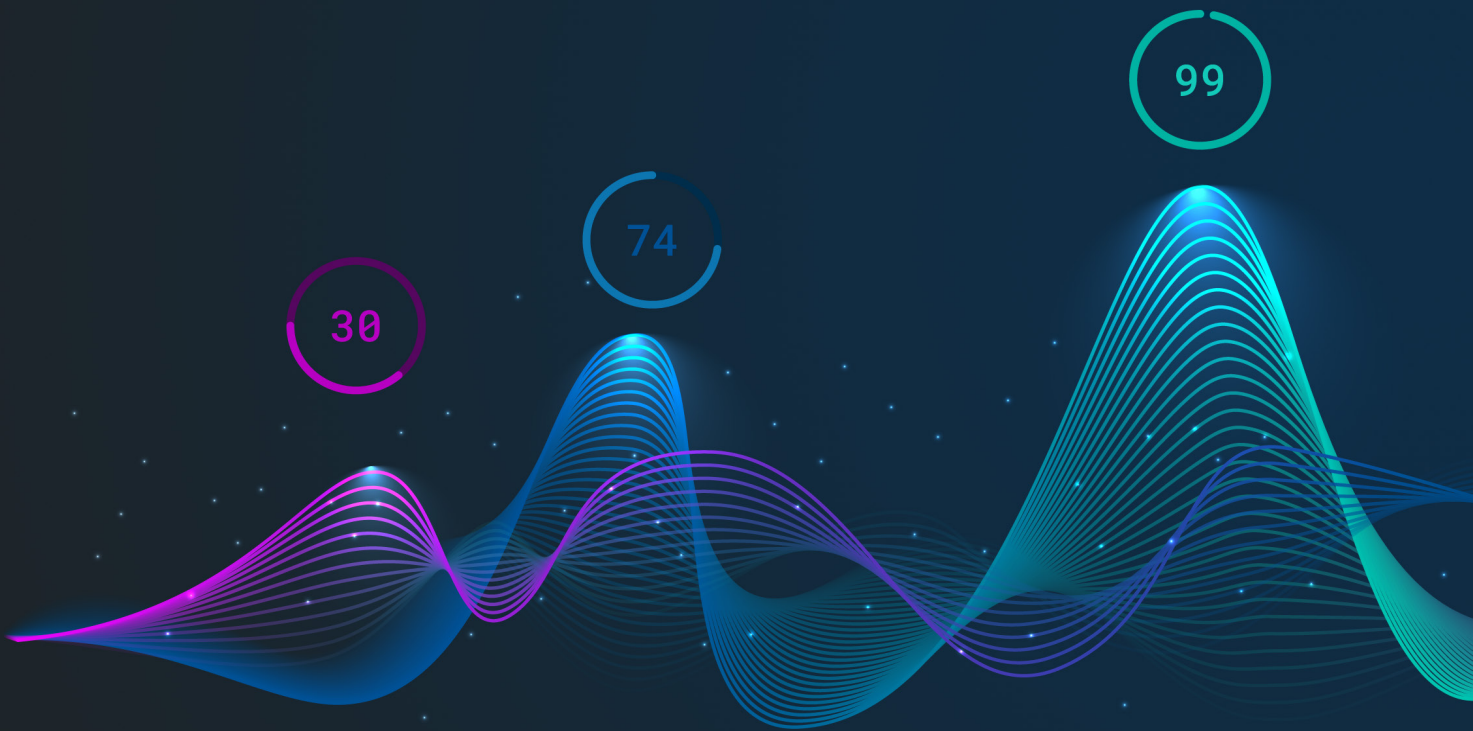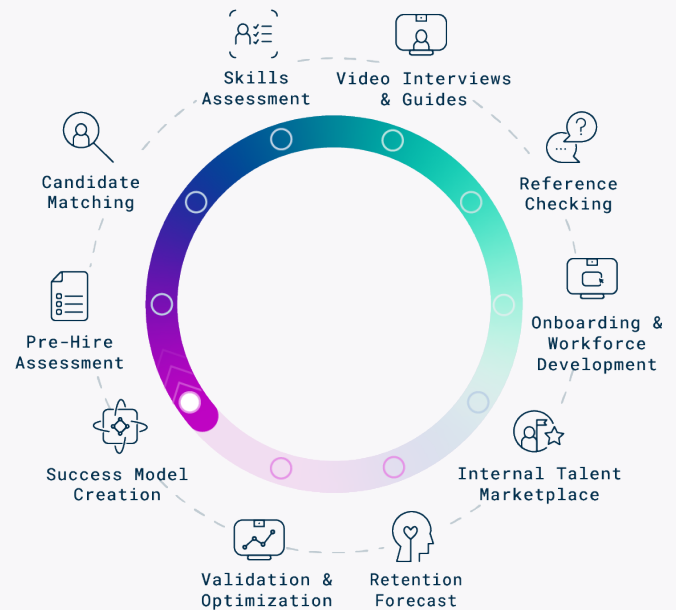# How Cangrade Works

Make your talent acquisition and management decisions with leading talent intelligence

Cangrade

Start with a solid foundation

Tailor talent intelligence to your needs

Find the best candidate for the role every time with our cutting-edge science. Cangrade's talent intelligence is powered by a Success Model unique to your specific role and organization. Partner with our team to generate your profile with AI technology that leverages your quantitative KPIs or workplace experts who leverage qualitative insights.

Skills Assessment

Video Interviews & Guides

Candidate Matching

Reference Checking

Pre-Hire Assessment

Onboarding & Workforce Development

Success Model Creation

Internal Talent Marketplace

Validation & Optimization

Retention Forecast

10x more accurate

Sales Manager Personality Asses

PROGRESS: | 2 | minutes

Billie Hart
Sales Manager

82

ALL RESULTS

Status: READY

Slightly Agree
Strongly Agree
Strongly Agree
Slightly Disagree

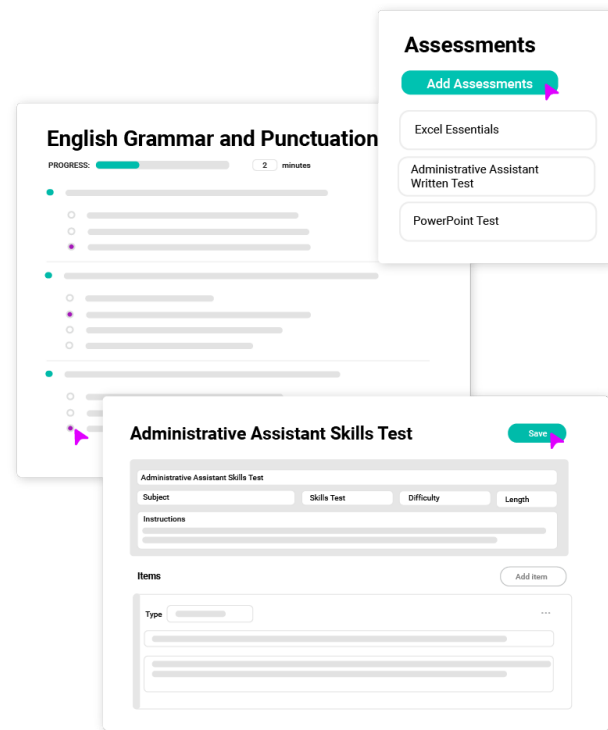|			
☑	Billie Hart	INTERVIEW	82
☑	Jordan Mosely	INTERVIEW	95
	Lindsay West	READY	62
☑	Dylan Garcia	INTERVIEW	87
	Casey Hays	READY	42

Next

Identify your top talent

Identify top talent accurately and efficiently with Pre-Hire Assessments

Predict candidates' likelihood to succeed and stay in less than 14 minutes on desktop or mobile. Our easy-to-use recruiter dashboard, insightful candidate and pipeline reports, and Jules, our AI Copilot, help you focus on your most promising candidates so you make the right hire the first time.

Cangrade

Measure on-the-job knowledge with Skills Tests

Assess candidates' knowledge of required hard skills objectively. Cangrade's hard skills test library assesses over 100 job-specific skills, proficiency in 30 languages, computer skills, reasoning, and more.

Assessments

Add Assessments

Excel Essentials

Administrative Assistant Written Test

PowerPoint Test

English Grammar and Punctuation

PROGRESS: 2 minutes

Administrative Assistant Skills Test   Save

Administrative Assistant Skills Test

| Subject | Skills Test | Difficulty | Length |

Instructions

Items   Add Item

Type

Roles Casey Hays might be a fit for

- 81   Customer Success Manager
- 75   Office Administrator
- 85   Business Development Representative

☑   Customer Success Manager

☐   Project Manager

☐   Administrative Assistant

Find the perfect fit with Candidate Matching

Find the right role for the right candidate at the right time. Our Candidate Matching predicts fit for your talent pool on all your open roles with just one assessment, fueling you with the talent intelligence you need for smart hiring and maximizing your talent pool.

Cangrade

Interview with ease and objectivity

Screen potential hires objectively with Structured Interview Guides

Set your team up for objective hiring decisions and save them time. Cangrade automatically generates bias-free, personalized structured interview questions tailored to candidates' Pre-Hire Assessment results.

Billie Hart's Interview Guide

Client Manager | billliehart@applicant.com | 4/1/2024 8:24 PM

Follow Through

✓ This topic is shown because Billie's soft skills profile suggests a high proficiency in this area.

Questions (choose one):

Notes:

Rank the response: ⭐⭐⭐☆☆

☑ ⬤ Client Manager

☐ ⬤ Customer Service Representative

☐ ⬤ Administrative Assistant

Ashley Lee — INTERVIEW — 82
Bo Liu — INTERVIEW — 95
Lindsay West — READY — 62
Dylan Garcia — INTERVIEW — 87
Casey Hays — READY — 42

Bo Liu's Video Interview

Customer Success Manager | bo.liu@applicant.com

Facilitating Change

Question:

Video response:

Notes:

Rank the response: ⭐⭐⭐⭐☆

Keep your pipeline moving with Video Interviews

Invite your top candidates to pre-record video responses to your Structured Interview Guide automatically. Then let your hiring teams review, collaborate, and comment when it works for their schedules.

Cangrade

Make the right hire every time

Streamline and optimize reference checking

Get insights into job-critical skills and past performance to prevent mis-hires. Automatically ask candidates for their references, contact references, collect structured responses, and get notified that candidates' reference reports are ready for your review.

Predict performance and make an offer they can't refuse with Jules

Take your talent intelligence further by chatting with Jules, our AI Assistant, to predict how candidates will perform in on-the-job situations, how much onboarding support they'll need, and how to offer them the job so they'll accept.

Cangrade

Fill skills gaps

Onboard intelligently to turn new hires into top performers

Leverage candidate data to tailor new hire onboarding. Our assessment delivers coaching tips, suggested training activities, and development content to help new employees thrive and Jules, our AI Copilot, generates personalized employee onboarding plans for you.

What will Sebastian Martin be challenged with in this role?

Coaching tips for Sebastian

⊗ Handling Setbacks

		Bo Liu	Assign Coursework
☑	●	Sebastian Martin	**Assign Coursework**
		Billie Hart	Assign Coursework

Coaching tips for Sebastian

◉ Goal Setting

What are the best ways to communicate with Sebastian?

Given that Sebastian has high Relationship Orientation, high External Awareness, and high Concern for Others, it's important to approach communication with empathy and attentiveness to their feelings and perspectives.

Here are some effective strategies for communicating with Blake:

1. Be Open and Direct: Since Sebastian has high Assertiveness, they appreciate clear and straightforward communication. This means being honest and expressing your thoughts openly can foster a stronger connection.

2. Show Empathy: With their high Concern for Others, acknowledging their

Ask a question about Blake | ✦ Send

Kobe struggles with goal setting. Create a training plan for them.

Coursework

Kobe Lin
Job: General Manager

Denver, Colorado
kobe@applicant.com
555-555-5555

Course	Subject	Source	Action	Status	Completed on	Time Spent
		SKILL DEVELOPMENT	View Course	25%		
		SKILL DEVELOPMENT	View Course	75%		
		SKILL DEVELOPMENT	View Course	100%		
		SKILL DEVELOPMENT	View Course	68%		
		SKILL DEVELOPMENT	View Course	58%		
				25%		
				100%		
				78%		

1-8 of 8 | Prev 1 Next

		Bo Liu	Assign Coursework
☑	●	Kobe Lin	**Assign Coursework**
		Billie Hart	Assign Coursework
		Dylan Garcia	Assign Coursework
		Casey Hays	Assign Coursework

Strengthen and engage your workforce with targeted upskilling

Identify the strengths and development priorities of your workforce with our talent intelligence. Then leverage our personalized, ongoing development recommendations, activities, AI Copilot generated custom training plans, and Workforce Development coursework to upskill your workforce and track the results.

Cangrade

Build employee mobility, retention, and ROI

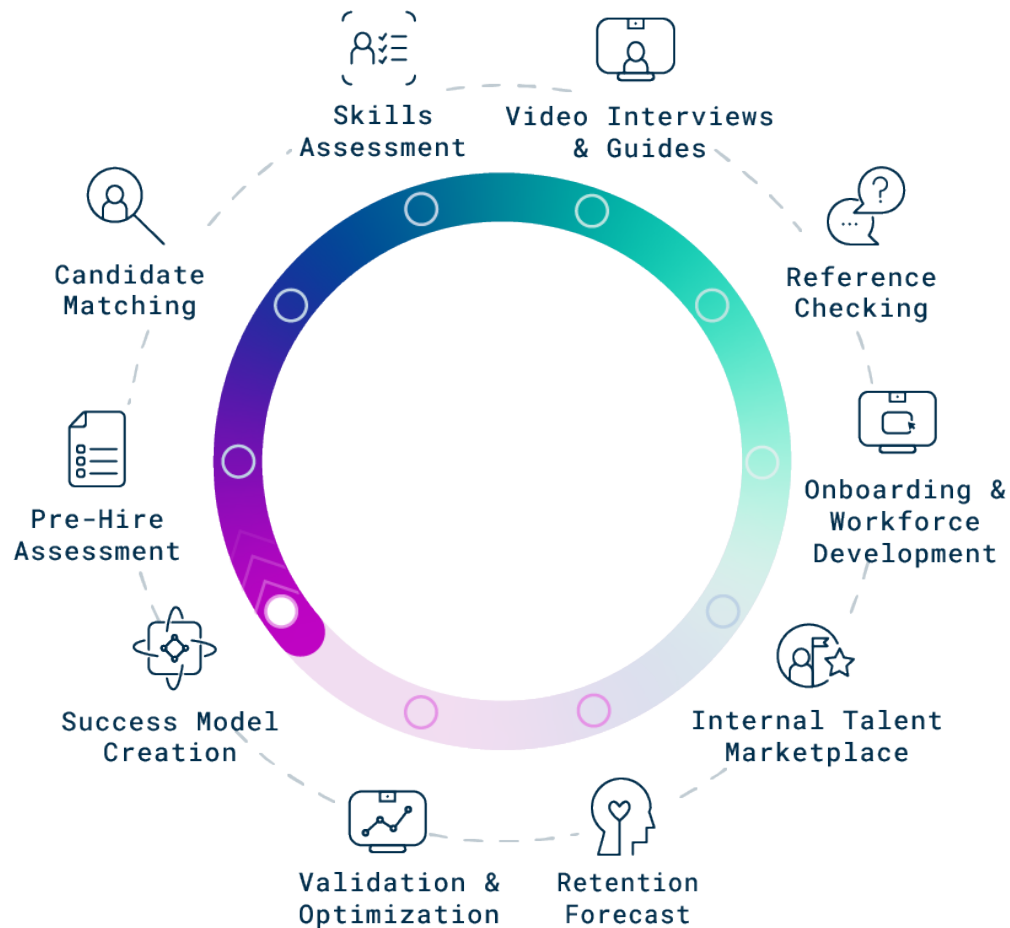## Make smart moves with Internal Talent Marketplace

Identify the right fit for lateral moves and promotions using our Internal Talent Marketplace. Identify training needs, predict on-the-job performance, and create training plans with Jules, our AI Copilot, to set employees up for success in their new roles.

Measure and improve your employee retention

Benchmark your workforce with Retention Forecast to measure employee engagement on 5 key factors. Then put our recommended actions into place, start predicting candidate retention, and chat with Jules to learn more about your team member's motivations and skills to build engagement and retention strategically.

Lead your team and maximize ROI with Jules

Tailor your talent management to each employee and situation with our AI Copilot, Jules. Generate personalized training and engagement plans, learn how to prepare team members for promotion, discover how to motivate team members to perform, get directions for addressing challenges, and more.

Cangrade

Skills
Assessment

Video Interviews
& Guides

Reference
Checking

Candidate
Matching

Onboarding &
Workforce
Development

Pre-Hire
Assessment

Internal Talent
Marketplace

Success Model
Creation

Validation &
Optimization

Retention
Forecast

Continuously optimize your talent decisions.

_____

Validate and optimize your talent intelligence

Measure the ROI and impact of your talent acquisition and management against your workforce's KPIs. Then, update your Success Model's predictions with your latest data on employee and new hire success to make your predictions smarter and stronger every year.

Cangrade

Ready to see how Cangrade can optimize your talent acquisition and management?

Call us

1-888-254-8394

Email us

sales@cangrade.com

Facebook
LinkedIn
Instagram
Youtube

@cangrade

"Cangrade helps us make the right decisions on the right people."

Jonathan VanHoose

Recruiting Specialist, Big Sandy Superstores

Cangrade

Better talent intelligence.