



## TalentClick Portal User Guide

The purpose of this resource is to assist in the use of TalentClick's Cloud-based portal.

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# Introduction

## Overview

The TalentClick Portal is a user access dashboard that is accessible via your browser and contains your TalentClick reports for all users at your site.

- **Features**
  - Easy to use
  - Search by date, group code, name
  - Click to view reports
  - Send participant assessment links
  - Create, suspend, clone new user accounts
  - Download reports
  - Download groups of reports to zip file
  - Count of reports
  - Generate “usage” and “Team” Reports

# Login

## How to access the TalentClick portal

1. Go to **<https://ca.reports.talentclick.com/>** (Click the “Click here” link if you don’t have an account)
2. **Username** is your email address
3. **Password** – provided by TalentClick
4. **Homepage** – This is the first page you see when you log in. By default, it shows your most recent results by date

✉ [clientcare@talentclick.com](mailto:clientcare@talentclick.com)

**TalentClick**  
Predict Strengths AND Risks.

### Login

☒ Remember Username

[Forgot password?](#)

[Don't have an account? Contact Us](#)

### Announcements

**New Resources Available:**

**New Article:** How to Avoid Unconscious Bias When Hiring

**New Portal Live:** See highlights of new interactive features in our 3-minute demo video or view our full 20-minute demonstration here.

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[Terms of Use](#)
[Privacy Statement](#)

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## Forgot Password?

1. Go to **<http://ca.reports.talentclick.com/>**
2. Enter your Username/Email
3. Click the “[Forgot Password?](#)” Link
4. Your password will be emailed to you.

*Or you can change your password in the TalentClick Portal*

1. Click on Settings > Password Tab
2. Enter “new password” 2 times to confirm
3. Click Save

# Searching for Results

## General Search

(by name, date, report type)

1. Login
2. General Search includes Name, Date Range and Report type
  - **Name** – will bring up the name and variations of the name you enter
  - **Date Range** – allows you to choose a day or date range to find completed reports
  - **Report Type** – allows you to choose Participant or Employer versions of the report
  - **Clear Search** – you must click 'Clear Search' to erase old search parameters and begin a new search
  - **Count of results** – shows the total sum of the reports that your search generated

The screenshot shows the General Search form with the following fields and buttons:

- Name:** A text input field.
- Product:** A dropdown menu with the selected option being "\*\* ALL \*\*".
- Report:** A dropdown menu with the selected option being "\*\* ALL \*\*".
- From:** A date input field showing "2012-01-01" with a calendar icon.
- To:** A date input field showing "2020-07-09" with a calendar icon.
- Benchmark:** A button with a green plus icon and the text "Benchmark". Below it is a text input field containing "No benchmark".
- Group Code:** A dropdown menu with the selected option being "All items checked".
- Buttons:** "SEARCH" (orange), "DOWNLOAD" (orange), and "Clear Search" (grey).

3. a. **Product** – allows you to search for different product report types (ex. WPP, SQ or CIA)

This screenshot is identical to the previous one, but the "Product" dropdown menu is highlighted with a red rectangular box to emphasize it.

- b. **Group Code** – allows you to search all assessments completed by a specific recruiter using a specific group code

This screenshot is identical to the previous ones, but the "Group Code" dropdown menu is highlighted with a red rectangular box to emphasize it.

## Fit Score Search

A Fit Score provides quick, at-a-glance, insight into a participant's fit for a specific role. You can instantly see how well a participant's assessment results align with the ideal score ranges for a specific role.

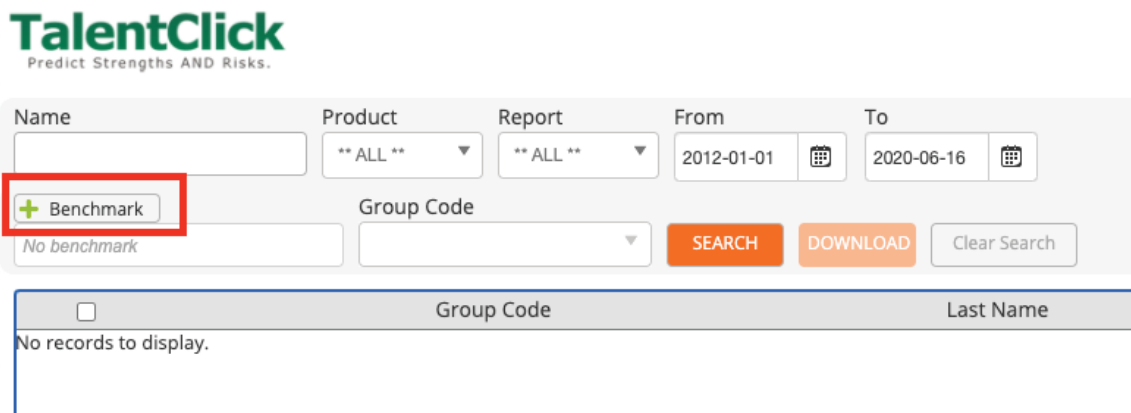
'Search by Fit Score' saves time by prioritizing the people most likely to be a good fit. It gives a TalentClick user (Administrator or Standard) the power to:

- Generate Fit Scores for a group of participants based on fit to a selected Benchmark
- Assign a "Minimum fit score" to filter results of individuals who have a higher fit score above that threshold
- Sort the list by Fit Score results by highest to lowest fit

### Searching by Fit Score

To search by "Fit Score" for a specific Benchmark, navigate to the "Assessments" page of the portal.

1. Click on "Add Benchmark" icon



The screenshot shows the TalentClick portal interface for searching assessments. At the top is the TalentClick logo with the tagline 'Predict Strengths AND Risks.'. Below the logo is a search form with several fields: 'Name' (text input), 'Product' (dropdown menu showing '\*\* ALL \*\*'), 'Report' (dropdown menu showing '\*\* ALL \*\*'), 'From' (date picker showing '2012-01-01'), and 'To' (date picker showing '2020-06-16'). Below these fields is a 'Group Code' dropdown menu. To the left of the 'Group Code' dropdown is a button labeled '+ Benchmark' with a green plus icon, which is highlighted with a red rectangular box. Below the 'Group Code' dropdown is a 'SEARCH' button (orange), a 'DOWNLOAD' button (orange), and a 'Clear Search' button (gray). Below the search form is a table header with columns for 'Group Code' and 'Last Name'. Below the table header is a message that says 'No records to display.'

2. Select the Benchmark you want to use in your search.

**Note:** Custom and Standard Benchmarks you currently have in your Benchmark Library will appear in the Benchmark selector. If you have a new custom Benchmark you want to search by, you can add it to the Benchmark library (Analytics tab>Benchmark) before performing this step.

- Use the slider to select the **'Minimum Fit Score'** (0-99)

Select Benchmark for Fit Scores

Benchmark Filter

Accounting and Finance

Accounting: AP/AR Clerk

Accounting-Auditor

Administration

Assembler

115 row(s)

Companies

A - Test

TC

TC

TC

TC

TC

WPP

WPP

WPP

WPP

WPP

WVA

WVA

WVA

WVA

WVA

SQ

0

10

20

30

40

50

60

70

80

90

Minimum Fit Score: 0

Done

- Click 'Done'
- On the Assessments page enter any additional search criteria (e.g., Group Code or Report Type)
- Click "Search"

Name

Product

\*\* ALL \*\*

Report

\*\* ALL \*\*

From

2012-01-01

To

2020-07-09

+ Benchmark

Customer Service Rep ABC Co MIN:40

X

Group Code

All items checked

SEARCH

DOWNLOAD

Clear Search

Search returned 32 reports

| <input type="checkbox"/> | Group Code                                 | Last Name | First Name | Fit Score | Product | Report   | Date        | PDF | Report Builder |
|--------------------------|--------------------------------------------|-----------|------------|-----------|---------|----------|-------------|-----|----------------|
| <input type="checkbox"/> | TEST38 - TalentClick - AVP CQ - Location A | Smith     | CHARLES    | 100       | Summary | Employer | 07-Jul-2020 |     |                |
| <input type="checkbox"/> | TEST38 - TalentClick - AVP CQ - Location A | Klein     | Bacari     | 97        | Summary | Employer | 07-Jul-2020 |     |                |
| <input type="checkbox"/> | TEST37 - TalentClick - AVP                 | Sample    | Consuela   | 91        | Summary | Employer | 19-May-2020 |     |                |
| <input type="checkbox"/> | TEST38 - TalentClick - AVP CQ - Location A | Silva     | Cory       | 89        | Summary | Employer | 07-Jul-2020 |     |                |
| <input type="checkbox"/> | TEST38 - TalentClick - AVP CQ - Location A | BAKER     | Siju       | 89        | Summary | Employer | 07-Jul-2020 |     |                |
| <input type="checkbox"/> | TEST38 - TalentClick - AVP CQ - Location A | Skiba     | Leo        | 88        | Summary | Employer | 07-Jul-2020 |     |                |

Results are returned for the participants who meet the criteria and their “Fit Scores” are listed in the Fit Score column.

You can click on the Fit Score column header to sort by Fit Score.

**Note:** If you get too many or too few results then consider increasing or decreasing the “Min Fit Score” in step 3.

## Sort Results

- Each column of search results can be sorted by alpha order or numerical order by clicking the arrows beside the column name

| <input type="checkbox"/> | Group Code | Last Name | First Name | Fit Score | Product | Report | Date | PDF | Report Builder |
|--------------------------|------------|-----------|------------|-----------|---------|--------|------|-----|----------------|
|--------------------------|------------|-----------|------------|-----------|---------|--------|------|-----|----------------|

## View Results

- Click the PDF icon on the right-hand side of the screen
- The selected report will open in a new browser window

| <input type="checkbox"/> | Group Code                 | Last Name | First Name | Fit Score | Product | Report   | Date        | PDF | Report Builder |
|--------------------------|----------------------------|-----------|------------|-----------|---------|----------|-------------|-----|----------------|
| <input type="checkbox"/> | TEST37 - TalentClick - AVP | Sample    | Otis       |           | Summary | Employer | 19-May-2020 |     |                |
| <input type="checkbox"/> | TEST37 - TalentClick - AVP | Sample    | Nancy      |           | Summary | Employer | 19-May-2020 |     |                |
| <input type="checkbox"/> | TEST37 - TalentClick - AVP | Sample    | Kevin      |           | Summary | Employer | 19-May-2020 |     |                |
| <input type="checkbox"/> | TEST37 - TalentClick - AVP | Sample    | Eric       |           | Summary | Employer | 19-May-2020 |     |                |

## Download Results

- Click the check box under 'Select' of the report (s) you wish to download
- Click 'Download' from the menu bar
- Reports are downloaded to a zip file. Zip files will automatically show up in your 'Downloads' folder.

Name

Product

Report

From

To

ALL

ALL

2012-01-01

2020-07-09

+ Benchmark

Group Code

No benchmark

All items checked

SEARCH

DOWNLOAD

Clear Search

Search returned 57 reports

| <input type="checkbox"/>            | Group Code                 | Last Name | First Name | Fit Score | Product | Report   | Date        | PDF | Report Builder |
|-------------------------------------|----------------------------|-----------|------------|-----------|---------|----------|-------------|-----|----------------|
| <input checked="" type="checkbox"/> | TEST37 - TalentClick - AVP | Sample    | Otis       |           | Summary | Employer | 19-May-2020 |     |                |
| <input type="checkbox"/>            | TEST37 - TalentClick - AVP | Sample    | Nancy      |           | Summary | Employer | 19-May-2020 |     |                |

# TalentClick Portal Report Builder

The report builder is a feature that enables a TalentClick user (Administrator or Standard) the power to:

- Create individual AVP Reports
- Overlay benchmarks from the library (max 4 benchmarks on single report)
- Select Sections to include on a report
- Arrange/rearrange order of each dimension section (All Products)
- Generate interview questions based on the participant's scores relative to the benchmark
- Assign length of interview report by selecting the number of dimensions included on report
- Locally Save and Print new Benchmark Report

**Note:** More Report Types and functionality are on the way in future updates. Stay tuned!

## Creating Individual AVP Reports

To open the TalentClick Report Builder click on the "Report Builder" icon on the "Assessments" page on the TalentClick portal.

### Settings:

1. Select **Report** types from "Reports" pull down
2. From '**Language**' select the available languages for the report. (more languages to come)
3. **Detailed Areas per Benchmark:** Select the number of extreme dimensions results you want included on the report.



### Report Builder

Jo Sample  
Group: TEST37  
2020-03-23

Reports: AVP Employer  
Language: English

- ☒ Show Fit Scores  
☐ Show Interview Questions  
☒ Show Performance Management Tips

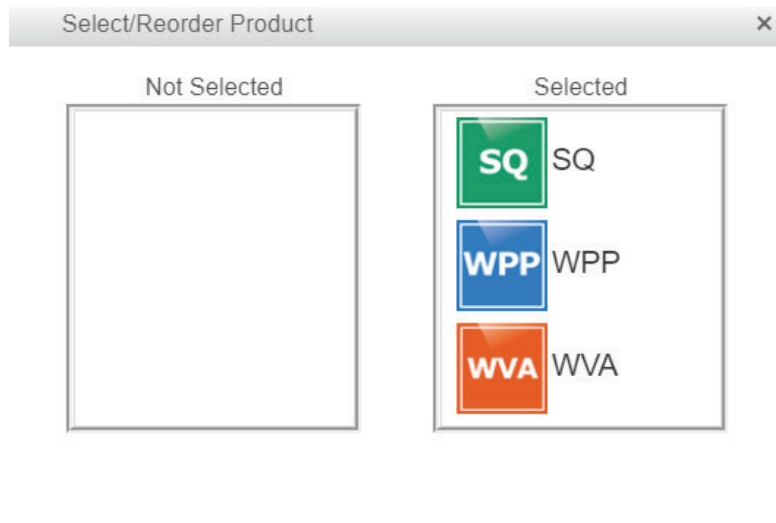
Detail Areas per Benchmark: 4



**Show Interview questions** – This option will display sample employer questions that can be used during an interview session with a candidate.

**Show Performance Management Tips** - Performance Management Tips in the report are helpful suggestions for what to expect from the candidate in terms of their strengths or what comes naturally to them, and tips on how to best coach, manage and develop them. Useful for both candidates and existing employees.

- Products:** Click Products to select the available products to include on the report and drag to "Selected" side



**Note:** To remove the Benchmark from the Report you can click the 'X' on selected "Benchmark" list.

Reports: AVP Interview

Language: English

Dimensions Per Benchmark: 4

☐ Show Fit Scores

+ Products SQ WPP WVA

+ Benchmarks

|                         |                                               |
|-------------------------|-----------------------------------------------|
| Accounting: AP/AR Clerk | X                                             |
| Call Center Manager     | X                                             |
| Carpenter               | <span style="border: 2px solid red;">X</span> |

6. **Benchmarks:** Add up to 4 benchmarks to include on the report. Use “Benchmark” filter to search the library.

Select Benchmark

Benchmark Filter

Companies

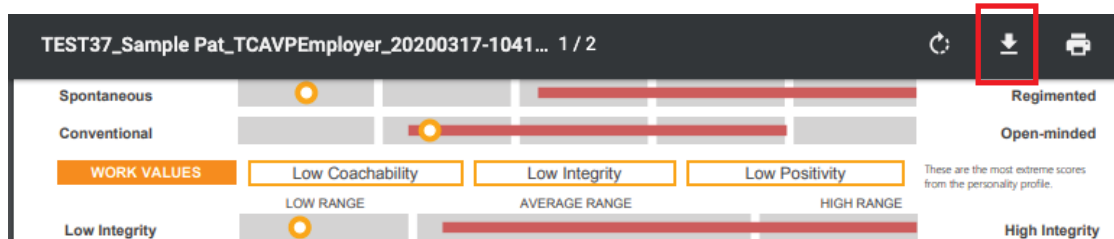
A - Test

|                                |    |     |     |
|--------------------------------|----|-----|-----|
| Field Investigator             | SQ | WPP | WVA |
| Health Care-Personal Attendant | SQ | WPP | WVA |
| Taxi Driver - LOW Performer    | SQ | WPP | WVA |
| Accounting and Finance         | TC | WPP | WVA |
| Accounting-Auditor             | TC | WPP | WVA |
| Administration                 | TC | WPP | WVA |
| CEO                            | TC | WPP | WVA |

92 row(s)

Add Benchmark

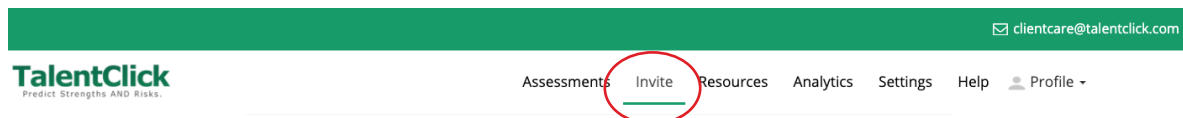
7. **Download and Print Report:** Click on the Report, then click on the “Download” icon



# Sending Assessment Links

## Invite / Assessment Link

The Invite tab allows you send an email to the test taker with the Assessment link for the Survey



1. Click on the "Invite" tab at the home screen
2. Enter the Participant Name and Email address in the required fields
3. Click on the "Select Assessment" pull down to choose the group code associated with the link you want to send
4. Edit the Email Template if needed (optional)
5. Click "Send Email"

**Send An Assessment Invitation-**

1. Fill out the fields below to create an email to send an assessment invitation to a participant.  
2. Click Send Email to send immediately or Copy/Paste the email template into your personal email to send to the participant.  
3. You will receive an email notification when the participant has completed the assessment.

**Participant Name:** (required)

**Select Assessment:** (required)

**Assessment Url:**

**Participant Email:** (required)

**CC List:** (Semicolon separated list)

**BCC List:** (Semicolon separated list)

**Email Subject:** (required)

**Advanced**

**Email Template:**

Hello {{User.Name}},

Welcome and thank you in advance for completing this personality and behavioral assessment!

Click on the link below to begin the assessment and be sure to read the instructions carefully:

{{User.SurveyLink}}

We look forward to exploring this further with you.

Thanks and regards,

Demo Test

**Note:** Another option is to copy the link from "Step 3" and pasting into an email message to send to the participant. This allows the email to have your company branding etc . Sending the assessment link via your company email reduces the chances of the email being trapped by SPAM or JUNK filters as well.

# Settings - Administrators

## Overview

The Settings tab is a central hub in the TalentClick Portal. It allows you to view all of the users in your organization who have access to your assessment reports.

There are 2 types of Talentclick Portal users:

- **Administrator User** - Users who have permissions to view, create and edit other users in your organization's portal. They also have the ability to add and remove group codes, modify profile notifications and general permission settings.
- **Standard User** - User who are able to view completed reports and invite candidates to take the assessment. They are able to modify their own notification settings and profile details but not others.

We recommend each company should have at least one user configured as the Administrator. This ensures that quick tasks like suspending a user, adding new users, changing notification settings and other user management tasks can be managed within your organization.

## Settings - Companies

This section holds information related to your Company TalentClick portal configuration.

**Profile:** Administrator can edit the Company name and view Group codes available to users in the TalentClick Portal.

The screenshot displays the TalentClick portal interface. At the top, there's a navigation bar with links: Back, My Account, Users, Companies, Group Codes, Reports, and Profile. Below this is a search bar for users and a dropdown for companies, currently set to 'All companies'. There are also checkboxes for 'Enabled Users' and 'Suspended Users', and a 'Find' button. The main content area shows the profile for 'Test Company for Demo' with a user named 'Test, Demotwo (demo2@gmail1.com)'. The profile section includes tabs for Profile, Password, Permissions, Groups & Links, Notifications, and Sessions. The 'Profile' tab is active, showing fields for Primary User, Id (1872), First Name (Demotwo), Last Name (Test), Company (Test Company for Demo), Divisions, Level (Administrator), Type (Customer), and Email (demo2@gmail1.com). There are 'Save' and 'Cancel' buttons at the bottom.

**Permissions:** View the selected Report Types and Product Types available in the TalentClick Portal.

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Back My Account Users Companies Group Codes Reports Profile

Search Users: Companies: All companies Enabled Users Suspended Users Find

Test Company for Demo  
Test, Demotwo (demo2@gmail1.com)

Profile Password Permissions Groups & Links Notifications Sessions

| ENABLE                              | PRIVILEGE | DESCRIPTION                      |
|-------------------------------------|-----------|----------------------------------|
| <input type="checkbox"/>            | Suspended | Suspended from system use        |
| <input checked="" type="checkbox"/> | Analytics | Enable use of Analytics          |
| <input type="checkbox"/>            | Settings  | Enable use of Settings functions |

Report Types Product Types

☒Employer  
☒Participant

☐AVP Combo  
☐AVP Interview  
☒DSQ  
☒Leadership Profile  
☒SQ  
☒Summary

Save Cancel

**Groups:** Lists the group codes available to your company to view in TalentClick Portal.

**TalentClick**  
Predict Strengths AND Risks.

Back My Account Users Companies Group Codes Reports Profile

Search Users: Companies: All companies Enabled Users Suspended Users Find

Test Company for Demo  
Test, Demotwo (demo2@gmail1.com)

Profile Password Permissions Groups & Links Notifications Sessions

Groups

| VIEW                                | GROUP  | DESCRIPTION                                | PRODUCT                                    |
|-------------------------------------|--------|--------------------------------------------|--------------------------------------------|
| <input checked="" type="checkbox"/> | TEST37 | TEST37 - TalentClick - AVP                 | AVP Combo, AVP Interview, DSQ, SQ, Summary |
| <input checked="" type="checkbox"/> | TEST38 | TEST38 - TalentClick - AVP CQ - Location A | Summary                                    |

Save Cancel

Links

| SURVEY URL             | DESCRIPTION |
|------------------------|-------------|
| No records to display. |             |

**Bulk Purchase:** If your company uses “Bulk Purchase”, then the available and used amounts will appear on this tab.

The screenshot shows the TalentClick portal interface. At the top, the 'Companies' menu item is highlighted with a red box. Below it, the 'Bulk Purchase' tab is selected and highlighted with a red box. The 'Bulk Purchases' section displays three input fields: 'Purchased: 0', 'Used: 0', and 'Balance: 0'.

**Divisions:** Lists any Divisions that have been created. Administrator can create Divisions and assign them to Users.

The screenshot shows the TalentClick portal interface. At the top, the 'Divisions' tab is selected and highlighted with a red box. Below it, a table lists existing divisions. A red box highlights a green plus icon (+) in the top left corner of the table, indicating the option to add a new division.

| DIVISION |             |   |
|----------|-------------|---|
|          | Division 11 | × |
|          | Division 22 | × |
|          | Div C       | × |

## Creating Company Divisions (Administrator)

“Divisions” are a subgroup within a Company record. Its an effective way to create internal company groups that you can assign to users. Divisions can be used for company locations, departments, or by job role - etc.

1. In TalentClick portal navigate to the Settings menu > Companies > Division tab
2. Click on the + symbol to add a new “Division name”
3. Enter the Division name. (Division names can be alpha-numeric)
4. Click “X” to save. - repeat this for the number of Divisions needed.

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Back My Account Users **Companies** Group Codes Reports Maintenance Profile ▾

search Companies:  Find

Companies found: 528

A - Test

Profile Permissions Groups Bulk Purchase **Divisions**

|  | DIVISION    |  |
|--|-------------|--|
|  | Division 11 |  |
|  | Division 22 |  |
|  | Div C       |  |

## Assign Users to Divisions (Administrator)

1. Navigate to Settings > Users menu
2. Either click to edit an existing user on the navigation tree or click “new user” icon to create a brand new user.
3. Enter necessary information for the user profile then click on the “Divisions” picklist. The Divisions picklist is populated by the Divisions created previously on the Company record.
4. Select the Divisions to be assigned to the user. (Note: Multiple Divisions can be assigned to a user)
5. Click Save

**TalentClick**  
Predict Strengths AND Risks.

Back My Account **Users** Companies Group Codes Reports Maintenance Profile ▾

Search Users:  Companies: All companies ☐ Enabled Users ☐ Suspended Users Find

Users found: 1427

A - Test

- Division 11
  - Standarduser, Standard (standard@tc.com)
- Division 22
  - AdminlastCopy, AdminCopy (101694@invalid)
  - Test, Test
  - Tom, Test
- Div C
  - Adminlast, Admin (admin@tc.com)

Profile Password Permissions Groups & Links Notifications

Sessions

Primary User

Id: 1694

First Name: Admin Last Name: Adminlast

Company: A - Test Divisions:

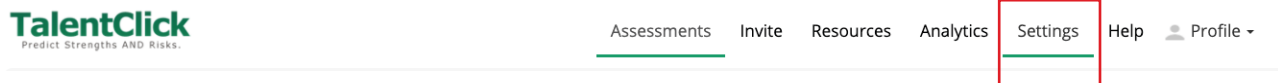
Level: Administrator Type: Customer

Email: admin@tc.com

Save Cancel

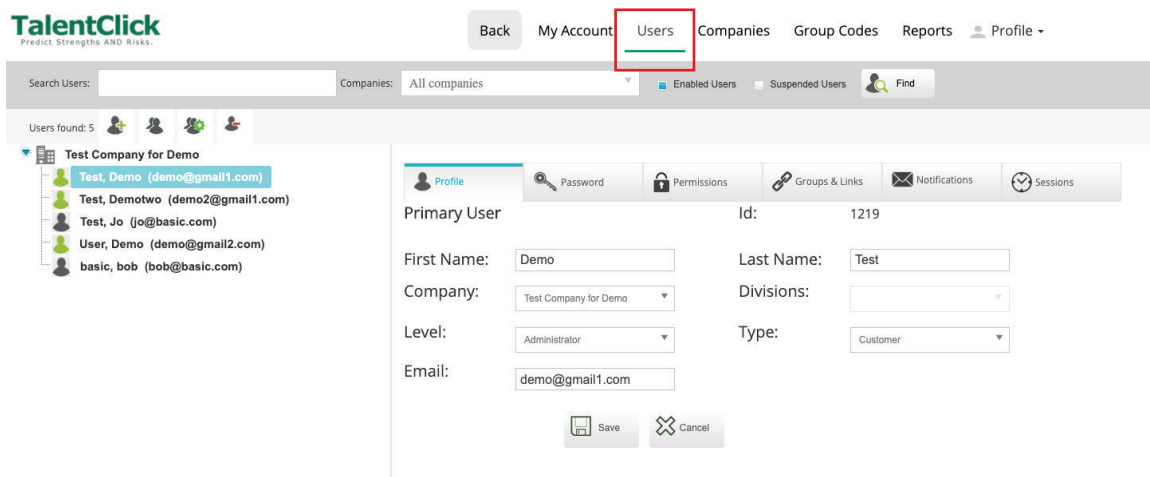
## Settings - Users

1. Login to TalentClick portal
2. Click on **Settings** tab



### 3. Administrator User Settings

- **Users** - View a list of users
- **Companies** - Company name details and divisions
- **Group codes** - List of group codes assigned to the company
- **Reports** - Bulk purchases reports (if applicable)



#### Administrators can:

- Group codes - Click on the editing icon to edit Group code names and descriptions (Recommend: Keep the names styles consistent)
- Companies - View only the 'Company name' and create divisions. (See "Creating Company Divisions")
- Users - View/edit/suspend users in the portal and assign Divisions
- My Account - See all the account settings and permissions for the Administrator account

## Standard user settings:

The screenshot shows the TalentClick user management interface. The top navigation bar includes 'Back', 'My Account', 'Users', 'Companies', 'Group Codes', 'Reports', 'Maintenance', and 'Profile'. Below this is a search bar and a filter for 'All companies'. The left sidebar shows a tree view of users under 'A - Test', with 'Adminlast, Admin (admin@tc.com)' selected. The main panel displays the 'Profile' tab for this user, with fields for 'First Name' (Admin), 'Last Name' (Adminlast), 'Company' (A - Test), 'Level' (Administrator), 'Email' (admin@tc.com), 'Id' (1694), and 'Type' (Customer). The 'Divisions' field is highlighted with a red box. There are 'Save' and 'Cancel' buttons at the bottom.

## Standard users can:

- Company - See Company name
- My Account - See all account settings and permissions for the Standard user

## 4. Universal User Account Settings

Both user types (Administrator and Standard user) have user configuration tabs.

- **Profile** tab - Edit user details > click "Save" (Standard and Administrator user)

This screenshot is similar to the one above, showing the 'Profile' tab for a user. However, in this version, the 'Divisions' field is empty. Additionally, the 'Profile', 'Password', 'Permissions', 'Groups & Links', and 'Notifications' tabs are all highlighted with red boxes. The 'Sessions' tab is also visible in the left sidebar of the main panel.

- **Password** tab - Reset/change password > Enter new “Password” then click “Save” (Standard and Administrator user)

The screenshot shows the 'Password' tab selected in the user profile menu. On the left, a list of users is shown under 'Test Company for Demo'. The main area contains fields for 'New Password:' and 'Confirm Password:', followed by a 'Save' button.

- **Permissions** - Edit Permissions to define view for completed assessment reports types in the TalentClick portal (view only for “Standard” user. Read/write for Administrator)

The screenshot shows the 'Permissions' tab selected in the user profile menu. It displays a table for permissions and two sections for report and product types.

| ENABLE                              | PRIVILEGE | DESCRIPTION                      |
|-------------------------------------|-----------|----------------------------------|
| <input type="checkbox"/>            | Suspended | Suspended from system use        |
| <input checked="" type="checkbox"/> | Analytics | Enable use of Analytics          |
| <input checked="" type="checkbox"/> | Settings  | Enable use of Settings functions |

| Report Types                                    | Product Types                                          |
|-------------------------------------------------|--------------------------------------------------------|
| <input checked="" type="checkbox"/> Employer    | <input type="checkbox"/> AVP Combo                     |
| <input checked="" type="checkbox"/> Participant | <input type="checkbox"/> AVP Interview                 |
|                                                 | <input checked="" type="checkbox"/> DSQ                |
|                                                 | <input checked="" type="checkbox"/> Leadership Profile |
|                                                 | <input checked="" type="checkbox"/> SQ                 |

**Note:** Administrators who enable “Suspended” for the user will make the user profile inactive. The user will no longer be able to login to the portal or receive email notification of completed reports they have subscribed for under the “Notifications” tab.

- **Groups and Links** - Groups - Select the groups for user to view assessment reports in Talentclick portal (view only for Standard users) ;  
Links - contains the assessment links to be sent to candidates. Administrators can add URLs and edit descriptions of Assessment links

Search Users:  Companies: All companies ☐ Enabled Users ☐ Suspended Users

Users found: 5

Test Company for Demo

- Test, Demo (demo@gmail1.com)
- Test, Demotwo (demo2@gmail1.com)
- Test, Jo (jo@basic.com)
- User, Demo (demo@gmail2.com)
- basic, bob (bob@basic.com)

Profile Password Permissions **Groups & Links** Notifications Sessions

**Groups**

| VIEW                                | GROUP  | DESCRIPTION                                | PRODUCT                                    |
|-------------------------------------|--------|--------------------------------------------|--------------------------------------------|
| <input checked="" type="checkbox"/> | TEST37 | TEST37 - TalentClick - AVP                 | AVP Combo, AVP Interview, DSQ, SQ, Summary |
| <input checked="" type="checkbox"/> | TEST38 | TEST38 - TalentClick - AVP CQ - Location A | Summary                                    |

Save Cancel

**Links**

|      | SURVEY URL                                                           | DESCRIPTION                         |        |
|------|----------------------------------------------------------------------|-------------------------------------|--------|
| Edit | https://assessments.talentclick.com/s3/avpcq?g=TEST38                | AVP CQ (SQ WPP WVA CQ) - Location A | Delete |
| Edit | https://assessments.talentclick.com/s3/TalentClickInternal1-g=TEST37 | AVP Link (SQ WPP WVA)               | Delete |

**Note:** URL listed under the "Links" section appear under the "Invite" tab and are used to share assessment links with Participants by email

- **Notifications** - Click "Email" for each report you want to receive an email notification for (Standard and Administrator users). If you have multiple group codes in your profile, use the "Group codes" pull down menu to select other group codes.

Search Users:  Companies: All companies ☐ Enabled Users ☐ Suspended Users

Users found: 5

Test Company for Demo

- Test, Demo (demo@gmail1.com)
- Test, Demotwo (demo2@gmail1.com)
- Test, Jo (jo@basic.com)
- User, Demo (demo@gmail2.com)
- basic, bob (bob@basic.com)

Profile Password Permissions Groups & Links **Notifications** Sessions

Group Codes: TEST37 (TEST37 - TalentClick - AVP) Products: ALL

| Email                    | Group Code                          | Product       | Report   |
|--------------------------|-------------------------------------|---------------|----------|
| <input type="checkbox"/> | TEST37 (TEST37 - TalentClick - AVP) | AVP Combo     | Employer |
| <input type="checkbox"/> | TEST37 (TEST37 - TalentClick - AVP) | AVP Interview | Employer |
| <input type="checkbox"/> | TEST37 (TEST37 - TalentClick - AVP) | Summary       | Employer |

- **Sessions** - View login history for the user.

Search Users:  Companies: All companies ☐ Enabled Users ☐ Suspended Users

Users found: 5

Test Company for Demo

- Test, Demo (demo@gmail1.com)
- Test, Demotwo (demo2@gmail1.com)
- Test, Jo (jo@basic.com)
- User, Demo (demo@gmail2.com)
- basic, bob (bob@basic.com)

Profile Password Permissions Groups & Links Notifications **Sessions**

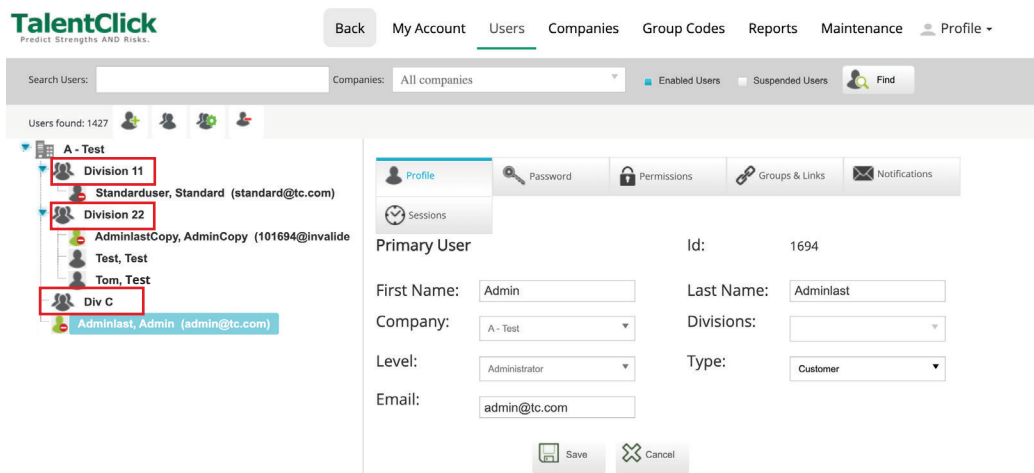
| LOGGED IN             | LOGGED OUT            | DURATION | IP ADDRESS  |
|-----------------------|-----------------------|----------|-------------|
| Tue 07-Jul-2020 21:17 | ???                   | ???      | 24.67.2.129 |
| Tue 07-Jul-2020 21:09 | Tue 07-Jul-2020 21:11 | 00:02:00 | 24.67.2.129 |
| Tue 07-Jul-2020 21:01 | Tue 07-Jul-2020 21:01 | 00:00:00 | 24.67.2.129 |
| Fri 03-Jul-2020 21:59 | Sat 04-Jul-2020 00:16 | 02:17:00 | 24.67.2.129 |
| Fri 03-Jul-2020 21:39 | ???                   | ???      | 24.67.2.129 |

## Viewing Divisions and Users (Administrator)

All TalentClick users for your company will appear on the left panel of your settings screen when the **Users** tab is selected.

**Divisions** appear under the Company, then users appear under the Division name in the panel.

- If a user is not linked to a "Division" then user name will appear at the end of the user list.
- If no Divisions are created then all users will appear in alphabetical order under the company name.
- If a user name is assigned to more than 1 Division, they will appear multiple times. One for each of the divisions they are assigned to.



## How to create a new user: (Administrator)

1. Login to TalentClick portal and navigate to “Settings” Tab
2. Click on Users (left side menu)
3. Profile: Use the appropriate option to create a new user. 2 options include:
  - **Create New user** - Click this to create a new user and manually configure their profile
  - **Copy Existing user settings to a new user** - Click this to copy an existing user’s settings and configuration. You will have the option to edit First and Last name and email address before saving the new profile.
4. Enter First, Last name and Email address.
5. If using “Divisions”, Select the appropriate Division name(s) you want to assign to the user.  
*(Note: If you need to create new Company “Divisions” see section “How to create Divisions” (Administrator) in this guide.*
6. Then click “Save”

The screenshot shows the TalentClick portal interface. At the top, there's a navigation bar with tabs: Back, My Account, Users, Companies, Group Codes, Reports, Maintenance, and Profile. Below this is a search bar and a list of users. On the left, a tree view shows the hierarchy: A - Test, Division 11, Standarduser, Standard (standard@tc.com), Division 22, AdminlastCopy, AdminCopy (101694@invalid), Test, Test, Tom, Test, Div C, and Adminlast, Admin (admin@tc.com). The 'Adminlast, Admin' user is selected. On the right, the user's profile is displayed. The 'Profile' tab is active, and the 'Divisions' dropdown menu is highlighted with a red box. The user's details are: Primary User, Id: 1694, First Name: Admin, Last Name: Adminlast, Company: A - Test, Level: Administrator, Type: Customer, and Email: admin@tc.com. There are 'Save' and 'Cancel' buttons at the bottom.

7. **Passwords:** Click on the “Password” tab if you want to change the default password. Click “Save” to update the password.

The screenshot shows the TalentClick portal interface. At the top, there's a navigation bar with tabs: Back, My Account, Users, Companies, Group Codes, Reports, Maintenance, and Profile. Below this is a search bar and a list of users. On the left, a tree view shows the hierarchy: Test Company for Demo, Test, Demo (demo@gmail1.com), Test, Demotwo (demo2@gmail1.com), Test, Jo (jo@basic.com), User, Demo (demo@gmail2.com), and basic, bob (bob@basic.com). The 'Test, Demo' user is selected. On the right, the user's profile is displayed. The 'Password' tab is active. The user's details are: New Password: (empty field), Confirm Password: (empty field), and a 'Save' button at the bottom.

8. Select **"Permissions"** tab - Choose the areas of the TalentClick portal the user can access:  
**Analytics** - Usage and Team reports;  
**Settings** - allows users to access their user account to view their settings (Recommended)  
***Suspended - Note: Selecting the Privilege of "Suspended" will disable the user account. The user will no longer be permitted to login to Talentclick portal or receive email notifications subscribed to under the "Notifications tab"***
9. Select **"Report types"** to be available to view for this user
10. Click "Save"

| ENABLE                              | PRIVILEGE | DESCRIPTION                      |
|-------------------------------------|-----------|----------------------------------|
| <input type="checkbox"/>            | Suspended | Suspended from system use        |
| <input checked="" type="checkbox"/> | Analytics | Enable use of Analytics          |
| <input checked="" type="checkbox"/> | Settings  | Enable use of Settings functions |

**Report Types**

- ☒ Employer
- ☒ Participant

**Product Types**

- ☒ AVP Combo
- ☒ AVP Interview
- ☒ DSQ
- ☒ Leadership Profile
- ☒ SQ
- ☒ Summary

Save
 Cancel

11. Navigate to “**Groups and Links**” tab - Select the Groups the user needs access to under the “Groups” selection area
12. Links section click the green plus sign (+)
13. Enter the url and brief description of the assessment used to invite participants to start the survey.

**Note:** If you are unsure of the Assessment URL contact: [clientcare@talentclick.com](mailto:clientcare@talentclick.com) with the Group code and we'll get that information to you.

Profile
 Password
 Permissions
 **Groups & Links**
 Notifications
 Sessions

### Groups

| VIEW                                | GROUP  | DESCRIPTION                                | PRODUCT                                |
|-------------------------------------|--------|--------------------------------------------|----------------------------------------|
| <input checked="" type="checkbox"/> | TEST37 | TEST37 - TalentClick - AVP                 | AVP Combo,AVP Interview,DSQ,SQ,Summary |
| <input checked="" type="checkbox"/> | TEST38 | TEST38 - TalentClick - AVP CQ - Location A | Summary                                |

Save
 Cancel

### Links

+

|      | SURVEY URL                                                                                                                                                  | DESCRIPTION                         |        |
|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------|
| Edit | <a href="https://assessments.talentclick.com/s3/avpcq?g=test38">https://assessments.talentclick.com/s3/avpcq?g=test38</a>                                   | AVP CQ (SQ WPP WVA CQ) - Location A | Delete |
| Edit | <a href="https://assessments.talentclick.com/s3/TalentClickInternal155?g=test37">https://assessments.talentclick.com/s3/TalentClickInternal155?g=test37</a> | AVP Link (SQ WPP WVA)               | Delete |

14. (Optional) Click on “Notifications” tab to subscribe to email notifications when the participants have completed that assessment and it is available for review in the portal. (notification emails also contain an attached copy of the assessment report)

Profile
 Password
 Permissions
 Groups & Links
 **Notifications**
 Sessions

Group Codes
 

TEST37 (TEST37 - TalentClick - AVP)

Products
 

ALL

| Email                    | Group Code                          | Product       | Report   |
|--------------------------|-------------------------------------|---------------|----------|
| <input type="checkbox"/> | TEST37 (TEST37 - TalentClick - AVP) | AVP Combo     | Employer |
| <input type="checkbox"/> | TEST37 (TEST37 - TalentClick - AVP) | AVP Interview | Employer |
| <input type="checkbox"/> | TEST37 (TEST37 - TalentClick - AVP) | Summary       | Employer |

## Copying settings from Existing user to another user (Administrator)

This feature allows the Administrator to copy an existing user's settings and append (or overwrite) to another user if they have similar permissions. This will save time from having to manually edit each user configuration changes.

**Note:** "Copy Settings of Selected User" will append "Permissions", "Group and Lists" and "Notifications" information.

1. Login as Administrator and navigate to "Settings" tab.
2. Go to Users

**Note:** Ensure the 'User' you want to copy from has all the settings you need to assign to another user account

3. Highlight the user you would like to Copy settings from
4. Select icon to "Copy settings of selected user"

The screenshot shows the TalentClick portal interface. At the top, there's a navigation bar with tabs: Back, My Account, Users (selected), Companies, Group Codes, Reports, and Profile. Below the navigation bar, there's a search section with 'Search Users:' and 'Companies: All companies'. A list of users is displayed under 'Users found: 5'. The users are: Test, Demo (demo@gmail1.com), Test, Demotwo (demo2@gmail1.com), Test, Jo (jo@basic.com), **User, Demo (demo@gmail2.com)** (highlighted with a red box), and basic, bob (bob@basic.com). To the right of the user list, there's a detailed profile for the selected user, 'User, Demo (demo@gmail2.com)'. The profile includes fields for First Name (Demo), Last Name (User), Company (Test Company for Demo), Level (Administrator), Email (demo@gmail2.com), Id (1903), Divisions, and Type (Customer). At the bottom of the profile, there are 'Save' and 'Cancel' buttons. A red box highlights the 'Copy settings of selected user' icon in the top right corner of the profile section.

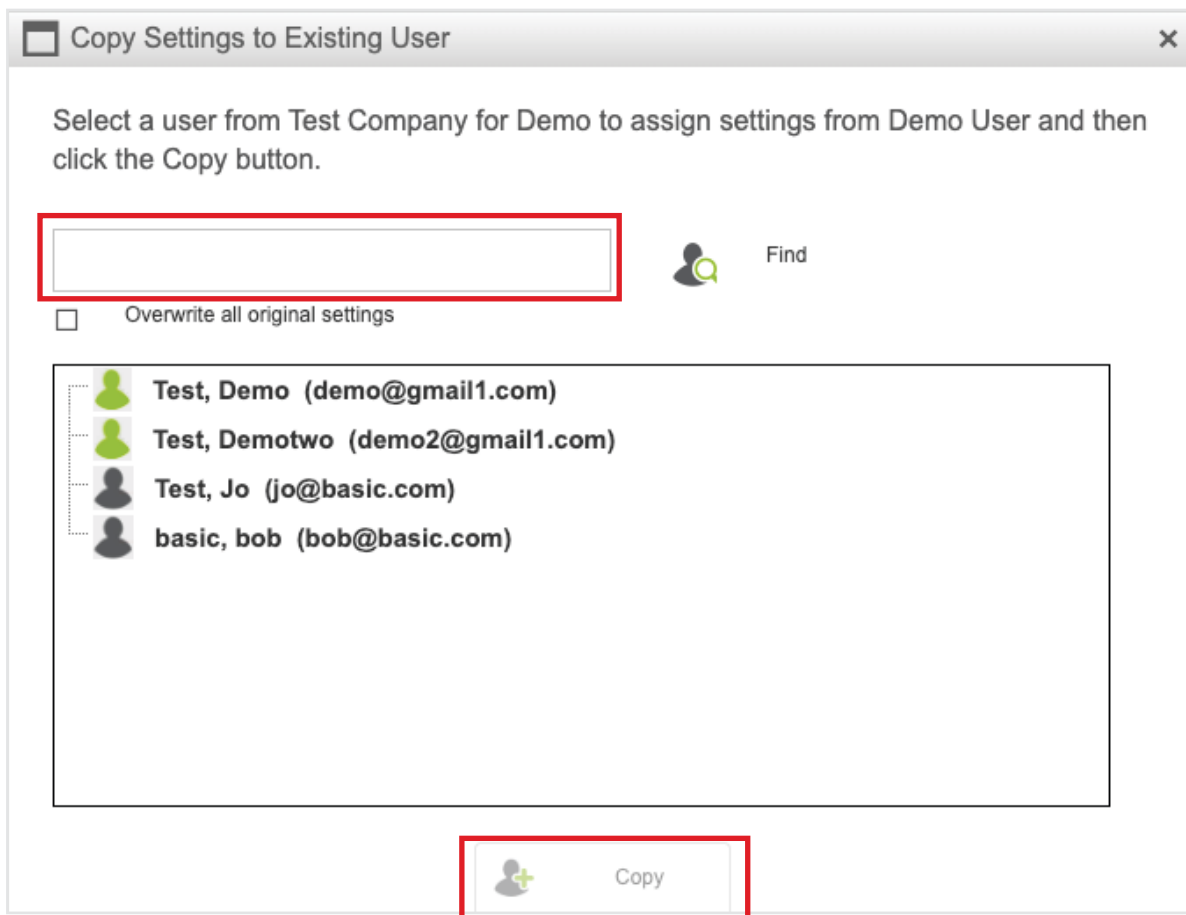
5. Search or Select the user name you want to assign the settings to.

**Important: Settings from highlighted user will be appended to the user selected in this screen. This means it will not remove any settings only add to user permission what isn't already assigned.**

**If you want to also remove settings and make an exact clone of the highlighted user you can check the "Overwrite all original settings" flag to clone settings from the highlighted user to selected user in this screen. This will remove all settings and apply settings from the selected user**

6. Confirmation dialog box will appear confirming the changes you are about to make.

7. Select "Yes"



☐ Copy Settings to Existing User

Select a user from Test Company for Demo to assign settings from Demo User and then click the Copy button.

Find

☐ Overwrite all original settings

-  Test, Demo (demo@gmail1.com)
-  Test, Demotwo (demo2@gmail1.com)
-  Test, Jo (jo@basic.com)
-  basic, bob (bob@basic.com)

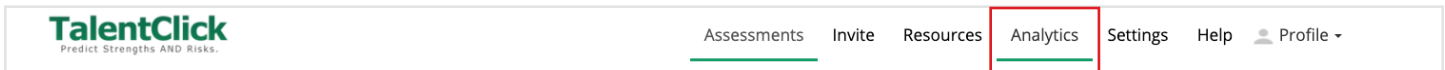
 Copy

# Analytics

## Overview

Analytics tab is the reporting section of TalentClick portal. Team reports, Benchmark library and Usage reports can be found here.

1. Login
2. Click on the Analytics tab



## Team Reports

1. Click on "Team Reports"
2. To create a new team report click the "New Report" button



3. Enter the name of the new report and product type and click 'OK'

The screenshot shows a 'Create New Report' dialog box. It has a title bar with a checkbox and the text 'Create New Report'. Inside the dialog, there are two fields: 'Name:' with a text input containing 'Test Report', and 'Product:' with a dropdown menu showing 'DSQ'. At the bottom, there are two buttons: 'OK' and 'Cancel'. The 'OK' button is highlighted with a red rectangular box.

#### 4. Create and Add Team – click on ‘Add Team’

The screenshot shows the TalentClick dashboard. On the left sidebar, under the 'Teams' section, there is a yellow 'Add Team' button. The main content area displays a 'DSQ Team Report' for '2018-Dec-18 17:56'. The report includes a table with columns for 'LEFT SIDE', 'MID RANGE', and 'RIGHT SIDE'. The 'LEFT SIDE' is labeled 'Resistant' and the 'RIGHT SIDE' is labeled 'Accommodating'.

#### 5. Add Team name

The screenshot shows a 'Create New Team' dialog box. It contains a text input field with the text 'Test Team TC'. Below the input field are 'OK' and 'Cancel' buttons. The dialog box also includes a close button (X) in the top right corner.

#### 6. Add members to the “Team”. This can be individual names or select “Group code”

The screenshot shows the TalentClick dashboard. In the 'Teams' section, there is a yellow 'Add Member' button. Below it, there is a table with columns for 'NAME', 'DATE', and 'GROUP'. The table is currently empty, and a message 'No records to display.' is shown below it.

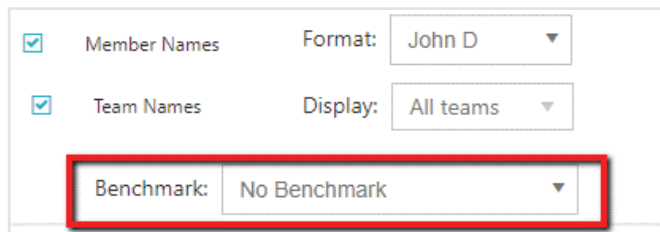
#### 7. Enter Name to search or use “Groups” or date range picker. Then Click “Add”

The screenshot shows a 'Search Assessments for Test Report (DSQ)' dialog box. It contains a search input field with the text 'test'. Below the input field are 'From' and 'To' date pickers, and a 'Groups' dropdown menu. A 'Find' button is located to the right of the input field. Below these elements is a table with columns for 'NAME', 'DATE', 'GROUP', and 'ID'. The table contains three rows of data. At the bottom of the dialog box, there is a message 'Found 3 assessments' and a yellow 'Add' button.

| NAME                   | DATE       | GROUP  | ID  |
|------------------------|------------|--------|-----|
| Test5575, Test5575     | 2018-12-07 | ICS001 | 127 |
| Test5575, Test5575     | 2018-12-12 | ICS003 | 144 |
| Test5575_2, Test5575_2 | 2018-12-10 | ICS001 | 134 |

8. Close the “Find” box when all name you want on the report has been added.
9. You can now view the content of the report. You can change the features that appear on the report such as the “member Scores”, “Team Names”, “Benchmark” and “Company Name”

*Note: Using “Benchmark” will add a “target score range” highlight to the report plotted with the members you’ve added to the report. It’s a quick way to create a one-off benchmark report for 1 or many participants.*



The screenshot shows a configuration panel with three rows of settings. The first row has a checked checkbox for 'Member Names' and a 'Format:' dropdown menu set to 'John D'. The second row has a checked checkbox for 'Team Names' and a 'Display:' dropdown menu set to 'All teams'. The third row has a 'Benchmark:' dropdown menu set to 'No Benchmark', which is highlighted with a red rectangular border.

View our “How to use” video if you need more information on Team Analytics

## Usage

1. Click on the usage menu - usage reports give you usage data for the “Group codes” linked to your Assessment reports

The screenshot displays the TalentClick portal's 'Usage' section. On the left, a sidebar titled 'Filter Parameters' contains several dropdown menus: 'Report' (set to 'Summary'), 'Products' (set to 'All Products'), 'Payment' (set to 'All Payment Type'), 'Period' (set to 'Totals'), 'Date Range' (set to 'This Month'), and 'Companies' (with a search bar). The main content area on the right is titled 'Usage Report' and features a 'Report' button and a prompt to 'Select Companies and press "Generate Report" button'.

2. Click on the usage menu - usage reports give you usage data for the “Group codes” linked to your Assessment reports
  - Report (Summary or Detailed)
  - Products:
  - Payment:
  - Period:
  - Date Range:
  - Companies:
3. Then click “Generate report”
4. Once the report is generated on screen it can be saved as CSV

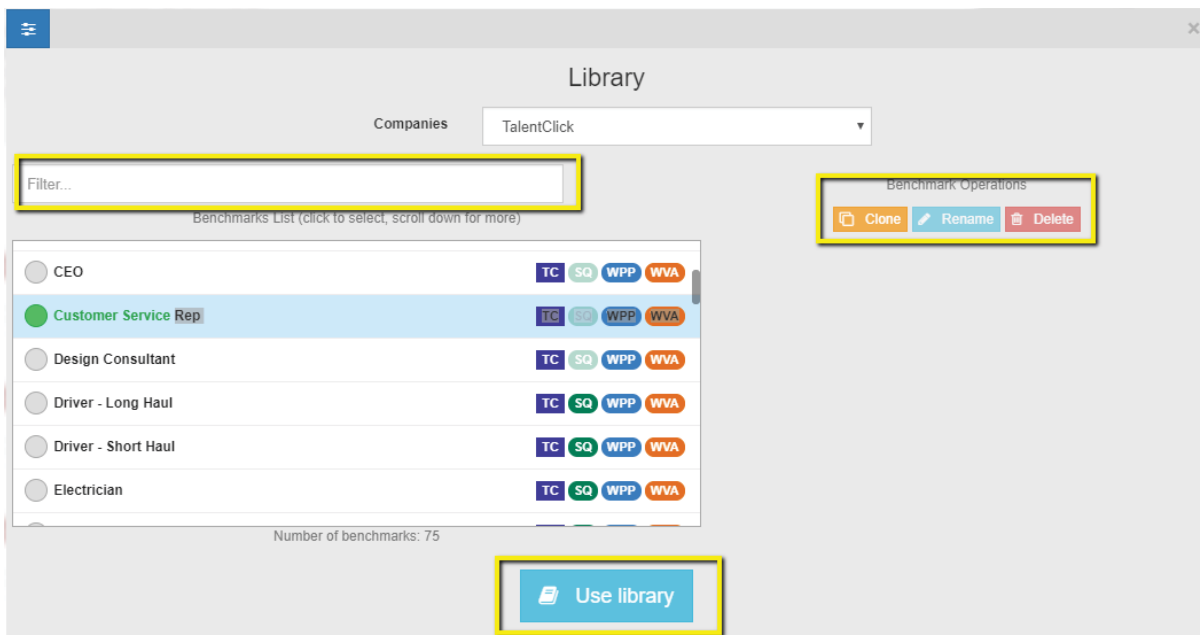
# Benchmarks

## Overview

Benchmarks are “target score ranges” of dimension scores overlaid on the Team and Assessment reports that provide insight on how individual assessment scores compare to an “ideal profile”.

This feature allows you to create custom “Benchmark” ranges, save them, and overlay them on your “Team reports” in the TalentClick portal.

1. Click on Analytics tab > Benchmark
2. Generate a Benchmark > From Library
3. Select a Benchmark from the list (or use the Filter field to search)
4. Click “Use Library”
5. Benchmark ranges are displayed. The available dimensions to rearrange will be displayed ranges and save as a new Benchmark code

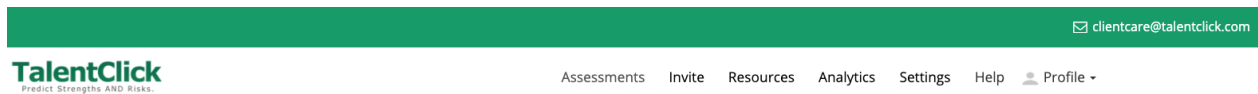


**Note:** If you'd like to have specific Benchmark ranges to appear on all your Assessment Reports please contact us to discuss details. We can customize Benchmark ranges to be based on data specific to your team or organization. ([support@talentclick.com](mailto:support@talentclick.com))

## Support Request

If you have questions, feedback or unique problems:

- Log a support ticket by clicking 'Help' in the top right corner of your home screen



- Fill out the form, explaining your comment or issue
- TalentClick Customer Support will follow up with you within 1 business day
- Alternatively, you can send an email to: [support@talentclick.com](mailto:support@talentclick.com)



### How Can We Help You?

We will get back to you as quickly as we can (within 1 business day) to answer any question you might have.

Do you need immediate technical support? Visit our Resources page in the portal to access our video library that can help you:

- Create New Users
- Set up a Team Analytics Report
- Browse our Benchmark Library
- Use our Custom Report Builder
- Interpret Results
- And more!

The screenshot shows the 'Create a Case' form. It has the following fields: Email (dboyd@talentclick.com), First Name (Hubspot), Last Name (Test), Company Name (Test), Case Type (Feature Request), Name of Issue (Can I please have the new sort functik), and Issue Description (Now please! hahaha). There is a red 'Submit' button at the bottom.

## Contact Us

[support@talentclick.com](mailto:support@talentclick.com)