IRIS

IRIS measures the soft skills that matter most—helping people grow, succeed, and thrive in work and life.

10-15 minute
untimed survey

Covers 100+
behavior attributes

8 internal
validity checks
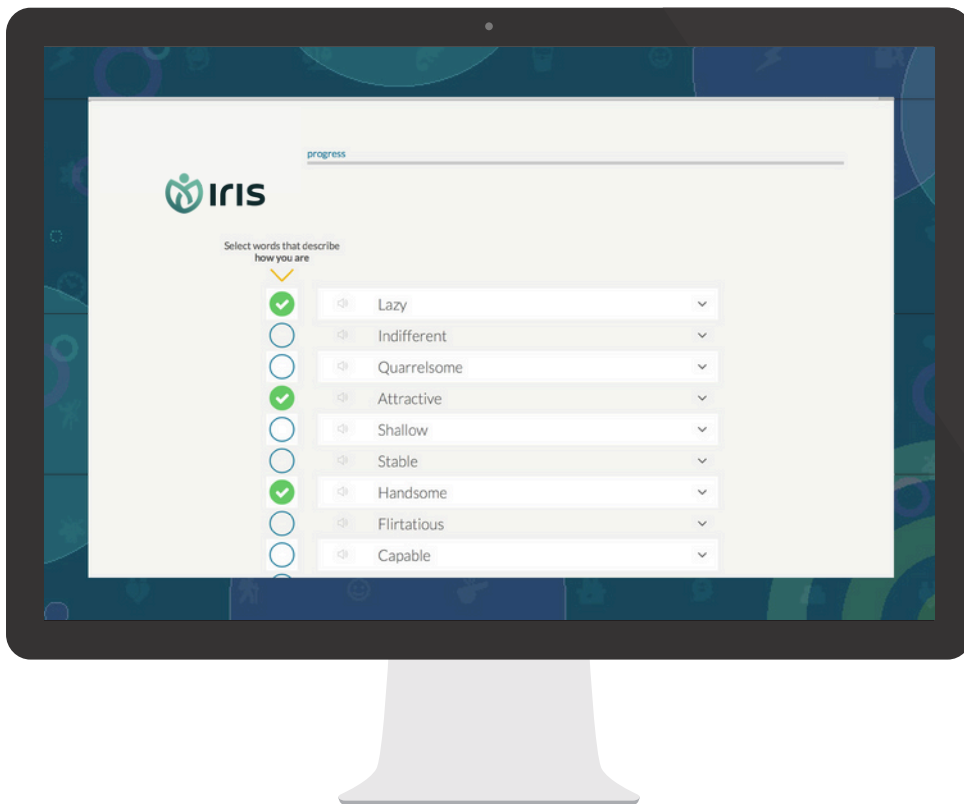
Immediate
results

The IRIS Survey can be completed online from anywhere, seven days a week, and typically takes *just 10 minutes*. Results are delivered instantly to designated administrators and program managers for immediate insight and action.
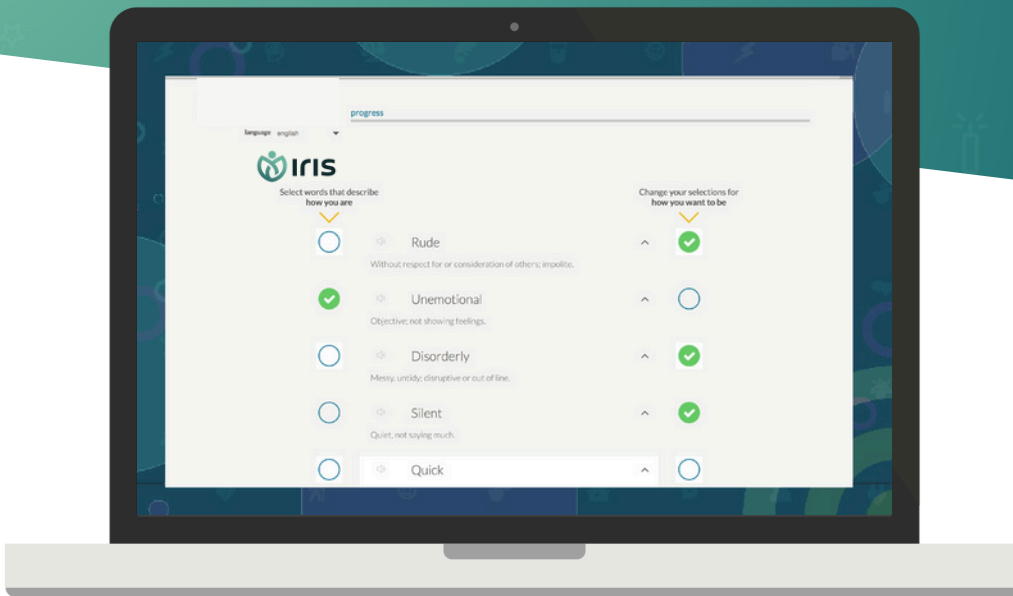
> Not only can we easily prioritize which candidates to pursue first and have more insightful interviews, but we now know exactly what to focus on for each employee's development.

ROY
NATIONAL DIRECTOR,
SWISSLOG

What is The IRIS Survey?

The IRIS Survey is a quick, research-backed tool that measures the soft skills and mindsets most important for success in work and life. It goes beyond grades or job history to uncover strengths like adaptability, emotional intelligence, and communication. The results help predict how likely someone is to thrive in a specific role—and give them clear insights to grow.

How was the survey developed?

The IRIS Survey is based on the Gough Adjective Checklist, which has been used in psychological research since 1949. Over the past 17 years, we have successfully replicated all major noncognitive measures.

What does the survey measure?

Measuring over 100 attributes related to personal and professional soft skills, including attributes such as initiative, problem solving, critical thinking, creativity, productivity, grit and interpersonal skills.

How is the survey administered?

The IRIS Survey can be taken proctored or unproctored from any location with Internet access and is available on any device including desktops, tablets and mobile. For accessibility, audio and definitions are available, and the survey is available in five different languages.

For more information...

Visit **IRIS.COACH** or email **INFO@IRIS.COACH**

The Survey Process

①
Access The IRIS Survey

②
Enter your information

③
Take the survey

④
Get instant results to guide next steps

❝

When we hire against IRIS's recommendations, 70% of our hires fail within 90 days, but with IRIS, our turnover is only 11% per year.

❞

AMANDA
DIRECTOR OF RECRUITING

IRIS