iWorkZone®
Intelligent Talent Analytics

iWZ equips you for the new world of hiring and retention in 2023

Talent Selfie®
Talent Mining, Matching and Management System

Highly predictive talent analytics delivered in an automated, cloud-based software platform. It drastically improves retention and reduces costly turnover. This extremely accurate, highly validated science objectively aids in development of organizational culture.

The Talent Selfie delivers for two distinct business purposes:

Selection and Hiring

- Replicate Top Performers
- Objective approach to selection and hiring
- Match candidates to jobs they are wired for
- Optimizes limited job seeker pool
- Ensures inclusive candidate selection
- Provides DE&I screening options
- Automated, easily integrated
- Simple applicant experience

Objective Management

- Objectively re-purpose existing team members
- Coordinate engagement and productivity
- Succession planning / career path mapping
- Leadership development done based on true wiring, not just typical behavioral tools
- Guides smart and effective communication
- On-demand, detailed, employee report
- Easily develop effective teams

MEASURABLE RESULTS
that increase your bottom line!

Real Data. Real Results. Why Wait?

Cadence Response™
Employee Engagement Survey

As you plan and react to the current demands and multiply all of this by the number of your employees, you may realize you have a lot of data at your fingertips. How can you sort it out? How can you assess and prioritize, quickly and efficiently, the overall needs of your business?

iWZ offers you Cadence Response™, which accurately and graphically measures:

- Management Values at Work
- Personal Values at Work
- Communication
- Job Satisfaction
- Compensation and Benefits
- Organizational Environment
- Organizational Drive
- Workforce Retention
- Organizational Stability
- Organizational Change
- Customizable Questions and Comments
- More than data, results include action steps

Exit Perspective™
Employee Exit Survey

Exit Perspective™ will give you objective data to assess how your organization has affected the employee's experience. Often, exiting employees are more candid and offer details into areas that may require attention. Allowing another touchpoint prior to departure is a valuable step.

5 Beneficial reasons to implement Exit Perspective

- An anonymous survey allows the exiting employee to give feedback they may not feel comfortable relaying to an HR professional or supervisor.
- You will have a documented reason for the employee's departure.
- Data compiled can be analyzed depending on areas of focus and interest. Reports can be useful to spot trends and create training opportunities to improve.
- If a certain department is experiencing high turnover, Exit Perspective can help you identify what to change or whom to coach and mentor.
- Having a solution that provides continuous feedback will help you quickly identify and address key concerns, which can increase retention and profitability.

Additional Tools

IntegriScreen™ – Identify integrity and ethical behaviors in advance. Measures honesty, integrity, teamwork, and work ethic in applicants. Simply stated, will an applicant show up, steal from you, and play well with others.

NurseRetain™ – Predict the likelihood of a nursing or caregiver applicant staying with your organization for two years or longer. Understand how they are motivated and what it takes to engage them to stay.

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