

workhuman®

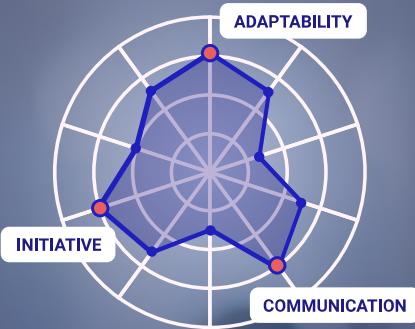
Human Intelligence

Supercharge your business with the next generation of AI



Generating data insights...

TOP SKILLS



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

“We can’t **prove the value of our HR programs.”**

“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.

New research from Gallup and Workhuman® paints a startling picture: **Only 33% of employees in the U.S. and 23% of employees globally 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 now 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 programs, and how work is getting done** across your organization.

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

But let's dig a little deeper.

Recognition done right

Fueling Human Intelligence

At the center of Human Intelligence is recognition. Recognition has a proven impact on organizational culture – and a strong, positive culture drives business performance.

Yet, there's recognition and then there's **recognition done right**.

When recognition is done right, it provides valuable data that becomes a powerful tool for making strategic, data-driven decisions.

By tracking trends in who's being recognized and for what behaviors, you get a real-time pulse on the strengths and weaknesses of your organization's culture. This data can also guide decisions on everything from talent development to engagement initiatives.

This is Human Intelligence – and it's designed to complement your existing AI infrastructure. It's not just about mining data. It's about turning data into a human-centered strategy that propels your organization forward.

Let's look at how it works and how it can help you.

Workhuman iQ and the AI Assistant

The backbone of Human Intelligence

You know your people are your most valuable asset, but tracking your return from this investment and keeping your employees happy at work can feel impossible.

Enter the new Workhuman iQ and the AI Assistant.

The AI Assistant is the core feature within Workhuman iQ. Using generative AI, **the AI Assistant takes in data from multiple sources and surfaces valuable business and culture insights based on a specific prompt** – e.g., “Who are the employees across the organization who are high performers?”

Now, you can get deeper insight into your workforce, build an engaged culture, and unlock peak employee performance.

But, while Workhuman iQ is AI-powered, ultimately AI simply helps to get talent and strategy insights faster.

For more than 25 years, Workhuman has been delivering data-generating recognition programs to the world's most iconic, global enterprises. Our team of data scientists, psychologists, linguists, and engineers has done extensive research to understand how language matters, how company culture develops and is sustained, and how company values can directly impact business outcomes – leading us to develop what our solution is today: Workhuman iQ and the AI Assistant.

That's what makes us the **#1 provider of employee recognition software**. And that's why our solutions are **backed by an ROI Guarantee**.

Let's explore three examples of how these latest innovations work.



Example #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. But the employee has been recognized for internal stakeholder meetings, analyst presentations, customer presentation prep, and so on.

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 organization. It's a true eureka moment – and a prime opportunity for upskilling your new hire.

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



Example #2: Skills

In another example, say there's a need to understand the most common skills employees have, based on the recognition messages they receive. This type of data is very difficult for companies to source – and is typically seen only through skills analysis tests and annual performance evaluations. Until now.

With the Skills feature within Workhuman iQ, you can **view the top employee skills across teams and departments, as well as which skills employees don't have**. Perhaps you notice, for example, that collaboration is only represented across 15% of recognition messages, prompting you to speak to department heads or put in a question about collaboration on your quarterly employee survey.

The point is that understanding where there is a gap in skills – as well as which skills are most frequently being called out in recognition messages – **allows you to take action, encouraging skills training and additional coaching where appropriate**.

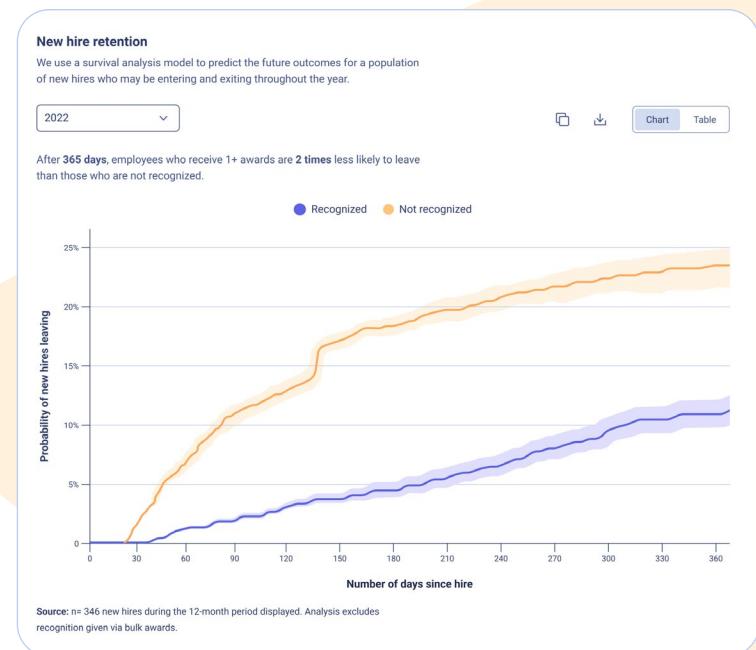


Skills feature

Example #3: Retention

In a third example, let's say you want to understand the impact of recognition over a 12-month period. The latest Workhuman and Gallup [data](#), which tracked the career paths of 3,447 employees from 2022 to 2024, shows that well-recognized employees are 45% less likely to have turned over two years later. But you want to understand the relationship between recognition and retention at your organization. With the Retention feature within Workhuman iQ, you can **view total retention patterns, as well as retention patterns for new hires specifically.**

In the visual, which demonstrates the difference between recognized versus non-recognized employees, the data shows, after 12 months, **employees who receive 1+ recognition award are 4x less likely to leave the organization than those who are not recognized.**



With this information in hand, you could coach your people leaders to recognize their team members more regularly and see a direct impact on employee retention, as well as other success metrics like engagement, productivity, and overall morale.

Retention feature

These latest advancements represent more than a technological leap – they symbolize 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 revolutionize your workforce.

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

+1 888.743.6723 | workhuman.com
Or read more on our blog: workhuman.com/blog

Join HR's leading innovators and trailblazers at our
next Workhuman Live conference.

workhuman*