



# ViewsOnYou

## Employer Solutions

Defining Awesome.

### Tools for Companies and Employers

- **Discover more** about the employee culture of your organisation, by division, function and location
- **See what traits are common** to your high performing teams and individuals
- **Match Candidates**, internal and external, against benchmarked high performers

The top **5%** of your employees are your high performers, across Divisions, Functions and Locations.

If you've ever wondered what makes these high performers different to the rest, what traits they share that makes them stand out, and how to find more of the same (internally or externally), then ViewsOnYou Employer Solutions system is for you.

Recognising that a high performer in one organisation can often be average in another organisation, ViewsOnYou helps you "define awesome" for your company!

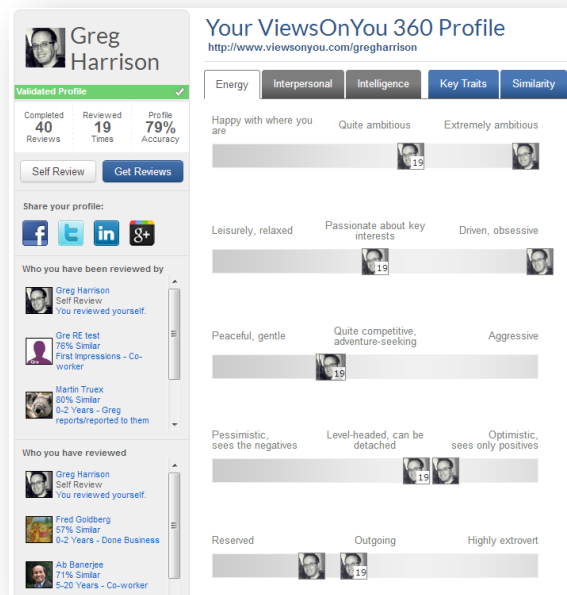
## Discover more about your Employee Culture

Invite your employees to connect to ViewsOnYou via your **Employee Culture Survey**. Employees complete a Self Review, before building their individual ViewsOnYou Professional 360 Profile.

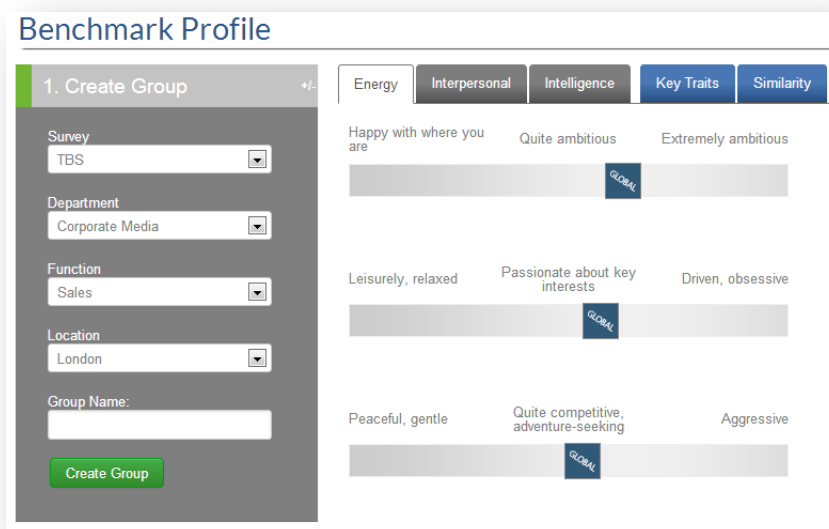
An individual's ViewsOnYou Professional 360 Profile highlights their key traits; how they **Work, Think** and **Interact**, based on their own Self Review and reviews from the people who know them best, such as co-workers.

The more reviews an individual receives, the more accurate their profile becomes, giving you a clear picture of the key traits each individual brings to your organisation

Take a look at this example profile:  
<http://www.viewsonyou.com/gregharrison>



## Aggregate employee profiles create a snapshot of your culture



As your employees build their profiles, a clear picture begins to emerge of the culture within your organisation, broken down by **Division, Function** and **Location**.

## Discover what makes each department unique

1. Create Group

Survey  
TBS

Department  
Corporate Media

Function  
Sales

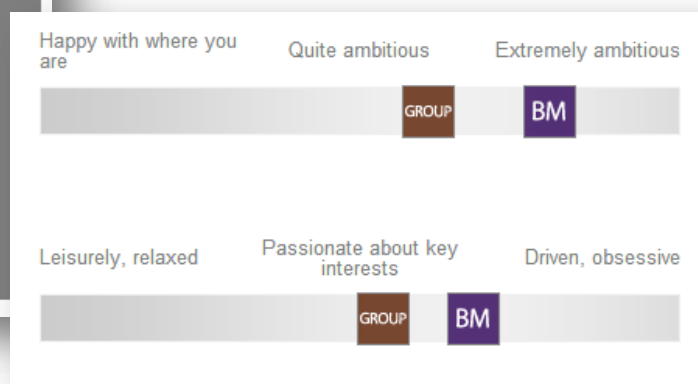
Location  
London

Group Name:

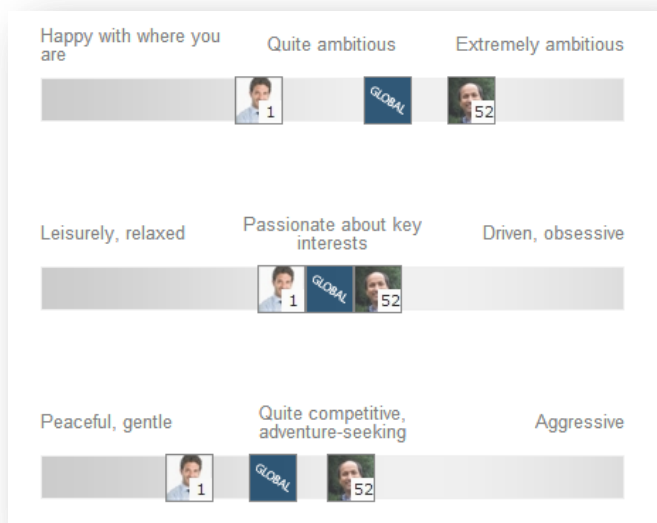
Create Group

Create groups of employees and discover the employee culture within specific teams or divisions

Discover the most correlated and most common traits of employees within your groups. For example, how does your Sales Team in London compare to your Sales Team in Paris?



## See how individual employees fit within their teams



Match employees with your teams and discover what makes them a great fit (or a mismatch) with the aggregate of their co-workers.

## Talent Benchmarking

Create benchmarks and discover traits common to your high performers. For example, what character traits do your top Sales people share? What does your ideal employee look like, and how do other employees compare to them?

You may find there is no correlation between your top performers at all; that is interesting information in itself, and you could instead decide to find new candidates based on a match with individual top performers, rather than a benchmark

**Benchmark Profile**

1. Create Group +/-

2. Benchmark Talent +/-

Select group individuals to create a benchmark

All Users

Select All

- Ab Banerjee
- Martin Truex
- Philip Prince

Create Benchmark

Energy | Interpersonal | Intelligence | Key Traits | Similarity

Happy with where you are | Quite ambitious | Extremely ambitious

Leisurely, relaxed | Passionate about key interests | Driven, obsessive

Peaceful, gentle | Quite competitive, adventure-seeking | Aggressive

Create benchmarks based on selected employees. For example, a 'Top Sales Team' benchmark could be made up of your high-performing sales people.

Compare employees against your benchmarks .

For example, see how a sales person compares against your 'Top Sales Team' benchmark. What traits do they share and what makes them unique.

## Candidate Match

Invite job applicants and candidates – internal or external – to connect and submit their ViewsOnYou Profile as part of the submission process.

Get an idea of their key character traits before matching their profile to your saved benchmarks, or against individual employees, groups or teams.

**Benchmark Profile**

Step 3: Select your candidates Admin

Name	Similarity
<input checked="" type="checkbox"/> Ab Banerjee	70%
<input checked="" type="checkbox"/> Rob Reynolds	70%
<input checked="" type="checkbox"/> Greg Harrison	56%
<input type="checkbox"/> Kieran Johnson	52%
<input type="checkbox"/> Tiberiu Covaci	41%
<input type="checkbox"/> Martyn Whitwell	36%

Filter Skills & Experience

Energy | Interpersonal | Intelligence | Key Traits | Similarity

Happy with where you are | Quite ambitious | Extremely ambitious

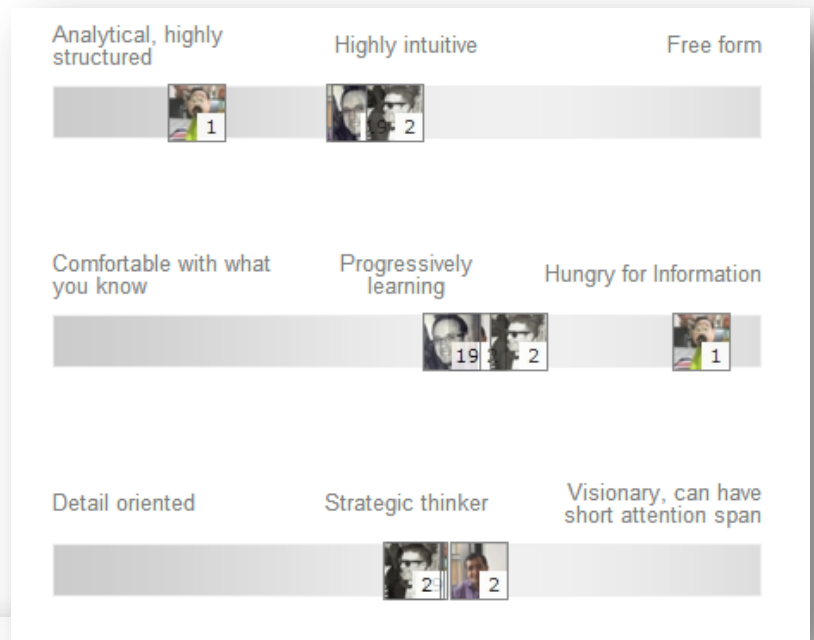
Leisurely, relaxed | Passionate about key interests | Driven, obsessive

Peaceful, gentle | Quite competitive, adventure-seeking | Aggressive

## Shortlist candidates and share internally or externally

Share shortlists of employees or job candidates, providing the recipient with access to the individuals' ViewsOnYou profiles, along with access to benchmarking and comparison tools.

This lets them see for themselves how well your shortlisted employees or candidates compare to your teams and benchmarks, how they compare against each other and how well they fit the employee culture of your organisation and its departments.



### Shortlisted ViewsOnYou Profiles

Name	Graduation	Programme	Prev Occupation
Ajit Kumar	2013	One Year MBA	Finance: Corporate Finance
Alyson Young	2013	One Year MBA	Technology
Andrea De Reggi	2013	One Year MBA	None of the above
António Chagas	2013	One Year MBA	None of the above
Asaad Alvi	2013	One Year MBA	Marketing

## Maintain a pipeline of employee profiles

Candidate profiles are always available to you, enabling you to check out the traits of each employee at any time, without you having to ask people to resubmit their profiles.

Name	Reviews Rxd	Graduation	Programme	Prev Occupation
Ajit Kumar	1	2013	One Year MBA	Finance: Corporate Finance
Alyson Young	1	2013	One Year MBA	Technology
Andrea De Reggi	1	2013	One Year MBA	None of the above
Andres Sarkis	1	2013	One Year MBA	Sales
António Chagas	1	2013	One Year MBA	None of the above
Arturo Ortiz Martinez	1	2013	One Year MBA	Finance: Asset Management

## Get Started Now!

Access ViewsOnYou Employer Solutions to create an **Employee Culture Survey** and invite your employees to connect to begin building a picture of the culture within your organisation.

Alternatively, **create a job** – either job specific or generic – and invite candidates to submit their ViewsOnYou profile for consideration, helping you find the right fit with your roles or teams.