A large silhouette of a human head in profile, facing left. The interior of the head is filled with a sunset scene over a body of water, with the sun low on the horizon and its light reflecting on the water. The background of the entire slide is a blurred landscape with water and trees.

Building the self-aware workforce

Providing awareness to all using behavioral science and technology.

Your workforce is misunderstood

75%

Employees are not working to their full potential.

80%

Leaders and managers fail to engage their teams.

70%

Top talent leave because of a lack of learning and coaching.

10%

People are truly self-aware at work.

We need to build self-aware workforces to...

Boast
engagement
& reduce
turnover

Build
effective &
innovative
teams

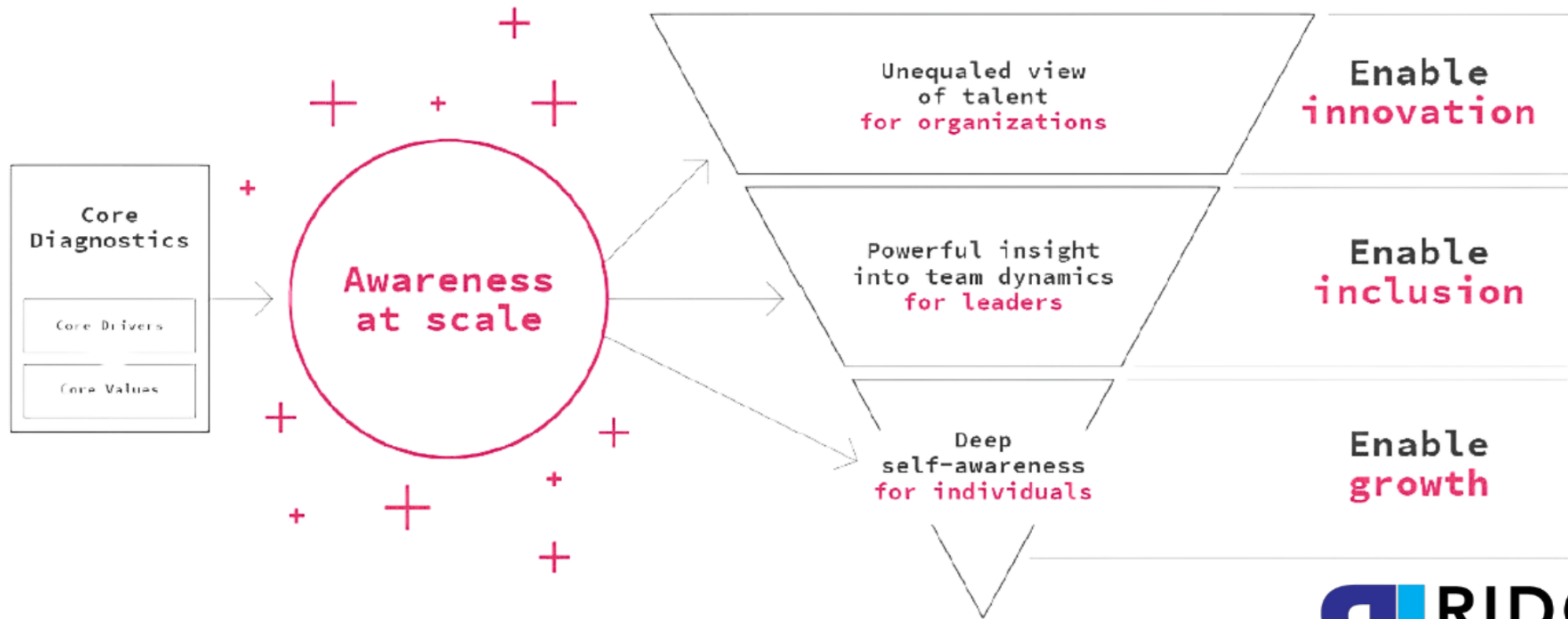
Develop
competent &
inclusive
leaders

Self-awareness unlocks talent and drives performance.

For the driven and curious, Ridge Innovative uses the Deeper Signals technology to unlock accurate, personal insights that help grow individuals, build teams and scale organizations, changing how people work together.



Deeper Signals uses science to turn awareness into action



Develop talent across the enterprise

INDIVIDUALS

- Provide everyone with **self-awareness and unlock their talent.**
- Use **digital coaching to transform talent** and change behavior at scale.

TEAMS

- Leverage psychological insights to **build cognitively diverse and high performing teams.**

ORGANIZATIONS

- Train managers to understand how their team thinks and how to become **effective leaders.**
- **Supercharge people analytics** through scalable tools, dashboards and real-time insights.
- Improve workforce planning and **align talent with strategic goals.**

Three steps to building a self-aware workforce

1

First, invite everyone to complete a quick, conversational and scientific diagnostic. Collect accurate behavioral data to identify talent and increase self-awareness.

2

Second, provide everyone with digital coaching and personalized learning experiences, complimented by individual and group debriefs to develop talent across the enterprise.

3

Last, use real-time analytics to transform talent planning, build high-performing teams and improve strategic people decisions.

Scientific insights, practical results

Core Drivers

Measures the six behavioral dispositions most predictive of wellbeing and performance.

Amplify strengths, minimize risks, drive performance and effectiveness.

USED FOR:

- Talent development & coaching
- Team building
- Leadership effectiveness
- Workforce planning

Core Values

Measures an individual's value, team motivators, and organizational culture.

Drive engagement, improve team cohesion, and build the right culture.

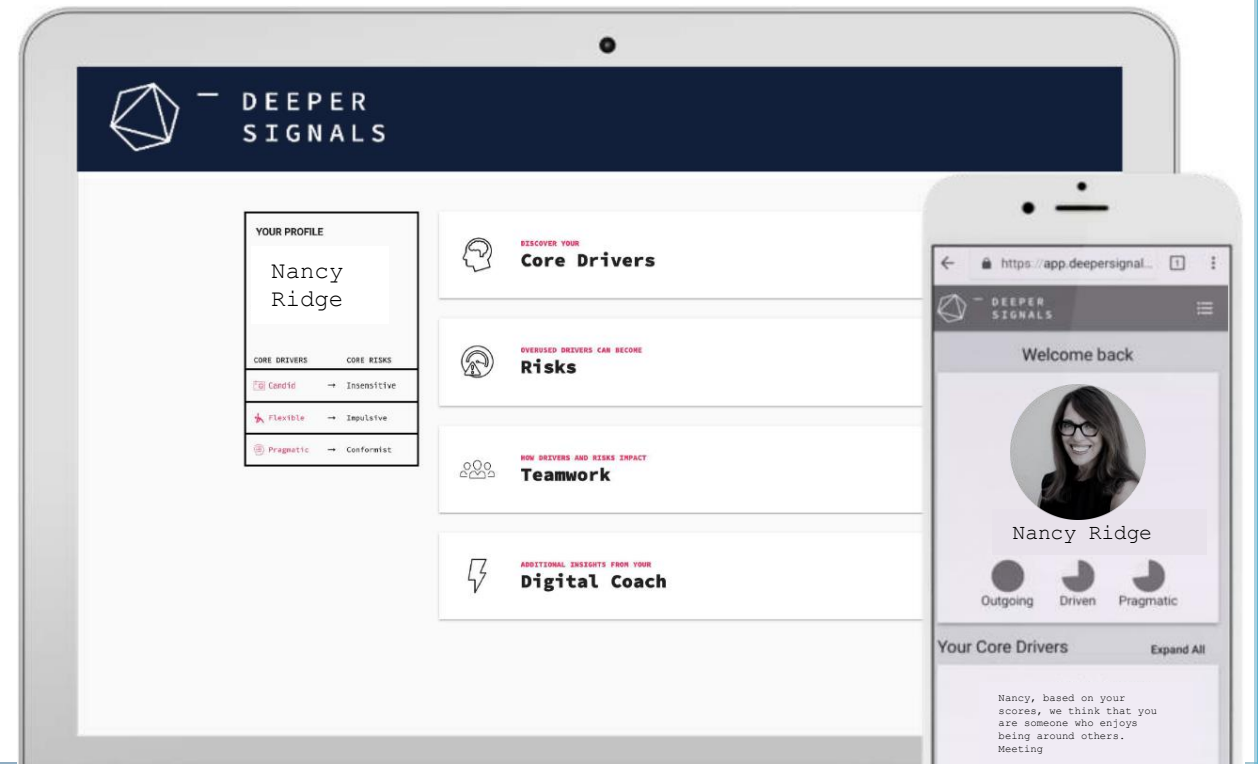
USED FOR:

- Employee engagement
- Team cohesion & collaboration
- Culture assessment & change
- Strategic decision-making

Instantly more self-aware with practical and intuitive feedback

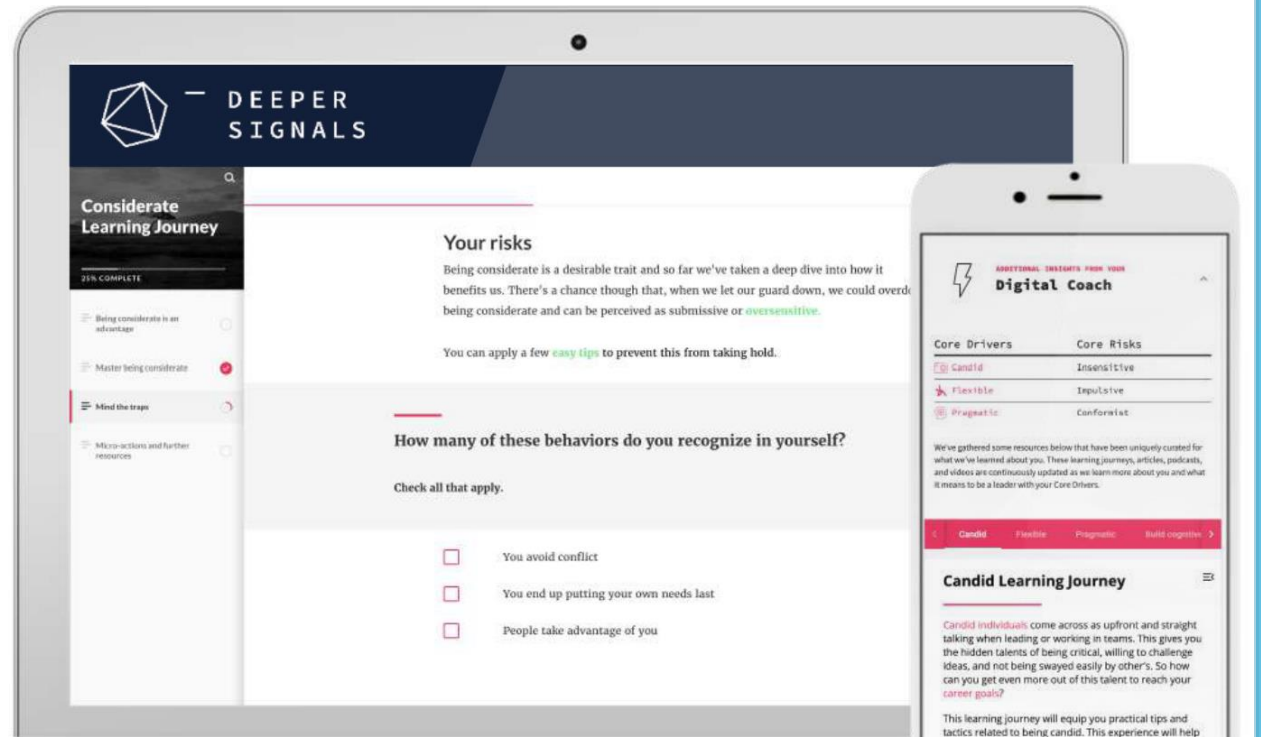
Provide each employee with deep insights into their behavior and personality, that normally costs hundreds of dollars.

- Help employees understand their three Core Drivers and Risks and learn how they shape performance.
- Gain practical tips and feedback uniquely curated based on the individual differences of each employee.
- Build better collaboration through improved team skills.



Turn awareness into action through digital coaching

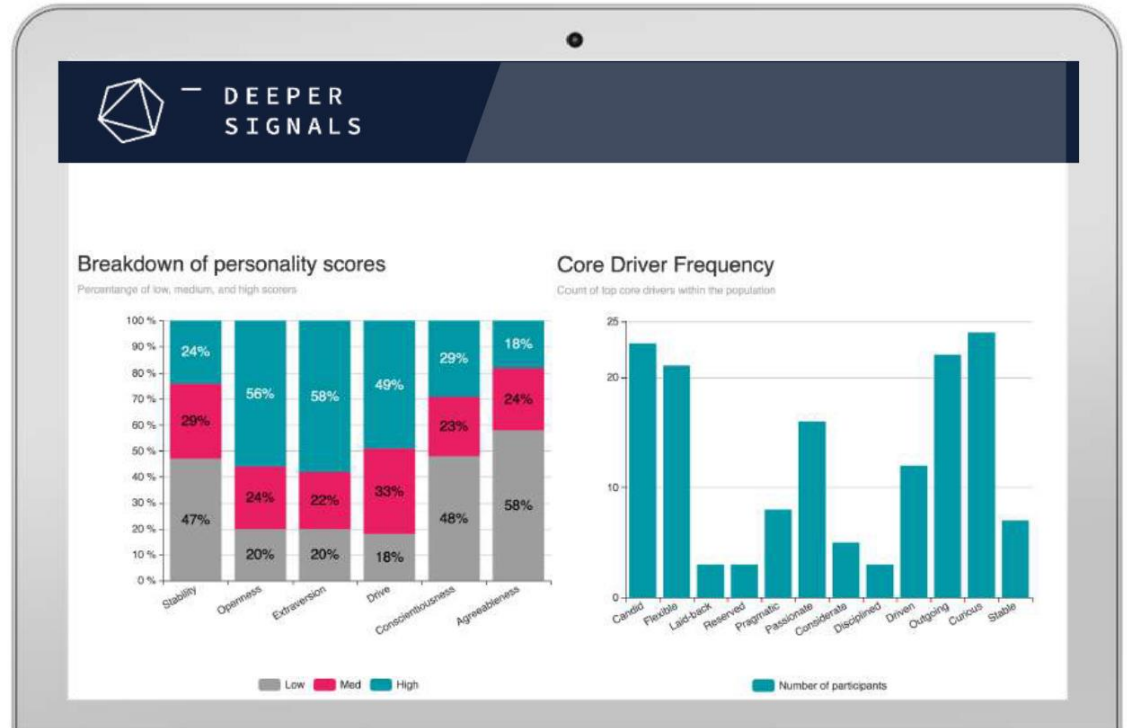
- Everyone receives coaching insights powered by their Core Drivers results.
- Explore personalized development journeys to build and amplify new talents.
- Practice micro-actions and bite-sized nudges to support lasting behavior change.
- Receive dynamic content to shape professional development, team building & leadership skills.
- Chat with a coach or schedule a coaching session for a deeper dive.



Data-driven insights to supercharge your people analytics

Use real-time analytics and report dashboards to deeply understand your talent.

- De-bias your talent decisions using objective and scientific data.
- Gain unparalleled insight into your teams, departments, and business functions.
- Dynamically build high-performing teams and fit for purpose succession plans.
- Run your own workflows and build custom dashboards to make data-driven talent decisions.



Get in touch

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