



# Talent Insights

Create, cultivate, and manage high-performing teams

# Criteria's Talent Insights is a versatile and powerful feature that helps you create, manage, and cultivate high-performing teams at every level of your organization.

For decades, Criteria's reliable and precise assessments have helped organizations identify and hire the best talent. Now, with Talent Insights you can apply the same scientifically valid assessments to your workforce to create more engaged, collaborative, and stable teams.

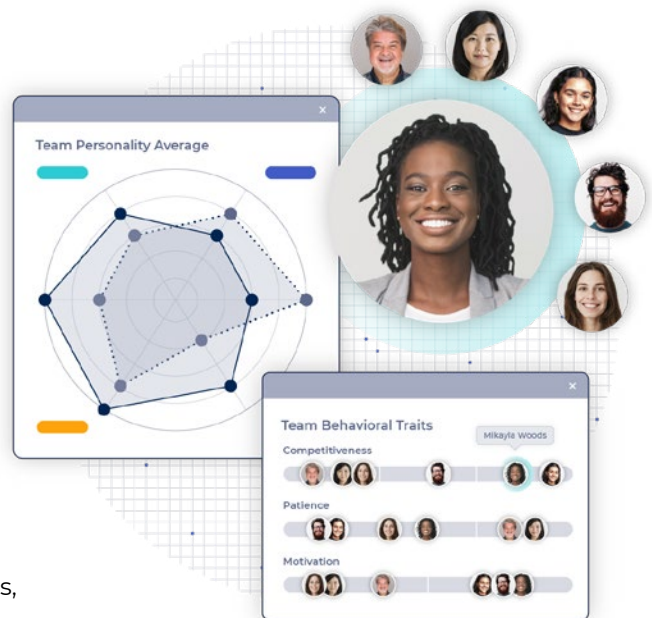
## A New Way to Build Teams

Teams that work well together deliver better results and demonstrate higher levels of trust, resilience, and performance. But creating collaborative and motivated teams demands more than just pulse surveys, status updates, and data collection.

Talent Insights offers you a different way to create extraordinary teams by focusing on one of the most important attributes of high-performing teams: self-awareness.

By leveraging Criteria's personality assessment, Talent Insights gives managers, individual contributors, and teams deeper insight into their individual and collective work, communication, and collaboration styles.

Armed with this objective insight, your people can ask the right questions, engage in meaningful dialogue, and adjust team dynamics in practical ways to create a more positive work environment and drive the business forward.



*“Talent Insights created new awareness among coworkers about workplace preferences and work styles.”*

– CURRENT CRITERIA CUSTOMER

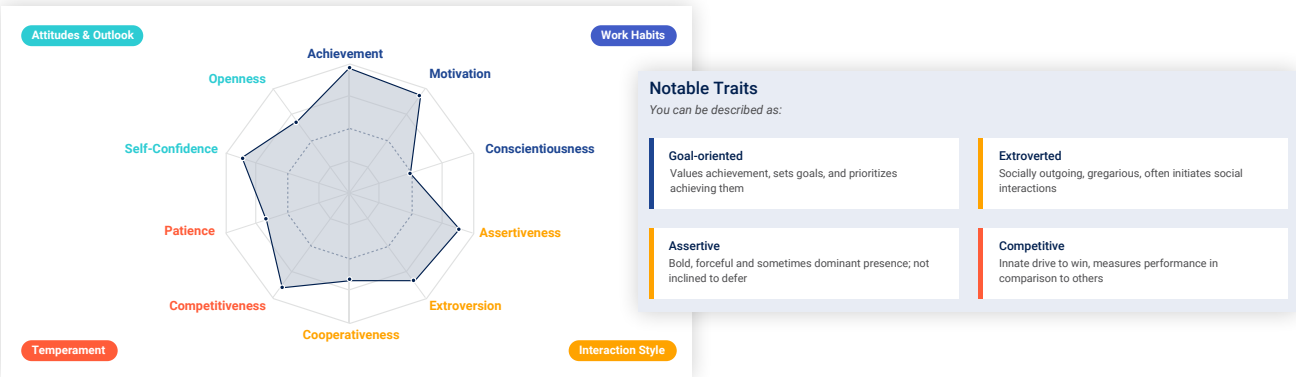
# Benefits at Every Level

Talent Insights is beneficial in any situation where you need to communicate or collaborate with others, but it has specific benefits for each stakeholder within your organization!

## Individual Employees

Talent Insights is a fantastic tool for individual employees because it's designed to help each member of your organization gain deeper awareness of their strengths and natural tendencies. With Talent Insights, individual contributors can:

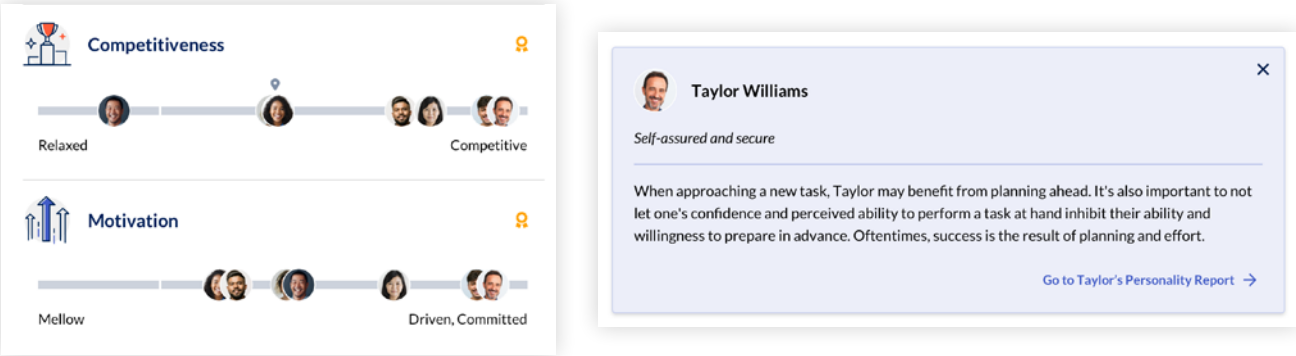
- Understand strengths and opportunities for self-development
- Understand themselves in relation to team members
- Get insight into communication and collaboration styles



## People Managers

Talent Insights helps people managers and team leads personalize their communication and guidance so that they can develop strong, authentic relationships based on each individual's attributes instead of managing every employee with the same approach. With Talent Insights, managers and team leaders can:

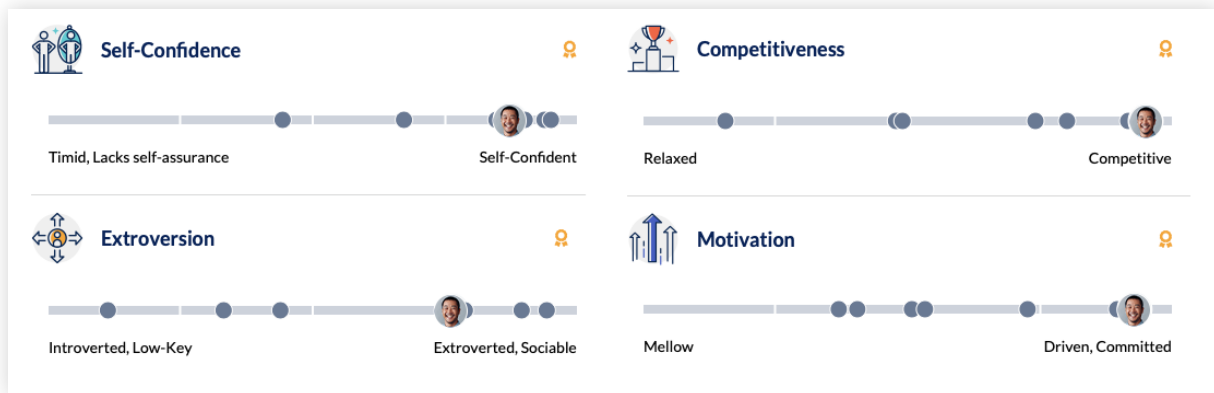
- Improve collaboration through more meaningful conversations
- Personalize guidance and development
- Tailor team integration and onboarding



## Remote Teams

Talent Insights can help increase engagement and interaction by creating shared understanding across time zones and zip codes. With Talent Insights, remote teams can:

- Create shared understanding with team members and managers
- Gain insight into the work and communication styles of colleagues



*“Talent Insights is a powerful management tool that gives you insight into your teams’ interaction style, work habits and, ultimately, their attitudes and outlook within a workplace setting. It can be integrated into your onboarding process and yearly performance reviews, ultimately providing a data-based approach to each individual team member.”*

– CURRENT CRITERIA CUSTOMER

# Designed for Simplicity

## Easy to use

From inviting colleagues to participate, to understanding individual and team-level characteristics, Talent Insights is easy to use at every level of your organization.

## Built for scale

Talent Insights is designed to help you democratize insights within your organization. Invite as many team members as you want to create awareness at every level of your organization.

The screenshot displays the Talent Insights dashboard for a team named "Sales Team - Los Angeles, CA". The interface includes a navigation bar with "Criteria", "Dashboard", and "My Results" options, along with a "My Jobs" button and a user profile icon. Below the team name, there are profile icons for team members and a "View Team" button. A prominent "Invite Team Members" button is also visible.

The main content area is titled "Team Personality" and includes a "View Insights" button. A descriptive text states: "The Workplace Insights report shows how your team members work according to 10 different behavioral traits. Notable traits are marked with a 🏆 and most strongly characterize your team." Below this, four trait categories are shown with horizontal scales and team member avatars:

- Self-Confidence:** Scale from "Timid, Lacks self-assurance" to "Self-Confident". A 🏆 icon is present.
- Competitiveness:** Scale from "Relaxed" to "Competitive". A 🏆 icon is present.
- Extroversion:** Scale from "Introverted, Low-Key" to "Extroverted, Sociable". A 🏆 icon is present.
- Motivation:** Scale from "Mellow" to "Driven, Committed". A 🏆 icon is present.

A "Show All 10 Traits" link is located below these categories.

The lower section, "Team Personality Average", features a radar chart comparing the team's average performance across ten traits to the general population. The traits are: Openness, Achievement, Motivation, Self-Confidence, Conscientiousness, Assertiveness, Patience, Extroversion, Cooperativeness, and Competitiveness. The team's average is shown as a solid grey area, while the general population is shown as a dashed grey area. The team's average is notably higher than the general population in several traits, including Self-Confidence, Motivation, and Cooperativeness. Navigation buttons for "Attitudes & Outlook", "Work Habits", "Temperament", and "Interaction Style" are positioned around the radar chart.

A footnote at the bottom left states: "\* Includes 7 team members who have completed a personality test".

## MANAGER VIEW



## About Criteria

Criteria is an assessment company dedicated to helping organizations make better talent decisions. We deliver the most precise, comprehensive, and reliable assessments to help companies create, cultivate, and manage the highest-performing workforce.



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