# The Hiring Intelligence you've been waiting for

**Easiest To Use** 2024 · GetApp ★★★★½ 4.9

**Highest User Adoption** 2024 · G2 ★★★★½ 4.7

**Users Love Us** · Capterra ★★★★½ 4.8

**High Performer** 2024

**Best Support** 2024

Enterprise Grade Security & Trust · SOC 2 TYPE 2 · GDPR

## Empowered by Crosschq Q

Enhance your technology stack with a powerful Hiring Intelligence platform.

Use Crosschq to connect the dots — with clear reports, easily evaluate the efficacy of your hiring strategies from initial candidate application to their development as employees.

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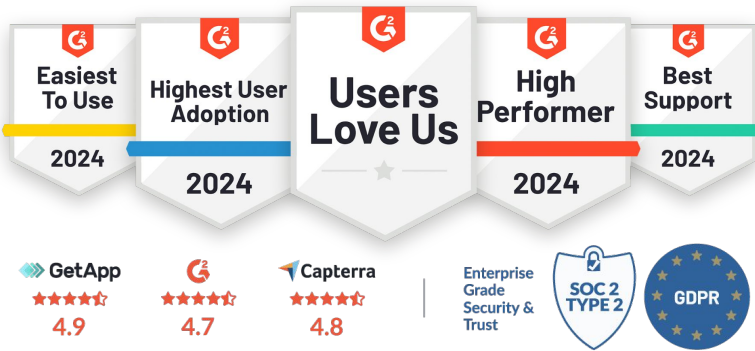
## Leading global enterprises trust Crosschq to provide insights that drive action.
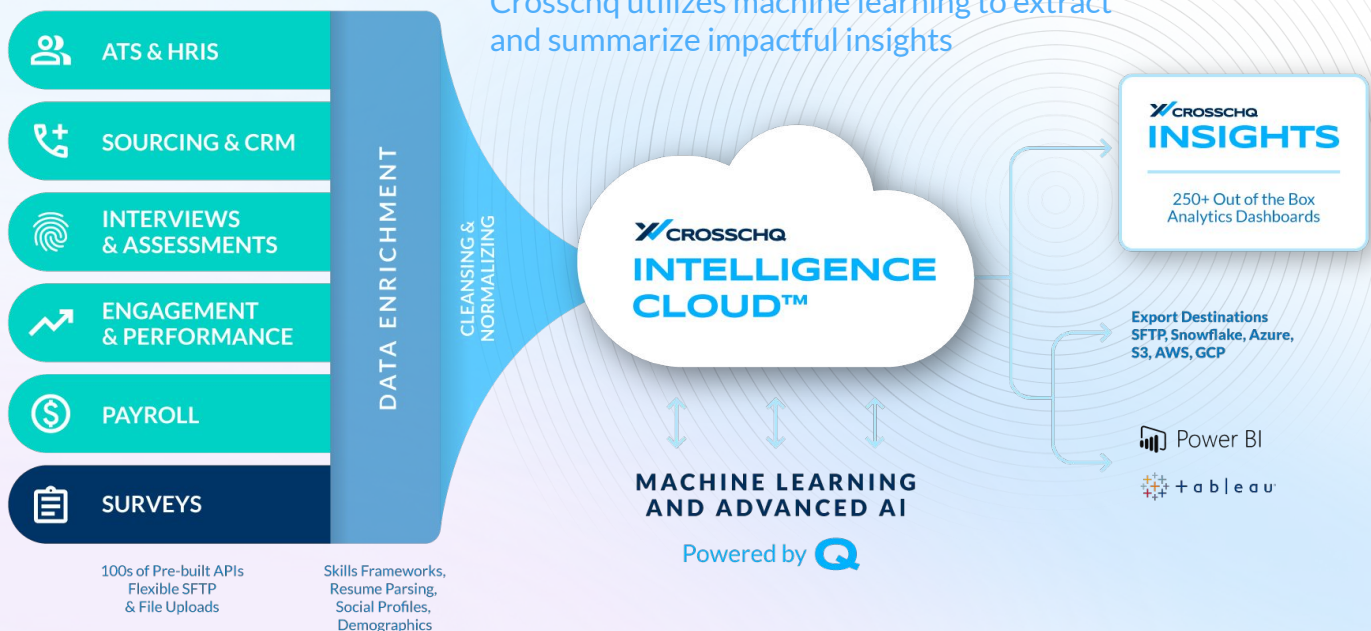
✓ **No more chasing down disconnected reports**
Connect millions of data points from all your tools into one unified Hiring Intelligence solution

✓ **Optimize all aspects of the hiring process**
Improve hiring efficiency and drive better, predictable Quality of Hire

Google · amazon · snowflake · box · Deloitte. · Pinterest · dish · ROKU

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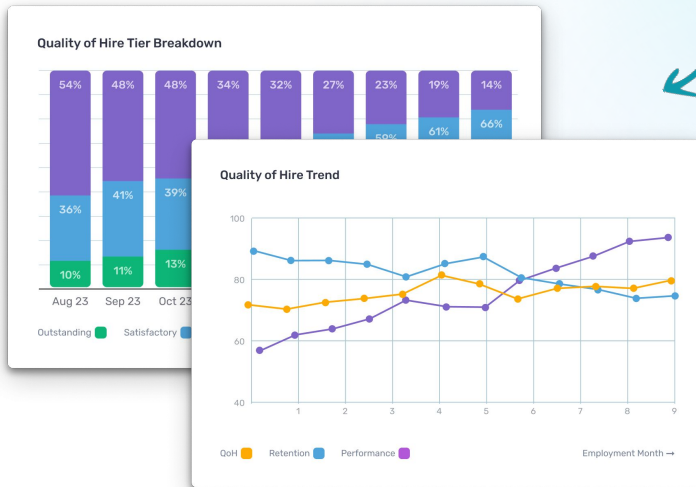*Integrate data from all your various HCM platforms*

## Intelligent hiring through ML & AI:
## Consolidate and cleanse data into one source of truth

Crosschq utilizes machine learning to extract and summarize impactful insights

- ATS & HRIS
- SOURCING & CRM
- INTERVIEWS & ASSESSMENTS
- ENGAGEMENT & PERFORMANCE
- PAYROLL
- SURVEYS

**DATA ENRICHMENT**

**CLEANSING & NORMALIZING**

**CROSSCHQ INTELLIGENCE CLOUD™**

**MACHINE LEARNING AND ADVANCED AI**

Powered by Q

**CROSSCHQ INSIGHTS**
250+ Out of the Box Analytics Dashboards

**Export Destinations**
SFTP, Snowflake, Azure, S3, AWS, GCP

Power BI

+ableau

100s of Pre-built APIs Flexible SFTP & File Uploads

Skills Frameworks, Resume Parsing, Social Profiles, Demographics

## **W QUALITY OF HIRE**



**Quality of Hire Tier Breakdown**

| | 54% | 48% | 48% | 34% | 32% | 27% | 23% | 19% | 14% |
| | 36% | 41% | 39% | | | | 61% | 66% |
| | 10% | 11% | 13% | | 59% | | | |
| | Aug 23 | Sep 23 | Oct 23 | | | | | | |

Outstanding ● Satisfactory ●

**Quality of Hire Trend**

QoH ● Retention ● Performance ●    Employment Month →

*Beautiful reports and dashboards that deliver compelling insights on your most critical KPIs*

*Clients see an increase of Quality of Hire in Year 1*

## **Reliably measure & predict Quality of Hire**

From disparate data to actionable insights

✓ **Connect recruiting data to business outcomes**
See New Hire QoH by Candidate, Source, Job Level, Recruiter, Division, Department & more

✓ **Establish a QoH benchmark**
Leverage this key metric to understand and improve all aspects of your hiring operations leading to overall better Quality of Hire

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*Finally, reporting that drives improvement*
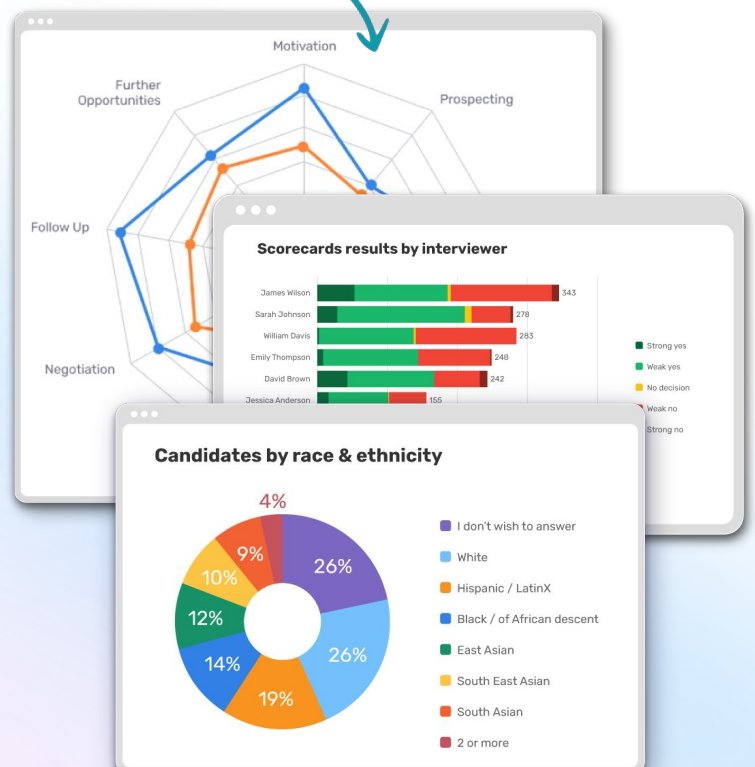
## **W ANALYTICS**

## **Capture and track critical recruiting metrics in one place**

Seamlessly connect recruiting data with outcomes for real-time insights

✓ **Access 200+ pre-built ATS analytics reports**
Quickly and confidently report on every recruiting metric, in real time

✓ **Gain visibility into critical pipeline signals**
Use predictive analytics for better forecasting, workforce planning and gap identification

✓ **Operate with clarity and prioritize for impact**
Get insights into pipeline health & plan attainment, candidate experience, recruiter performance & capacity, hiring demographics, interviewing, sourcing and more



Motivation
Further Opportunities
Prospecting
Follow Up
Negotiation

**Scorecards results by interviewer**

| James Wilson | | 343 |
| Sarah Johnson | | 278 |
| William Davis | | 283 |
| Emily Thompson | | 248 |
| David Brown | | 242 |
| Jessica Anderson | | 155 |

● Strong yes
● Weak yes
● No decision
● Weak no
● Strong no

**Candidates by race & ethnicity**

4%
9%
10%
12%
14%
19%
26%
26%

● I don't wish to answer
● White
● Hispanic / LatinX
● Black / of African descent
● East Asian
● South East Asian
● South Asian
● 2 or more

**Ж360**



| Key Attributes | Self | References |
|---|---|---|
| Handles stress well | 4.0 | 4.0 |
| Communication skills | 3.0 | 4.0 |
| Consistent delivery of quality work | 4.0 | 3.5 |
| Optimism | 4.0 | 5.0 |
| Willingness to go above and beyond | 4.0 | 4.0 |
| Attention to detail | 4.0 | 4.5 |
| Takes feedback well | 3. | |
| Enjoyable to work with | | 5. |

Reference Avg for Kelsey
**4.56 ↑**
4.04 · Ref Avg for all Initech candidates

Did Kelsey add to the culture when you worked with her?

| | | |
|---|---|---|
| Absolutely | 59% |
| Mostly | 27% |
| Not really | 0% |
| I don't know | 14% |

*Reduce Time-to-Hire with faster decisions*

## Transform reference checks into powerful candidate intelligence

Make your best hires yet with conclusive data-driven candidate reports

✔ **Validate soft skills and values**
Gather role-specific insights with 135+ templates and ability to further customize

✔ **Improve efficiency and Time-to-Hire**
Launch from your ATS and get aggregated reports in under 48 hours
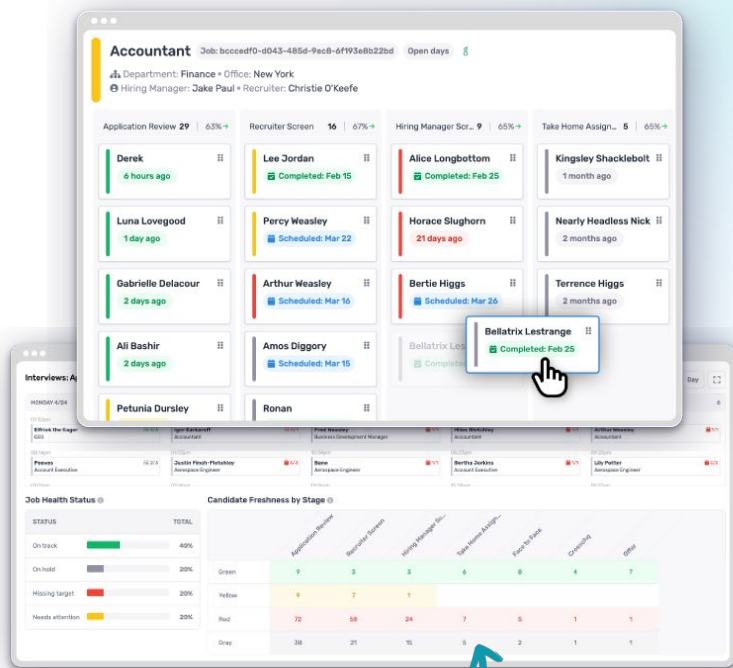
## Gather insightful feedback at scale

Send automated surveys and collect experience feedback from candidates, new hires and the hiring team

✔ **Learn more and learn faster**
Improve hiring processes based on real and timely feedback

✔ **Get automated insights with AI sentiment analysis**
Distill free-text comments into categories for quick overview of what needs improvement

*Customize your own visualizations to meet your needs*

**ЖVOICE**



Passive
Detractor / Promoter
**32 NPS Score**

**Onboarding Experience NPS**

Strong Positive: 24.1 %
Strong N...
Moderate Negative: 9.7 %
Neutral: 24.5 %
Moderate Positive: 27.2 %
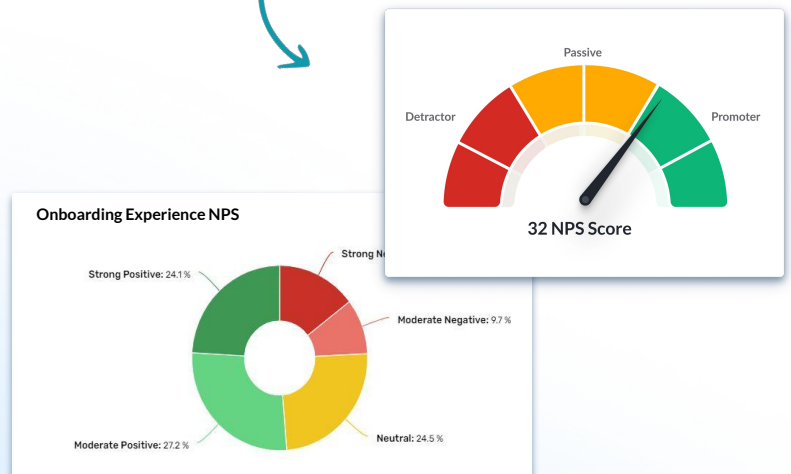
| DETRACTORS (133) | PASSIVES (134) | PROMOTERS (281) |
|---|---|---|
| 👍 Nice going: | 👍 Nice going: | 👍 Nice going: |
| • Efficient application process: 15% (20 responses) | • Efficient application process: 36% (48 responses)<br>• Clear job requirements: 31% (42 responses)<br>• Responsive communication: 24% (32 responses)<br>• Timely feedback: 23% (31 responses) | • Clear job requirements: 53% (149 responses)<br>• Responsive communication: 46% (129 responses)<br>• Efficient application process: 43% (120 responses)<br>• Timely feedback: 24% (68 responses)<br>• User-friendly application platform: 19% (52 responses) |
| 👎 Improve upon:<br><br>• Lack of personalized communication: 39% (52 responses)<br>• Complicated application form: 17% (23 responses)<br>• Slow response time: 17% (22 responses)<br>• Unclear application status: 13% (17 responses) | | |

# ⅄ TALENTWALL™



Easily answer, "How's hiring going?"

## Supercharge your ATS into an all-in-one Command Center

Visualize the status, health & hygiene of your talent pipeline

✔ **Score pipeline clarity like never before**
Get brilliant insights into talent pipeline health and metrics, boost collaboration & capture diversity

✔ **Empower Recruiters with an easier workflow**
Get 8+ hours back per week to action candidates with fewer clicks and drag-and-drop to action candidates

✔ **Boost collaboration and improve communication**
Provide real-time pipeline visibility to hiring managers and stakeholders for more productive meetings

## Amplify the power of Crosschq with our trusted partners

Streamline your workflow with out-of-the-box integrations delivering simple, frictionless experiences with the tools you already use

SOC 2 TYPE 2

GDPR
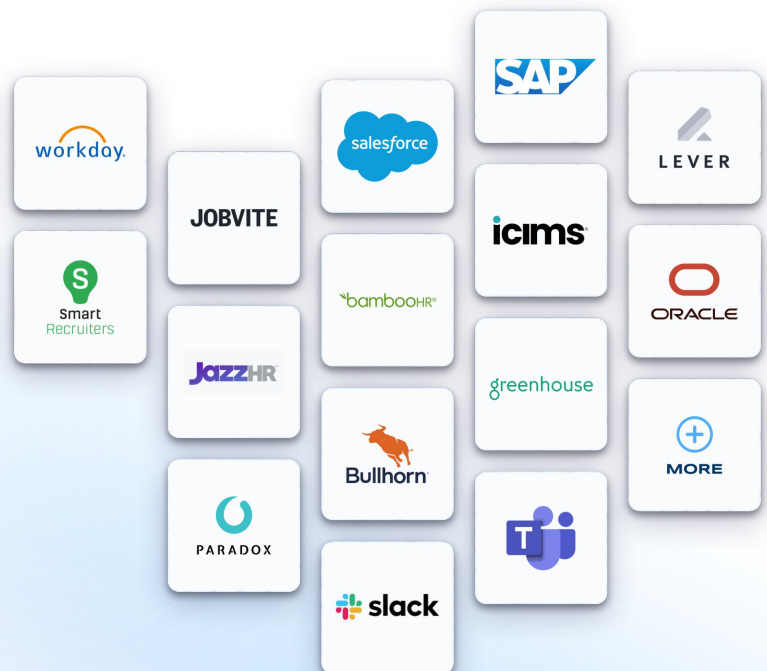




Connect with us to learn more about how Crosschq can help **crosschq.com/demo**