Role IQ for leaders: Enterprise plans

Tags: Skills

Role IQs are sets of Skill IQ assessments grouped by technical role. Role IQ helps you understand the skills important to your learners' roles within your organization. Whereas Skill IQ helps you understand individual skills in a given technology, Role IQ combines those skills—creating roles to help you skill up your teams into modern tech roles.

This article discusses Role IQ for Enterprise plans. See our sister article to learn about Role IQ for Starter and Professional plans.

In this article

Who can use this?

	Stnd	Prem	Strt	Pro	Ent
Learners:					
Managers:					✓
Admins:					✓

Using Role IQ

> **Tip:** Before getting started, make sure you understand skill assessments and the learner Role IQ experience.

To get to the Role IQ admin page (opens in new tab), click **Role IQ** on the **Leader Tools** navigation bar.

Enterprise plans have access to the following features:

- **Assignment of roles:** Assign any role to one or more learners on your plan.
- **Pluralsight-created roles:** Built by Pluralsight content creators and partners, Pluralsight-created roles cover a wide range of skills and roles within a given industry.
- **Customized roles:** Create a new role from scratch, or customize an existing role to the needs of your team

or organization.

- **Basic and advanced Roles analytics:** Basic Roles analytics gives top-level insight into team or organization engagement and visibility into aggregate role proficiency. Advanced Roles analytics gives more detailed insight into individual engagement, including individual skill levels and last measurement times.

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Managing roles

Add an individual or team to a role

Admins can add learners or whole teams to a Role IQ. To add a learner or team to a role:

1. Locate and click a role on the Role IQ admin page (opens in new tab) .
2. Click **Add members**.
3. Type the learner or team name. You can also search using the learner's primary email address.
4. Click the checkbox(es) next to the learner or team.
5. Click **Continue**.
6. *Optional:* Type a customized message to the selected learner(s). By default, selected learners will receive an email notification, even if you don't add a customized message. If you don't want your learners to receive an email notification, uncheck **Send email notification**.
7. Click **Assign** to finalize.

This will add the role to that learner's Role IQ page (opens in new tab) .

Remove an individual or team from a role

If you no longer want a learner or team to be members of a Role IQ, you can remove them. To remove a learner from a role:

1. Click the avatar(s) to the right of **Add members**.
2. Type the learner or team name. You can also search using the learner's primary email address.
3. Click **Unassign** next to each learner and team you want to remove.

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Creating and customizing a new role

You can create a new role from scratch—or customize an existing role, allowing you to customize the skills within it to fit your organization. There's no limit to the number of roles you can customize and create.

> **Note:** Role IQs created in a group plan can only be edited by the creator of the Role IQ and creation control can't be transferred to other admins. Admins can duplicate existing Role IQs and make changes to the duplicated Role IQ.

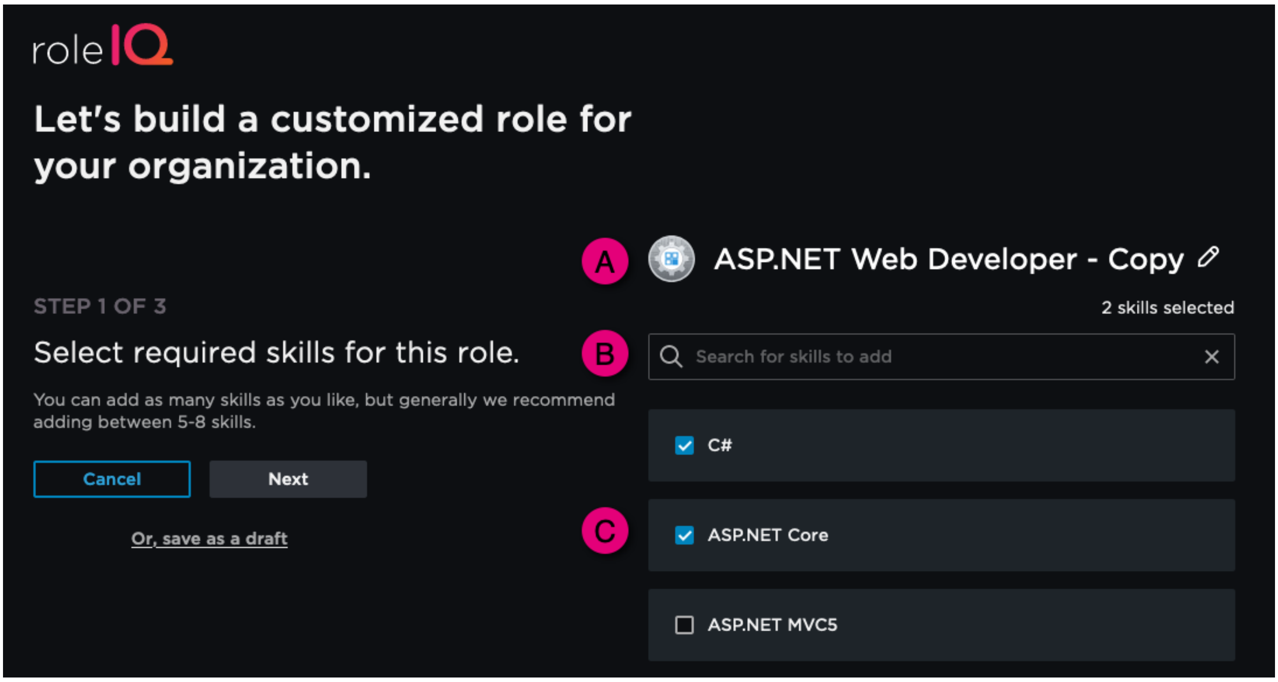
To get started:

Click **Create role** on your Role IQ admin page (opens in new tab) .
—or—
Click a company role on your Role IQ admin page, then click **Duplicate this role**.
—or—
Click a Pluralsight-created role on your Role IQ admin page, then click **Customize this role**.

You'll then be guided through a three-step process to create and customize your role.

Step 1: Select required skills for your role

All roles are a collection of skills. Customizing skills in a role is essential to fitting the needs of your team and organization.



A. **Role title:** Enter your custom role title here.
B. **Skill search:** Search skills and add them to your role here.
C. **Skill selector:** Select the skills you wish to include in your role. Hover over the skill list to scroll and select a skill to add, or use the skill search above.

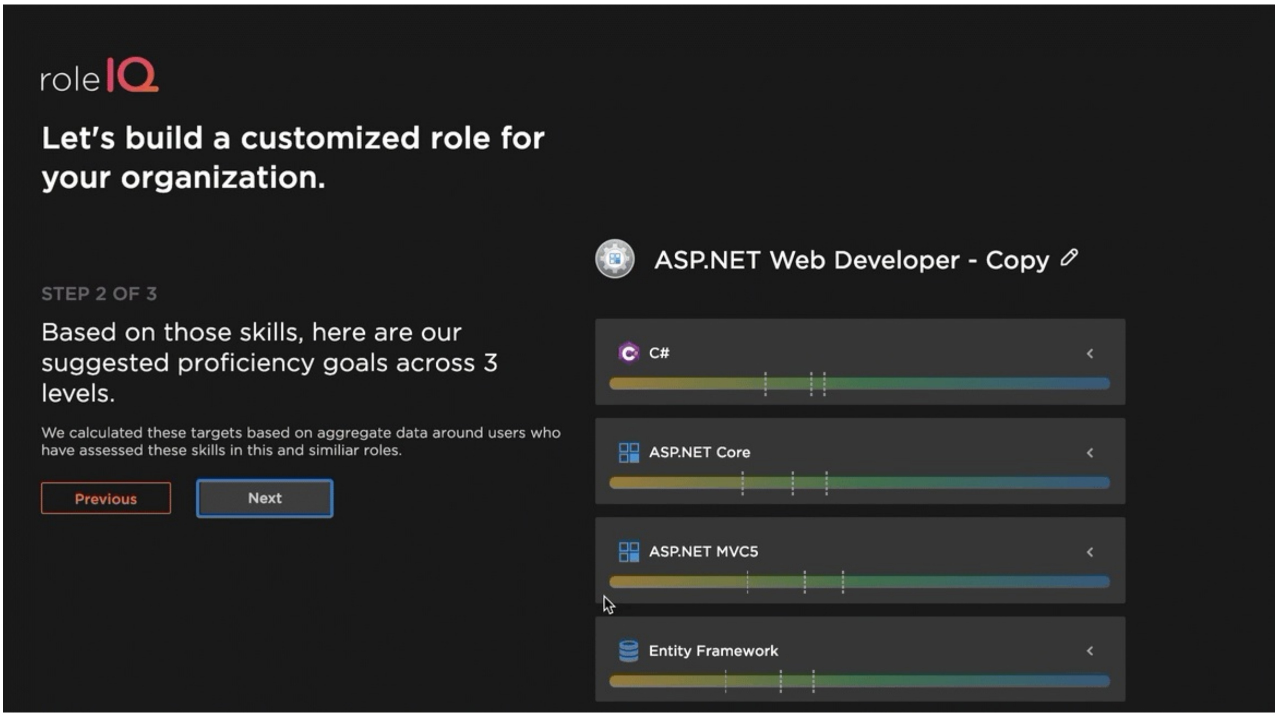
Click **Next** to continue.

Step 2: Customize proficiency goals for your skills

This is where you can view skill proficiency goals and targets. We calculate these targets based on aggregate data around users who've been assessed in these skills in similar roles. All skills default to the median benchmarks with the choice to increase or decrease these benchmarks by 10%. These thresholds don't adjust the Skill IQ results—they influence the threshold of the overall Role IQ score. Customize each skill using the caret icon.

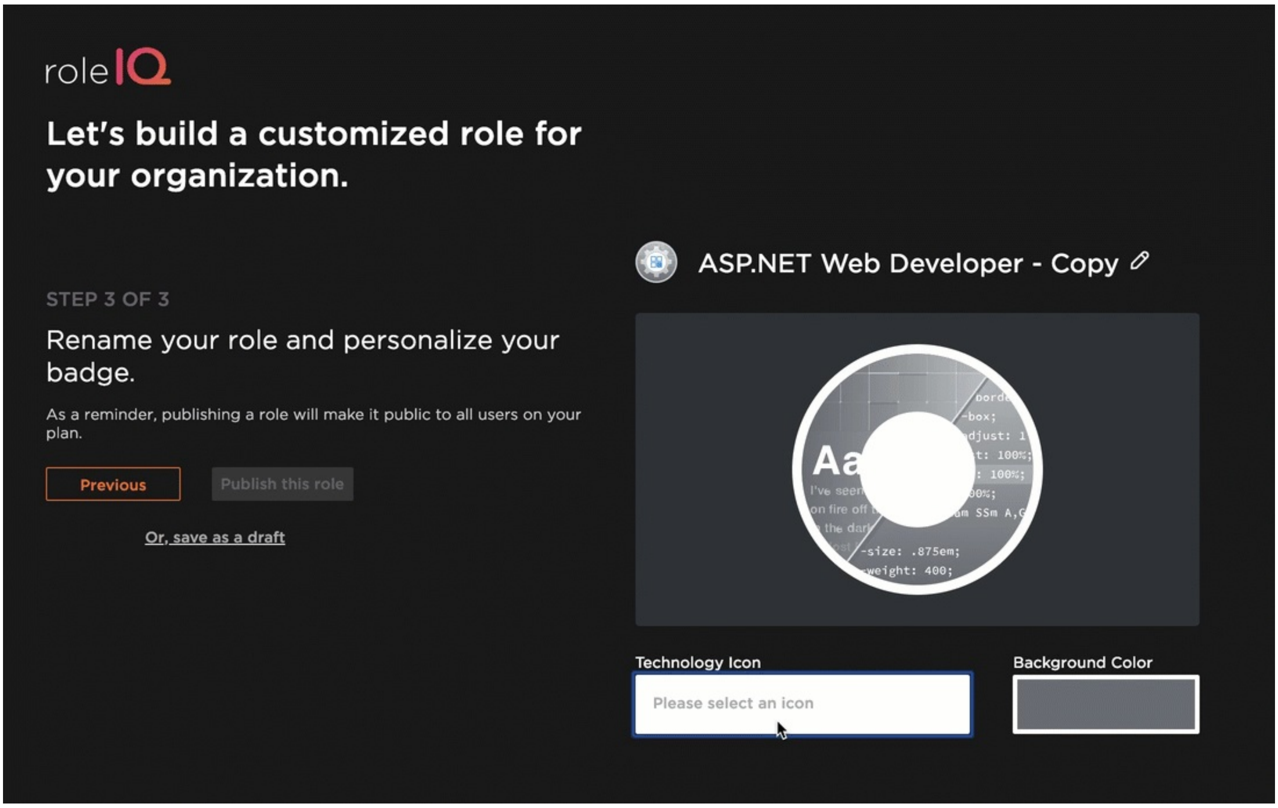
Dragging and dropping skills changes their order, which can be useful for sorting skills by importance.

Click **Next** to continue.



Step 3: Personalize your role badge

Customizing the technology icon and background color for each custom role allows differentiation as you assign, manage, and measure Role IQ across your team. If available, technology icons will populate from your selected skills.



When you've completed your changes, click **Publish this role**, which will allow learners on your team to see the role from their Role IQ page. You can also save the role as a draft and come back to it later. Locate draft roles on your Role IQ admin page (opens in new tab) under the **Draft** tab.

To delete a role you've created or customized, then click the options menu to the right of the edit button. Click **Delete** and finalize the deletion when prompted.

> **Important:** As you customize or assign roles, you may come across roles or skills marked BETA. This means we're still validating the skill assessment. Learners can still take skill assessments in beta, but will have a pending Role IQ.
>
> Once a skill assessment moves out of beta, the learner must take the assessment again in order to finish their Role IQ.

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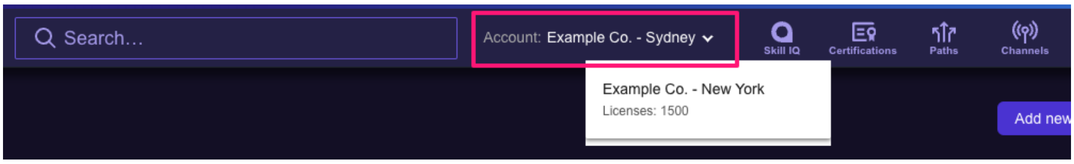
Managing company roles on multiple plans

If you're a team manager or plan admin on more than one team plan, it can be a challenge keeping all your customized company roles organized. Skills simplifies this for you with the plan switcher, which allows you to navigate between your team plans. You'll only see the company roles of the plan you've selected.

Can't find a company role you thought was there? Toggle the plan switcher in the top navigation bar to see if the role is located in a different plan.



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Using Roles analytics

Enterprise plans have access to basic and advanced Roles analytics. These analytics reports give you a high-level view of your team's engagement with Role IQ, along with detailed, individualized breakdowns of how your team members engage in their roles.

If you need help, please contact Pluralsight Support.