

FREQUENTLY ASKED QUESTIONS

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GENERAL

1. What if I am happy with my current role?

You may find that filling out your profile will still be a valuable exercise, as it will pinpoint the areas of work that you enjoy and excel at the most. You can use this information to have conversations with your manager on how to make your current role an even better fit for you. We believe that growth is imperative to career satisfaction and encourage everyone to explore, learn and engage in this program.

2. How will this tool be beneficial for me?

EVOLVE HR will help you develop a career path based on your values, skills, strengths, and interests. It will provide insight on the unique contributions you bring to work each day and can guide you toward learning and growth experiences to broaden and finetune your skill set.

3. What is the difference between this and a robust LinkedIn profile?

LinkedIn is a platform for external companies looking for talent. We want to retain our talent and grow your career here!

4. Is the AI powering EVOLVE HR ethical?

The vendor's AI team is accountable to an Internal Ethics Committee, Diversity & Inclusion Committee, and independent ethical review. The AI matching and recommendations are purely skills-based and do not use any demographic information (such as age, gender, ethnicity, etc). This provides fairness to all, as it is purely based on what skills people have rather than who they are.

5. Will any of the EVOLVE HR data become available outside of HR/UCI, i.e., will any of this potentially be available to public search engines or non-UC entities either now or in the future?

No, this is a closed system. It is only available to our active employees.

6. How do we know our privacy is being protected by this platform?

To ensure the policies and technical controls operate, Fuel50 conducts annual penetration tests and implements a vulnerability management process where different monitoring tools trigger notifications to treat vulnerabilities that might impact the Fuel50 production environment.

7. I have completed all three modules. Now what?

Congrats and great job! We recommend that you have a conversation with your supervisor about your EVOLVE HR results and potential career journeys during your next one-to-one meeting. We would also LOVE to get your feedback on your journey so far. You can reach out to [Lila Kellogg](#) or [Pamela James](#) via email.

8. Is the platform accessible?

The site is WCAG compliant.

9. Can I or should I retake the exercises?

Yes, please feel free to retake exercises at any time.

PERSONALIZE

10. Will my responses to the Personalize exercises be used to evaluate me?

We understand it is a vulnerable experience to share information about your personal values. Rest assured that this is only to help determine your own path here at UCI, and results will not be used as a performance evaluation tool.

11. Why should I share my results in the Personalize module with my manager or others in the HR organization?

Sharing with your leader and or HR organization allows you to share your experience with peers outside of your team. It also facilitates conversations with your manager and team.

TALENTS

12. What is the Talent information being used for?

The Talent module is a terrific way to identify your current strengths and potential areas for further growth and development. More importantly, the info you provide in Talents will determine the Journey (career path) suggestions you receive in the next module.

13. I would like to add my own talents; how do I do this?

You can search and add additional talents from the search bar on the right. We encourage you to add as many of your talents as you can.

14. How do I know what level to rate myself?

You will find a description for each skill under the rating options. Choose the level you feel most closely aligned with at this current stage in your career.

JOURNEYS

15. How many Journeys should I save?

You can save as many Journeys as you would like. Remember that targeting a journey is not a commitment to that career journey either to yourself, your manager, or HR. It is meant to spark ideas and inspire you to consider growing in new ways.

16. What if my Journey suggestions do not resonate with me?

EVOLVE HR's suggestions are just a small taste of what your career journey could look like! You can search for roles via the top search bar and manually add them to your profile for additional options.

17. What if I don't want to plan my career journey quite yet? I am still learning and adjusting to my current role.

Great news, future modules will allow you to grow additional skills in a hands-on way. For now, use Journeys as a brainstorming exercise to give you a head start in mapping out your career, with no strings attached. If and when you are ready to plan your next move, you will have a solid starting point.

18. When viewing roles, why do I see someone else's icon?

When a role has more than one person, the system rotates through everyone's icon. This is an indicator that there are other people with the same job classification in our organization.