

Gloat 101

Training & Onboarding Guide



agenda

- 01 What is our vision?
- 02 How does Gloat work?
- 03 What's in it for me?
- 02 What's needed from me?
- 05 How do I get started?

[Insert Business Context & Vision]

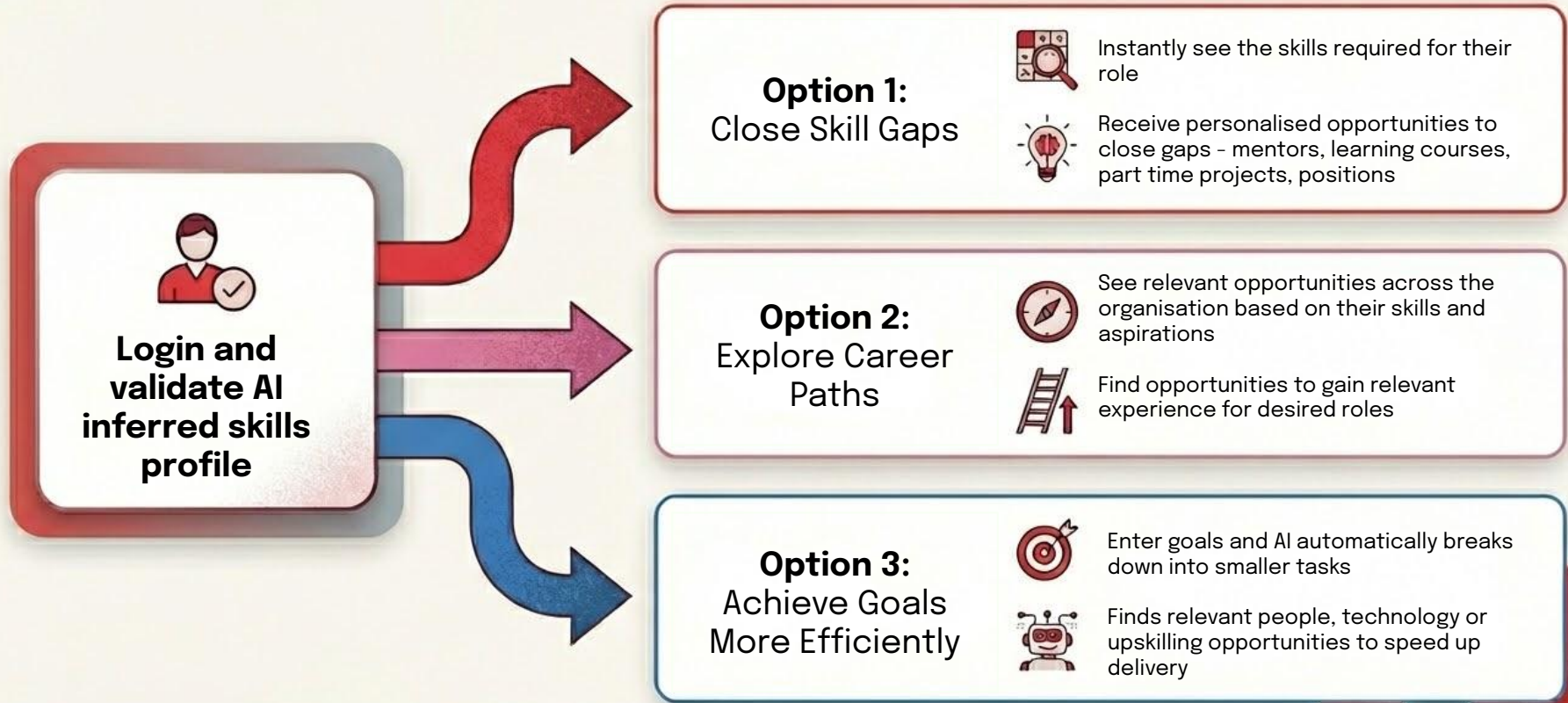
PLACEHOLDER

Add in slides to answer the following questions...

1. Why are we launching the platform and why now?
2. What are the goals we are trying to achieve?
3. How does it link with other business initiatives?

This section should be between **2-5 slides**.

How does Gloat work?



What Leaders & HR Gain



Workforce Intelligence Dashboards

Quantify AI ROI before deployment—pinpoint which roles, departments, and tasks deliver the highest productivity gains

Eliminate workforce planning blind spots—see skills supply vs. demand in real-time across the enterprise



Workforce Agility Tools

Cut redundancy costs by re-deploying talent instead of layoffs—identify transferable skills and move people proactively

Fill critical roles faster—surface proven internal candidates instantly



Nudging Tools

Close skills gaps at precision scale—deploy upskilling programs to exactly the right employees at the right time

Automate workforce readiness—when AI disrupts roles, targeted programs reach affected employees automatically

Why should I apply for opportunities?



Why should I post 'Work'?

Need an extra pair of hands?
Create an opportunity in minutes
and post it to the marketplace.

Check your team's skill match first
and see if it could be a stretch
opportunity for them

Don't have capacity on your team?
Surface people across the
company who could help



Plan Work Faster

Have a goal but not sure where to start? Use the work deconstruction tool to break it into tasks.

Want to validate your project plan?
Sense-check with AI suggestions.

Work



Connect with People



Access Tools & Upskill

Use ready made AI prompts to
boost efficiency and free up time.

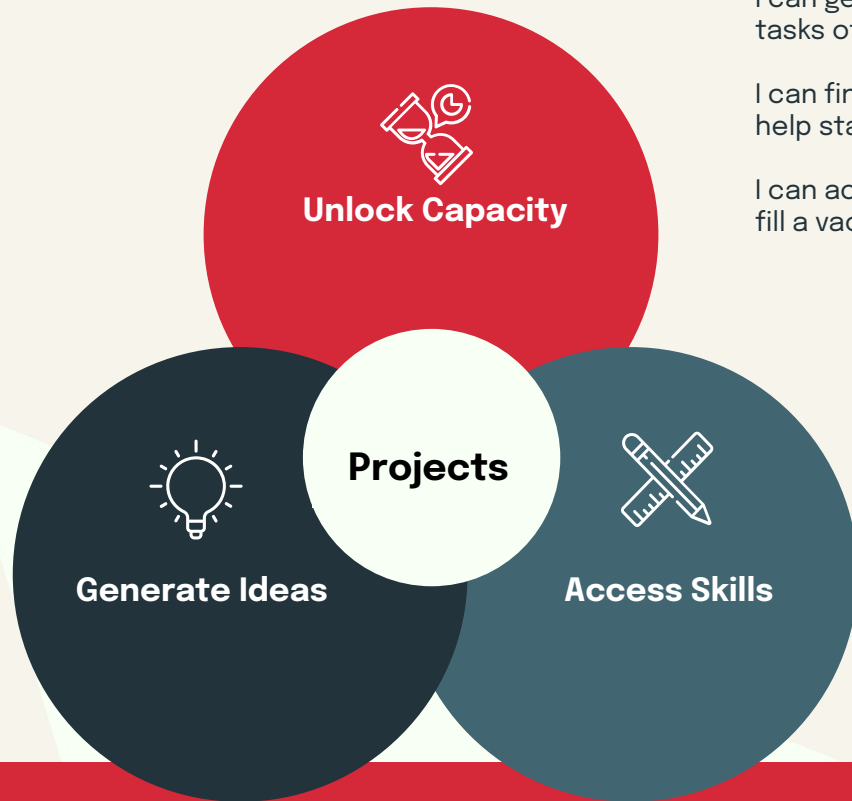
Discover the right technologies to
accelerate delivery.

Connect with mentors and learning
to build new skills as you work.

Why should I post projects?

I can find people to brainstorm solutions to a problem/opportunity I have identified

I can get someone from outside my team to provide challenge and a diverse perspective



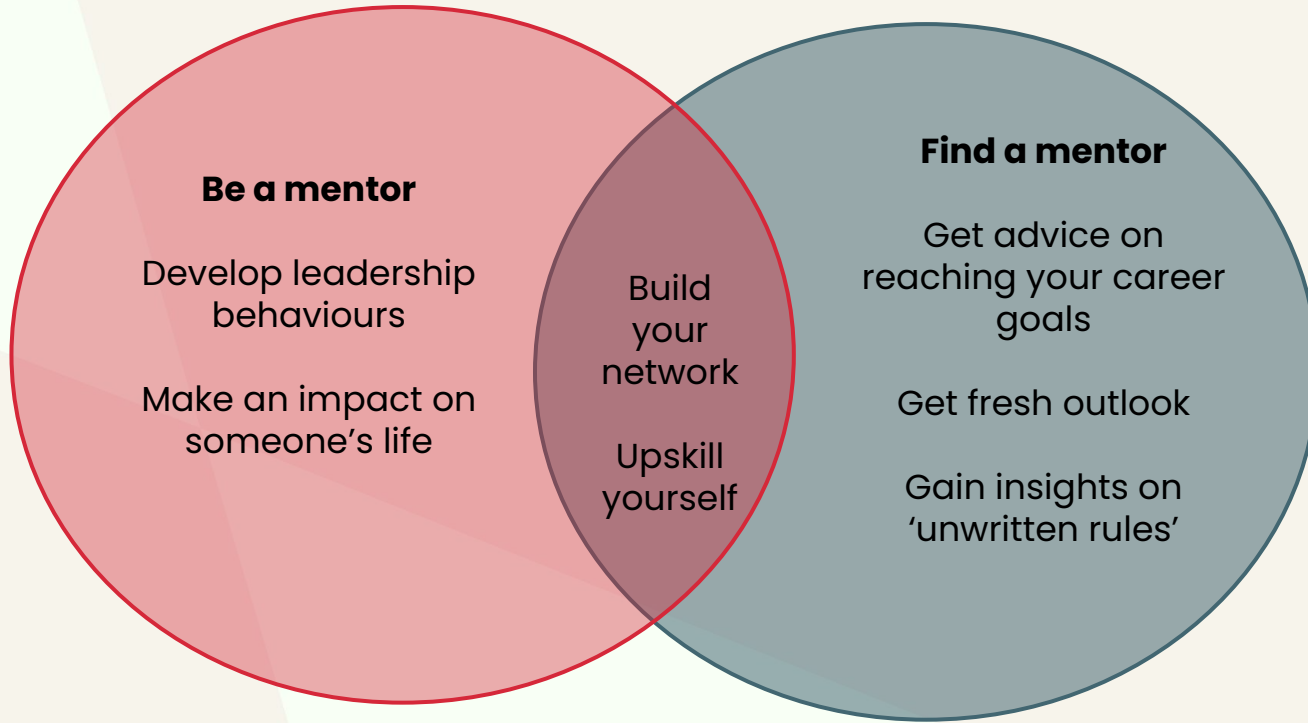
I can get the important but non urgent tasks off my to-do list

I can find an extra pair of hands to help stalling projects on my team

I can access resource while waiting to fill a vacancy

By looking internally first to fill skill gaps I can save money on external contractors or consultants

Why should I find/be a mentor?



What's changing with internal mobility?



I lack visibility of the positions available within the company



I have visibility of all internal opportunities, including full time positions.



I can apply for roles through the external careers site or my HRBP



It's easy to apply and explore positions via **Gloat**, I just 'thumbs-up' a position card



I can't set up alerts to show me when positions I like are posted



I get personalised nudges when positions that match my experience or aspirations are posted

How can Career Paths support my career?



What do I **want** to do in my career?

The Dreamer

“Before, I didn’t know where to start, now I have a **list of potential career paths** that helps guide my thinking on what I want to do!”



I know exactly where I want to be in 5 years, but **how do I get there?**

The Planner

“With Career Planning I can see the **quickest route to my dream role**. I can also find opportunities to close my skill gaps and accelerate my development.”



I’d love to move roles in the next 12 months, but **what will be required?**

The Realist

“I know **what skill gaps I have to reach the next level** and have visibility of developmental opportunities to help me close them.”

To create this
mindset shift,
we need you to
lead by
example...



Amplify key messaging



Create a profile



Post projects and insist your teams and peers do the same



*Link *Platform Name* to existing initiatives in your business or function*



Enable employees to dedicate at least 3-5 hours a week to development



Challenge yourself to select someone the AI mentioned versus your "go-to"

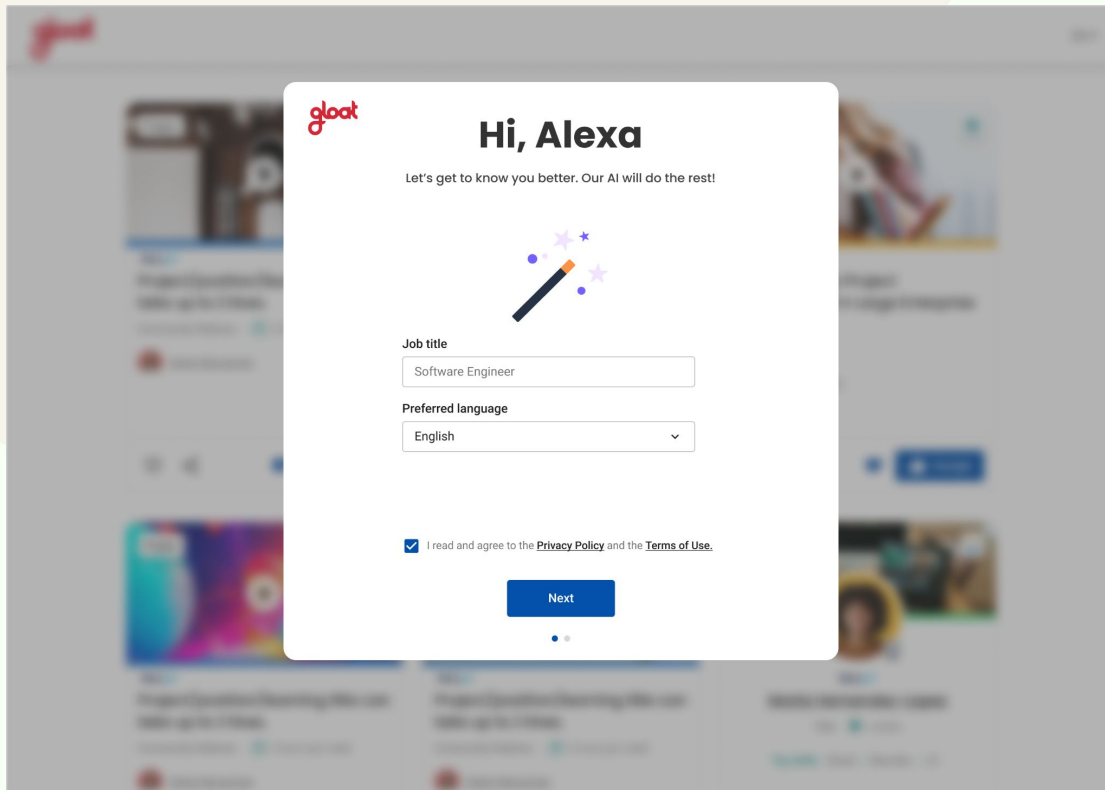
Creating your Profile



Let's Get Started

Complete just 3 simple steps to see what opportunities are waiting for you!

1. View the job title as shared by your organization
2. Choose your preferred system language
3. Review and accept the Privacy Policy & Terms of Use




The screenshot shows a white onboarding modal for 'gloat' with the title 'Hi, Alexa'. Below the title is the text 'Let's get to know you better. Our AI will do the rest!'. A graphic of a pencil and stars is centered. The form contains a 'Job title' input field with 'Software Engineer' entered, a 'Preferred language' dropdown menu set to 'English', and a checkbox for 'I read and agree to the Privacy Policy and the Terms of Use', which is checked. A blue 'Next' button is at the bottom, with a progress indicator showing the first of three steps is complete.

gloat

Hi, Alexa

Let's get to know you better. Our AI will do the rest!



Job title

Preferred language

English

☒ I read and agree to the [Privacy Policy](#) and the [Terms of Use](#).

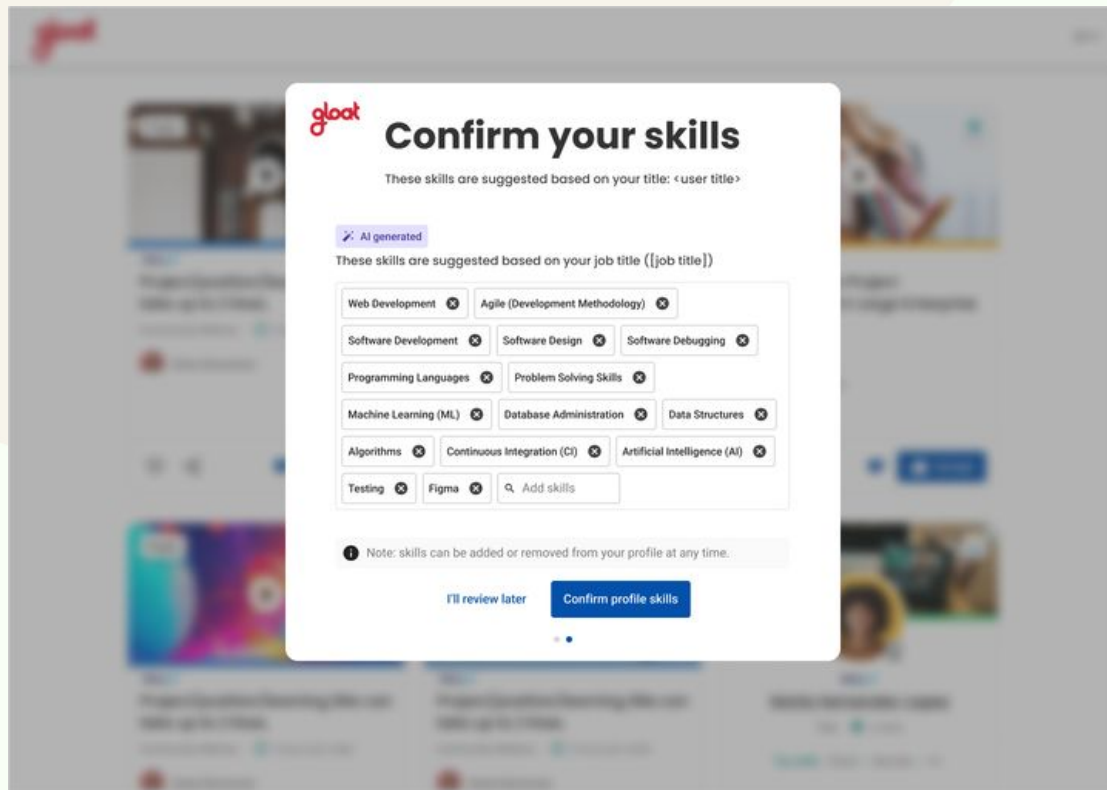
Next

1 2 3

Confirm & Add Your Skills

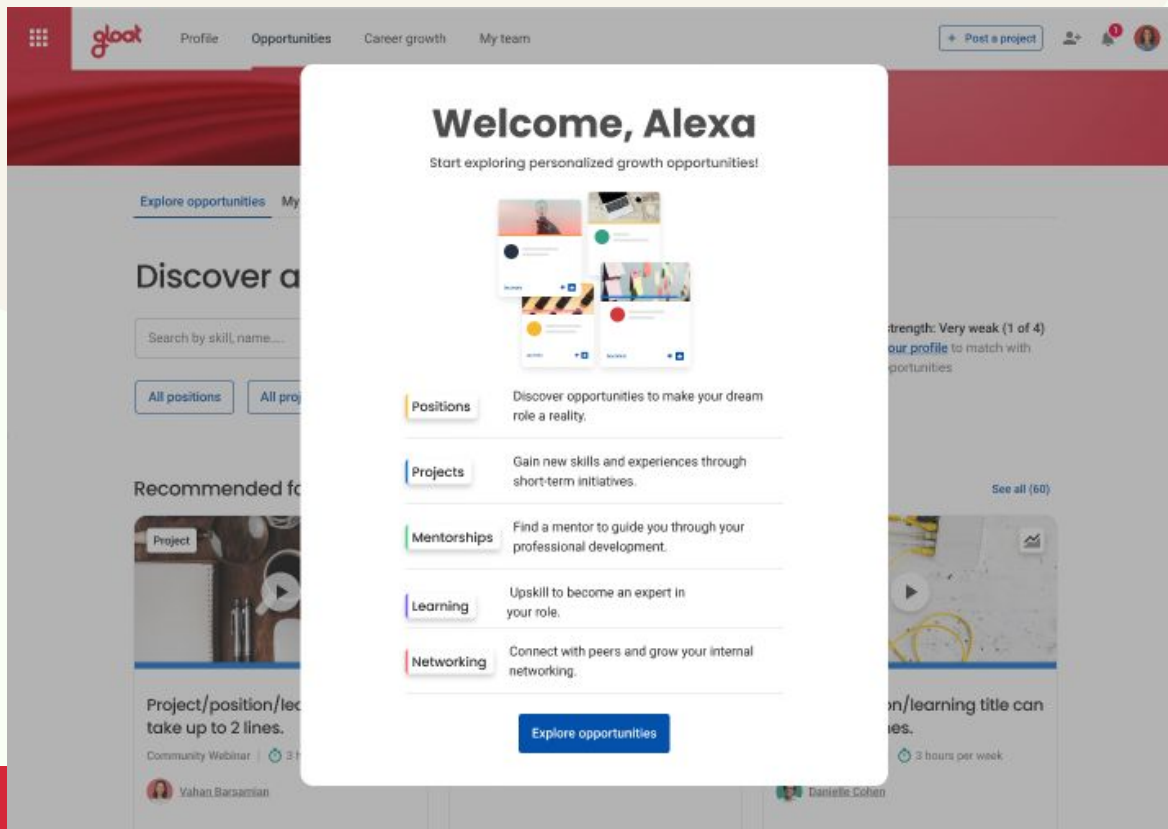
Review the skills suggested from the system's AI based on your job title, and add any additional skills not included

Note: skills can be added or removed from your profile at any time!



The screenshot shows a modal window titled "Confirm your skills" with the gloat logo. Below the title, it says "These skills are suggested based on your title: <user title>". A purple tag indicates "AI generated". The main text states "These skills are suggested based on your job title ([job title])". A grid of skill tags is displayed, including: Web Development, Agile (Development Methodology), Software Development, Software Design, Software Debugging, Programming Languages, Problem Solving Skills, Machine Learning (ML), Database Administration, Data Structures, Algorithms, Continuous Integration (CI), Artificial Intelligence (AI), Testing, and Figma. Each tag has a small 'x' icon for removal. At the bottom of the grid is an "Add skills" input field. A note at the bottom states: "Note: skills can be added or removed from your profile at any time." Two buttons are at the bottom: "I'll review later" and "Confirm profile skills".

You've now completed the initial onboarding! Once you add your skills, the AI will do it's magic, create your profile and take you to the Opportunity page



Your Customized Opportunity Page

The Navigation menu is the home for all pages and modules within the Talent Marketplace

The screenshot shows the Gloat Talent Marketplace interface. At the top, the navigation bar includes the Gloat logo, links to Profile, Opportunities, Career growth, and My team, and a button to Post a project. Below the navigation bar, the main heading is 'Discover amazing opportunities'. A search bar is present, along with filters for All positions, All projects, All networking, All mentors, and All learning. A profile strength indicator shows 'Very weak (1 of 4)' with a link to 'Enrich your profile'. The main content area is titled 'Recommended for your role' and displays three cards: 'Project' by Yahan Barsamian, 'Mentor' by Shiri Zendo, and 'Project' by Danielle Cohen. Each card includes a title, location, and skills. A 'See all (60)' link is visible. A red arrow points to the 'gloat' logo in the navigation bar. Another red arrow points to a user profile icon in the bottom right corner of the page.


Expand the User Checklist for user-specific next steps

User Checklist

The user checklist will assist users with completing their profiles and enhancing AI recommendations by adding:

1. **Current skills**
2. **Desired skills**
3. **Desired roles**

Current skills focus

 **Finish setup**
Make your profile shine!

Update your profile
to see personalized suggestions

☐ Confirm profile skills

AI generated

Agile (Development Methodology) ✕

Software Development ✕

Software Debugging ✕

Programming Languages ✕

Problem Solving Skills ✕

Machine Learning (ML) ✕

Database Administration ✕

Testing ✕ Cloud (Computing) ✕


Q Add skills

Confirm profile skills

☐ Add 3 desired skills

☐ Add 1 desired role

Desired skills focus

 **Finish setup**
Make your profile shine!

Update your profile
to see personalized suggestions

☒ Confirm profile skills

☐ Add 3 desired skills

Python ✕ Analytics ✕

Critical Thinking ✕

Q Add desired skills

Suggested skills from the market


Python + MongoDB +

CMS + Kafka +


Cloud (Computing) +

Save skills

☐ Add 1 desired role

☐ Upload your resume
or your  LinkedIn profile

Desired role focus

 **Finish setup**
You completed 3 out of 5 steps

Update your profile
to see personalized suggestions


☒ Confirm profile skills


☒ Add 3 desired skills

☐ Add 1 desired role

Senior Back End Developer ✕

Save role

☐ Upload your resume
or your  LinkedIn profile

 **Complete your profile**
You can edit your profile at anytime-go to your **profile** and add details to get more relevant recommendations.



Finish setup

You completed 4 out of 5 steps

Update your profile
to see personalized suggestions

✓ Confirm profile skills

✓ Add 3 desired skills

✓ Add 1 desired role

☐ Upload your resume
or your LinkedIn profile

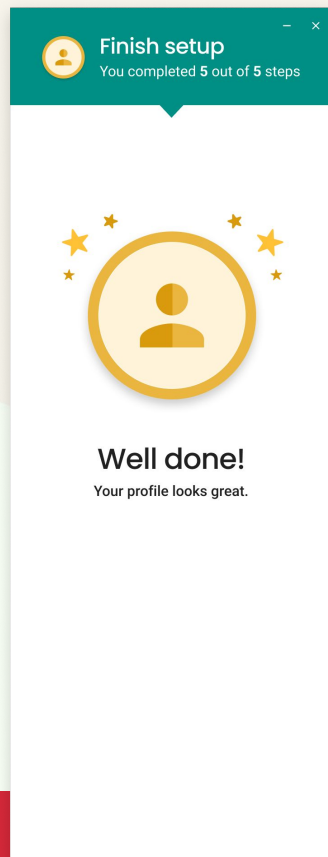
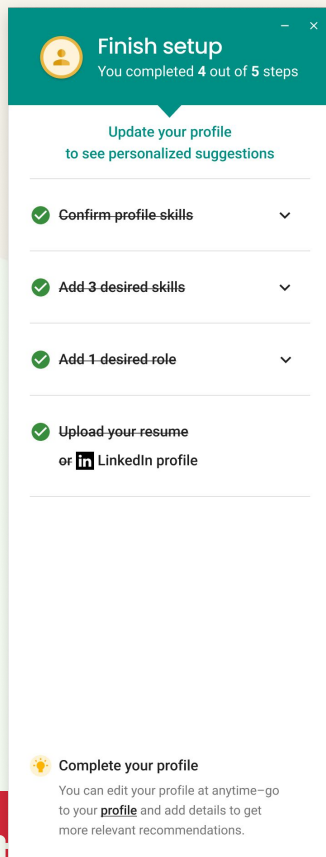
💡 Complete your profile

You can edit your profile at anytime—go to your **profile** and add details to get more relevant recommendations.

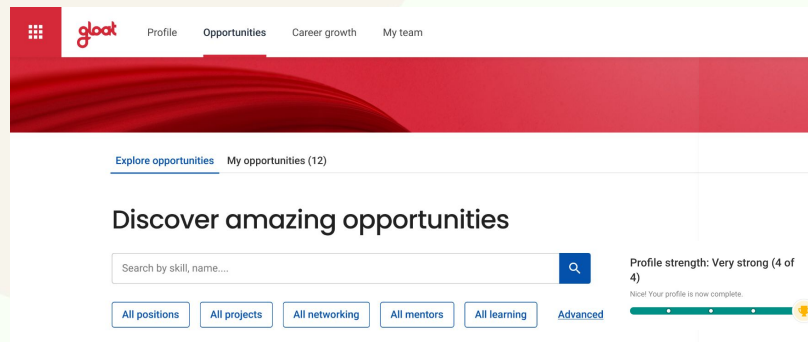
Upload your resume to complete your profile

The screenshot shows the Gloat profile page for Alexa Holford, a Frontend Developer. The page includes sections for Top skills (CSS, Project management), My resume (AlexaHelford_CV.PDF), Profile strength (starter 1 of 4), and Skills (9). An 'Upload your resume' modal is open, displaying a 'More' button, 'Send profile in a' button, and 'Save to PDF' button. The modal also contains the text 'Drag or upload your resume or LinkedIn PDF' and 'Supported languages: English, Spanish, French, Japanese, Turkish, German, Russian, Portuguese, Chinese, Simplified Chinese, Korean'. The background profile page shows a progress bar for '3 out of 5' steps and a 'Missing info: Add your education' link.

All Done!



Congratulations! Your profile is now very strong and the AI has enough information to start suggesting the best opportunities for you.



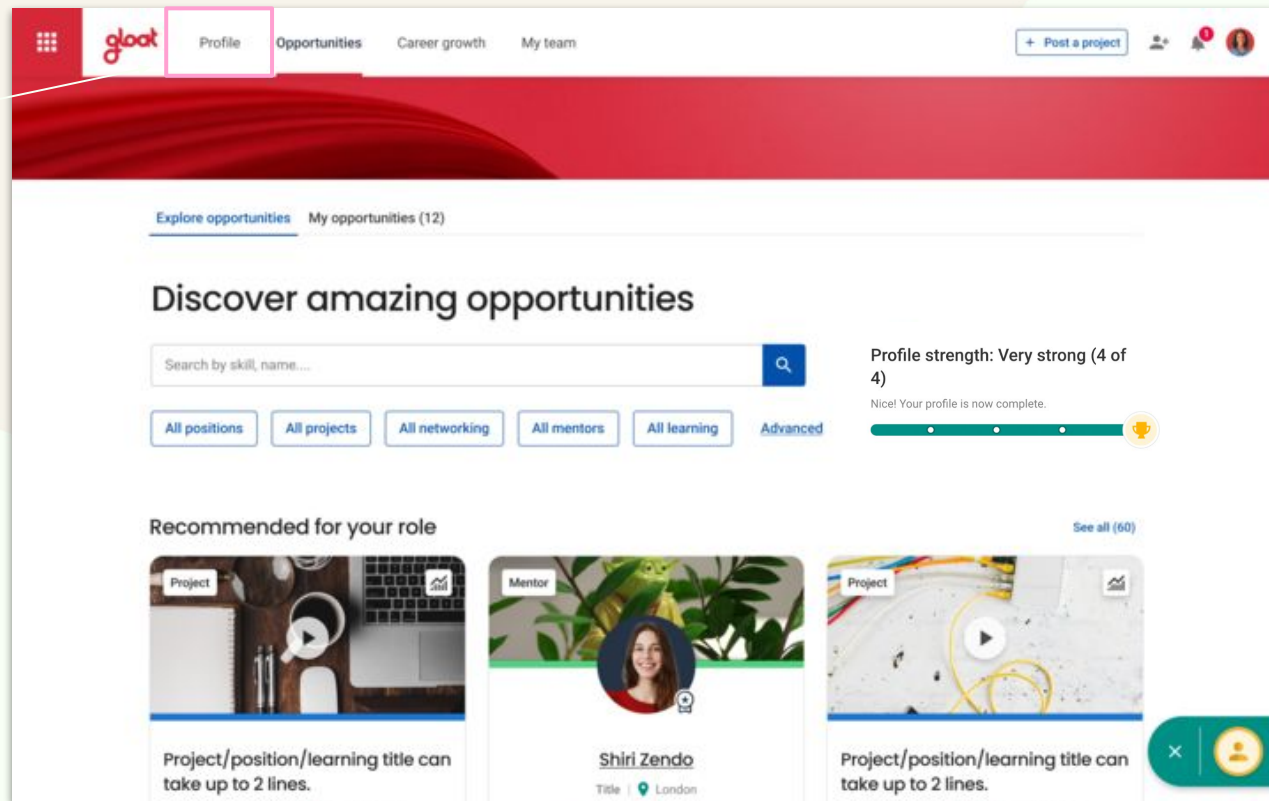
You may now start exploring your personalized opportunity suggestions!

Advanced Profile Settings



Access Your Profile

Access your **profile** by selecting the option from the menu headers



Review Your Profile Information

Review and update the details in your profile to improve your experience

The screenshot shows the LinkedIn profile review interface. On the left is a sidebar with navigation links: Personal info, Skills, Career history, Experiences, Education, Mentoring profile, and Availability. The 'Personal info' link is highlighted with a blue background. A pink box encloses the entire sidebar. The main content area on the right has three sections: 'About me' with options to highlight key strengths or introduce in a video; 'Resume' with an 'Upload as PDF' button; and 'Languages(0)' with an 'Add language' button. A pink box highlights the 'Resume' section. At the bottom left, there is a 'Profile strength: starter (1 of 4)' indicator and a 'Missing info: Add your work experience' button. Navigation buttons for 'Previous' and 'Next' are at the bottom.

Personal info

- Skills
- Career history
- Experiences
- Education
- Mentoring profile
- Availability

About me

- Highlight your key strengths
Say a few words about yourself
[+ Add summary](#)
- Introduce yourself in a video
Videos can help you stand out and get noticed for exciting opportunities
[+ Add intro video](#)

Resume

[Upload as PDF](#)

Languages(0)

No languages added, yet.

[Add language](#)

Profile strength: starter (1 of 4)
Give your profile some love to discover personalized opportunities for your development.

Missing info: [Add your work experience](#)

1 out of 3 < Previous [Next](#) >

Tip: Upload your resume or PDF of your LinkedIn profile to seamlessly input these details!

Update your Mentoring Profile & Verify Availability

1. Complete the **Mentoring Profile Checklist:**

- ☐ Toggle your availability to mentor
- ☐ Add the unique skills that you'd like to mentor others on
- ☐ Add any experiences that you'd like to share with mentees
- ☐ Finally, include a few sentences about the value that you can offer via a mentorship

Personal info

Skills

Career history

Experiences

Education

1 Mentoring profile

2 Availability

2. Confirm your **Availability** for:

- ☐ Relocation
- ☐ Positions
- ☐ Projects
- ☐ # hours per week
- ☐ Mentorships

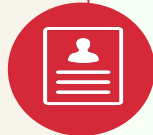
Next Steps



To create this
mindset shift,
we need you to
lead by
example...



Amplify key messaging



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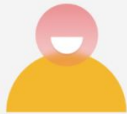
Where should I go if I have questions?

What do you need help with?

Find answers, resources, guides, and much more.

🔍 Search

CMD + K



Onboarding & Profile

Get started by setting up your profile and exploring <https://help.gloat.com/docs/mosaic-overview> onboarding steps.



Mosaic – Work Orchestration

Projects reimagined! Break goals into actionable activities, then assign people or tools.



Opportunities (Explore)

Discover and pursue new growth opportunities within the organization.