



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 objective insight and collaboration tips, 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

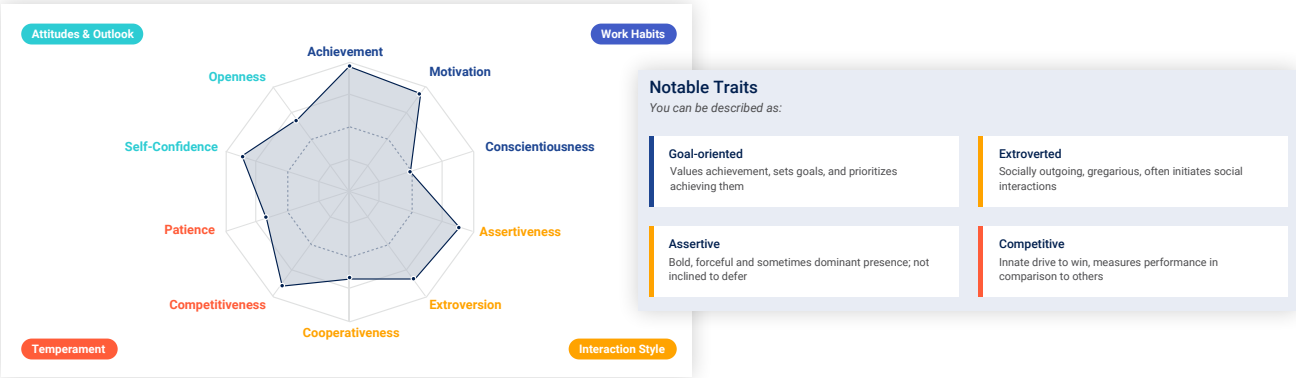
Benefits at Every Level

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 designed to help each member of your organization gain deeper awareness of their strengths and natural tendencies. With Talent Insights, individual contributors can:

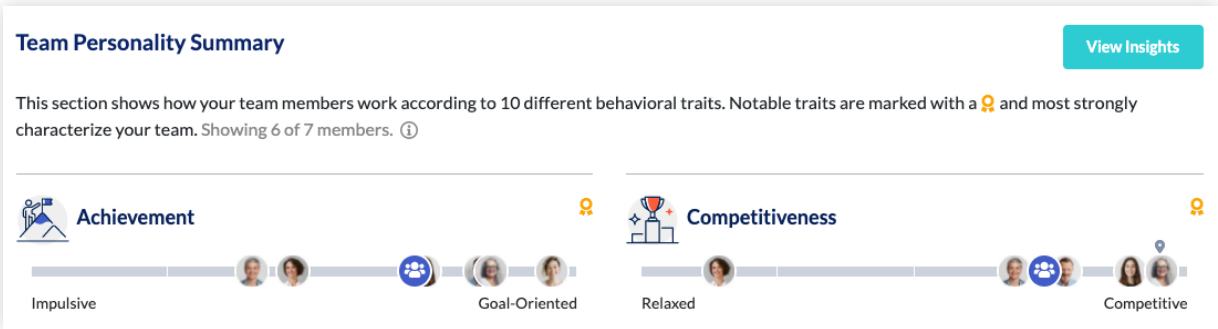
- Understand strengths and opportunities for self-development
- Understand themselves in relation to team members
- Compare their profile with others and get actionable tips for improved communication and collaboration



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 and actionable tips to enhance communication and collaboration with colleagues



Collaboration Guide

This guide provides an overview of how you and Rhys compare in communication style, work style, and thinking style. Within the guide there are also tips to help you work more effectively together.



Communication Style

You and Rhys both appear to be moderately sociable and outgoing and, at times, comfortable initiating social interactions.

You and Rhys are both likely to balance letting others share their perspectives and sharing your own thoughts.

Tips

- Decide with Rhys on the most appropriate way to communicate given the task at hand, as you may both be flexible in your approach.
- Take an appropriate amount of time to consider Rhys's viewpoints and share your own when it's your turn.

Work Style

Rhys may try to find balance between getting along and competing to get ahead, while you are naturally more competitive.

Rhys is likely to be comfortable working on conventional tasks, whereas you may enjoy novel ways of working from time to time.

Tips

- If you find that you need to increase Rhys's comfort with competing as a team to achieve shared goals, try framing the activity as friendly competition.
- If you're working with Rhys and you need to try a new, creative approach, help them to be more comfortable by identifying the elements that you're both familiar with.



“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.

Criteria Dashboard My Results My Jobs ? [User Profile]

Sales Team - Los Angeles, CA [View Team] [Invite Team Members]

Team Personality

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. [View Insights]

Trait	Notable	Team Position
Self-Confidence	🟡	Timid, Lacks self-assurance to Self-Confident
Competitiveness	🟡	Relaxed to Competitive
Extroversion	🟡	Introverted, Low-Key to Extroverted, Sociable
Motivation	🟡	Mellow to Driven, Committed

[Show All 10 Traits]

Team Personality Average

See where your team falls on average for all traits measured in your Team Personality.

Attitudes & Outlook [Work Habits]

Temperament [Interaction Style]

Openness Achievement Motivation
Self-Confidence Conscientiousness
Patience Assertiveness
Competitiveness Extroversion
Cooperativeness

General Population Team Average*

* Includes 7 team members who have completed a personality test



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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