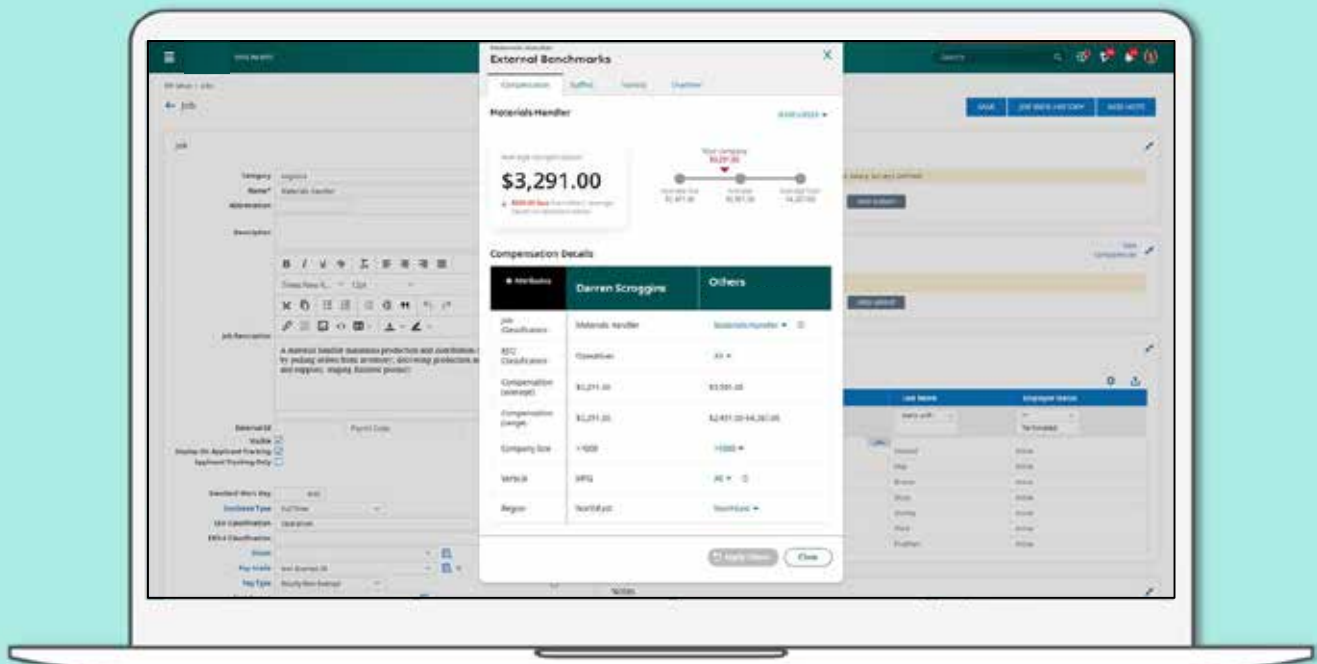


People Insights

Get proactive, practical, and trusted guidance automatically that helps you help your people.

Making the right decisions for your people and your organization is challenging, especially when you have limited resources and many competing priorities. That's why People Insights delivers the information you need to be confident you're on the right path without adding to your workload. With People Insights, our solution becomes your advisor, automatically finding opportunities for continuous improvement to maximize your time, focusing you on the data needed for meaningful action, and helping you make a proactive, positive impact.



Combat employee burnout with Fatigue Analysis

Recognize when people are getting burned out, understand what is contributing to it, and receive guided recommendations on how to improve their experience.



Gain actionable insights using Internal & External Benchmarking

Better understand what normal looks like for your organization, how you compare to industry standards in various categories, and be able to identify outliers in order to confidently drive positive change in the right areas of your business.



Make decisions with confidence by listening to your people

Know how people feel about important activities and initiatives across the employee life cycle to make the right decisions based on facts instead of instincts in areas such as recruiting evaluations, engagement surveys, and performance reviews.

Key benefits

For HR Professionals

- Retain top talent by anticipating both their needs and challenges, including fatigue and flight risk
- Recognize common emotions around processes in an evidence-based way
- Cut through the noise to focus on the right areas of success or improvement
- Receive guidance on how to tell the right stories using your on-demand people data
- Receive actionable updates in the moment to stay ahead of priorities
- Spend more time helping your people and contributing to strategy and less time hunting for answers
- Stay competitive by using external benchmarking to identify areas of your organization that may need improvement based on how you compare to industry standards

For Managers

- Give your team the support they need right when it will make the most difference
- Have your feelings actively considered as business strategies evolve using surveys
- Recognize successes and gain clarity on opportunities to improve processes
- View the information you need delivered in a way that lets you take action
- Stay up to date on the latest developments with your team and the wider organization
- Become a champion for your team by focusing on what matters to them and showing them their business impact.

Key features of People Insights

- Flight risk analysis to predict who is likely to leave based on a variety of proven contributing factors
- Fatigue detection to predict and help prevent employee burnout
- Sentiment analysis for key insights into activities such as applicant evaluations, engagement surveys, and performance reviews
- Internal and External Benchmarking for insights into common areas of your organization and how you compare to industry standards
- Guidance on common reporting questions with quick-start visualization templates to answer them
- In-depth pivot table exploration and comparison of data from across our system
- Analytics dashboard for easy sharing of insights and regular checking of key performance indicators
- Recommendations of possible actions to take based on your people data
- Embedded AI automation and management of all People Insights processes in order to provide proactive advice
- Real-time updates for predictions, alerts, and recommendations
- Continuous improvement of predictions, alerts, and recommendations based on new data
- Continuous personalization of results for specific roles, teams, and your organization

Charts and Dashboards

You're busy with day-to-day tasks but keeping up with people data is critical for HR, payroll, and managers alike. Spend less time organizing data and more time acting on it with our Charts and Dashboards.

Quick visualization builds

Select specific data points and bring them to life with charts, directly from any report screen, on any device. Take advantage of the following:

- Intuitive side panel with chart previews and creation options
- Flexible displays that can show combinations of tables and charts to fit your needs
- Build multiple views to see report data from different angles
- Automated guidance on chart design and specific analytics questions*

Actionable displays

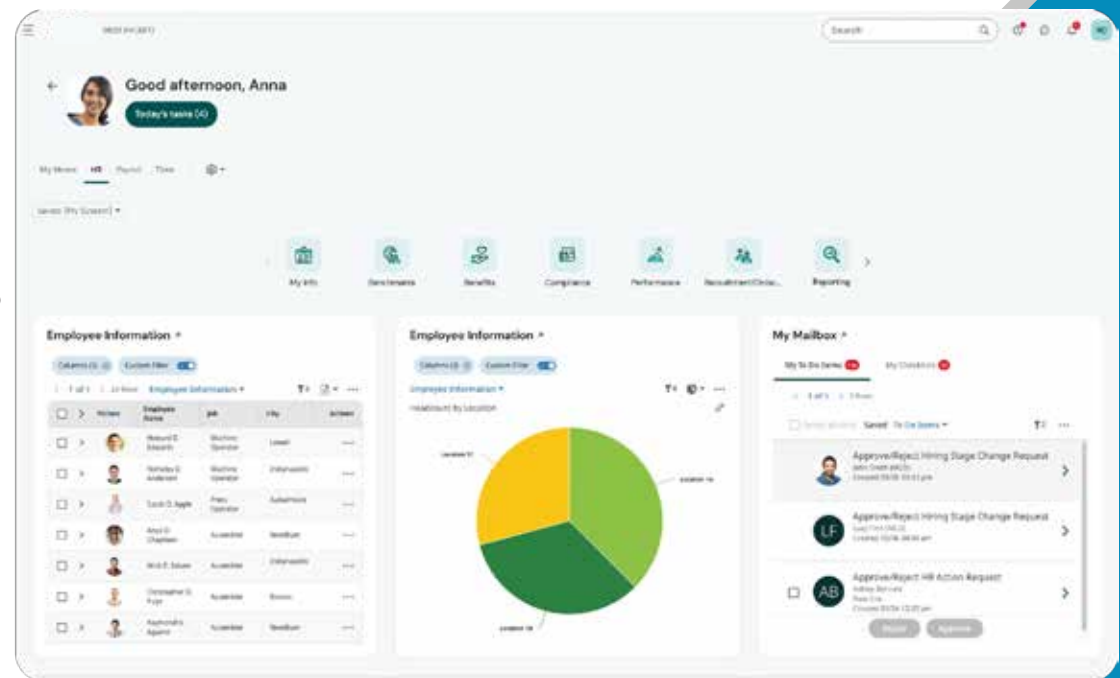
The charts you add are interactive and shareable, allowing you to quickly explore key details and deliver the right insights to those who need them. Enjoy the flexibility to:

- Select specific charts or areas within them to automatically filter data
- Send chart views to teammates or set visibility for specific groups
- Quickly highlight positive results or areas of concern to follow up on

Personalized dashboards

Our dashboards adapt to meet the needs of various users, supporting specific roles and focus areas. Take advantage of the flexibility to:

- Use suggested dashboard layouts to accommodate specific needs
- Pull charts from several reports into one location to track related items
- Connect data to action by adding relevant tools to dashboards



*Guided analysis available through People Insights