



ThinkLoop

product overview



the why

Feedback as part of performance management is essential to giving employees tangible insight into how they can improve.

360 feedback is one method of feedback that gives employees, full teams or managers the chance to hear from various colleagues.

This diverse range of perspectives allows trends to be drawn from strengths and growth areas.

Our ThinkLoop tool allows you to simplify the feedback collection, curation and presentation process.



key benefits



Comprehensive process

Assess employees via various rater types. This holistic approach ensures that a user gains a full understanding of their performance and areas for improvement.



Seamless integration

ThinkLoop integrates seamlessly with Totara, making use of pre-existing user profiles. This removes the need for additional logins, single sign-on, or data imports.



Flexibility

Define and deploy surveys on-the-fly to quickly gauge feedback in different scenarios, like after presentations. Then store and integrate this data for PDRs.

how it works

360 feedback in your Think LMS can be easily achieved through the ThinkLoop plugin.

Set up questions for your employees and easily invite internal and external contributors via a link (no login needed).

You can even integrate 360 surveys into your learning processes.

A 360 survey can be set up as an “activity” inside a course, which can then have completion tracking. This allows you to make learning activities dependent on completion of a 360 survey.

The screenshot shows the 'think learning' interface for a '360° feedback self assess' activity. The page includes a navigation menu with 'Home', 'Learn', 'Explore', 'Develop', 'Manage', 'Admin', and 'Links'. The main heading is '360° feedback self assess', followed by a brief description: 'The 360° feedback tool collates your responses and the responses from your own respondents. This should take you no more than 10 - 15 minutes.' A progress bar indicates 'Page 1 of 4'. The current section is 'Section: We believe that customers come first'. Below this, a belief statement is shown: 'We believe that "good enough" never is: We value people who are agile and brave'. A note states: 'The following questions relate to the above belief and set of values. Use the questions below to rate yourself in relation to these areas.' Five survey questions are listed, each with a 5-point Likert scale (1 - Rarely/never, 2 - Sometimes, 3 - Usually, 4 - Always, 5 - Consistently) and an 'N/A' option. The selected ratings are: 1 - 3 (Usually), 2 - 5 (Consistently), 3 - 4 (Always), 4 - 3 (Usually), and 5 - 3 (Usually).

think learning

Home Learn Explore Develop Manage Admin Links

360° feedback self assess

The 360° feedback tool collates your responses and the responses from your own respondents. This should take you no more than 10 - 15 minutes.

Page 1 of 4

Section: We believe that customers come first

We believe that "good enough" never is: We value people who are agile and brave
The following questions relate to the above belief and set of values. Use the questions below to rate yourself in relation to these areas.

1 I actively contribute to a culture of quality and safety
1 - Rarely/never 2 - Sometimes 3 - Usually 4 - Always 5 - Consistently N/A

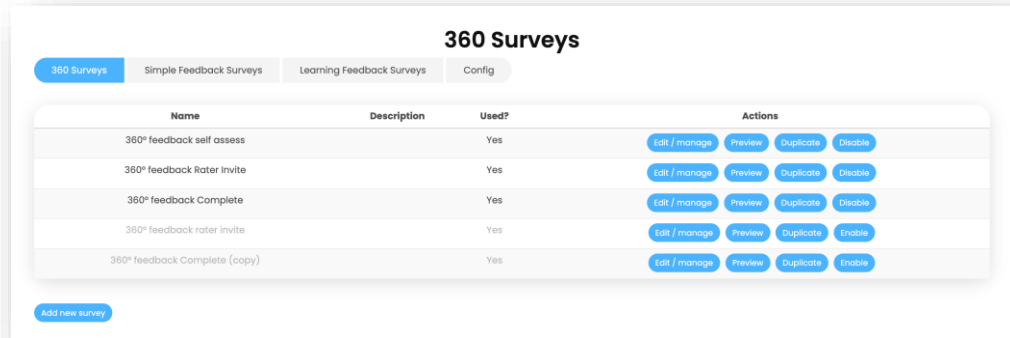
2 I seek out and learn from constructive feedback
1 - Rarely/never 2 - Sometimes 3 - Usually 4 - Always 5 - Consistently N/A

3 I act quickly and decisively to solve problems, focusing on the solution
1 - Rarely/never 2 - Sometimes 3 - Usually 4 - Always 5 - Consistently N/A

4 I speak out with confidence when I see something wrong and support others to do the same
1 - Rarely/never 2 - Sometimes 3 - Usually 4 - Always 5 - Consistently N/A

5 I ensure delivery by inspiring others with energy, passion and personal drive
1 - Rarely/never 2 - Sometimes 3 - Usually 4 - Always 5 - Consistently N/A

create reusable templates



360 Surveys

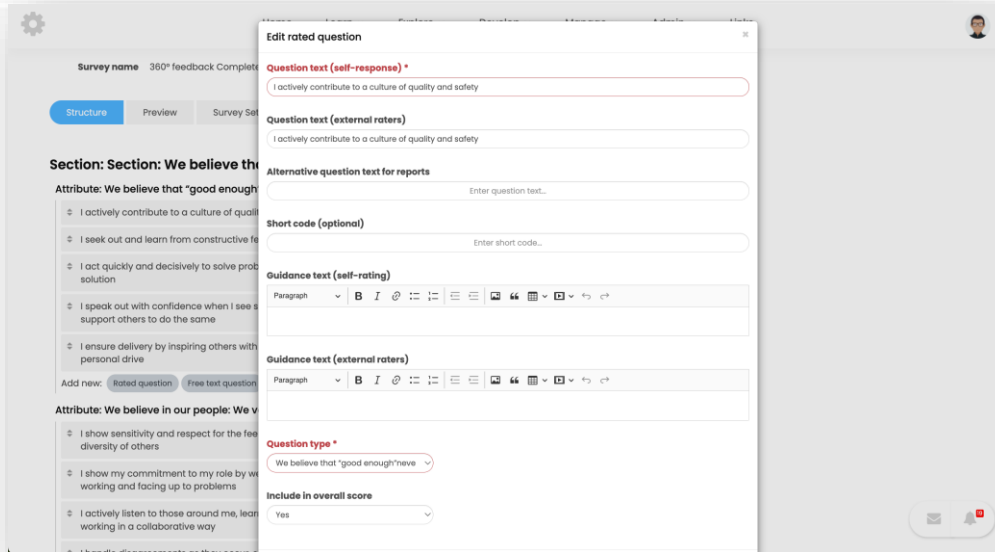
360 Surveys | Simple Feedback Surveys | Learning Feedback Surveys | Config

Name	Description	Used?	Actions
360° feedback self assess		Yes	Edit / manage Preview Duplicate Disable
360° feedback Rater Invite		Yes	Edit / manage Preview Duplicate Disable
360° feedback Complete		Yes	Edit / manage Preview Duplicate Disable
360° feedback rater invite		Yes	Edit / manage Preview Duplicate Enable
360° feedback Complete (copy)		Yes	Edit / manage Preview Duplicate Enable

[Add new survey](#)

Reduce admin time spent on feedback forms by creating 360 templates with rating and free-text question types.

With these templates, you can also assign them to audiences of users for ease of use and easier send-out. L&D teams will spend less time on admin, and more time analysing the feedback they get.



Edit rated question

Survey name: 360° feedback Complete

Structure | Preview | Survey Set

Section: Section: We believe th

Attribute: We believe that "good enough

- I actively contribute to a culture of quality and safety
- I seek out and learn from constructive feedback
- I act quickly and decisively to solve problems
- I speak out with confidence when I see support others to do the same
- I ensure delivery by inspiring others with personal drive

Add new: [Rated question](#) [Free text question](#)

Attribute: We believe in our people: We v

- I show sensitivity and respect for the diversity of others
- I show my commitment to my role by working and facing up to problems
- I actively listen to those around me, learn working in a collaborative way
- I handle disagreements of the occur

Question text (self-response) *

I actively contribute to a culture of quality and safety

Question text (external raters)

I actively contribute to a culture of quality and safety

Alternative question text for reports

Enter question text...

Short code (optional)

Enter short code...

Guidance text (self-rating)

Paragraph **B I** [Link](#) [Image](#) [List](#) [Table](#) [Quote](#) [Code](#) [Undo](#) [Redo](#)

Guidance text (external raters)

Paragraph **B I** [Link](#) [Image](#) [List](#) [Table](#) [Quote](#) [Code](#) [Undo](#) [Redo](#)

Question type *

We believe that "good enough" have

Include in overall score

Yes

make feedback engaging

Instead of sending plain feedback forms with endless reams of text, you can add rich content to your surveys with ThinkLoop.

From images to videos, you can add more engaging elements to guide users through your surveys.

360° feedback Complete report

Name:	Matilda Roberts
Date of self-assessment:	27/04/22
Number of raters (other than self):	10
Date report generated:	25/09/24

The following 360° feedback report is based on your responses and the responses from the your own respondents. This tool helps your bring your best to work. It is always best to reflect upon the results with a trusted person, be it a manager, a coach, mentor or colleague.

As this feedback is not filtered or edited, it is important that you read this and take time to reflect and take stock of the key themes that may you find.

Headline results

Your overall score: **61/80**

Your rating: **Closely linked**

Feedback:
The report indicates you working well to being closely linked to the philosophy and values. You have the opportunity to work from a place of strength, consider how you can build upon your knowledge, skills and behaviours. Take a time to consider areas of development that can help improve your performance.

Headline results

Overall scoring

Your overall score: 61.5	Maximum score: 80	Your level: Skilled
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You have strong experience and skills as a Contract Manager. You will benefit from further development and experience in the areas identified in most need.

Satisfaction

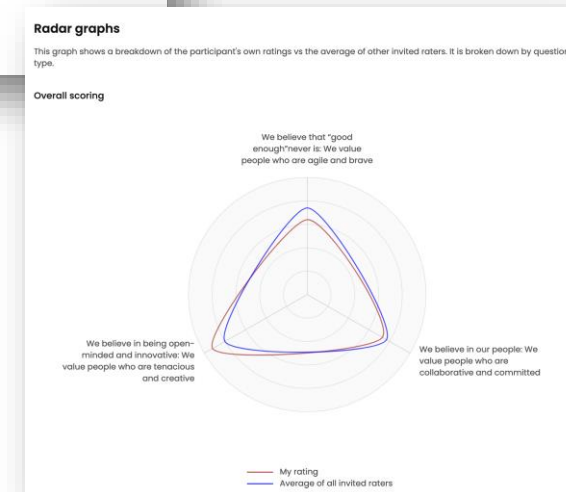
Your overall score: 30.3	Maximum score: 40	Your level: Skilled
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You have strong experience and skills as a Contract Manager. You will benefit from further development and experience in the areas identified in most need.

Reaction

Your overall score: 31.3	Maximum score: 40	Your level: Skilled
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You have strong experience and skills as a Contract Manager. You will benefit from further development and experience in the areas identified in most need.



easily configure surveys

[← Back to my self-diagnostic dashboard](#)

My raters

360° feedback Rater Invite

For my personal development, please could you spare 10 minutes to give me some feedback and guidance on improving the way I work with you and the wider the business. Your feedback would be valuable to me. However, everything you provide is anonymised. Meaning that your name won't be mentioned in the report unless you specifically identify yourself in the comments. The survey should take between 10 and 15 minutes of your time. Your perspective and input are valued for my development.

Summary

5 of 7 raters have completed

Your invited raters have until 12:26 PM on Sun, 07 Sep 2026 to give their responses.

You can close this stage early if you feel you have received enough rater responses: [Close stage now](#)

You can send a reminder to all those who have not yet responded: [Send reminder email now](#)

Rater types

You can choose from the following rater types:

- Peer** One of your direct peers
- Senior** Somebody senior to you in the organisation
- External** Somebody you work with outside your organisation

Name	Email	Rater type	Invite status	Response status	Actions
Tom Duffelen	tom@think-learning.com	Peer	Invited Send invite	Hidden - anonymous	Edit details
Nikki Malone	nikki.malone@think-learning.com	Peer	Invited Send invite	Hidden - anonymous	Edit details
Tim Newham	timnewham@gmail.com	Peer	Invited Send invite	Hidden - anonymous	Edit details
Robin Beck	robin.beck@think-learning.com	Peer	Invited Send invite	Hidden - anonymous	Edit details
Tom Personal	tomduffelen@gmail.com	External	Invited Send invite	Hidden - anonymous	Edit details
Tom	tomduffelen@hotmail.com	External	Invited Send invite	Hidden - anonymous	Edit details
Tom Duffelen	tomduffelen@gmail.com	External	Invited Send invite	Hidden - anonymous	Edit details

You can add up to 8 more rater(s).

[Add new rater](#)

With ThinkLoop, you can allow participants to complete a self-rating, invite and categorise raters (manager, peer, external customer, etc with different surveys set up for different rater categories).

You can send raters an email with their invitation to complete the survey. Plus, you can set a particular time period for survey responses, or wait until users have enough ratings or when a defined threshold is met.

ThinkLoop in practice



Initiation

Gemma logs into the Totara LMS and navigates to the ThinkLoop plugin.

Recognising her role as a senior nurse, ThinkLoop automatically presents her with a set of questions curated by the administrator to align with the performance metrics of a senior nurse.



Self-assessment

Before seeking feedback from others, Gemma completes the self-assessment.

She rates herself on the various competencies and metrics, finding the user experience intuitive, with a diverse range of question types to provide a detailed self-reflection.



Rater selection

After her self-assessment, Gemma moves on to select her raters.

She chooses her immediate supervisor, several peers, a group of juniors, and even some patients with whom she's interacted significantly in the past year.

ThinkLoop in practice



Feedback collection

The selected raters receive unique email links, which makes it easy for them to participate in Gemma's 360 survey without the need for extra logins or procedures.

Over the following two weeks, responses are collected. While Gemma can monitor the overall response rate, the specifics remain confidential, ensuring an unbiased feedback process.



Feedback analysis

Once all feedback has been gathered, Gemma accesses the detailed breakdown from ThinkLoop. She is presented with visual graphs that underline the differences between her self-perception and the perceptions of others.

The differentiation of feedback from supervisors, peers, juniors, and patients allows Gemma to understand her performance nuances better.



Personal Development Review (PDR)

Equipped with the comprehensive insights from ThinkLoop, Gemma participates in her PDR. She and her reviewer delve into the feedback, discussing Gemma's strengths, areas of enhancement, and charting out a roadmap for her progress in the coming year.

Particularly, the feedback from patients offers unique viewpoints, leading to a plan for Gemma to undergo further specialized training sessions to hone her patient care skill



Next steps...

To learn more about ThinkLoop and getting this plugin set up in your LMS, get in touch!

hello@think-learning.com

Read the [full terms and conditions here](#).