

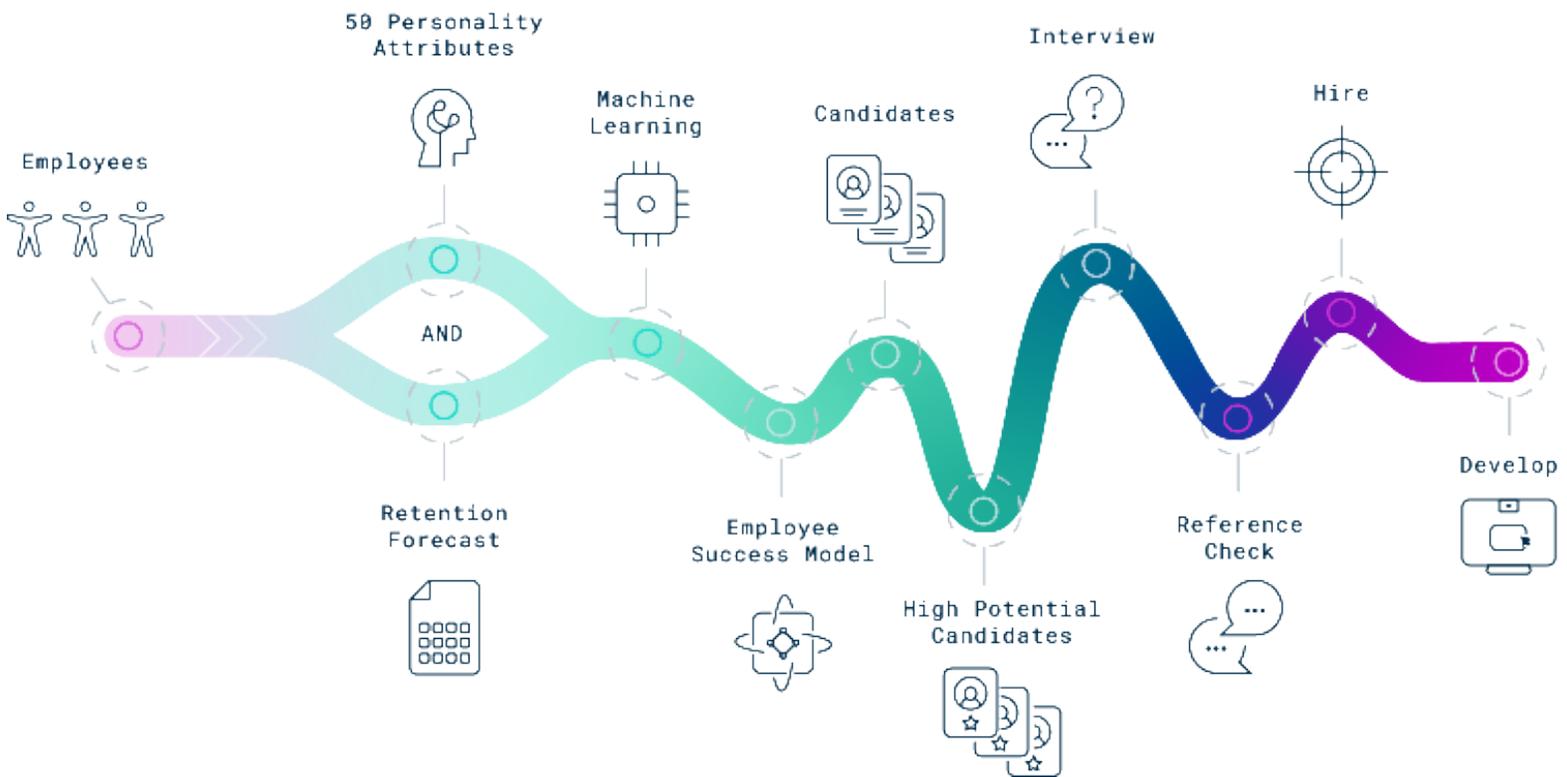
# Founded in science

## The foundation of Cangrade's talent intelligence

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Our science team waded through decades of research on personality, motivation, aptitude, job performance, and job satisfaction to pinpoint the most robust predictors of job performance and satisfaction. We discovered that all of these strong predictors were personality traits and soft skills. The next step was determining the right questions to ask to ensure 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

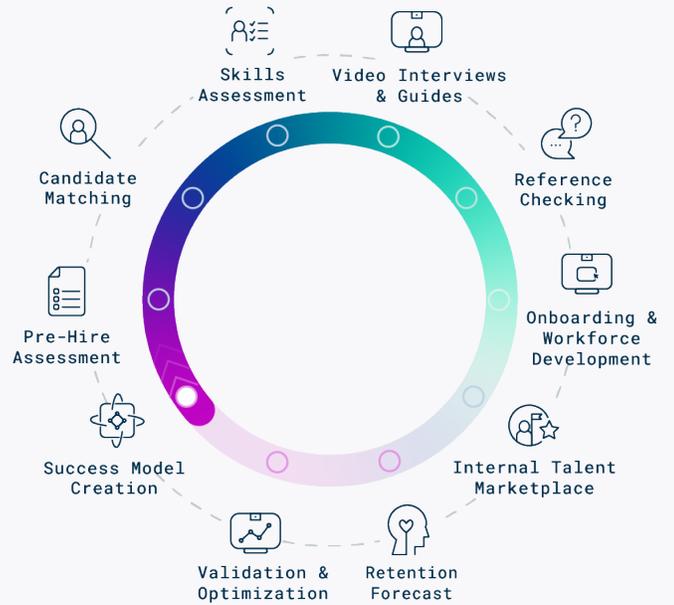
**Every person has a unique set of characteristics that make them successful and happy in a job.**

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 AI, to continuously optimize models that produce success.

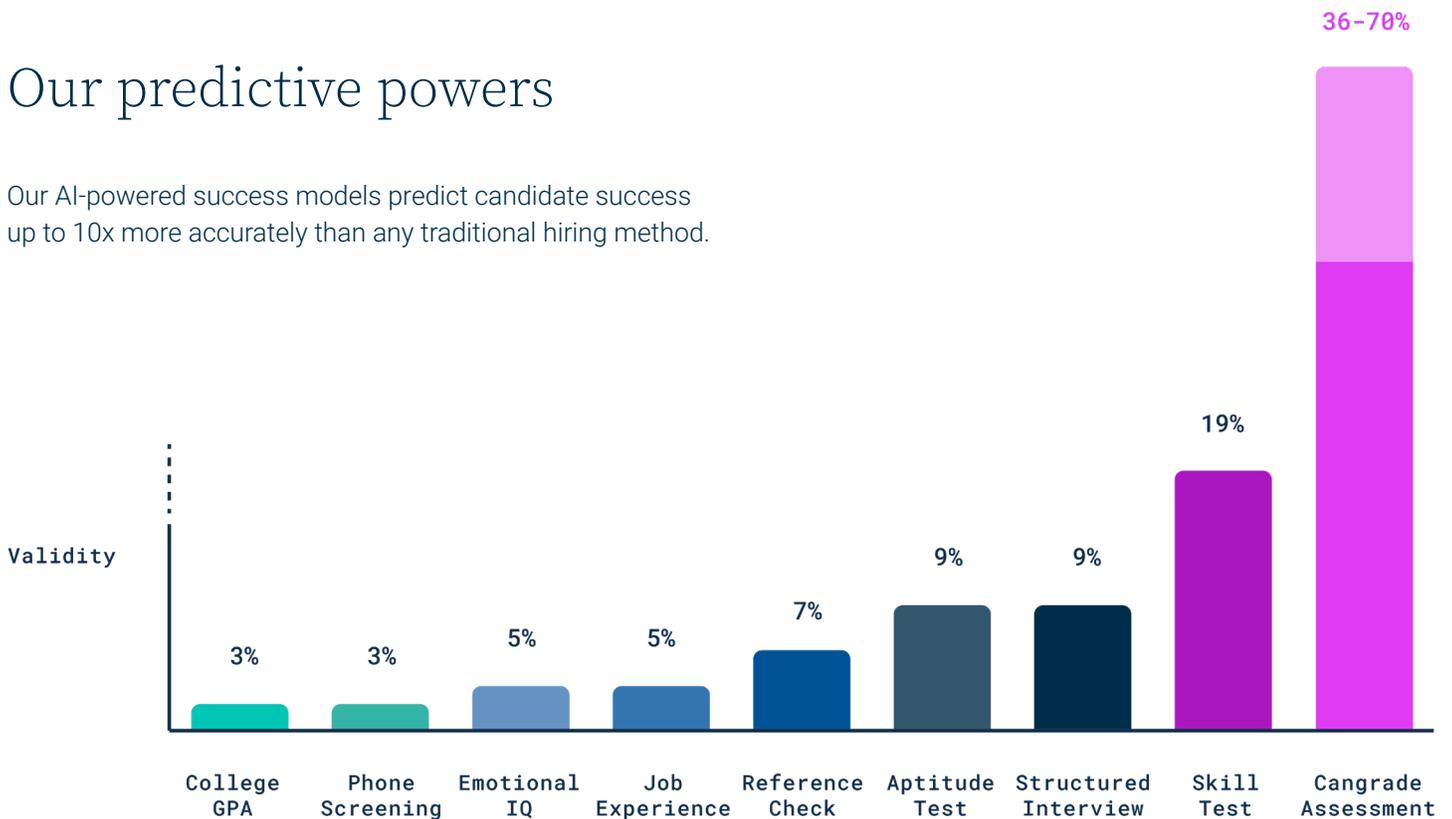
## Our Success Model process

We partner with every organization, on every role, to create a unique Success Model that describes the traits and soft skills an employee needs to be successful. Your custom Success Model scores all your candidates on job fit by assessing the likelihood of them becoming your next high performer. It can be created either by using Cangrade's AI technology that leverages the KPIs you care about most or by using your internal experts that leverage their experience nurturing and recruiting talent.



## 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

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### **Most assessments have bias baked in.**

Most assessments have bias baked in. We ensure equality in our assessments with rigorously controlled science. Every item, scale, and model we create has no statistically significant adverse impact on any legally protected demographic group.

# Learn how our talent intelligence can power your talent management

*Call us*

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*Email us*

**sales@cangrade.com**

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*Youtube*

**@cangrade**

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

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**Kurt Loring**

*CHRO, Applied Industrial  
Technologies*



*Talent mangement driven by data*