Skills & Competency Frameworks Driven by Outcomes

Built to adapt your frameworks to the rapidly changing market
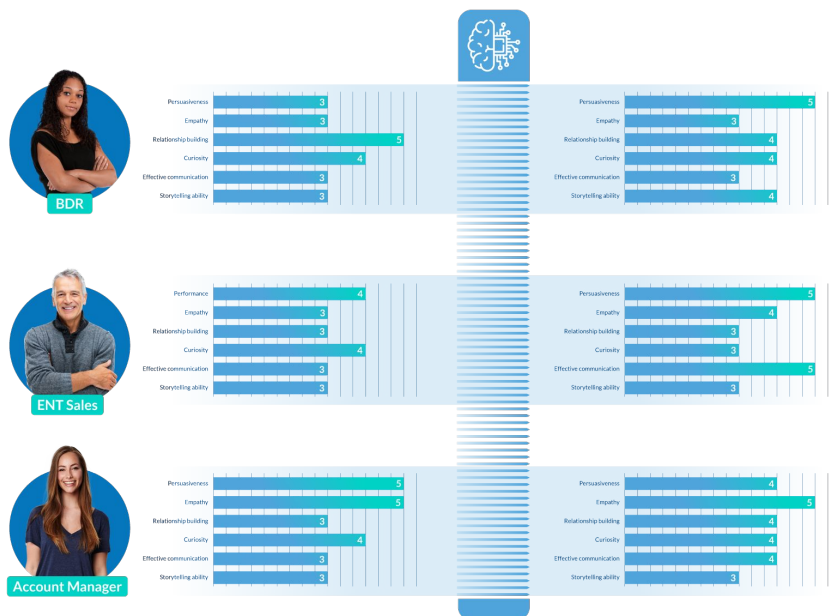

TOP QUARTILE

CANDIDATE A

PERSUASIVENESS	75%
EMPATHY	80%
RELATIONSHIP BUILDING	71%
CURIOSITY	70%
EFFECTIVE COMMUNICATION	75%
AMBITION	85%

"He might be better off in company with more structure."

Top-Tier University
Fortune 500 Company

TOP DECILE PERFORMER

CANDIDATE B

PERSUASIVENESS	100%
EMPATHY	89%
RELATIONSHIP BUILDING	95%
CURIOSITY	90%
EFFECTIVE COMMUNICATION	100%
AMBITION	85%

"She is the ultimate team player who will roll up her sleeves for any task."

Tier-2 University
Pre-IPO Company

BOTTOM QUARTILE

CANDIDATE C

PERSUASIVENESS	75%
EMPATHY	62%
RELATIONSHIP BUILDING	74%
CURIOSITY	50%
EFFECTIVE COMMUNICATION	75%
AMBITION	63%

"A great individual contributor, but not yet an effective leader."

Tier-2 University
Series-C Company

Establish Custom Skills and Competency Models of Your Top Performers

✓ Quickly build your benchmarks and base level competencies by correlating current employees with performance data.

✓ Accurately rate candidates on key behavioral skills and competencies relevant to a given job specific to your organization.

Use the Power of AI to Continuously Learn

✓ Static models are a thing of the past. Use real-time data to inform and adjust your competency frameworks.

✓ Evaluate the gaps between your talents' current skills and the targeted skill benchmarks to achieve organizational goals.

BDR

Persuasiveness	3
Empathy	3
Relationship building	5
Curiosity	4
Effective communication	3
Storytelling ability	3

Persuasiveness	5
Empathy	3
Relationship building	4
Curiosity	4
Effective communication	3
Storytelling ability	4

ENT Sales

Performance	4
Empathy	3
Relationship building	3
Curiosity	4
Effective communication	3
Storytelling ability	3

Persuasiveness	5
Empathy	4
Relationship building	3
Curiosity	3
Effective communication	5
Storytelling ability	3

Account Manager

Persuasiveness	5
Empathy	5
Relationship building	3
Curiosity	4
Effective communication	3
Storytelling ability	3

Persuasiveness	4
Empathy	5
Relationship building	4
Curiosity	4
Effective communication	4
Storytelling ability	3

Leverage Learning Frameworks for Hiring, Development and Internal Mobility

✓ Ensure your talent has the highest likelihood of success in their next role whether they are new to your company are advancing their journey with you.

✓ Increase employee retention, reduce hiring costs and improve employee engagement with learning and development frameworks built specifically for your organization.

Business Development Rep

Enterprise Account Executive

Business Development Rep...
Current job role

30%
Business Development Rep
→ Lateral move

54%
SMB Account Executive
↑ Promotion

85%
Enterprise Account Executive
↓ Down move

Informs all Aspects of Talent Lifecycle from Hiring to Internal Mobility

Clearly identifying skills gaps enables better selection, development and upward mobility in an organization.

Quickly and Easily Connects with Your All Existing Talent Systems

Pre-built connectors allow easy integration to your existing Applicant Tracking System, HRIS and workflows.

Integrates to Crosschq Pre-hire and Post-Hire Skills Verification Tools

Use the Crosschq 360 to ensure you have the right talent in the right roles across your entire organization.

High Performer — Enterprise — SPRING 2023

Fastest Implementation — SPRING 2023

Leader — SPRING 2023

Best Est. ROI — SPRING 2023

Easiest Setup — SPRING 2023

Seamless Integration with Your ATS & HRIS

SmartRecruiters workday SAP SuccessFactors LEVER

icims bambooHR JOBVITE Bullhorn greenhouse

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