

Human Intelligence

**SUPERCHARGE YOUR BUSINESS
WITH THE NEXT GENERATION OF AI**

workhuman*



We struggle with the best ways to engage our disconnected culture.

We can't prove the value of our HR programmes.



We keep hearing AI can provide insight into people and culture dynamics, but we don't know how to use AI with confidence it will pay off.

Any of these sound familiar?

The world of work is changing at breakneck speed. The dizzying array of new tools and technologies available to the modern workplace is enough to make you stop and reassess your priorities.

But this doesn't change the pressing need to solve for one of the biggest workplace challenges: employee engagement. It, in fact, puts a fine point on it: Evolve with the times or risk being left behind.

**Research from Gallup and Workhuman®
paints a startling picture:**

Only
33% of U.S. employees &
23% of global employees
are engaged at work

To make matters worse, more than half of the world's employees are signaling their discontent with their current workplace by watching for or actively seeking a new job. You read that right.

So, the question becomes: How can you lean into emerging technologies like AI to upskill your workforce, building a connected, engaged, and resilient workplace environment, one where people will want to stay, both now and into the future?

Introducing Human Intelligence[®] from Workhuman.

With the latest AI advancements from Workhuman[®] iQ, you can solve all your most pressing workplace challenges.

Human Intelligence allows you to mine the uniquely **rich data of employee recognition**, giving you **unparalleled insights** into your people's skills, the **ROI of HR programmes**, and how work is getting done across your organisation.

The end result? Human Intelligence helps you transform your culture and propel your business performance.

The Workhuman Way

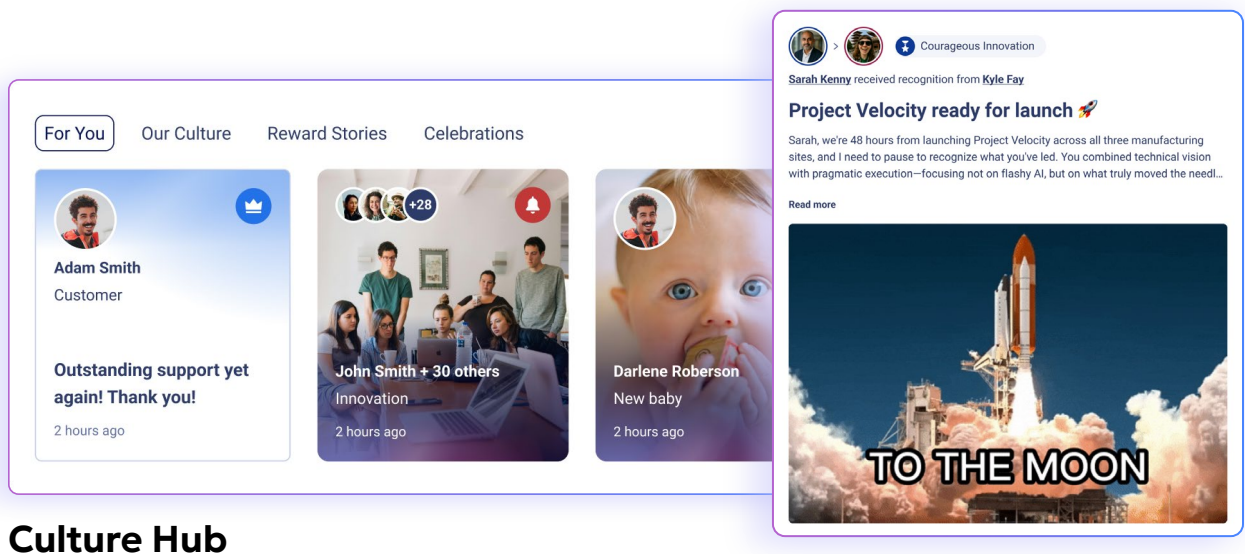
Fuelling Human Intelligence

Recognition fuels engagement and brings culture to life.

Through decades of partnership with the world's most successful organisations, we've learned that recognition only works when it's meaningful — when every message carries emotional depth, specificity, and real impact. That's why we've embedded AI within our platform to help employees give better recognition.

Each moment of appreciation becomes more valuable, data-rich, and insightful, **revealing trends and opportunities leaders could never see otherwise.**

This is the Workhuman Way. It's raising the bar and helping organisations design their programmes around the outcomes that matter most: people growth and business ROI. It's not just sending a thank you. It's writing quality recognition messages that generate richer data that leads to new insights that can lead to more strategic decision making. It's the Workhuman Way that fuels Human Intelligence.



Workhuman iQ and the AI Assistant

Our platform's intelligence engine

People are your most valuable asset but connecting the dots between culture, behaviour, and business outcomes can feel impossible.

The AI Assistant expands the power of Workhuman iQ data by using generative AI to **surface talent and performance insights**.

This allows managers, HR, and business leaders to **solve real workforce and culture challenges** — from identifying employees with the right skills for new roles to linking recognition with retention and matching mentors based on specific expertise.

Workhuman iQ builds on 25 years of pioneering the very concept of recognition — redefining what it can achieve for organisations and their people. By combining deep recognition science, cutting-edge technology, and our continued investment in AI, we've elevated the quality of recognition messages to generate richer data, fuelling the insights that power both Workhuman iQ and the AI Assistant. This combination of expertise, research, and the strategic use of AI is what makes Workhuman the clear leader in recognition.

Let's look at three examples of how these latest innovations come to life.

1: Upskilling

Say you have a new hire in consulting who needs a mentor with strong presentation skills. The AI Assistant suggests three names – two of whom are obvious, given their roles in consulting and account strategy and track record of successful client presentations.

The third name – Kenneth Duncan, an employee in product management – is unexpected. In taking a deeper look at Kenneth's recognition moments, we can find that he's been recognised for his presentation skills at internal stakeholder meetings, analysts summits, customer engagements, and many other events.

In this instance, AI is taking in loads of data and surfacing valuable insights based on being trained to interpret the recognition data.

The AI Assistant knows more than any employee would – even more than the collective insight of the organisation.

It's a true eureka moment and a perfect opportunity to upskill your new hire by connecting them with mentors you might not have otherwise considered.

I would like to find a mentor for Alice that has strong presentation skills. Is there anyone in our Boston office you could recommend?

Joyce Jones, a Principal Consultant could be a potential mentor.

Joyce has been praised for her ability to jump right into presentations, find the right content to tell a story, and deliver perfectly. She has been commended for her joyful spirit, creativity, and dedication.

Other possible mentoring candidates include:

Esther Howard Kenneth Duncan

What is the most common unconscious bias that has been found in my organisation?

How has recognition impacted new hire retention over the last year?

Who are strong performers consistently delivering and exceeding expectations?

Ask

The AI Assistant

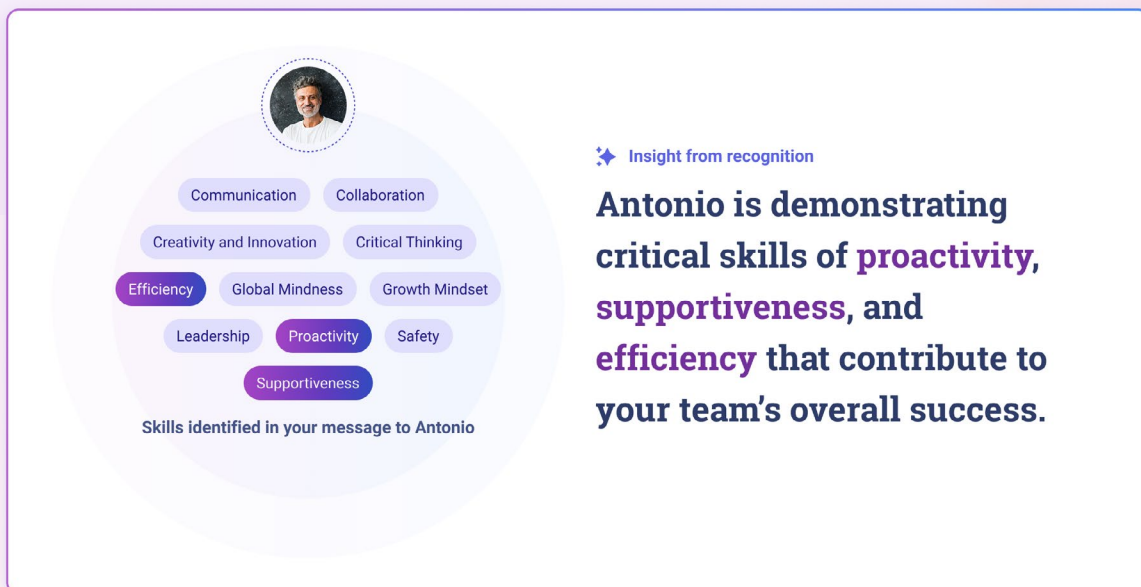
2: Skills

For example, leadership wants to understand the most common skills employees demonstrate based on the work they do and the behaviours they display. Traditionally, this data is hard to capture — often self-reported or manager-tagged, which can make it biased and incomplete.

With Workhuman iQ's Skills feature, skill data is derived from observed behaviours — surfaced through the recognition employees receive across multiple sources.

The result is a dynamic skills map that helps leaders identify strengths, uncover gaps, and build more balanced, high-performing teams.

You may notice some skills are more represented in recognition messages than others, prompting you to create new learning and development opportunities to improve that particular skillset. Understanding these gaps can help leaders take action, encourage skill development and provide additional coaching where appropriate.



Skills

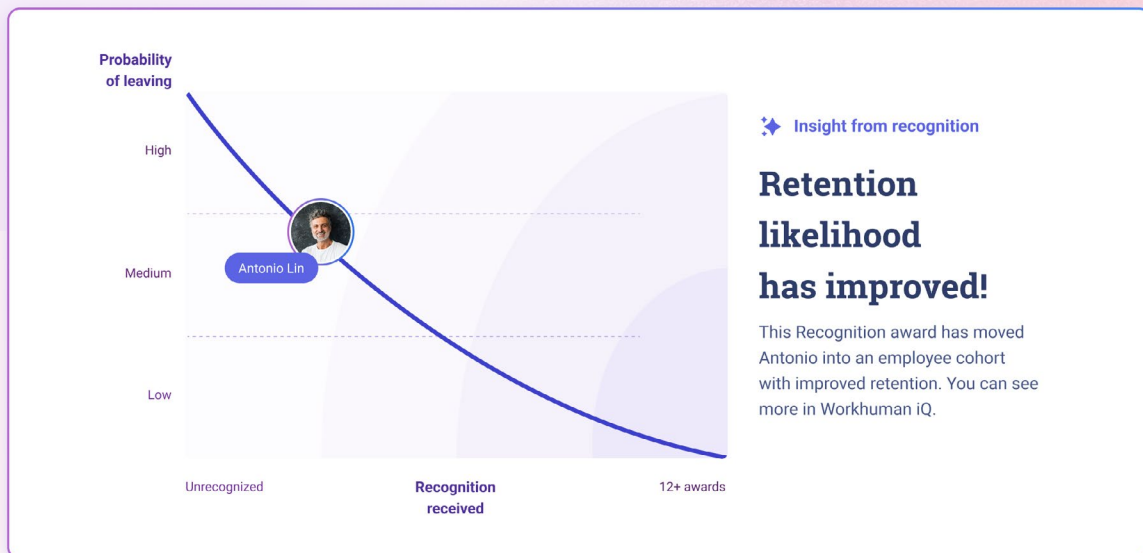
3: Retention

In a third example, say HR wants to understand the impact of recognition on employee retention. The latest Workhuman and Gallup data, which tracked the career paths of 3,447 employees from 2022 to 2024, shows that well-recognised employees are 45% less likely to have turned over two years later.

With the Retention feature within Workhuman iQ, you can understand the ROI of recognition across both new hires and total employees.

Your HR teams can now demonstrate the impact of recognition on new hires, showing that within a 12-month period, employees that receive 1+ recognition award are 4x less likely to leave than employees that were not recognised.

With this information in hand, you can coach your leaders to recognise their teams and ensure their people are recognised early and consistently.



Retention

These latest advancements represent more than a technological leap – they symbolise a paradigm shift in people and business intelligence. By harnessing the collective wisdom embedded in recognition data, and overlaying it with the unique capabilities of AI, your company can unlock new ways to inspire, engage, and revolutionise your workforce.

Are you ready to transform your culture
to propel your business?
Unleash the power of Human Intelligence.

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Join HR's leading innovators and trailblazers at our
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