



# holistic

PEOPLE FIRST

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**Holistic Tools & Report Samples**

2022

## Holistic Tools Report Samples

### Full Holistic Analysis

**Full Holistic Analysis:** The Full Holistic Analysis is a process where we gather information from 3 different sources: Sentiment Data, Empirical Data, and Company DNA. This provides us with a "Holistic" perspective of your organization. Through the FHA we can create a full picture of your organization, based on data, and then provide recommendations based on the findings. The result is a comprehensive, multi-faceted look at your organization. View this [sample](#) for more information.

### Holistic Public Facing Report (HPFR)

**The Holistic Public Facing Report:** Using the information gathered from the Full Holistic Analysis, the Holistic Public Facing Report is a widget, updated in real-time, that tells your company's story. This report lives on your website and provides a transparent view of your employee experience, culture, and values. You can customize the information that is shared publicly, and any changes to your company story can be updated in real-time or on a quarterly basis. This is a high-level, comprehensive, snapshot of your organization. View our client [Yello](#) and their HPFR for more insight.

### Holistic Hiring Pipeline Tool

**Hiring Pipeline Tool:** The Holistic Hiring Pipeline Tool is an interactive tool to measure the quality of your company's hiring pipeline in terms of diversity, equity, and inclusion. It allows you to understand candidate attraction and flow, and the places in your process where you are experiencing success or places that require more attention. View this [sample](#) for more information.

## Compensation and Pay Equity Analysis

**[Compensation and Pay Equity Analysis](#)**: Our Compensation and Pay Equity Analysis takes a deep dive into your company's intra-division and intra-level compensation structures from a race and gender perspective. We then interpret the organization's data through a number of lenses, and compare them closely by key demographic indicators and adjusted diversity measurements to highlight areas of potential inequity. With our findings, we'll help you set goals to ensure your compensation strategy is equitable and consistent across the organization. View this [sample](#) for more information.

## People-First Demographic Tool

**[People-First Demographic Tool](#)**: Our People-First Demographic Tool allows employees to self-report their demographics through a brief set of open-ended questions. Our Tool provides opportunities to maximize equity and inclusion while respecting the diversity of your employee base. By collecting accurate and up-to-date demographic data, your company can determine your potential benchmarks for success. We'll help you consider ways that your employees' diverse identities may interact with their employee experience and devise a strategy to track progress around DEI goals. View this [sample](#) for more information.

## Workforce Diversity Calculator

**[Workforce Diversity Calculator](#)**: You can use the Holistic Workforce Calculator to connect your HRIS and pipeline data to predict the diversity of your future workforce. With the ultimate goal of achieving a diversified workforce with aligned goals this deep dive analysis helps leadership understand the "How". The analysis supports organizations in finding small wins and ways to make progress while striving toward larger goals. View this interactive [sample](#) for more information.

## Employee Engagement Analysis:

**[Employee Engagement Analysis](#)**: We utilize our out of the box tools to measure sentiment at all phases of your employee life cycle. We identify key areas of opportunity for companies like yours to develop a roadmap, and then work closely with you to meet your goals. Holistic can help your company build diverse, inclusive, vibrant workforces by using data, sentiment, and analysis to help attract, retain, inspire, and motivate top talent. View this [sample](#) survey for more information.

## DEI Analysis & Executive Goal-setting

**[DEI Analysis & Executive Goal-setting](#)**: Holistic offers a comprehensive approach to DEI Analysis and Executive Goal Setting, in which we'll work to understand your company's DEI profile, engage your population, and attack your challenges together. We do this through a data-gathering process that allows us to understand the current landscape, targeted sessions to engage and train your leadership and team, and then follow-on focuses on policies, practices, procedures, training, and technologies to help you plan for and achieve the environment you are seeking.

We are happy to combine any of these with our training and workshop sessions. You can view our [Holistic Training Program](#) to see samples of how we implement our subscription offering.