ESSENTIAL VS PREMIUM

Align your teams. Bring structure to execution. Develop your people.

Features Core features and advanced modules	Essential Align and execute	Premium Lead and develop
ALIGNMENT AND EXECUTION		
Vision and strategic plan	✓	✓
Objectives, key results and priorities	✓	✓
Scorecard and performance indicators	✓	✓
Issues, decisions and actions	✓	✓
Feedback: skills, values and reports	✓	✓
Individual follow-ups and AI action plans	✓	✓
Pulse surveys	✓	✓
M31: habits and commitments	✓	✓
RoleAlign: roles, responsibilities and accountability	–	✓
Momentum: management meetings	–	✓
TALENT AND HUMAN INTELLIGENCE		
M360 Profiles: access to full results	✓	✓
Company360: organizational assessment	–	✓
Human Index 360™ (Human360)	–	✓
Individual development plans (IDPs)	–	✓
Symbiose: advanced relationship analysis	–	✓
Succession and talent	–	✓
AI Hub: advanced analytics	–	✓
HR OPERATIONS		
CV Align: recruiting and candidate profile*	–	✓
Absences, leave and time banks	–	✓
HR documents and signatures	–	✓
Onboarding: 30-60-90-day plan	–	✓
Offboarding: employee departure process	–	✓
Internal library and resources	–	✓

✓ Included – Not included

Premium includes all Essential features.
Access depends on the modules enabled and your organization's permissions.
* The Advanced Candidate Profile uses separate credits. Test administration conditions still apply.
Feature availability must be confirmed before activation.