Lattice vs Culture Amp vs 15Five: dated scorecard

People Performance Playbook · Facts checked 10 November 2026 on each vendor's own public pages · Prices in USD as published · "Not stated publicly" means the vendor's page does not say, not that a feature is missing. Re-check prices on the day you decide.

1. Published facts

Criterion	Lattice	Culture Amp	15Five
Reviews	Annual, quarterly, project-based or automated cycles [1]	Templated reviews, 360 feedback [2]	AI-assisted reviews; 360° (manager, peer, upward) in Perform [3]
Calibration	Listed in Performance [4]	Built-in calibrations and calibration reports [2]	Real-time calibration, flags for discussion, track changes [5]
Goals	Goals & OKRs product, cascading goals [4]	Goal management in Perform [6]	Weighted OKRs in Perform [3]
Talent decisions	Promotions, PIPs, talent reviews, succession [4]	Calibration reports for promotion decisions [2]	9-box, PIPs, IDPs, succession in Perform [3]
Manager cadence	1:1s and weekly updates in every base product [4]	1-on-1s always included [6]	Weekly check-ins and 1-on-1s in Perform [3]
Engagement surveys	Engagement product [4]	Engage product, with benchmarking [6]	Engage and Total Platform [3]
Integrations	SSO, Slack, Teams, Jira, major HRIS [4]	HRIS, Slack and MS Teams, SSO [6]	HRIS (all plans); Jira, Salesforce in Perform [3]
Published price	Performance $10, Goals $8, Engagement $4 per seat/month [4]	Quote only [6]	Engage $4, Perform $11, Total $16 per user/month [3]
Minimum spend	$4,000 minimum annual agreement [4]	Not stated publicly [6]	None stated for standard packages; some add-ons may have minimums [3]
Billing	Annual, USD only [4]	Annual; currency not stated publicly [6]	Annual; prices shown in USD, billing currency not stated publicly [3]
Implementation fees	None for performance management software [4]	Not stated publicly; implementation support varies by tier [6]	Not stated publicly [3]

2. Calibration demo test (score 0, 1 or 2 per question; 12 maximum)

Ask each vendor to run these live, ideally on anonymised data from one of your teams. Score what you saw, not what you were told.

Question	Lattice	Culture Amp	15Five	Other
1. Generous graders: shows rating distribution by manager				
2. Thin evidence: surfaces a grade not backed by goals or examples				
3. Outliers and jumps: past-cycle grades visible in calibration				
4. Who signs off: original vs calibrated grade, with the reason				
5. How grades are published: managers before employees; what employees see				
6. Your scale: set up with your own grade names and levels				
Total (out of 12)				

3. Your notes

Item	Lattice	Culture Amp	15Five	Other
Quoted annual cost for our headcount (incl. minimums, add-ons, fees)				
Data hosting and subject access export (UK/EU GDPR)				
Two-job-family pilot result				

Sources (checked 10 November 2026)

1. https://lattice.com/platform/performance/reviews
2. https://www.cultureamp.com/platform/perform/performance-review-software
3. https://www.15five.com/pricing
4. https://lattice.com/pricing
5. https://www.15five.com/products/perform/calibrations
6. https://www.cultureamp.com/pricing

Full comparison: https://peopleperformanceplaybook.com/lattice-vs-culture-amp-vs-15five/ · Disclosure: the author, Ash Taherian (Product Sales Executive, Revolut People), works for a vendor in this category. Book a 15-minute review: https://peopleperformanceplaybook.com/call/