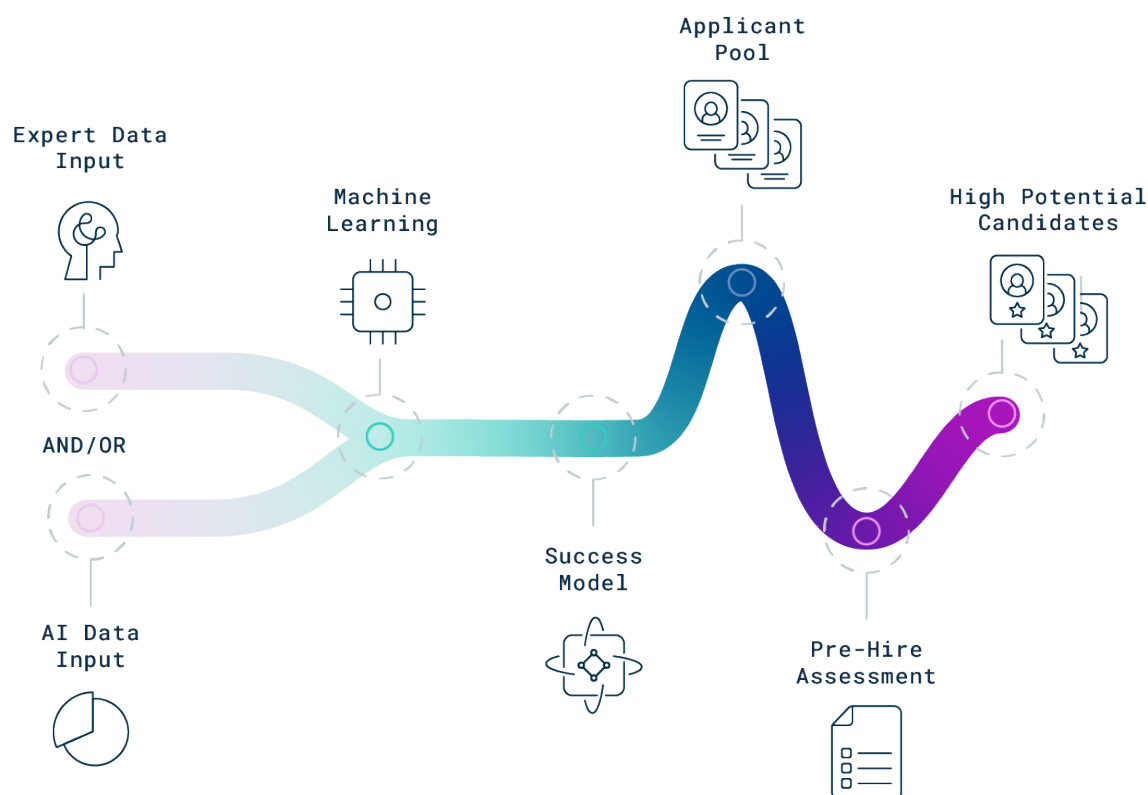# Founded in science

Our assessment's beginnings

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.

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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.

Cangrade

Expert Data Input

Machine Learning

Applicant Pool

High Potential Candidates

AND/OR

AI Data Input

Success Model

Pre-Hire Assessment

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.

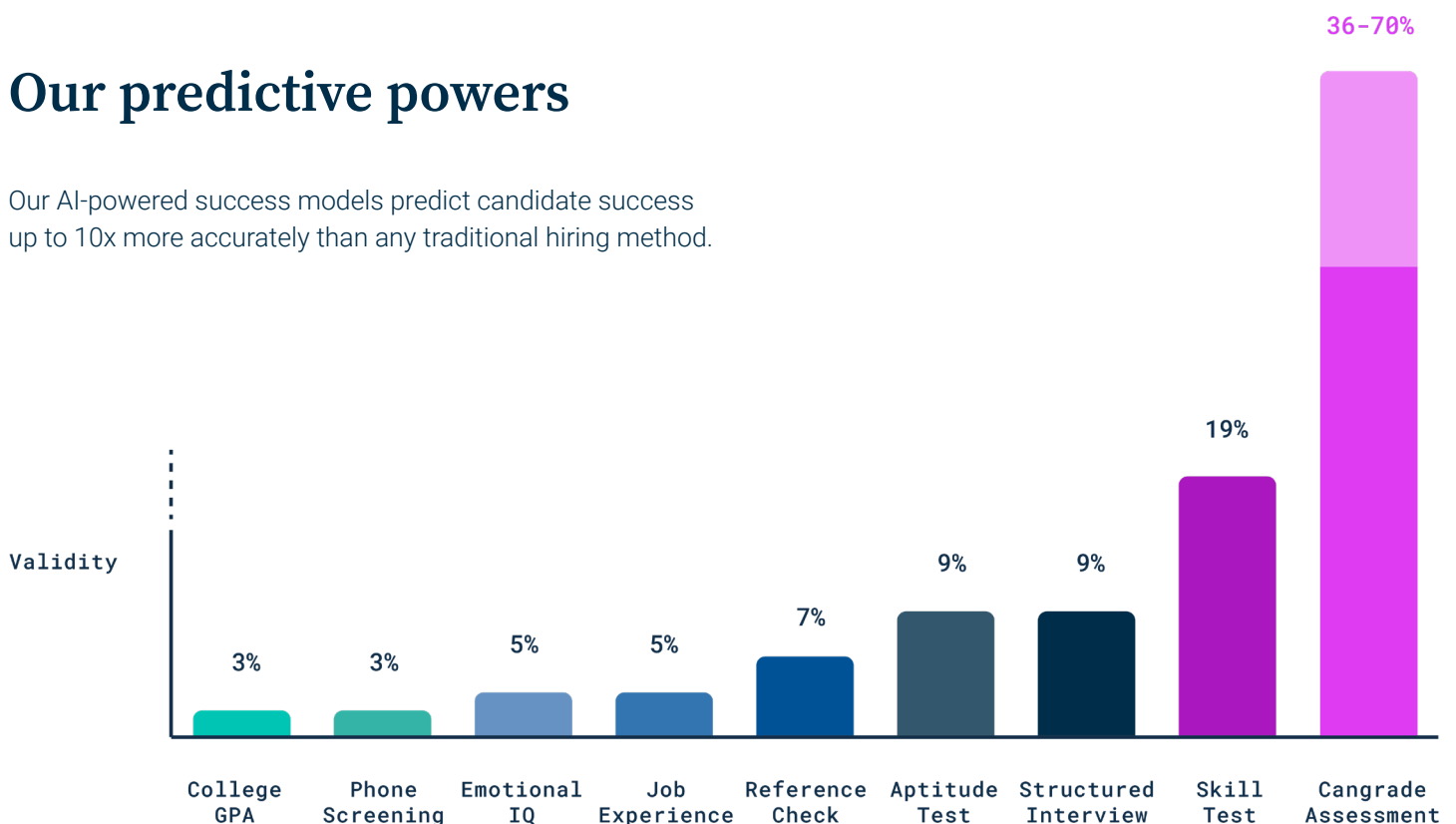Cangrade

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.

Skills Assessment · Video Interviews · Reference Checking · Workforce Development · Validation & Optimization · Success Model Creation · Pre-Hire Assessment

Our predictive powers

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

Validity

College GPA	Phone Screening	Emotional IQ	Job Experience	Reference Check	Aptitude Test	Structured Interview	Skill Test	Cangrade Assessment
3%	3%	5%	5%	7%	9%	9%	19%	36-70%

Cangrade

1%
Structured
Interview

0%
Chance with
Cangrade Assessments

2%
Unstructured
Interview

20%
IQ
Test

13%
College
GPA

Our approach to eliminating bias

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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.

Cangrade

Learn how our science can power your talent management

"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

Cangrade

Talent mangement driven by data