

Finding the best talent first with Infor Talent Science

Predictive talent analytics and assessment tools for healthcare



Healthcare organizations across the country struggle to attract and retain the talent needed to meet rising patient demand. High stress, heavy administrative burdens, and staffing shortages have exacerbated burnout, leading to costly turnover and reliance on travel staff. Solving this requires more than incremental process improvements—it demands **data-driven, science-based hiring** that places the right people in the right roles, supports growth, and sustains engagement.

Infor Talent Science™ applies patented predictive analytics and behavioral science to healthcare talent decisions, helping systems hire confidently, reduce turnover, and strengthen culture across clinical and non-clinical teams.



Select the right candidates to build strong teams

Use personalized behavioral interview questions and predictive assessments to improve quality of hire, reduce vacancies, and minimize reliance on travel staff.



Coach employees for engagement and growth

Provide individualized coaching materials and behavioral upskilling tools to help employees thrive, supported by supervisors, mentors, or self-guided learning.



Grow internal talent and strengthen pipelines

Leverage behavioral insights for succession planning, career pathing, and agile team building to retain top performers and prepare future leaders.

Infor™ Talent Science delivers:

- **Behavioral DNA™ and predictive assessments** identify best-fit candidates and reduce bias for better performance and retention.
- **Fast, candidate-friendly assessments** with 95% completion rates and 94% positive experience—available on any device.
- **Seamless applicant tracking system (ATS) integrations** ensure uninterrupted candidate journeys and instant insights for hiring teams.
- **Proven scale and impact** with a quarter billion assessments administered and data covering 32% of the US workforce.
- **Inclusive hiring outcomes** with a 27% increase in diversity hires across more than 50,000 analyzed candidates.

**Talent assessment experience**

- Deliver highly configurable, branded assessments available on desktop, tablet, and mobile.
- Provide candidates with a Personalized Career Dashboard after completion for self-insight and engagement.

**Talent playbook**

- Give supervisors individualized coaching resources to help them grow employees and build engaged, high-performing teams.
- Empower employees and managers to improve performance or transition into new roles through behavioral upskilling.
- Embed coaching resources seamlessly into existing human resource (HR) portals for easy access.

**Personal career coach**

- Give employees personalized coaching resources to help them grow in their current role or identify future opportunities based on data-backed behavioral recommendations.
- Provide simple coaching activities written by industrial-organizational (I/O) Psychologists that can be reviewed before a shift or on the go.
- Empower employees to involve others in their talent journeys, including supervisors, coaches, mentors, and colleagues.



Talent mobility

- Leverage internal talent to build pipelines for strategic roles within the organization.
- Recommend career paths for early-career talent and front-line employees.
- Identify leadership potential, alternate career paths, opportunities to re-engage boomerang employees, and options to redeploy underperforming employee into roles where they will thrive.



Team dynamics

- Use team assessments to identify and uncover collaboration challenges, giving leaders clear visibility into what slows teams down.
- Gain in-depth analysis of behavioral characteristics to understand what unites teams and where individuals excel, enabling managers to balance strengths and complementary roles.
- Develop strategies to optimize productivity and integrate new or existing work groups effectively, improving alignment and reducing friction.



Leadership aptitude reports

- Identify and develop future leaders from within your current workforce.
- Prepare pre-hire dialogue to uncover strengths and development opportunities.
- Reduce costly leadership turnover and strengthen succession planning.



Why Infor Talent Science for healthcare



Patented predictive analytics highlight differentiators between high and low performers, creating customized selection benchmarks across roles, including clinical, allied health, and administrative positions.



Full-service partnership provides access to a dedicated PhD-level I/O Psychologist and Customer Success Manager to guide benchmarking, validation, and ongoing analysis, so you can focus on building a high-performing team.



Configurable, branded experience delivers assessment and a Personalized Career Dashboard that help candidates and employees learn about themselves while providing HR with consistent, objective decision support.



Integration flexibility connects to more than 30+ ATS and human capital management (HCM) tools, including [Infor HCM](#), with configurable workflows and immediate visibility into candidate results, supporting enterprise-scale deployment across facilities.



About Infor

Infor is a global leader in business cloud software products for companies in industry-specific markets. Infor builds complete industry suites in the cloud and efficiently deploys technology that puts the user experience first, leverages data science, and integrates easily into existing systems. Over 67,000 organizations worldwide rely on Infor to help overcome market disruptions and achieve business-wide digital transformation.

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**Build stronger
healthcare teams with
predictive analytics**

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