa.com

1.8
GPA



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Who made this guide, what else is on the site, and how to cite it

ToolGPA put this guide together from 15Five's own pages, its app-store listings and our grades. Every fact in it is on 15Five's page too, where it is kept up to date. Checked Nov 12, 2026.

Welcome

What it is, who it suits, its grades and the ten things to know first

1.8

GPA, above 13 of the 63 other HR software we grade

15Five is a performance-management platform with an Engage product for surveys, a Perform product for reviews, 1-on-1s, OKRs and career paths, and a bundle of both. It also sells manager training, an AI notetaker and AI coach, and compensation tools as add-ons. Prices are per user per month on annual billing.

To get you started, here are **8 things to know about 15Five**, taken from its own pages and our grades.

> **Review cycles, OKRs and survey settings all have to be set up before anyone gets value.**
>
> From our grade for ease of use

1 **Best for reviews, OKRs and 1-on-1s in one place**

15Five bundles performance reviews, OKRs, 1-on-1s and engagement surveys, sold as Engage at $4, Perform at $11 or both at $16 per person a month.

2 **Paid plans start at $4 a month for each person**

As its pricing page puts it: $4 per user / month, billed annually.

3 **It runs on 3 platforms**

Web, iOS and Android.

4 **Engagement surveys**

Surveys and eNPS with industry benchmarking, lifecycle surveys for onboarding and exit, heat maps and action planning.

5 **Performance reviews**

Review cycles with AI-assisted writing, 360 reviews, calibrations and a 9-box talent matrix.

6 **OKRs, 1-on-1s and check-ins**

Weighted OKRs and goals, 1-on-1 agendas and notes, and weekly check-ins with wins and challenges.

7 **A 1.8 GPA, above 13 of 63**

That is against the other HR software we grade, on value, the free plan, features, ease of use and platforms.

8 **Keep it**

To replace 15Five you would be making a bot that joins your calls and turns the talk into notes. That is not a weekend's work, with an AI app builder or without one.

15Five at a glance

PRICING Paid, from $4 per user / month, billed annually	FREE PLAN No
FREE TRIAL None stated	RUNS ON Web, iOS, Android
MADE BY 15Five	CATEGORY HR Software
OUR GRADE 1.8 GPA, weak	

The report card

Best for reviews, OKRs and 1-on-1s in one place

15Five bundles performance reviews, OKRs, 1-on-1s and engagement surveys, sold as Engage at $4, Perform at $11 or both at $16 per person a month. There's no free plan or published trial, the AI notetaker, AI coach and manager training are separate charges, and it isn't an HR records or payroll system, so you still need one of those next to it.

TOOLGPA REPORT CARD — **15Five** — Graded Nov 12, 2026

SUBJECT	GRADE	COMMENT
Value for money	C	$4 to $16 per user a month on annual billing, with the Perform plan at $11 against a category middle of about $7. The AI notetaker ($2), AI coach ($19 per manager) and manager content ($49 per manager) cost extra.
Free plan and trial	F	No free plan and no published trial; the pricing page points to a demo.
Features	C	Reviews, 360 feedback, OKRs, 1-on-1s and surveys, with a talent matrix. It does no payroll or employee records, so it sits next to an HR system rather than being one.
Ease of use	C	No store rating on record. Review cycles, OKRs and survey settings all have to be set up before anyone gets value.
Platforms and integrations	B	Web plus iOS and Android apps, and integrations with ADP, BambooHR, Gusto, Rippling, Okta, Jira, Salesforce and Slack. No desktop app.

Grade point average — Weak, out of 4.0 — **1.8**

An A is worth 4 points, a B 3, a C 2, a D 1 and an F nothing. The GPA is the average of the five.

Who 15Five is for

- ✓ Fits if you want reviews, OKRs and 1-on-1s in one tool and already have an HR system
- ✓ Works for managers who want meeting notes and coaching tied to review data

Who it is not for

- ✗ Skip it if you want a free plan or a trial: neither is listed and you start with a demo
- ✗ Not for you if you need payroll or employee records, as it does neither
- ✗ Pricey if you add the extras: AI coach is $19 per manager a month and manager content $49
- ✗ Watch out: live coaching is sold in credits at $399 each, and a group session uses 5

Good to know

Good for

- ✓ Mid-sized companies that want reviews, OKRs and 1-on-1s in one place
- ✓ Teams that want manager coaching and AI notes next to performance data
- ✓ HR teams already using an HRIS such as BambooHR, ADP or Gusto

Worth knowing

- ⓘ No free plan or published trial; the pricing page points to a demo.
- ⓘ Kona Notetaker costs $2 per employee a month, Kona Coach $19 per manager a month, and manager content $49 per manager a month, all billed annually.
- ⓘ Live coaching is sold by credit at $399 each; a 1-on-1 session is 1 credit and a group session is 5.
- ⓘ It is not an HR records or payroll system; it runs alongside an HRIS.

PART 02 · PRICING

What it costs

Every plan, the free plan, ways to pay less and how prices have moved

$4

A month to start, for each person

15Five is a paid product, starting at $4 per user / month, billed annually.

> **No free plan and no published trial; the pricing page points to a demo.**

From our grade for free plan and trial

ENGAGE

$4

per user / month, billed annually

Engagement surveys, targeted assessments, action planning, heat maps and benchmarking.

PERFORM

$11

per user / month, billed annually

AI-assisted reviews, OKRs and goals, 360 feedback, talent matrix, career paths and plans, 1-on-1s and check-ins.

TOTAL PLATFORM

$16

per user / month, billed annually

Everything in Engage and Perform, plus the HR dashboard and manager-training microlearnings. Marked most popular.

Read from 15five.com on Nov 12, 2026.

PART 03 · FEATURES

What it does

Its main features, where it runs, what it works with and who makes it

3

Places it runs: Web, iOS and Android

Performance reviews, 1-on-1s, OKRs and engagement surveys. Here is what it does, as its own site describes it, and what it covers: AI features, meeting notes, goals, AI agents, surveys, reports.

> **It does no payroll or employee records, so it sits next to an HR system rather than being one.**
>
> From our grade for features

Engagement surveys

Surveys and eNPS with industry benchmarking, lifecycle surveys for onboarding and exit, heat maps and action planning.

Performance reviews

Review cycles with AI-assisted writing, 360 reviews, calibrations and a 9-box talent matrix.

OKRs, 1-on-1s and check-ins

Weighted OKRs and goals, 1-on-1 agendas and notes, and weekly check-ins with wins and challenges.

Kona AI notetaker and coach

Add-ons for 1-on-1 meeting notes and auto-filled performance snapshots, and for AI coaching aimed at managers.

Manager training and coaching

An on-demand learning library and live 1:1 or group coaching sessions with the vendor's experts, bought separately.

Mobile app

A mobile app for check-ins, 1-on-1s and surveys, with iOS and Android store links on the 15Five site.

Where it runs

Web iOS Android

What it works with

ADP BambooHR Gusto Rippling Okta Jira Salesforce Slack

15Five is made by 15Five.

PART 04 · STANDING

Where it stands

Its grades against its category, and whether to keep it or make your own

13/63

Other HR software it is graded above

15Five's GPA of 1.8 is higher than 13 of the 63 other HR software we grade, and level with 16.

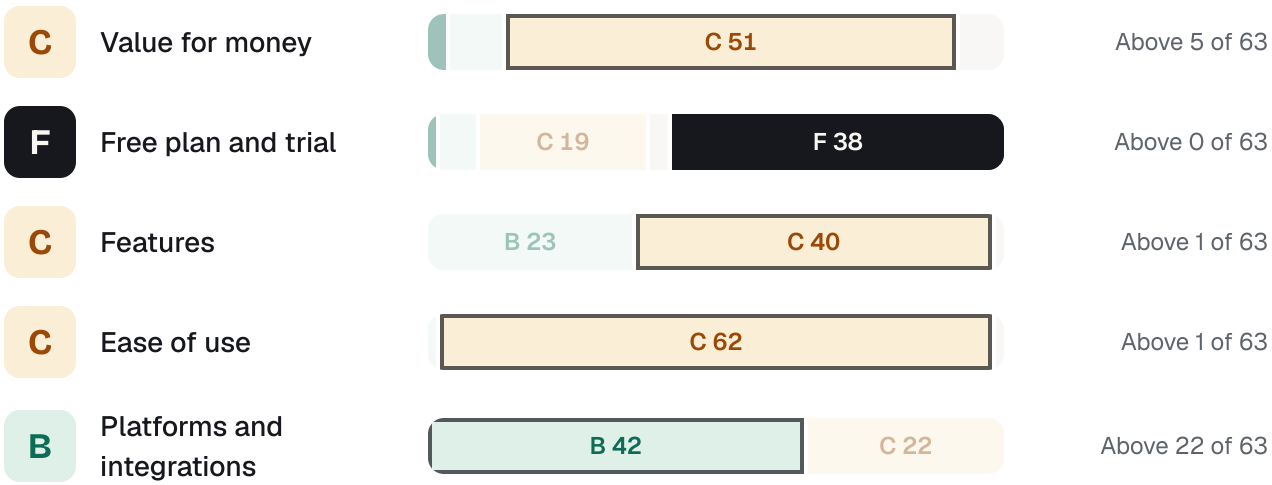
It stands best on platforms and integrations (B, above 22 of 63) and worst on free plan and trial (F, above 0).

Its paid plans start at $4 a month for each person, against a middle price of $5.36 for the category: 14 of the 36 others that charge start lower.

On features, ease of use and platforms it scores 2.3 out of 4. 2 tools score higher and cost less.

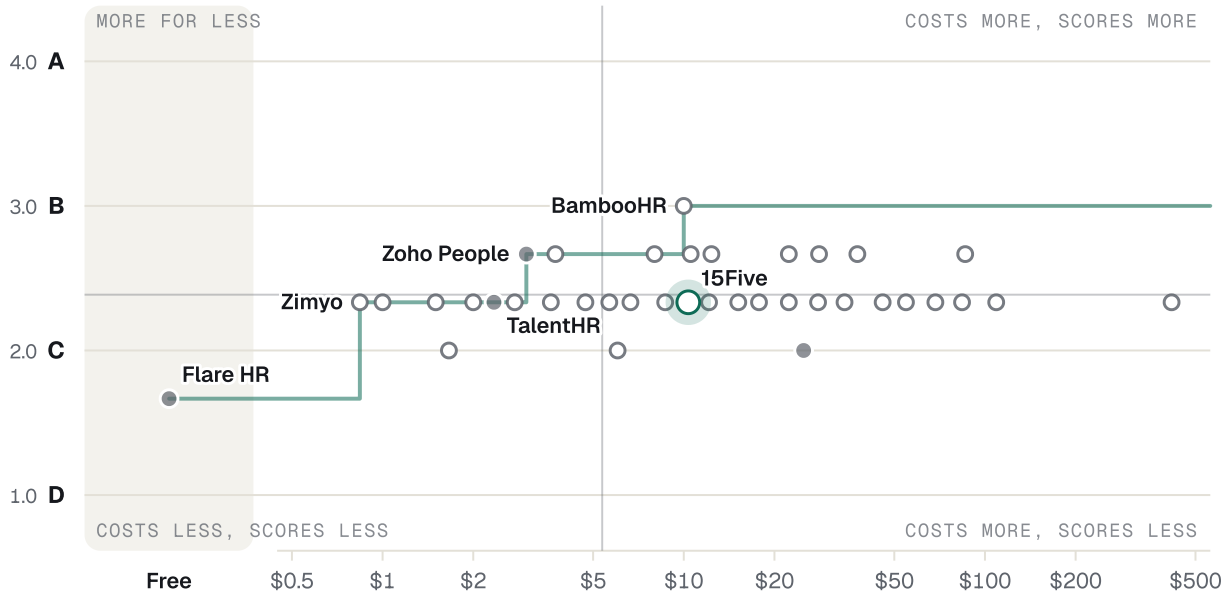
Each grade against the category

Every bar is all 64 HR software we grade, cut by the letter each got. 15Five's own letter is outlined.



Price against what you get

Each dot is one of 38 HR software. Further left costs less; higher up scores better on features, ease of use and platforms. 15Five is the marked dot.



What paid plans start at, a month (each step along is roughly double) ⍰

Keep it, or make your own?

Whether this is something you could build for yourself with an AI app builder, and what you would give up.

Keep it

To replace 15Five you would be making a bot that joins your calls and turns the talk into notes. That is not a weekend's work, with an AI app builder or without one.

That makes this kind of software worth paying for, not this one in particular: 34 of the 63 other HR software grade higher. It costs $48 a year.

What you could make

- Surveys, goals and reports: an app builder makes these well.

What you could not

- A bot that joins your calls and turns the talk into notes.

- An AI agent, with the models and the safeguards behind it.
- A real app for iOS and Android. Something home-made would be a web page.
- It is priced for each person, which means accounts and billing for a team.
- It plugs into other products, ADP, BambooHR and Gusto among them.
- People on the other end: coaches. No app builder makes those.

What this rests on. 15Five's listing: what it does, where it runs, what it plugs into and what it costs. It is a judgement about the kind of software this is. We have not built a replacement for it, and making your own means looking after it too. How we decide, and every tool's verdict.

The alternatives

The tools it is most often weighed against, side by side



Lattice, Culture Amp, Leapsome, Small Improvements and Betterworks

The 5 tools 15Five is most often weighed against, with where each one differs from it.

1.6 GPA

Lattice

From $4/mo

Performance reviews, goals and engagement surveys for HR teams.

- Only 15Five lists iOS and Android apps.

15Five and Lattice compared in full

1.8 GPA

Culture Amp

Paid

Engagement surveys, performance reviews and development together.

- Only 15Five lists iOS and Android apps.
- 15Five also covers meeting notes and AI agents.

15Five and Culture Amp compared in full

2.2
GPA

Leapsome

Free trial · from $7/mo

HR platform with reviews, OKRs, surveys, learning and pay modules.

- Only 15Five lists iOS and Android apps.
- 15Five also covers meeting notes, AI agents and reports.
- Leapsome also covers time tracking, applicant tracking, employee records and time off.

15Five and Leapsome compared in full

2.2
GPA

Small Improvements

Free trial · from $3/mo

Performance reviews, 360 feedback, 1:1s and pulse surveys.

- Only 15Five lists iOS and Android apps.
- 15Five also covers meeting notes and AI agents.

15Five and Small Improvements compared in full

1.8
GPA

Betterworks

From $8/mo

Performance management, goals and OKRs, and talent intelligence.

- Only 15Five lists iOS and Android apps.
- 15Five also covers meeting notes and AI agents.

15Five and Betterworks compared in full

PART 06 · QUESTIONS

Quick answers

The questions people ask about it, each answered in a line or two

12

Questions, each answered in a line or two

The short version of everything above, for when you only need the answer. Each one is told in full in its part of the guide.

Is 15Five free?

No. 15Five is a paid product, starting at $4 per user / month, billed annually.

How much does 15Five cost?

15Five lists 3 plans. Engage: $4 per user / month, billed annually.

What platforms does 15Five work on?

15Five is available on Web, iOS and Android.

Does 15Five have a Windows app?

No Windows app was listed when its pages were read on Nov 12, 2026. 15Five is listed for Web, iOS and Android.

Does 15Five have a macOS app?

No macOS app was listed when its pages were read on Nov 12, 2026. 15Five is listed for Web, iOS and Android.

Is 15Five open source?

15Five is not described as open source on its own site, as read on Nov 12, 2026.

What does 15Five integrate with?

15Five's listing names ADP, BambooHR, Gusto, Rippling, Okta, Jira, Salesforce and Slack.

Who makes 15Five?

15Five is made by a company of the same name.

What are the alternatives to 15Five?

The closest alternatives to 15Five in our directory are Lattice, Culture Amp, Leapsome, Small Improvements and Betterworks.

How does 15Five compare with other HR software?

15Five's GPA of 1.8 is higher than 13 of the 63 other HR software we grade, and level with 16.

Is 15Five good value for money?

ToolGPA grades 15Five C for value for money. Its paid plans start at $4 a month for each person, against a middle price of $5.36 for the category: 14 of the 36 others that charge start lower.

Could I make my own version of 15Five?

To replace 15Five you would be making a bot that joins your calls and turns the talk into notes.

Where this guide comes from

The prices, plans, platforms and features were read from 15Five's own pages on Nov 12, 2026, and the grades were given on Nov 12, 2026. Graded from this listing, whose facts were read from 15Five's own pages on 12 November 2026. Not based on using the product, and shorter than our full reviews.

Every tool we list gets five grades, A to F, each with its reason, and a GPA that averages them. How each is decided is at toolgpa.com/grades. This guide is ToolGPA's own work; it is not made, paid for or approved by 15Five. Prices change, so check 15five.com before you buy.

15five.com/pricing
15five.com/partners/technology-partners/integrat…
15five.com/

About ToolGPA

Who made this guide, what else is on the site, and how to cite it

5,038
Tools graded, in 95 categories

ToolGPA grades software the way a school report grades a pupil: five subjects, a letter for each with the reason written beside it, and a GPA that averages them. Prices, plans and platforms are read from each maker's own pages and dated, so you always know how fresh a figure is.

Every grade, review and ranking on ToolGPA is our own judgement. No company can pay for a grade or change one. Every tool on the site has a guide like this one, free to download and pass on. It all lives at **toolgpa.com**.

5,038
tools graded

95
categories

739
price changes on record

579
apps priced in 12 countries

What else is on toolgpa.com

15Five, kept up to date

Everything in this guide, with prices and grades as they are today

toolgpa.com/tools/15five

How grades are given

The rules behind every letter and every GPA

toolgpa.com/grades

Value charts

What each tool costs against what it scores, for every category

toolgpa.com/charts

Compare

Any two tools side by side, plan by plan

toolgpa.com/compare

Price changes

Every price rise and cut on record, each with its source

toolgpa.com/price-changes

Prices by country

What apps cost on the App Store in 12 countries

toolgpa.com/prices-by-country

Pay less

Every public discount: yearly billing, students, nonprofits

toolgpa.com/save

Keep or make

Which tools are worth paying for, and which you could build yourself

toolgpa.com/keep-or-make

Scan for the live page

Prices and grades as they are today

Quoting this guide?

Please name ToolGPA and link to the live page, so readers can check the figures for themselves:

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ToolGPA, "15Five: The Insider's Guide",
checked Nov 12, 2026.
https://toolgpa.com/tools/15five
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Know someone choosing between HR software?

Send them this guide: toolgpa.com/tools/15five/guide

ToolGPA elsewhere: youtube.com/@toolgpa

See our other guides

The best-graded HR software after 15Five, each with an Insider's Guide of its own.

HR Software Insider's Guide

Every one of the 64 HR software we grade, compared

Breathe Insider's Guide

UK HR software for small firms, priced per business, not per person

2.6 GPA

Leave Dates Insider's Guide

Annual leave planner and absence tracker for small teams

2.6 GPA

TalentHR Insider's Guide

HR records, time off, hiring and reviews for small teams

2.6 GPA

ToolGPA

Choosing software? Every tool graded, every price dated.

Compare tools at toolgpa.com ›

Everything in this guide is ToolGPA's own summary of what 15Five's pages, its app-store listings and public reviews said on the dates shown. Grades are our judgement under the rules at toolgpa.com/grades. Every grade, review and ranking on ToolGPA is our own judgement. No company can pay for a grade or change one. 15Five is a trademark of its owner, and this guide is not made, paid for or approved by 15Five. Prices and plans change: check 15five.com before you buy.