

# Solution Provider Profile

## TalentQuest

November 2024



Company At-a-Glance	
Name of Product/Offered	Talent and Learning Management Software
Headquarters	Atlanta, GA
Year Founded	1972
Geographic Coverage	Global
Industries	Industry agnostic
Website	<a href="http://www.talentquest.com">www.talentquest.com</a>

### TalentQuest Overview and Value Proposition

TalentQuest is an integrated talent and learning management platform anchored in behavioral science to inform organizations as they hire, manage, coach, and develop their teams. The SaaS platform has modular capabilities that embed hyper-personalized tips at critical touchpoints that guide employee, manager, and team interactions with recommendations for development to continuously improve individual and organizational performance. These insights can also be leveraged to gain a holistic understanding of team dynamics for building high-performing teams, career pathing, and talent planning.

TalentQuest integrates with leading Applicant Tracking Systems, HRIS, and other HCM applications. TalentQuest’s platform includes the following talent management and learning capabilities:

## **TQ Behavioral Assessments**

TalentQuest's proprietary behavioral assessments take the guesswork out of the interview process and add objectivity to a traditionally subjective process. Organizations can model peak performers, measure core personality traits and cognitive abilities and get the right people in the right positions. The scientifically proven and validated evaluation of both internal and external candidates provides immediate access to reports that include targeted interview guides as well as personalized development recommendations to address blind spots.

## **TQ Talent Insights**

Infused at critical touch points throughout the TQ platform and based on TQ Behavioral Assessment data, TQ Talent Insights intelligently provides employees and managers with personalized guidance and helps build high-performing teams. Managers can access personalized insights on how to best manage, coach, develop and communicate with their team and individual team members. The insights and prescriptive analytics guide managers on how to leverage an employee's key assets and provide the best management approach to take with the employee – including tips to make communication adjustments to deliver more effective feedback.

## **TQ Performance Management**

Strategically designed and client-configurable performance-management process that helps organizations take their appraisal process to the next level. Managers can build employee profiles, set goals, measure progress, execute multi-rater reviews, and complete performance appraisals (PA) in a user- and mobile-friendly interface. It includes the TQ Writing Assistant to provide managers with comments (fueled by TQ Talent Insights) as well as personalized coaching tips and development recommendations for continuous improvement.

## **TQ Connect**

TQ Connect opens the lines of communication and increases engagement by allowing managers, employees, and teams to participate in timely and meaningful conversations. Build trust through formal or informal check-ins and provide meaningful feedback and recognition. Manager or employee-initiated, TQ Connect provides suggested agenda items as well as the ability to track the status of conversations with action items.

## **TQ Compensation**

Organizations can create a powerful pay-for-performance culture, leading to a more motivated and engaged workforce, and easily identify discrepancies in pay and track total compensation. In addition, companies can combine performance metrics with compensation recommendations and budgets.

## **TQ 360 Surveys**

Companies can aggregate anonymous survey input into a report that highlights and evaluates others' perceptions of an individual's skills, capabilities, knowledge, and behaviors – which can then be used for developmental purposes and succession planning.

## **TQ Succession & Talent Planning**

Managers can identify, review, track, and search high-potential employees, and create development and coaching plans to ready them for advancement.

## **TQ Learning**

An integrated learning management system to manage, monitor, and enable learning across the organization. Link courses to company competencies, and track learning across the entire TQ platform. Courses are automatically recommended to managers and employees to help bridge gaps that have been identified through an individual's TQ Behavioral Assessment or performance review.

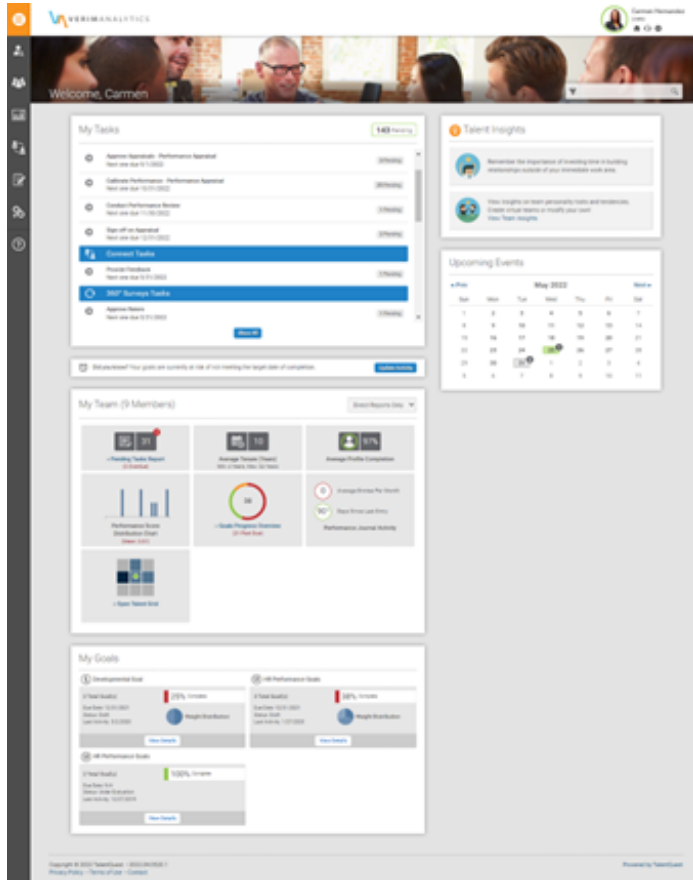
## **TQ Content 4U**

Self-paced, off-the-shelf eLearning catalog designed to help leaders and managers acquire the skills they need to guide, inspire, and motivate their teams. Each course reflects TQ's expertise in content creation and curation, with an emphasis on providing tools that can be easily applied in the workplace.

## **Customized Immersive AR/VR Learning Experiences**

Immersive learning is key to improving onboarding outcomes, developing specialized skills in a risk-free environment, and reducing costly errors. TalentQuest delivers exclusive Virtual, Augmented, and Mixed Reality learning experiences to reflect an organization's vision, deepen knowledge, and engage learners.

# Screenshots



# User Profile

**VERIMANALYTICS**

**User Profile** Users / Manage Users

**Carmen Hernandez** Account Settings Manager, Admin

**Title:** CHRO  
**Org Unit:** Human Resources  
**Email Address:** cchro@electrifyus.com

**404-555-1478** **404-555-1870** [View Resume](#)

[View Org Chart](#) [Edit](#) **100% Complete**

Last updated by Carmen Hernandez: 5/16/2022

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**Personal Info** Expand All

<b>User Type:</b> Employee	<b>Employee ID:</b> AMS
<b>Gender:</b> Female	<b>Language:</b> English (US)
<b>Time Zone:</b> (UTC-04:00) America/New_York	<b>Date of Birth:</b> 12/20/1970
<b>Ethnic Background:</b>	<b>Hire Date:</b> 12/21/1997
<b>Time in Organization:</b> 24 year(x) 5 month(x)	<b>Adjusted Hire Date:</b> 12/21/1997
<b>Title:</b> CHRO	<b>Time in Position:</b> 15 year(x) 8 month(x)
<b>Time Until Retirement:</b> 13 year(x) 7 month(x)	<b>Location:</b> Atlanta
<b>Job Code:</b>	<b>Employment Status:</b> Full-Time

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**Activity Overview**

- 99+** Tasks (2 Overdue)
- 0** Performance Journal Posts This Month
- 85** Number of Logins This Month

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**Goals Summary**

7 ■ Past Due (4) ■ Behind Schedule (1) ■ Completed (2)

[View Goals](#)

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**Employment Info** Expand All

- Skills
- Academic Background
- Associations/Achievements
- Attachments

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**Team Summary**

- James Franklin** (Manager)
- Carmen Hernandez** (+ 2 Peers)
- 3 Direct Reports**
- 19 Indirect Reports**


# TQ Behavioral Assessments




# TQ Talent Insights:

## Insights for individuals:

### Talent Insights



Recognize that each organization has a unique culture; your ability to adapt to that culture is going to dictate your ability to thrive and advance.




View insights on team personality traits and tendencies. Create virtual teams or modify your own!  
[View Team Insights](#)

## Insights for building effective teams:

Team Insights: My Team (9 members) Set as default

Defining Team Traits


Cautious



Unconventional

This team can present a challenge in terms of how they go about solving problems or making decisions. They are not very rule or process oriented and they can sometimes give the impression of being unruly. They tend to default toward improvising and might not see the value of having rules or being required to follow a standard procedure.


Reckless





### Team Dynamics

#### Task Performance


Practical vs. Creative




Practical Creative


Spontaneous vs. Procedural




Spontaneous Procedural

Big Picture vs. Detailed



Big Picture Detailed




#### Relationships

Collaborative vs. Independent



Collaborative Independent




Cooperative vs. Dominant



Cooperative Dominant



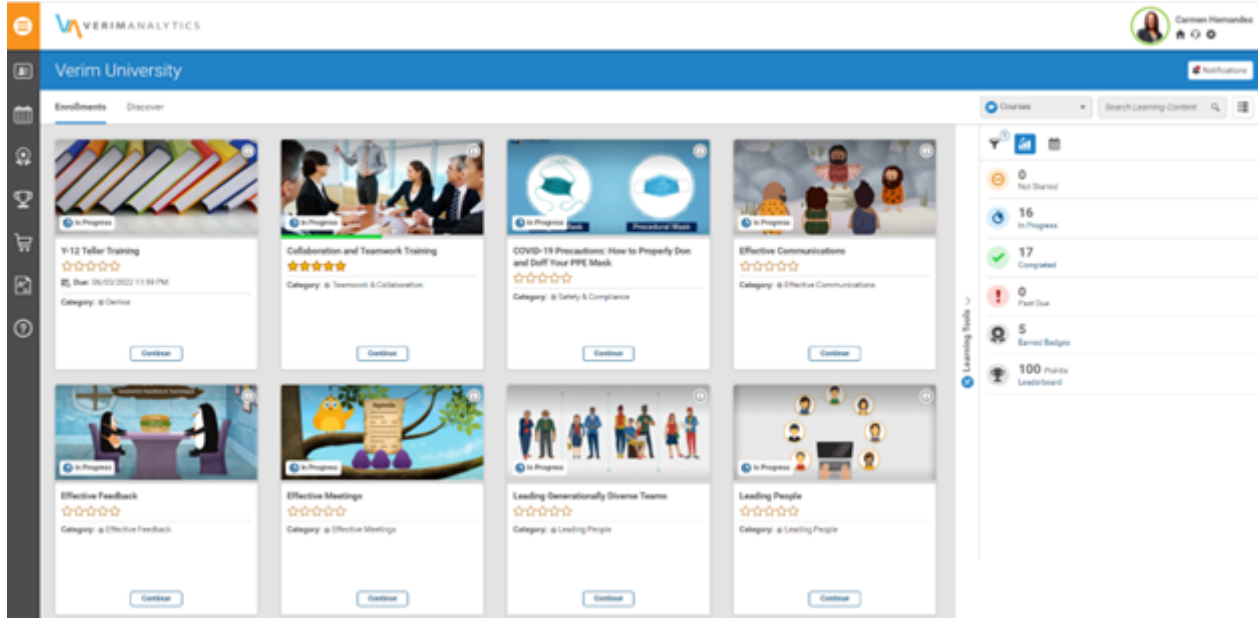

Low vs. High Emotional Intelligence



Low Emotional Intel... High Emotional Inte...




# TQ Learning



All screenshots provided by TalentQuest.



## Analysis by Brandon Hall Group™

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### Situational Analysis

Organizations are under pressure to hire and develop agile employees with the potential to help their organizations succeed in the fast-evolving business environment. But leaders and managers struggle to develop their team members through continuous feedback, coaching and mentoring, according to Brandon Hall Group™ research.

### Challenges to the Business

The lack of insight into employees' capabilities, development needs and aspirations impedes internal talent mobility. Leaders and managers need training and guidance on how to develop employees, so they understand career options and how to reach them. Without that, organizations face myriad talent risks, including a lack of employee engagement and the inability to keep top talent.

### Implications for the Business

Employers that do not understand the development needs of their employees and how to build their potential and performance will not be able to meet their talent needs now or in the future. Managers who don't understand how to leverage employees' talents and work with them based on their personalities and preferences will not be effective. Talent insights put organizations at a competitive advantage.

### Questions to be Answered by the Business

- How do we get a better understanding of our employees' skills, competencies, behavioral traits and aspirations to optimize workforce development?
- How do we manage and develop our workforce — both managers and individual contributors — to get the best out of them while creating strong relationships?
- How do we understand who has the best potential to adapt to new situations?
- How do we collaborate better across the organization and build and manage cross-functional teams that will increasingly be asked to drive our success?

## TalentQuest as the Answer

TalentQuest's talent-management suite is an under-the-radar solution that more technology buyers should explore.

TalentQuest's (TQ) suite touches all bases of the employee lifecycle – from pre- and post-hire assessments to performance development, continuous learning, career development, analytics, succession planning, and more. TQ embeds behavioral science throughout and provides managers with deep insights into their people and how they can best be developed.

Brandon Hall Group's research shows that organizations are beginning to focus more on helping leaders be better coaches and using assessments to gain a deeper understanding of employees' strengths, behavior traits and aspirations. TalentQuest is in lockstep with those trends and has been ahead of the curve for quite some time.

For example, TQ behavioral assessments provide insights on candidates' ability to:

- Fit into a culture
- Acquire and apply new skills
- Adapt
- Collaborate

The behavioral data from assessments provide insights managers often lack, including how to:

- Form and sustain great teams
- Align performance goals to organizational needs and individuals' aspirations
- Effectively deliver feedback
- Coach employees based on their individual characteristics
- Target learning to build on employees' strengths and address gaps
- Reduce bias in identifying high-potential employees

We particularly like the prescriptive analytics, which guide managers on how to effectively coach and develop team members. Our research studies continually show this is the biggest leadership pain point in most organizations. TQ's analytics include specific tips on questions to ask in certain situations based on the employee's personality assessment. For performance appraisals, the TQ Writing Assistant helps managers write constructive comments. The check-in module enables managers to connect more often and more effectively with their team members through scheduling, agenda-setting, goal management and continuous feedback loops.

The platform also offers personalized learning experiences and AI-powered coaching to address specific skill gaps, complemented by robust analytics and dashboards that enable informed decision-making.

By combining cutting-edge technology, behavioral science expertise, and comprehensive learning solutions, TalentQuest offers organizations a powerful tool to address their talent challenges and drive sustainable growth through personalized, data-driven talent management and development strategies.

**Contribution Team:**

Claude Werder, Michael Rochelle, Mike Cooke, Rachel Cooke,  
Roberta Gogos, Alan Mellish, Matt Pittman, Pat Fitzgerald

# About Brandon Hall Group™

With more than 10,000 clients globally and more than 30 years of delivering world-class research and advisory services, Brandon Hall Group™ is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.

## Professional Certifications

Self-paced certification programs. Virtual group sessions for companies. In-person conferences and summits.

## Excellence Awards

Three annual programs recognize the best organizations that have successfully deployed programs to achieve measurable results.

## Membership

Individual and Enterprise Membership options: Includes research assets, advisory support, a client success plan and more.

## Advisory Offerings

Custom research projects, including surveys, focus group interviews and organizational needs assessments for transformation, technology selection and strategy.



### ENTERPRISE EXCELLENCE CERTIFICATION PROGRAM

Recognizes the best HCM programs that transform their organization and achieves breakthrough results. This designation is a step above the HCM Excellence Awards® which focuses on one program within a company. Enterprise Excellence is a hybrid of award winners who are also members.

### SMARTCHOICE® PREFERRED PROVIDER PROGRAM

Uniquely places HCM service and technology companies at the top of organizations' consideration list of vendors. It adds an unmatched level of credibility based on BHG's thirty-plus years of experience in evaluating and selecting the best solution providers for leading organizations around the world.

### AGENCY! BY BRANDON HALL GROUP™

Provides comprehensive marketing solutions for human capital management solution providers. We offer strategic services to establish a strong foundation for your marketing efforts.