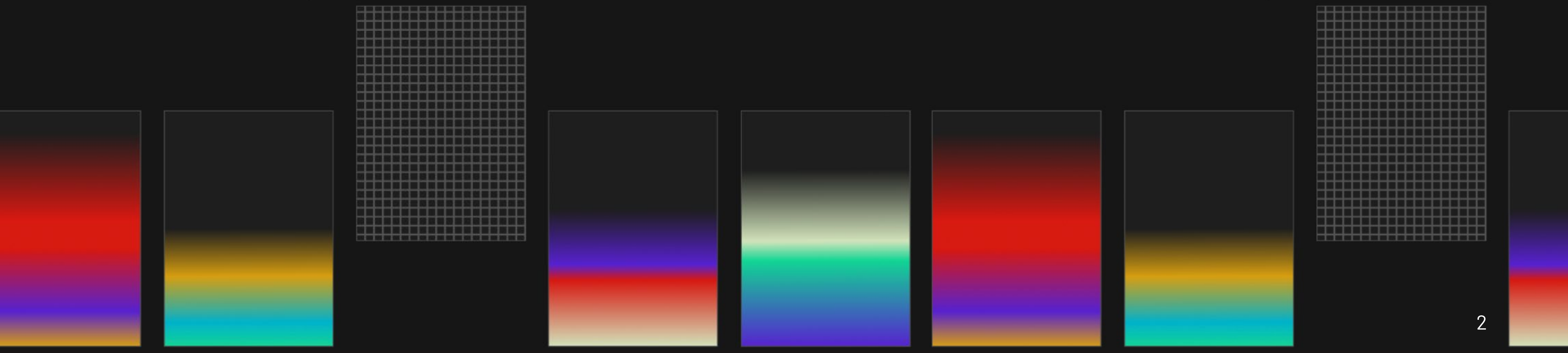# CLARA™

Beyond the Resume

Measuring Candidate Potential with Critical Thinking, Learning Agility, and Distance Traveled

Abstract

This eBook explains how CLARA built a new tool to accurately measure three critical skills in job candidates: **Critical Thinking**, **Learning Agility**, and **Distance Traveled.** These skills provide a more comprehensive understanding of candidates' abilities beyond what is typically seen on a resume. As today's workplace evolves, these traits are becoming essential in identifying top talent and predicting future success.

A Note from Our CEO

Dear Reader,

At CLARA, we believe in looking beyond what's on someone's application or CV. Resumes and traditional assessments only tell part of a person's story. We know that every candidate has had a unique journey and has potential that goes far beyond their official credentials. That's why we developed a tool that doesn't just measure what a candidate has done—but also some of the dynamic traits they've developed in becoming who they are today.

Our mission is to create a more equitable, efficient, and effective hiring process by recognizing the impact that Critical Thinking, Learning Agility, and Distance Traveled—have on culture and indiviudal performance potential. These attributes aren't typically captured through traditional hiring processes , but are vital to building the kind of dynamic teams that drive innovation and success.

I'm proud of what we've built and even more excited about the impact it will have for both candidates and employers. By measuring these key constructs, we're giving candidates the chance to demonstrate their real-world capabilities and providing companies with the insights they need to make informed, impactful hiring decisions.

As you explore this eBook, I hope you gain a deeper understanding of how CLARA can help you spot the hidden potential in every candidate—and build a future-ready workforce.

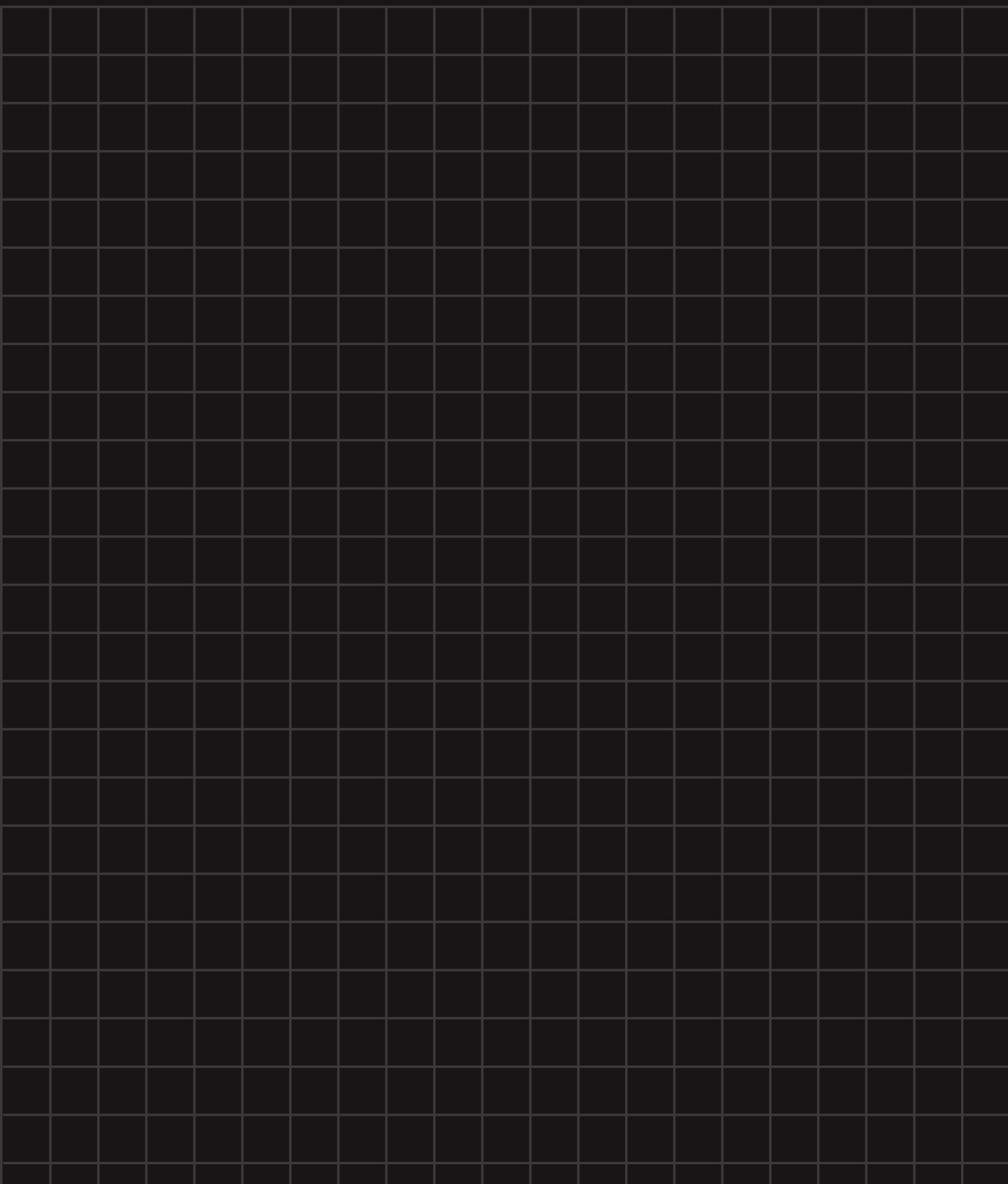Thank you for joining us on this journey.

Natasha Nuytten
CEO, CLARA

Critical Thinking, Learning Agility, and Distance Traveled

Introduction

The modern workplace requires skills that go beyond technical abilities. With the rapid pace of change in technology and work environments, employees need to think critically, adapt to change, and demonstrate the capacity for personal growth. These skills—Critical Thinking, Learning Agility, and Distance Traveled—are more important than ever.

This eBook explores how CLARA developed an assessment to measure these key attributes in candidates. It not only helps companies evaluate how well candidates exhibit these skills but also provides valuable feedback to candidates on areas they can grow.

"Potential is not a matter of where you start, but of how far you travel."

— Adam Grant, *Hidden Potential*

What Are Critical Thinking, Learning Agility, and Distance Traveled?

Critical Thinking

Critical thinking is the ability to assess situations, analyze information, and make sound decisions. It involves asking insightful questions, synthesizing data, and evaluating solutions. It's a skill that can be developed over time, and it is crucial for problem-solving in any profession.

Learning Agility

Learning agility is the ability to quickly absorb new information and apply it in different contexts. Those with high learning agility can transfer knowledge across disciplines, adapt to new environments, and respond effectively to challenges. Like critical thinking, learning agility is a skill that can be enhanced through practice and reflection.

Distance Traveled

Distance Traveled measures how much progress someone has made, considering where they started and how far they've come. It focuses on qualities like grit, resilience, and resourcefulness—traits that often don't appear on a resume but are critical in today's workplace. This concept helps uncover these traits in all candidates and can be particularly enlightening regarding those who may have taken unconventional paths to success.

Overview of the New Tool

To validate and refine our assessment tool, we conducted a study involving 373 participants from across the United States. Each participant completed a 37-question assessment designed to evaluate **Critical Thinking**, **Learning Agility**, and **Distance Traveled**. The diverse pool of respondents included an equal mix of men and women, with an average age of 42.

373	**42**	**37**
Participants	Average Age	Assesment Questions

The responses were reviewed by academic experts, and the data was carefully analyzed to ensure the tool accurately measures these important qualities.

Critical Thinking:

Evaluates abilities such as analyzing, conceptualizing, applying, synthesizing, and evaluating information.

Learning Agility:

Accesses traits like experimentation, self-reflection, continuous improvement, and the ability to connect knowledge from one situation to another.

Distance Traveled:

Measures qualities such as grit, resilience, and resourcefulness, traits that help individuals overcome challenges and demonstrate potential growth.

Why Distance Traveled Matters

Critical Thinking and **Learning Agility**, while not often measured for equitably for every applicant, have long been recognized as important constructs for predicting workplace performance.

Distance Traveled, as a value-add or meaningful factor is as old as hiring itself, but fairly new as a measurable construct. It's about recognizing that people start from different places, but what truly matters is how far they've come. It measures personal growth and progress rather than just traditional milestones like job titles or degrees.

Recently highlighted in Adam Grant's book, Hidden Potential, Distance Traveled highlights the importance of traits such as grit, resilience, resourcefulness. These often go unnoticed in conventional hiring processes but are vital in more accurately predicting future success. CLARA's tool helps employers recognize candidates who are well-equipped to succeed in dynamic workplaces.

What CLARA's New Tool Tells Us

(and Why It's Important)

CLARA's new tool provides employers with a deeper understanding of how candidates think, learn, and grow over time. By measuring Critical Thinking, Learning Agility, and Distance Traveled, companies can get a fuller picture of a candidate's potential beyond their resume. Here's why it matters:

Fairness and Inclusivity:

The tool is designed to provide equitable results, ensuring that all candidates—regardless of their background—are evaluated based on their real-world potential.

Identifying Hidden Talent:

Traditional hiring processes often overlook high-potential candidates who don't fit a conventional profile. CLARA's proprietary tool identifies strengths in candidates from diverse personal and professional backgrounds, helping companies build stronger, more adaptable teams.

Data-Driven Insights:

Employers receive actionable insights about a candidate's strengths and areas for growth, helping them make better-informed hiring decisions.

Frictionless Process:

The assessment is integrated seamlessly into the hiring process, ensuring that it adds a significant value return without increasing friction or complexity.

How are These Skills Key to Future Success?

The modern workplace demands more than just technical expertise. The ability to think critically, learn on the fly, and demonstrate personal growth is what sets apart responsive and innovative teams. By measuring these attributes, companies can hire with greater confidence, knowing that they are not only assessing a candidate's current abilities but also their capacity to grow and contribute in the future.
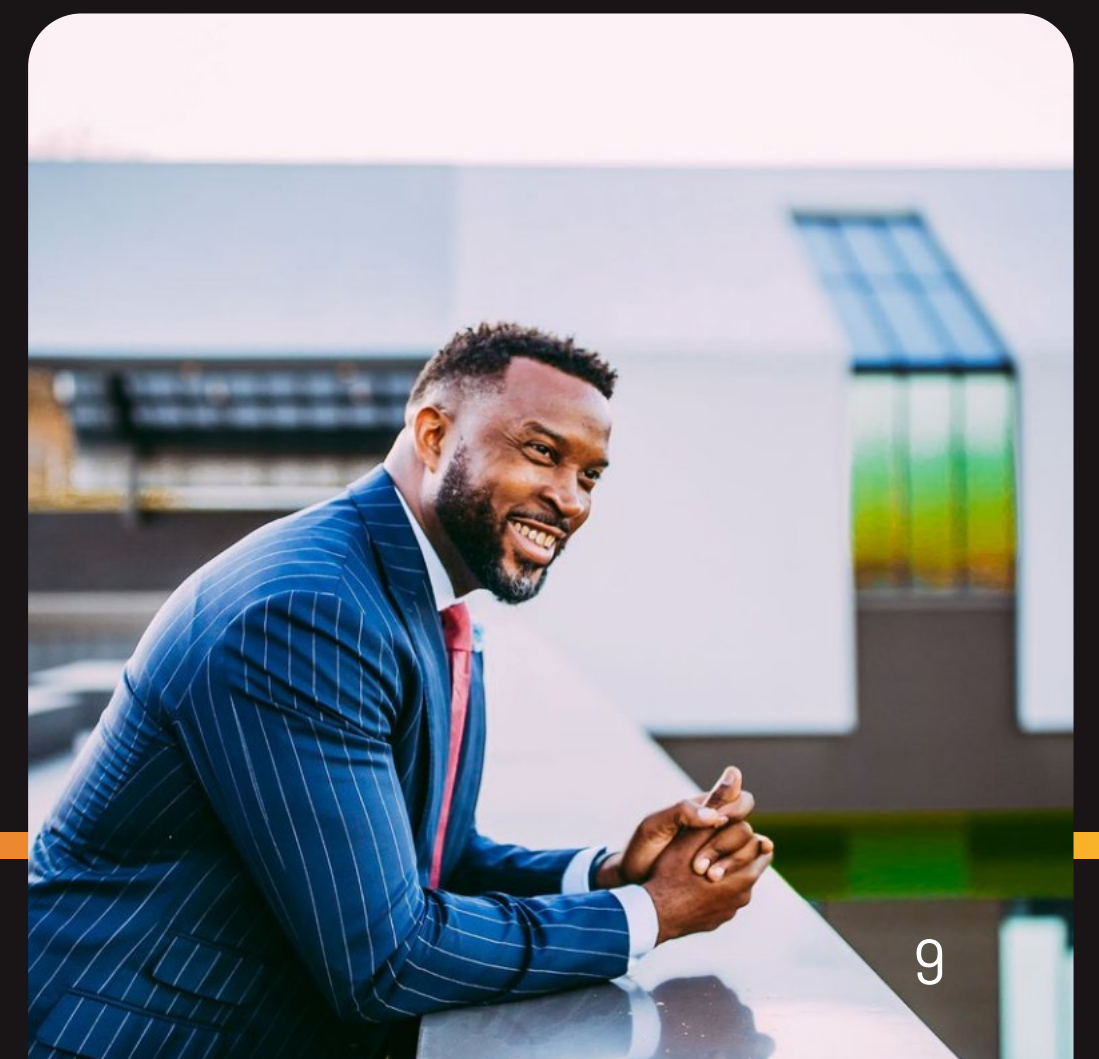
Looking Ahead:
The Future of Hiring

As the workforce continues to evolve, the way we evaluate talent must change too. CLARA offers a simple, impactful path to do just that. By integrating this into your hiring strategy, you'll gain a more complete picture of each candidate's potential, fostering a more inclusive,long-view approach to building resilient teams.

With CLARA, you're not just hiring for today—**you're building a workforce more prepared for tomorrow.**

Conclusion

Measuring Critical Thinking, Learning Agility, and Distance Traveled offers a new way to understand potential. As companies adopt CLARA, these constructs will continue to evolve, providing deeper insights, ultimately leading to more informed, equitable hiring decisions, and stronger,more dynamic organizations.

About

◭ CLARA™

CLARA is an AI-powered applicant screening, scoring, and assessment platform that transforms how organizations discover talent. Unlike traditional systems that filter candidates out, CLARA filters talent in—using ethical AI to measure real-world skills like critical thinking and learning agility while analyzing transferable and adjacent skills that go far beyond keyword matching. This approach ensures every candidate receives a fair evaluation while helping overwhelmed talent teams make smarter, faster hiring decisions.

Organizations using CLARA achieve a 28% increase in qualified candidates, 80% time savings per resume, and 30%+ reduction in time-to-hire. By empowering talent acquisition teams with intelligent technology, CLARA enables them to build stronger, more diverse teams while focusing on what matters most: meaningful relationships that drive business value.

For more information, please visit

getclara.io