


| Whitepaper

Optimizing & Humanizing HR with Workforce Insights.



pymetrics



**How many times have
you asked yourself:**

- 1 What makes my employees unique and how do they compare with industry benchmarks?
- 2 How can I give my employees a way to better understand themselves and best apply their characteristics at work?
- 3 Is my company digitally ready, do we possess the attributes to be agile, how can we best work together as a team...

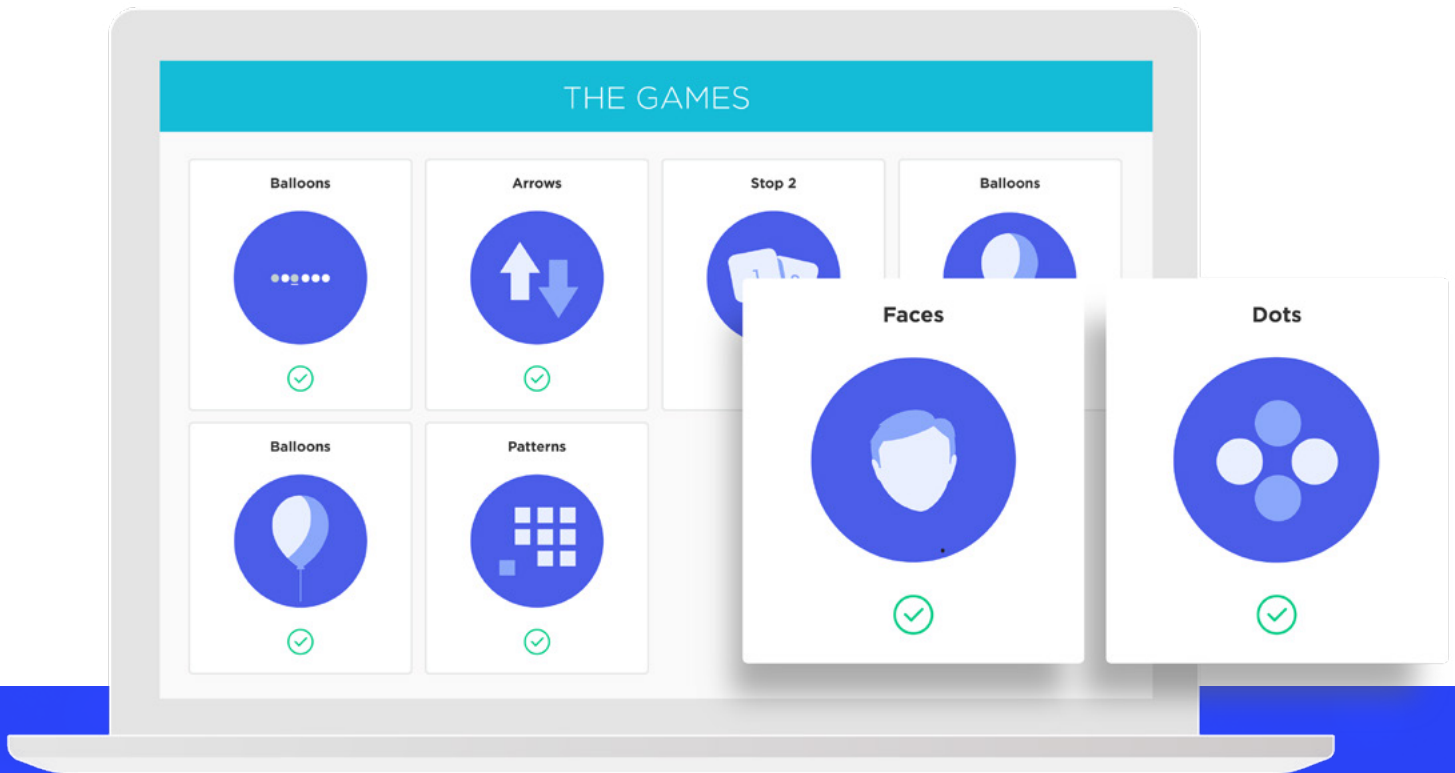
Chances are, it's been difficult, if not impossible, to answer these questions in the past, and that's why we at pymetrics have brought to market a game-changing set of Insights capabilities.

Workforce Insights helps you answer key talent management questions and future-proof your workforce using a unique dataset and interactive dashboard. It's easy to use, quick to get started, and engaging for you and your employees. Let's take a look:



Better Insights Start with Better Data

Workforce Insights leverages the data collected when employees play **pymetrics'** behavioral science-based games.



These games assess an employee's cognitive, social, and emotional attributes. Simply have your team play the 30-minute games, and you can immediately begin to reveal insights you've never been able to before.

Visualizations that Bring Data to Life

As soon as just five employees have played the pymetrics games, your Insights dashboard comes to life.

Get a high-level overview of the DNA of your workforce - and understand the soft skills that make your teams, roles, or regions similar or different.

The dashboard is highly interactive - you can cluster employees by role, region, team, or other dimensions that are important to your business. Filter the data

down to get a more granular look at how the attributes change due to tenure, location, or position. You can even compare your organization to industry benchmarks, to help understand what sets your company apart, and where you still have room to grow.



At this organization, there is a high degree of overlap between Operations and Account Executives in terms of how they interpret emotion, but there's a lot of individual variation in how critical they are in perceptions of fairness.

Action Out of Insight

With all of this data at your fingertips, you can explore the areas that are most important to your business - today and into the future. Harnessing such data is especially important for talent leaders in evolving work environments focused on building a workforce that can withstand the demands of tomorrow.

1

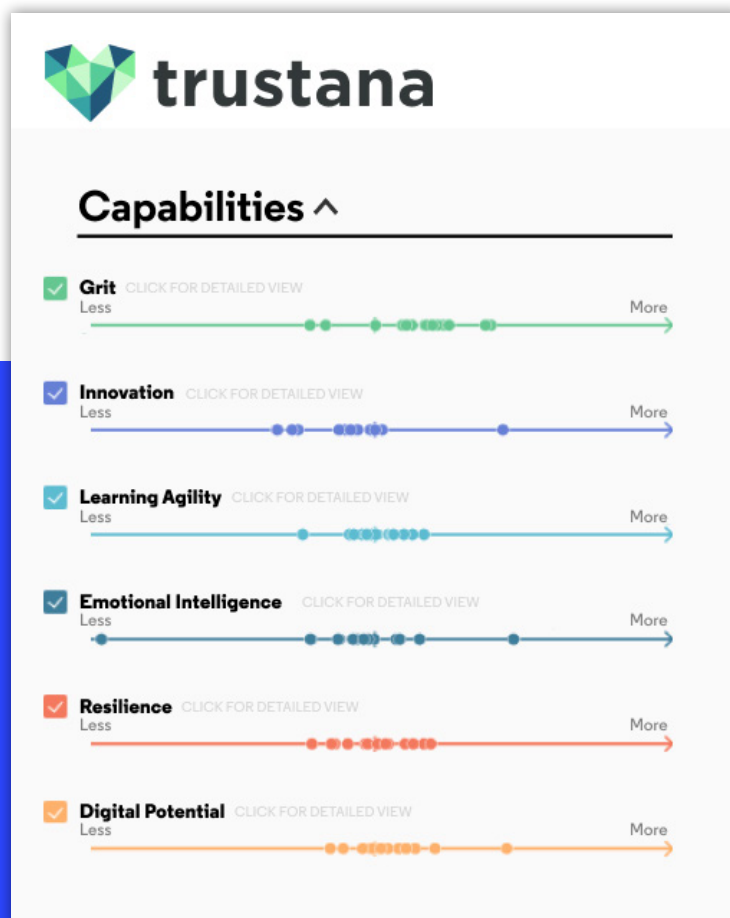
Bring Competencies to Life

Explore how each team lines up to the competencies that matter most to your company, as well as strategies for where they can improve for each. Some examples include Digital Literacy, Agility, Grit, and Teamwork, among others.

2

Unlock What Makes You Different

Check out how each of your roles compares to an industry benchmark. You can then use our strategies to inform training or highlight what makes you different in your employer branding.

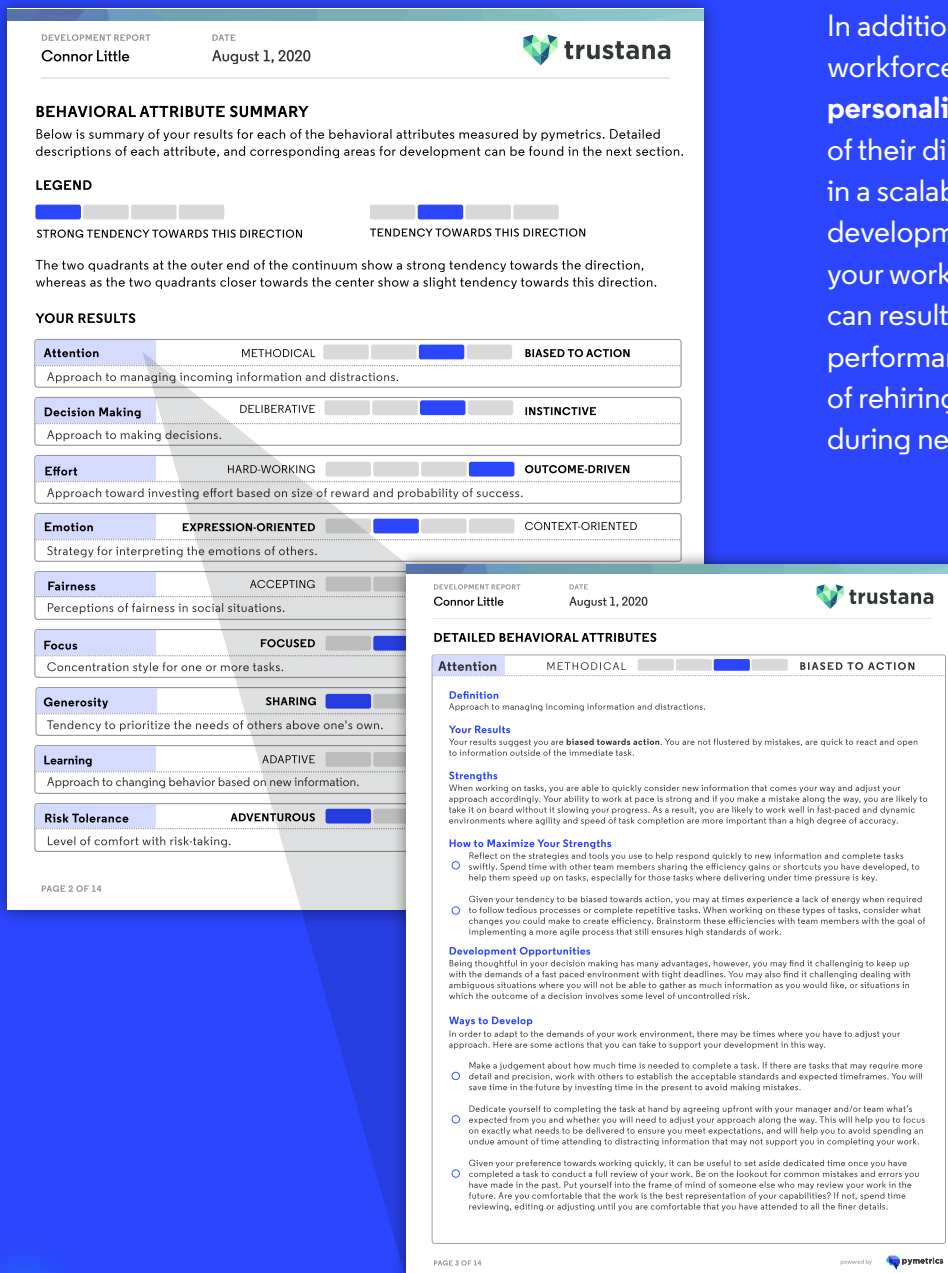


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Pursue Data-driven L&D Strategies

Discover each team's inherent attributes, what that means for how teams work together, and strategies to improve their collaboration based on their inherent attributes.

Measure where your employees fall on the bi-directional scale of attributes and see how they compare to others within and outside of your organization, rather than relying on often-biased self assessments. Identify skills gaps and build L&D strategies around them.



In addition to providing insights into your workforce DNA, managers are equipped with **personalized development reports** on each of their direct reports to drive 1-1 coaching in a scalable and data-driven way. Employee development is a critical component of nurturing your workforce, and if done successfully, can result in strong employee retention and performance, as well as reduction in costs of rehiring talent. These reports can be used during new employee onboarding, regular review cycles, or even to optimize teamwork with other colleagues. By empowering employees with their own behavioral insights on each soft skill they possess, broken down into strengths and developmental opportunities tailored to the workplace, they are able to track progress towards their goals through a worksheet that drives accountability and success.

Built with Speed in Mind

We know that having access to data that helps you make better decisions faster is critical - even more so now as the world changes around us due to the events of the last year.

That's why we designed Workforce Insights with ease and speed in mind. You can be up and running and learning from Insights within just one week:



The games are fast, easy, and fun for employees to complete in less than 30 minutes.



Data fuels the dashboard immediately after only five employees play.



You can slice and dice the data to learn about your workforce and start making data-driven decisions immediately.



If you need more support, our dedicated Client Services and IO Psychology teams can provide you with best practices guidance, training, bespoke mapping of your competencies, and in-depth interpretation of your data and recommendations for your workforce.



How clients are using Workforce Insights today:

1

Increasing
call center
performance

2

Improving
team
collaboration

3

Uncovering
Behavioral
DNA



Increasing call center performance

Comparing Workforce Insights data with proprietary success profiles for call center employees allowed this organization to identify where employees were strong and where gaps existed. Working with pymetrics IO psychologists, the organization developed exercises individuals could incorporate into their day-to-day

tasks and review as a team with their managers to understand what attributes were associated with a high performer and how to individually tailor their behavior to optimize performance and ultimately lead to better business outcomes.

Working with IO psychologists, they were able to identify areas for improved collaboration and individual improvement strategies to better align to the team.

Improving team collaboration

All employees working on the same team played through the pymetrics games to better understand their personal attributes as well as the collective team attributes to visualize similarities and differences. As a team, they discussed these findings and used the Power Skills Playbook, a framework created by our

team to help organizations turn insights into informed L&D decisions, to discuss the benefits and challenges of the team similarities and differences. Working with IO psychologists, they were able to identify areas for improved collaboration and individual improvement strategies to better align to the team.

Uncovering Behavioral DNA

This organization leveraged pymetrics to uncover current behavioral DNA of Sales Professionals + identify those with potential for Enterprise Sales.

Key accomplishments of this partnership to-date include being able to:



Benchmark

Sales employees compared against top-performing Enterprise Sales Benchmarks in their industry.



Identify

Employees most apt to move into Enterprise role were identified, HR team uncovered skills & development needs for Sales before pivoting roles.



Deploy

Built a go-forward plan and identified training needed for individual high-potential employees.

Why Wait? Understand the DNA of Your Workforce Today.

According to Gartner, “only enterprises equipped with talent data and insights will meet the fast-paced demands of digital business and the next-generation workforce.” pymetrics’ Workforce Insights equips you with actionable insights you can leverage today to build the most competitive, collaborative, and effective workforce for tomorrow.

To find out more about pymetrics and our capabilities, please connect with our team.

pymetrics.ai

