



# Talent Optimization Essentials



**Club16 saved 2.2 million in year-over-year employee turnover costs**

## Hire smarter. Lead better. Keep top performers longer.

Cut the cost of mishires, mismanagement, and missed goals by bundling PI Hire, Inspire, and Perform Essentials—powered by behavioral science to support every stage of the employee journey.



### Make hiring decisions that stick

- Align your team on role needs and ideal candidate traits
- Identify top candidates using behavioral fit data
- Use AI-powered interview questions personalized to each applicant



### Turn managers into confident leaders

- Run 1:1s tailored to each employee's behavioral style
- Provide continuous, meaningful feedback that drives growth
- Set clear action items to stay aligned on priorities



### Personalize growth and retention

- Equip managers with behavioral tips for each direct report
- Strengthen communication with science-backed relationship insights
- Identify strengths and struggles to guide targeted development