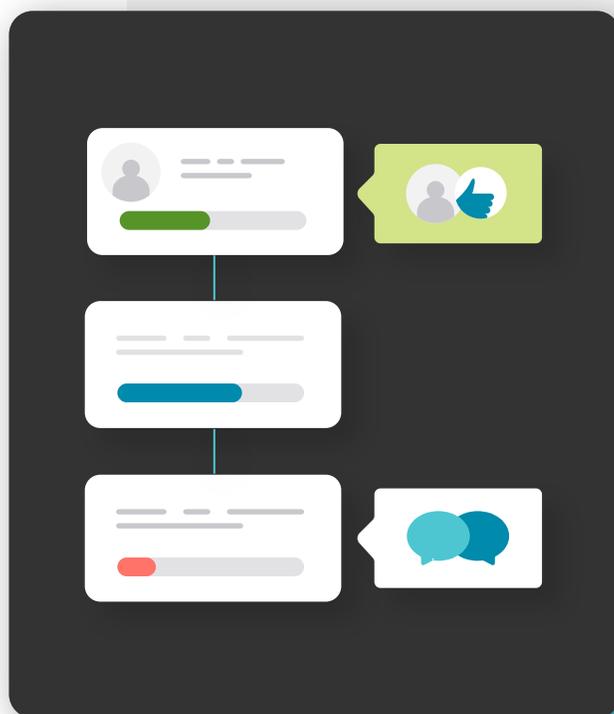
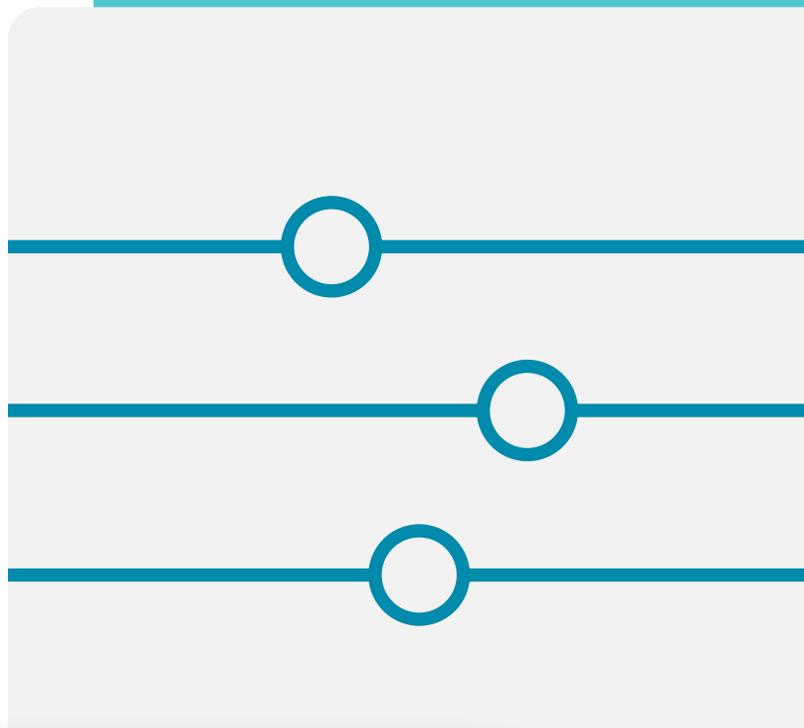


betterworks



# Calibration



# Identify and Elevate Top Performers with Timely and Equitable Data-Driven Insights

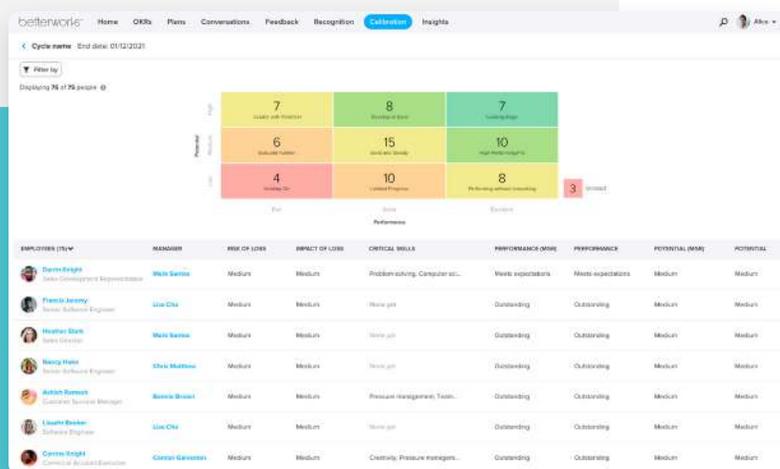


## The Performance Management Process Meets the Modern World

For too long, administrative constraints have limited the calibration process to a yearly activity, sacrificing data accuracy and fairness. Betterworks makes the calibration process instantaneous, so you can perform precise, unbiased calibrations throughout the year.

Betterworks' Calibration solution streamlines and eases the calibration process, so you can focus more on developing high-performing teams and less on tedious administrative tasks. In addition, Calibration aggregates rich performance data into clear, unbiased insight into employee performance—at a glance. With that, you can make timely and fair data-driven talent decisions anytime, not just during the year-end appraisal process.

- Seamlessly gather manager input
- Simplify meeting preparation and facilitation
- Easily calibrate ratings and push the final grid values out to employees and managers with a single click
- Eliminate the need for spreadsheets and PowerPoint presentations
- Create transparent and productive conversations around decisions with access to updates and comments from past calibration sessions
- Dramatically reduce the time HR spends facilitating calibration sessions



Calibration's intuitive drag-and-drop UI makes employee updates and rating adjustments quick and easy.





## Betterworks Calibration can be a valuable asset for organizations that are:

- Emerging from a merger or acquisition with disparate cultures and performance standards
- Seeking to objectively measure the performance of a large, distributed and remote workforce
- Undergoing a business transformation that requires clarifying high performance standards for employees
- Experiencing rapid growth and hiring, with a need to identify top talent and offer opportunities for advancement
- Looking to empower HR professionals, consolidate data, and leave manual calibration processes behind



### A Faster Way to Fair With DE&I

Betterworks Calibration helps you fulfill your commitment to Diversity, Equity, and Inclusion (DE&I) by alerting you to any hidden biases among specific groups. With just a few clicks, you can gather objective performance insights and see whether decisions are impacting certain employee populations unfairly. This data makes a difference—creating a foundation of transparency and trust between employees, HR, managers, and the review process as a whole.

- Make key performance data easily visible to managers during calibration to avoid manager bias and recency bias
- Compare employee groups using filters such as gender, ethnicity, age, and more to uncover any unequal treatment
- Surface opportunities for advancement that align with an employee's performance and potential
- Include all talent levels in the calibration process

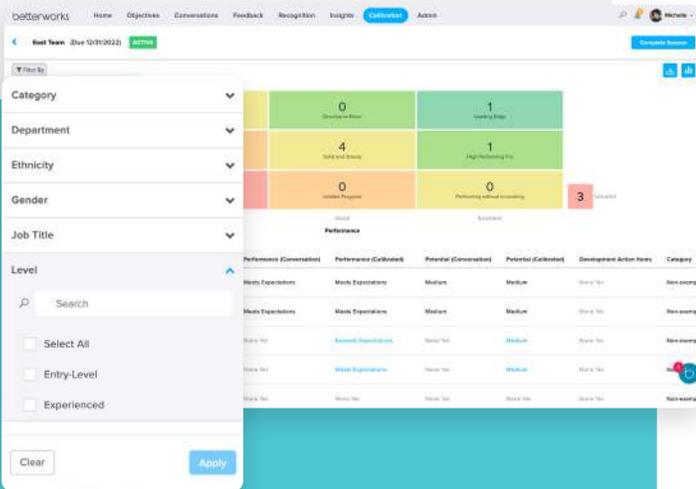




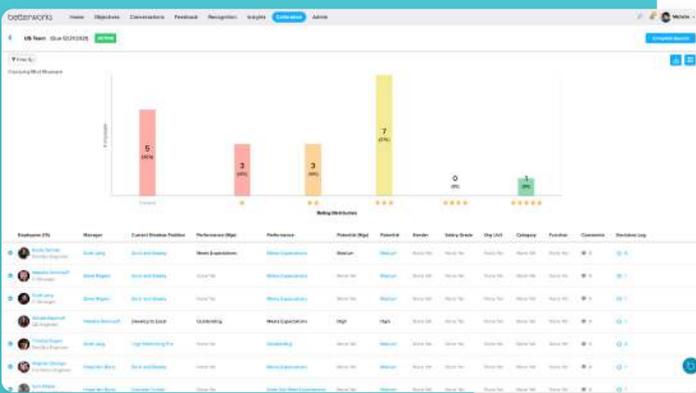
## Have Higher Expectations for Your Insights

Many organizations rely on in-house document management systems for calibration, resulting in disconnected data that misses key aspects of performance. Betterworks Calibration integrates diverse performance data to provide holistic performance insights that become critical data points in HR and leadership decision-making.

- Easily incorporate rich performance data such as manager–employee conversations into the performance management process
- Capture an employee’s full body of work when evaluating their performance
- Give managers a bird’s-eye view of the strengths of their teams
- Provide year-round visibility to managers so that they can continually offer advancement opportunities to top performers
- Focus on individual employees, or select a broader view to see the full context around performance
- Understand distribution of calibrated ratings across various teams, and spot differences requiring action

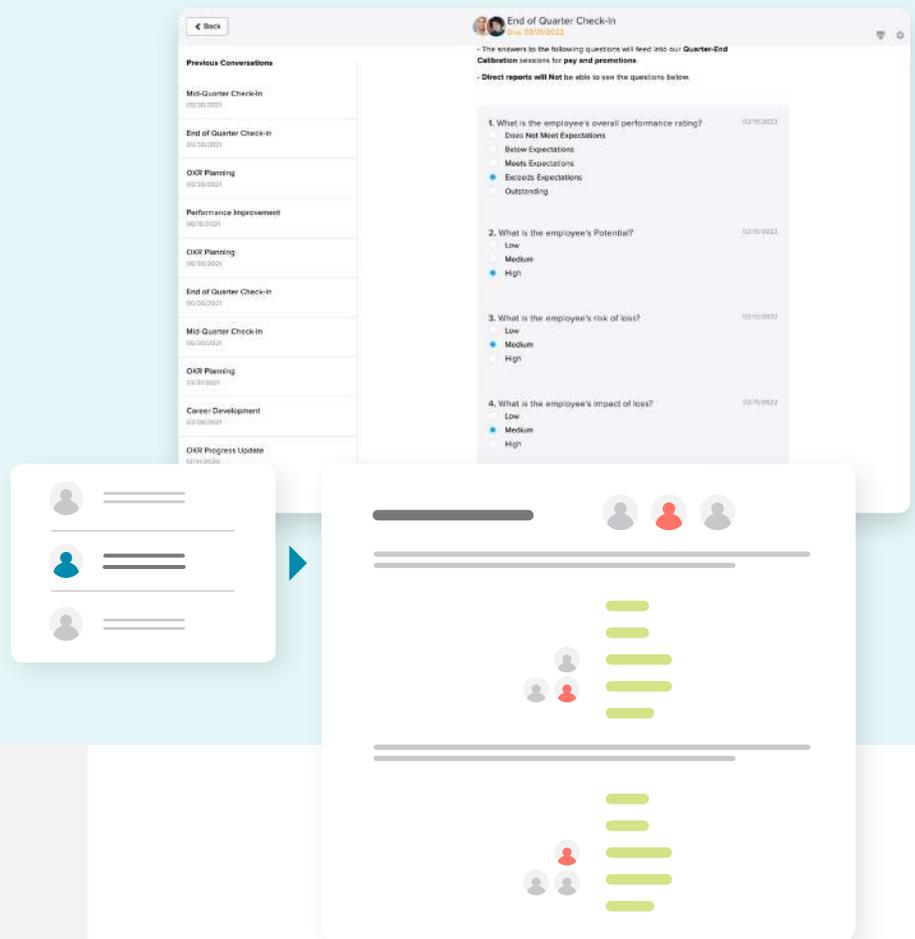


With one click, you can view a distribution of employee ratings.



## Calibration informs strategic talent planning questions such as:

- Are high performers promoted quickly in our organization?
- If an executive team member leaves, can we successfully replace them with someone from within the company?
- Which employees have great potential and need to be considered for moving into management tracks?



## Performance Management, Custom-made for Your Organization

Like the entire line of Betterworks performance enablement solutions, the Calibration module is fully configurable to your organization's standards and objectives.

- Calibrate annually, quarterly, monthly, or on-demand
- Customize the prebuilt nine-box template to any review configuration
- Define employee performance and potential standards across the organization or by department
- Choose from a wide selection of filters to get the exact performance view you want



## Smarter, Faster, Better Decisions

Betterworks Calibration gives you the power to make data-driven talent decisions that are fast, easy, and fair—anytime, not just during the performance management process.

To find out more about how Betterworks helps you close the loop between people, strategy, and results, visit [betterworks.com](https://betterworks.com).

