



Take Flight Learning

Why HigherInsight?

Hiring fails not at a single moment but when organizations interview without sufficient insight, onboard without enough personalization, and coach without a clear understanding of what each person needs to succeed.

HigherInsight connects those moments into a practical hiring success process. It helps managers interview better-fit candidates, launch new hires with greater intention, gives employees a stronger start, and coach them in ways that match who they are.

The result is a smarter, more consistent approach to hiring and development that helps organizations reduce costly misfires and gives every person a better chance to stay, perform, and grow.



**Reduce guesswork
up front**



**Help organizations avoid
costly hiring mistakes**



**Align candidates to the
real demands of the role**

What is HigherInsight?

HigherInsight is Take Flight Learning's hiring intelligence platform for interviewing smarter, onboarding with purpose, and coaching people for long-term success. By revealing each candidate's style before the interview, HigherInsight helps organizations focus on better-fit candidates, ask sharper questions, and avoid wasting time on the wrong people.

A validated assessment and personalized reports turn hiring from a costly guessing game into a focused, consistent, and confident process that supports every hire, from the first conversation through long-term performance.

The Gap Between Hiring, Onboarding, and Performance

Most companies learn a lot about a candidate during the hiring process, then fail to apply that insight once the person is hired. One system guides the interview, another handles onboarding, and coaching often begins after small issues have become visible patterns.

By day one, managers are usually back to generic checklists, and new hires are left to decode expectations on their own. HigherInsight closes that gap by carrying what was learned during hiring into the employee's first days, first months, and long-term development.



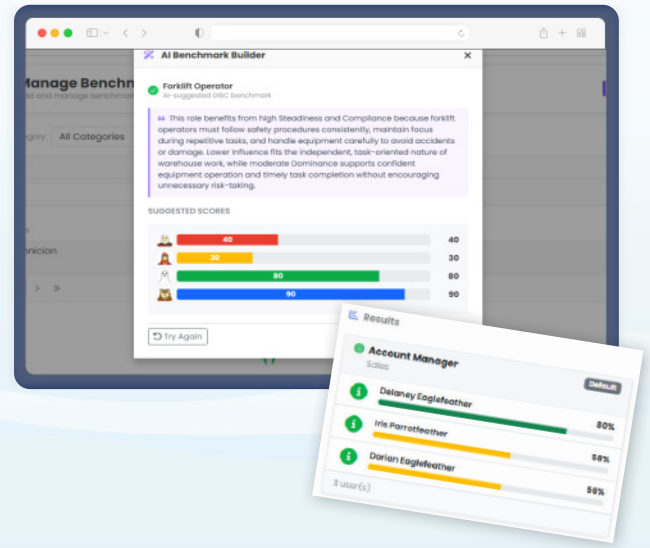
The HigherInsight System



Match People to the Role

HigherInsight shows how closely a candidate's natural behavioral style aligns with a role's demands.

- Choose from 200+ built-in role benchmarks.
- Create custom benchmarks from any job description using the AI Benchmark tool.
- See where a candidate naturally fits and where adaptation may be needed.
- HigherInsight goes beyond describing a candidate. It shows how well they match the job's requirements.



Manager Portal

The Manager Portal gives managers direct access to practical insights to make better hiring decisions, onboard new employees, strengthen working relationships, and lead their teams more effectively.

Managers can:

- Review candidate and employee assessment results, and gain clear guidance for interpreting the findings and putting them into action
- Compare two individuals to uncover relationship strengths, potential friction points, communication differences, and ways they can work together more effectively
- Ask the AI Coach questions about individuals, working relationships, or entire teams and receive practical recommendations for addressing challenges

One System. Four Reports.



INTERVIEW WELL

Equips managers with behavioral insights and targeted questions to interview with greater precision.



LAUNCH RIGHT

Guides managers to support and onboard the new hire from day one.



COACH SMART

Helps new hires adapt quickly, build strong relationships, and succeed sooner in their new role.



START STRONG

Provides managers with personalized coaching strategies and development guidance to support sustained performance.

The Value of HigherInsight:

- Unify hiring, onboarding, and development into one integrated system
- Scale hiring with a flexible, easy-to-adopt platform
- Engage earlier with better candidate insights
- Assess candidates quickly and consistently
- Create a shared language for better hiring decisions
- Increase consistency across teams and interviews
- Improve decision quality with clear, structured insights
- Reduce time across the hiring process



Two Ways to Use HigherInsight

1 PAY PER CANDIDATE

Purchase assessments and reports as needed. This option works well for occasional hiring, smaller candidate volumes, or organizations that want to begin with a limited number of roles.

2 SUBSCRIPTION

Provide broader, ongoing access across multiple roles, hiring managers, or locations. Subscription pricing can reflect anticipated candidate volume, number of roles, and the scope of use.



Contact us to explore the right option for your hiring team.



Take Flight Learning

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