



Improve talent calibration with up-to-date, real time insights into employee performance

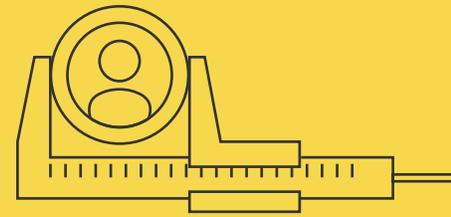
Betterworks' configurable calibration feature ensures fair and consistent talent calibration and assessment across the entire organization. Betterworks Calibration is built from the rich, up-to-date data gathered from a continuous performance process. These insights into the goal achievement, development feedback and recognition for each employee makes prepping and running calibration meetings easier, less biased and more effective for the business.

Data rich, process light

- ✓ Calibrate Annually, Quarterly, Monthly, or On-Demand
- ✓ Seamlessly gather manager input
- ✓ Ease meeting prep and facilitation
- ✓ Reduce bias with access to performance, feedback and recognition insights for every employee
- ✓ Easily track and communicate changes

Flexible and configurable

- ✓ Define employee performance and potential across the organization or by department
- ✓ Weight input criteria
- ✓ Include all talent levels in the calibration process



Key benefits

- ✓ Faster Prep Time
- ✓ Reduce Bias
- ✓ Increase Effectiveness

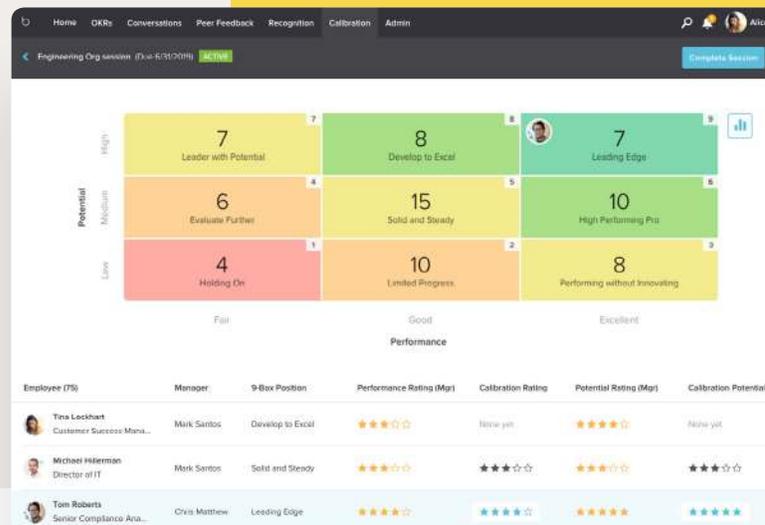
Answer strategic talent planning questions

- ✓ Risk and impact of loss
- ✓ Internal mobility
- ✓ Leadership pipeline
- ✓ High-potential talent
- ✓ Succession planning

Betterworks transforms your current calibration process

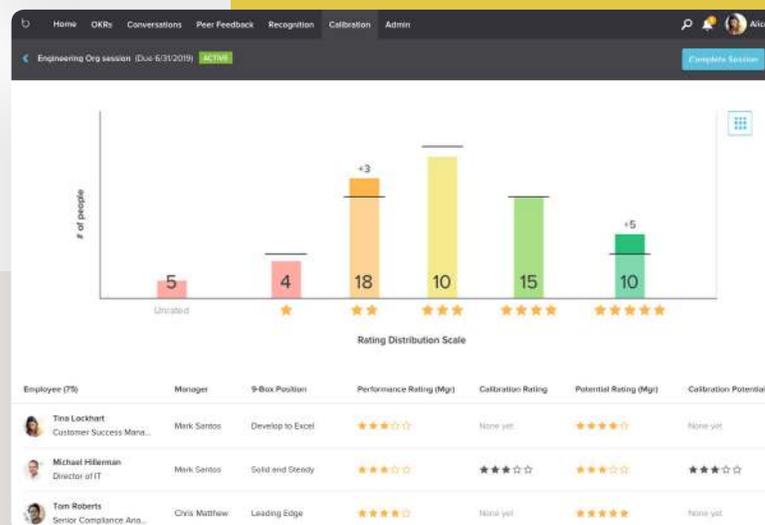
One system for continuous performance management and calibration

- ✓ Easily gather manager input
- ✓ Move employees and adjust ratings with an intuitive drag and drop UI
- ✓ Calibration meeting discussions informed by up-to-date employee performance, development and feedback insights



Fully configurable 9 Block

- ✓ HR and Business defines the performance and potential criteria
- ✓ 9, 6, or 3 boxes to best fit your business
- ✓ Configure the weighting of input criteria



Productive calibration meetings

- ✓ Significantly reduce prep time for managers and HR
- ✓ Filter by department, level, job type, gender, and many more
- ✓ Maintain a record of everyone's input
- ✓ Reduce bias with easy access to up-to-date employee performance, development and recognition insights

Keep HRIS up to date

Seamlessly integrate calibration results with your HRIS system



betterworks™

