

User journey (end to end)

1) Onboarding: sign up → upload 360

- The app greets the user, asks for a basic account, then immediately asks for their 360 report. No detours, no treasure hunt.
- They drag in a PDF/CSV. A progress bar shows “Uploading → Reading → Summarising.”
- When it’s done, the app confirms what it learned in plain English and lets the user tweak anything obvious (name, role, values).
- Gatekeeping that actually helps: the rest of the app stays locked until the report is uploaded or they choose a sample report.

Outcome: user lands with a seeded profile instead of a blank slate.

2) Home: Profile Overview

- A tidy dashboard says “Here’s you”
- Cards show:
 - Growth profile and personal values
 - A short summary of the 360
 - Red Zones (watch-outs) and Green Zones (strengths to lean on)
 - A few practical recommendations
- Two planning areas live here:
 - OBP: objectives and simple checklists
 - Immunity to Change: commitments, competing commitments, and small experiments

- Everything is editable. Changes are reflected everywhere else, because consistency is not optional.

Outcome: the user knows what the app thinks about them and what to do next.

3) Hero area: Chat (freeform, like ChatGPT)

- Big chat window. Type normal questions: “What should I focus on before my mid-year review?” or “Rewrite this feedback so it lands.”
- The chat quietly uses their 360 summary, values, and plans as context. Visible chips show what context is in play. Nothing creepy, just honest.
- One-tap shortcuts jump to the structured tools: Prepare, Role Play, Pulse.

Outcome: fast help for whatever’s front-of-mind, without digging through menus.

4) Structured Conversations

This is where the user does more deliberate work. Three tools, one shelf.

A) Prepare for a conversation

- A short wizard asks: goal, stakeholders, key points, likely blockers, actions.
- At the end, the user gets a one-page brief and a small checklist they can actually use.
- Saved to history; shows up in chat context when relevant.

Outcome: they walk in prepared, not just inspired.

B) Role Play

- The user picks a scenario and a persona. They practise the conversation with an AI actor.
- Instant feedback panel: what they did well, what fell flat, suggested lines to try.
- Transcript and feedback are saved, so improvement is visible over time.

Outcome: safer practice, better reps, fewer “wish I’d said” moments.

C) Pulse Survey (from their organisation or manual)

- If their org is connected, the latest pulse appears. If not, they can enter quick answers themselves.
- The app shows simple trends over time and nudges relevant recommendations.

Outcome: a lightweight way to keep a finger on the vibe without drowning in charts.

Navigation that doesn’t fight the user

- Three tabs: **Profile**, **Chat**, **Conversations**.
- Conversations opens to a page with three clear tiles: Prepare, Role Play, Pulse. No nesting doll menus.

Guardrails that feel like help

- If the 360 isn’t uploaded, the app invites the user to do that first or use a sample.
- If a profile field looks empty, a gentle nudge appears where it’s needed, not as a lecture.
- Privacy is explicit: your report and chats are private to you. Full stop.

Moments that matter (success checkpoints)

- Report uploaded and parsed
- First useful recommendation saved

- First chat that references their profile
- First prepared brief exported or checked off
- First role play completed with feedback
- First pulse update and a trend line shown

Tone and micro-copy (because words do heavy lifting)

- “Upload your 360. I’ll read it and pull out the good stuff.”
- “These are your Red Zones. We’ll work around them, not through denial.”
- “Ready to practise? I’ll be the difficult stakeholder. You’re welcome.”

Mobile reality check

- Upload supports files from email or cloud storage.
- Chat and Prepare are single-column and thumb-friendly.
- Role Play runs fine on the train; transcripts save automatically when the user bails at their stop.