

Successful Together

How Career Pathing Strengthens Talent Initiatives

Happy Path

Crazy Simple, Focused , and Affordable Career Pathing Software



Hello Clear Pathways.

Thank you for empowering employees to own their careers

Employees want to see a path forward at their company; they want to grow — and, if not given the opportunity, they aren't shy about moving on. With this new reality, how do you build trust and create a strong partnership? The answer: give your employees the power to own their careers.

Being visible, sharing information, and giving employees a clear view of opportunities and the power to take charge of their careers are all key to being transparent.

This new partnership gives employees the visibility, encouragement, support and tools to make more informed decisions, and strengthens your organization.



78%

78% of employees said they would remain with their company longer if they thought they had a career path within their company

—Mercer Survey

Career Pathing Software can help you...



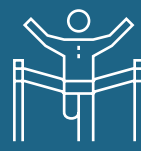
Increase Retention and Boost Engagement



Encourage talent to explore careers within your company



Uncover skills gaps and connect talent to learning resources



Empower managers to guide employees effectively



Maximize learning and talent investments

Hello Retention.



Offer Clear Career Pathways

What if your employees could see clear career pathways inside your company? How would this impact engagement and retention?

When employees own their careers, they are motivated to pursue goals within your company instead of searching outside. Career pathing software allows employees to see how even small improvements in their skill set directly relate to vertical and lateral career moves.

Some career pathing technologies allow employees to create personalized Action Plans to help them navigate career progression. These plans provide employees with prescriptive learning objectives and activities to address skills gaps in light of target roles. With a plan in place, employees become more motivated and give your company a competitive advantage.

51% of employees are looking to leave their current job.

— Gallup, *State of the American Workplace Report*

Hello Engagement.



Companies with engaged employees see 233% greater customer loyalty and a 26% greater annual increase in revenue.

— Aberdeen Group, *Employee Engagement: Paving the Way to Happy Customers*

Keep your employees motivated

When your employees have line-of-sight into vertical, lateral and cross-functional career moves inside their company, they see opportunity, they realize their potential. They are motivated.

According to the PWC study, Millennials at Work:

Reshaping the Workplace, 52% of millennials say opportunities for career progression is the most desirable quality in a workplace. How do you show your employees how they can grow inside your company?

Career pathing technology lets your employees see a future with your company, gives managers the insight to motivate their teams and creates an empowered workforce that's firing on all cylinders toward your highest corporate priorities.

Hello Actionable Data.



*Use data and insights
to create a strong talent
mobility strategy.*

Empower recruitment efforts

Data changes everything. Companies use data to create strategies, make important decisions and set goals for the business. Imagine a world where your leaders can clearly see data about employee skill levels, interests and career aspirations along with insight into skills that can be leveraged across functions, departments and the company as a whole. How would this change your recruitment efforts?

Career pathing software gives you the insights and visibility you need to create and activate a strong talent mobility strategy. Leverage the talent you have and watch your company grow.

Hello Hidden Talent.



Career pathing software can help companies uncover hidden talent.

Identify new talent pools inside your company

When your employees have line-of-sight into vertical, lateral and cross-functional career moves inside their company, they see opportunity, they realize their potential. They are motivated.

Oftentimes, companies already have the talent they need to fill open positions, but don't know it. As a result, they spend significant time and resources recruiting talent. What if there was another way to recruit, with fewer steps, clearer insights and even better outcomes?



Having visibility into how current employees' skills align with open roles



Identifying qualified and interested candidates across your company



Giving current employees indications about open roles



Leveraging the internal talent you already have before looking externally



Understanding more clearly the requirements for each open role



Hello Empowerment.



Empower your managers

Career pathing software can help your supervisors and managers foster purposeful career conversations with their teams.

Managers can use career pathing software to:

- Leverage company job descriptions, employee action plans and internal career paths to provide meaningful guidance to employees
- Support and direct employee career goals with metrics, insights and resources
- Track strengths and areas of opportunity across their teams with dashboards and reports
- Identify the self-starters
- Help connect learning and employee advancement

Only 17 percent of employees report that their managers are actively engaged in their career development

—Right Management Poll

Hello Investment.



Maximize learning and talent investments

Your employees want to grow within your organization but most don't know where to begin, which career paths make sense, or what they need to learn to make a transition. As an employer, you want your employees to make smart choices about their education — choices that align with your business goals. Career pathing software can help you bring your talent investments to life by linking role requirements and employee action.

To optimize your learning investments, make sure to:



Identify gaps and offer clear steps to address them



Connect employee development plans with learning objects and activities



Ensure supervisors and managers are involved and engaged



Implement a career pathing software that provides data-rich insights to help you create and execute your talent mobility strategy

Hello Growth.

Provide your employees with opportunities to grow

Career pathing helps employees:



Match skills, talents, education, preferences and interests with careers inside the company



Understand role requirements, reveal skill gaps, and link to the right learning resources.



Showcase previously unknown career opportunities and create a personalized action plan to achieve career goals



Initiate more directed conversations with their managers about career development, opportunities and growth

Happy Path

Let's partner to build a workforce that grows with you

Happy Path was built for this exact moment: when your team wants engagement and retention—but doesn't have time for a massive transformation.

Simply put, Happy Path helps employees explore roles, discover well-aligned paths, self-assess against a competency model, and turn skill gaps into clear next steps.

It makes career growth visible, usable, and easy to sustain—without enterprise bloat or a heavy lift to maintain.

Want to see what career clarity could look like in 2026?

Let's set up a quick Happy Path demo and talk about your goals.

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