Our science team waded through decades of research on personality, motivation, aptitude, job performance, and job satisfaction to pinpoint the most robust and equitable predictors of job performance and satisfaction.

We discovered that the strongest, bias-free predictors were personality traits and soft skills when generalized across all levels and roles. The next step was figuring out the right questions to ask to make sure our measurements were both valid and reliable.

After years of extensive testing across millions of data points from thousands of organizations, we've honed in on the key questions that needed to be asked to assess each of our 50 personality traits and soft skills.
Our analytic approach

Every person has a unique set of characteristics that make them successful and happy in a job.

Each job has a unique set of characteristics that make people happy and successful in it. But these qualities and characteristics don’t occur in a vacuum. They exist together in a messy combination, interacting to produce outcomes.

Our AI algorithms account for these interactions by seeking holistic fit. They use a heuristic approach, simulating complex human analysis strategies using cutting-edge Machine Learning techniques, to continuously optimize models that produce success and remove bias using our patented process.
Our Success Model process

Your organization and role are unique, the model that predicts your candidates’ success should be too. We create a unique Workforce Success Profile that describes the traits and soft skills an employee needs to be successful in your specific role at your particular organization. This profile allows us to instantly grade your candidates on job fit. Which we then display to you as an easy-to-interpret score demonstrating their likelihood of becoming your next high performer.

There are two ways to create your Workforce Success Profile. You can choose to use Cangrade’s ethical AI technology that leverages the KPIs you care about most. Or opt to lean on your internal experts who leverage their talent acquisition and management experience.

Our predictive powers

Our AI-powered success models predict candidate success up to 10x more accurately than any traditional hiring method.
Our approach to eliminating bias

Most assessments have bias baked in.

Most pre-hire assessments have bias baked in. We rigorously control our science to ensure equality in our assessments. Every item, scale, and model we create has no statistically significant adverse impact on any legally protected demographic group.
Learn how our science can power your talent management

Call us
1-888-254-8394

Email us
sales@cangrade.com

“As HR leaders, it’s exciting and validating to see our work yield such a clear and measurable impact.”

Kurt Loring
CHRO, Applied Industrial Technologies

Talent management driven by data