ToolGPA

NOVEMBER 2026

TalentGuard

The Insider's Guide

Skills, career pathing and succession planning for large employers



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

Made by TalentGuard · checked Nov 13, 2026 · toolgpa.com

1.6
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 TalentGuard's own pages, its app-store listings and our grades. Every fact in it is on TalentGuard's page too, where it is kept up to date. Checked Nov 13, 2026.

Welcome

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

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GPA, above 1 of the 101 other HR software we grade

TalentGuard is a workforce intelligence platform that builds role and skills standards, assesses employees against them, and links the results to career paths, development plans and succession. It sells through demos and pilots, and offers a free WorkforceGPT tool for generating role profiles.

> "
>
> **No price is published and you request a demo.**
>
> From our report card of TalentGuard

To get you started, here are **7 things to know about TalentGuard**, taken from its own pages and our grades.

1 **Best for skills and succession planning at enterprises**

TalentGuard does skills, career paths and succession planning for large employers.

2 **It runs on Web**

Web.

3 **Role and skills standards**

WorkforceGPT generates role and skills profiles, which experts then review and approve in the Intelligent Role Studio.

4 **Talent assessment**

Measures employees' skills and readiness against the approved role standard.

5 **Career pathing**

Shows realistic next roles and career options for each employee.

6 **A 1.6 GPA, above 1 of 101**

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

7 **Keep it**

The plain part of TalentGuard you could make: reports and employee records. What surrounds it you could not. The 1 things listed below take a company, not a weekend.

TalentGuard at a glance

PRICING Paid	FREE PLAN No
FREE TRIAL None stated	RUNS ON Web
MADE BY TalentGuard	CATEGORY HR Software
OUR GRADE 1.6 GPA, weak	

The report card

Best for skills and succession planning at enterprises

TalentGuard does skills, career paths and succession planning for large employers. No price is published and you request a demo. Only a side tool, WorkforceGPT, can be tried free.

TOOLGPA REPORT CARD	TalentGuard	Graded Nov 13, 2026

SUBJECT	GRADE	COMMENT
Value for money	C	No price is published, so there's nothing to set against the $2 to $9 a seat a month this category charges. That leaves it at C.
Free plan and trial	F	Only WorkforceGPT, a role profile generator, can be tried free; the platform has no free plan or trial.
Features	C	Skills, career paths and succession. A focused job it does fully, and smaller than a full HR suite, so C.
Ease of use	C	No store rating on record, and you'd set it up with your own people data first, so it's an ordinary C.
Platforms and integrations	C	Web only on record, with no integrations listed.
Grade point average		Weak, out of 4.0 **1.6**

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 TalentGuard is for

- ✓ Fits if you plan successors for key roles
- ✓ Works for large employers building career paths from skills

Who it is not for

- ✗ Skip it if you want a posted price, as buyers request a demo
- ✗ Not for you if you want payroll, time or records, which aren't described
- ✗ Watch out: the platform has no free plan, and the free tool is a separate one
- ✗ Tight if you're a small team, since it's pitched at enterprises

Good to know

Good for

- ✓ Large HR teams that need defensible skills and succession records
- ✓ Employers building internal mobility and career paths

Worth knowing

- ⓘ No prices are published; buyers request a demo.
- ⓘ Positioned for enterprises with compliance and board scrutiny of talent decisions.
- ⓘ Skills and succession focused, not payroll, time or records administration.
- ⓘ WorkforceGPT, a tool for generating role profiles and skills, can be tried free; the platform itself has no published free plan.

What it costs

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

TalentGuard's current pricing could not be confirmed from its own site.

> **Only WorkforceGPT, a role profile generator, can be tried free; the platform has no free plan or trial.**
>
> From our grade for free plan and trial

We could not confirm TalentGuard's current prices from its own site, so this guide lists no plans. talentguard.com has them.

What it does

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

1

Place it runs: Web

Skills, career pathing and succession planning for large employers. Here is what it does, as its own site describes it, and what it covers: AI features, reports, employee records.

> **A focused job it does fully, and smaller than a full HR suite, so C.**

From our grade for features

Role and skills standards

WorkforceGPT generates role and skills profiles, which experts then review and approve in the Intelligent Role Studio.

Talent assessment

Measures employees' skills and readiness against the approved role standard.

Career pathing

Shows realistic next roles and career options for each employee.

Development planning

Turns skill gaps into targeted development actions.

Succession and insights

Succession planning and talent analytics with an audit trail of approvals.

Pilot option

The site suggests starting with a pilot of 25 to 50 roles.

Where it runs

Web

What it works with

Its own pages name no integrations.

TalentGuard is made by TalentGuard.

PART 04 · STANDING

Where it stands

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

1/101

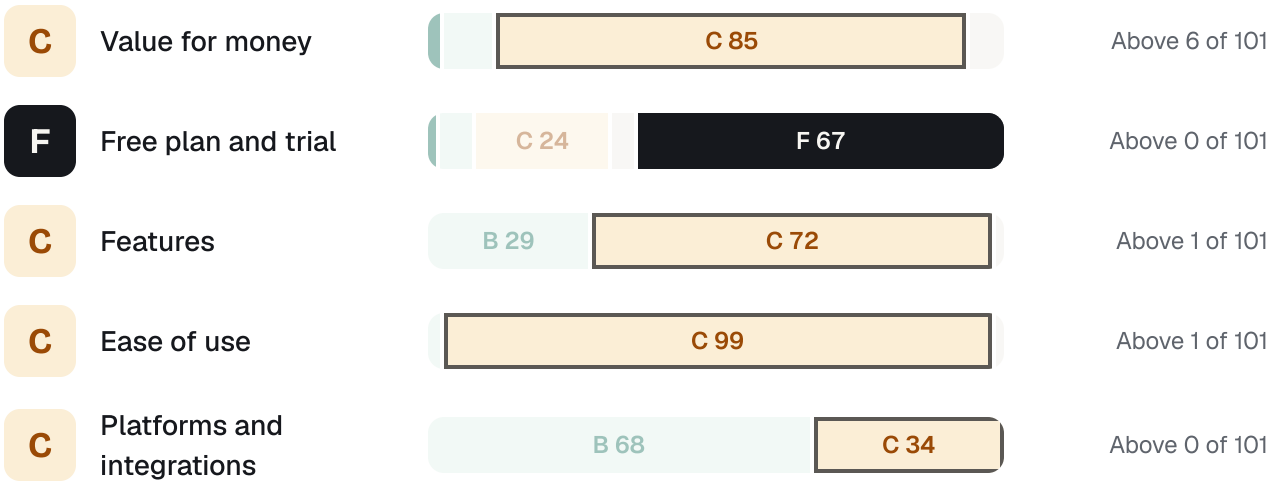
Other HR software it is graded above

TalentGuard's GPA of 1.6 is higher than 1 of the 101 other HR software we grade, and level with 20.

It stands best on value for money (C, above 6 of 101) and worst on free plan and trial (F, above 0).

Each grade against the category

Every bar is all 102 HR software we grade, cut by the letter each got. TalentGuard's own letter is outlined.



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

The plain part of TalentGuard you could make: reports and employee records. What surrounds it you could not. The 1 things listed below take a company, not a weekend.

That makes this kind of software worth paying for, not this one in particular: 80 of the 101 other HR software grade higher.

What you could make

- Reports and employee records: an app builder makes these well.

What you could not

- AI features, unless you pay a model provider for each request yourself.

What this rests on. TalentGuard'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

Fuel50, Cornerstone OnDemand, SAP SuccessFactors, Lattice and Leapsome

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

1.8 GPA

Fuel50

Paid

Skills and internal talent marketplace platform.

- TalentGuard also covers employee records.
- Fuel50 also covers AI agents.

TalentGuard and Fuel50 compared in full

1.6 GPA

Cornerstone OnDemand

Paid

Enterprise learning and talent platform sold by package.

- TalentGuard also covers employee records.

TalentGuard and Cornerstone OnDemand compared in full



1.8
GPA

SAP SuccessFactors

Paid

Enterprise human capital management suite from SAP.

- TalentGuard also covers reports.
- SAP SuccessFactors also covers payroll and applicant tracking.

TalentGuard and SAP SuccessFactors compared in full



1.6
GPA

Lattice

From $4/mo

Performance reviews, goals and engagement surveys for HR teams.

- TalentGuard also covers employee records.
- Lattice also covers meeting notes, goals, AI agents and surveys.

TalentGuard and Lattice compared in full



2.2
GPA

Leapsome

Free trial · from $7/mo

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

- TalentGuard also covers reports.
- Leapsome also covers time tracking, goals, surveys, applicant tracking and time off.

TalentGuard and Leapsome compared in full

PART 06 · QUESTIONS

Quick answers

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

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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 TalentGuard free?

No. TalentGuard is a paid product.

What platforms does TalentGuard work on?

TalentGuard is available on Web.

Does TalentGuard have an Android app?

No Android app was listed when its pages were read on Nov 13, 2026. TalentGuard is listed for Web.

Does TalentGuard have an iPhone app?

No iPhone app was listed when its pages were read on Nov 13, 2026. TalentGuard is listed for Web.

Is TalentGuard open source?

TalentGuard is not described as open source on its own site, as read on Nov 13, 2026.

Who makes TalentGuard?

TalentGuard is made by a company of the same name.

What are the alternatives to TalentGuard?

The closest alternatives to TalentGuard in our directory are Fuel50, Cornerstone OnDemand, SAP SuccessFactors, Lattice and Leapsome.

How does TalentGuard compare with other HR software?

TalentGuard's GPA of 1.6 is higher than 1 of the 101 other HR software we grade, and level with 20.

Could I make my own version of TalentGuard?

The plain part of TalentGuard you could make: reports and employee records.

Where this guide comes from

The prices, plans, platforms and features were read from TalentGuard's own pages on Nov 13, 2026, and the grades were given on Nov 13, 2026. Graded from this listing, whose facts were read from TalentGuard's own pages on 13 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 TalentGuard. Prices change, so check talentguard.com before you buy.

talentguard.com/

PART 07 · ABOUT

About ToolGPA

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

7,721

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**.

7,721	95	739	579
tools graded	categories	price changes on record	apps priced in 12 countries

What else is on toolgpa.com

TalentGuard, kept up to date

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

toolgpa.com/tools/talentguard

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, "TalentGuard: The Insider's Guide",
checked Nov 13, 2026.
https://toolgpa.com/tools/talentguard
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Know someone choosing between HR software?

Send them this guide:
toolgpa.com/tools/talentguard/guide

ToolGPA elsewhere: youtube.com/@toolgpa

See our other guides

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

HR Software Insider's Guide

Every one of the 102 HR software we grade, compared

Breathe Insider's Guide

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

2.6 GPA

Buk Insider's Guide

Latin American HR and payroll suite with a free tier for 20 people

2.6 GPA

Leave Dates Insider's Guide

Annual leave planner and absence tracker 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 TalentGuard'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. TalentGuard is a trademark of its owner, and this guide is not made, paid for or approved by TalentGuard. Prices and plans change: check talentguard.com before you buy.