

# Measure & Improve Employee Engagement

Very few leaders have real-time visibility into what truly drives success—their people.



Glint effortlessly measures the key drivers of engagement and automatically delivers actionable insights to leaders and managers. This visibility, combined with Glint's AI-for-HR™ technology, means they can take action quickly, leading to increased engagement, stronger teams, and improved business performance.

## Keep a finger on the pulse of your organization

### Visibility

Gather more frequent employee engagement data that's analyzed instantly.

### Insight

Discover the biggest opportunities for improvement and uncover at-risk employee populations.

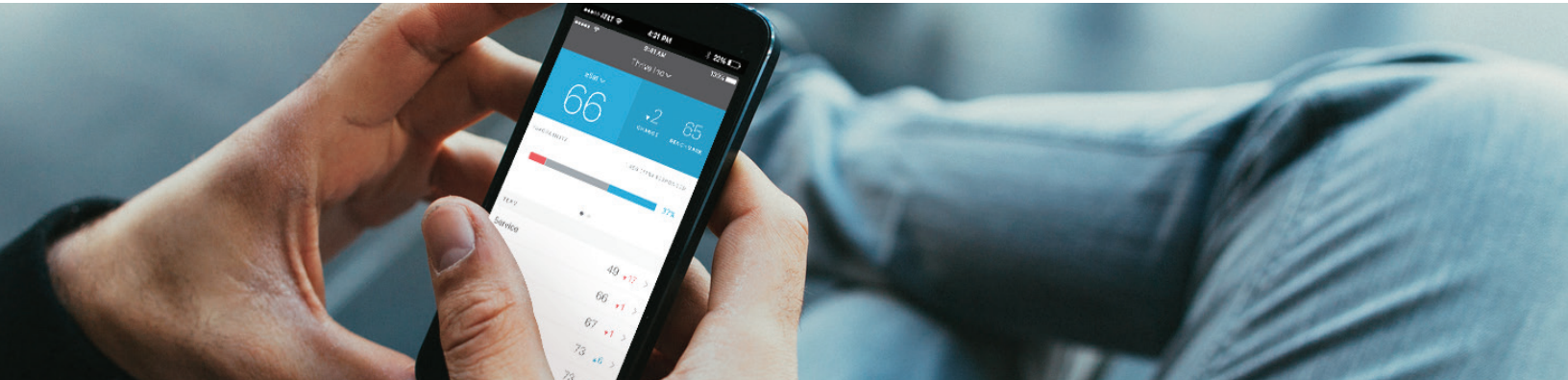
### Action

Take effective action quickly with guided Action Planning for managers.

# Visibility

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Glint gives you a comprehensive picture of the health of your organization with more frequent surveys and real-time, interactive dashboards and reporting.



## Pulse Surveys

### Measure the right things at the right frequency

- Pulse monthly, quarterly, or on your own schedule with an elegant survey experience
- Built-in questions based on the proven drivers of engagement
- Custom pulses allow your organization to drill down on specific issues
- Confidential Glint pulses encourage unfiltered employee feedback

## Real-Time Dashboards

### Get a clear picture of engagement in real time, anytime

- Glint's interactive dashboards, available on desktop or mobile, automatically analyze employee data and deliver results in real time
- Automatic visualization of trend data and surfacing of problem areas
- Customized dashboards for managers, HRBPs, and others populate automatically using role-based permissions

## Interactive Reporting

### Pinpoint hotspots and share results directly within the platform

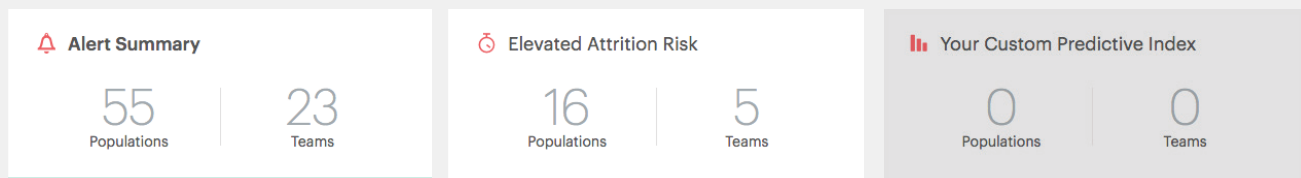
- Glint's interactive Heat Map report helps you visualize strengths and weaknesses, illuminating high and low scores across the organization
- Filters allow for isolation of any attribute or combination of attributes to dive deeper into the causes of engagement challenges
- Share results within the platform or export results to spreadsheet, PDF, or presentation

**"I love the granularity—the ability to drill down and identify where we need to take immediate action."**

Joan Burke, SVP HR, Marketo

# Insight

Glint's AI-for-HR™ technology powers predictive insights that help HR teams, leaders, and managers quickly make sense of engagement data, connect insight with outcomes, and begin to take meaningful action.



## Smart Alerts with Predictive Models

**Identify at-risk employee populations that are likely to impact business outcomes**

- Predictive analytics generate real-time alerts for employee populations that are at-risk for increased attrition, decreased performance, or other changes in key performance indicators
- Smart Alerts automatically monitor and find patterns across millions of data points, surfacing connections that might otherwise be missed
- Glint's proprietary machine learning technology continually improves predictive accuracy with each pulse

**"With Glint, we have more frequent longitudinal data and an environment where managers can analyze results in real time."**

Richard Deal, SVP, CHRO, FICO

## Driver Impact Report

**Discover what drives engagement at your organization**

- Glint's Driver Impact report quickly identifies the engagement dynamics of your organization, helping you focus on areas with the highest ROI
- Filter and drill down to reveal the unique engagement profiles of specific employee populations
- Toggle between outcomes to discover how drivers impact business outcomes like retention, performance, and customer satisfaction

## Comment Analytics with Natural Language Processing

**Quickly make sense of large amounts of open-ended feedback**

- Glint synthesizes thousands of comments, surfacing key themes, relative sentiment, and representative snippets, saving your team days or weeks of analysis
- Comments can be filtered, searched, tagged, and bookmarked for quick reference and deeper understanding of engagement drivers
- AI-for-HR™ technology automatically isolates prescriptive comments so you can zero in on employee suggestions

# Action

Managers are the most important change agents behind any employee engagement strategy. Glint provides the industry's most advanced, integrated action planning system. Glint Action Planning empowers managers to better understand, plan, and execute actions to improve employee engagement.

The screenshot displays the 'My Actions' section of the Glint Action Planning system. On the left, a list of actions is shown, each with a status indicator (checkmark) and a right-pointing arrow. The first action, 'Help your team make career connections.', is selected. On the right, a detailed view of this action is shown, including a title, a description, and a list of bullet points providing guidance on how to implement the action.

**My Actions** All

- Help your team make career connections. >
- Find a stretch opportunity for each of your team members to help them grow. >
- Create a Career Plan or update your existing one. >
- Build and strengthen your own Growth Mindset. >
- Have a Growth Mindset kick-off session with the team. >

Help your team make career connections. ✕

Ask each employee to make a list of people they think would be good mentors. The most effective mentor relationships:

- Match people on factors that they say are important to them (e.g., may include race, gender, location, personality)
- Consist of people who fit well together (e.g., similar values, goals, working styles, and personality)
- Include mentors that are trustworthy, communicative, and empathetic
- Include protégés who are focused on learning  
Are either hierarchical (senior employee paired with junior) or peer-based

## Recommended Action Areas

- Each manager receives personalized recommended focus areas based on Glint pulse results
- Recommendations are generated by an intelligent algorithm and are based on the manager's scores, differences from external benchmarks, internal company averages, and historical data, combined with the impact each driver has on engagement outcomes

## Guided Action Planning

- Built-in content guides managers with suggested tasks based on high-impact best practices
- An intuitive and personalizable framework helps managers build, organize, and prioritize their Action Plans and track their progress

## Visibility for HR Teams

- HR leaders see focus areas and Action Plan progress across the organization, helping them prioritize investment and support for managers