

Hear what employees really think, and why. Employees answer a short voice or video conversation with an AI interviewer instead of filling in a form. AI finds the themes, sentiment and reasons behind every answer, and turns them into clear actions for HR and managers.



● Why employee voice

Scores tell you what. Conversations tell you why.

Traditional surveys give shallow answers, free text nobody has time to read and reports that arrive weeks later. A short conversation captures the context and emotion behind each answer, and AI does the analysis for you.

With Talenteria, employees talk with an AI interviewer by voice or video. The AI listens, asks natural follow-up questions, and turns every conversation into themes, sentiment and recommended actions.

20%

of employees worldwide are engaged at work. Annual forms show the score, but rarely the reasons or what to fix.

Source: Gallup, State of the Global Workplace 2026

Employee feedback

Forms vs AI conversations

Illustration

TRADITIONAL SURVEYS	AI VOICE AND VIDEO SURVEYS
— Scores without the reasons	✓ The story behind every answer
— Free-text answers nobody reads	✓ Themes found and grouped by AI
— Reports weeks after the survey	✓ Insights in hours
— Problems spotted too late	✓ Sentiment trends and early warnings
— Unclear what to do next	✓ Recommended actions for each team

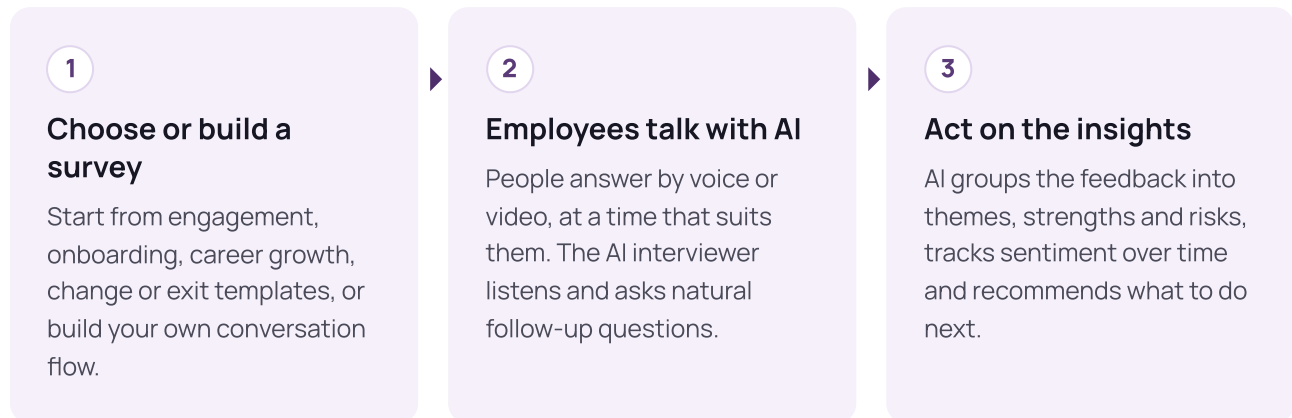
✓ The reasons behind every score

✓ Themes and sentiment found automatically

✓ Insights in hours, not weeks

• How it works

From conversation to action



• Templates and custom surveys

Ready-made surveys for every moment

Launch an engagement, onboarding, career growth, change or exit survey in minutes, or design your own conversation flow, format and audience.

- ✓ Engagement, onboarding, career, change and exit templates
- ✓ Custom questions and conversation flows
- ✓ Voice or video, in your employees' languages

• • • New survey · Choose a template
Launch

Engagement
Onboarding
Career growth

Change
Exit
+ Custom

Conversation flow · Onboarding check-in, week 4

1. First impressions of the team

2. Clarity of your role

3. Support from your manager

4. Tools and access

5. One thing to improve

Format

Voice
Video

Languages

English · Spanish · German

Send to

New hires, September and October · 38 people

Illustration only, not real data.

• Core features

AI Surveys features



AI conversational surveys

- ✓ Voice or video conversations instead of forms
- ✓ Natural follow-up questions
- ✓ Answer any time, on any device



Templates and survey builder

- ✓ Engagement, onboarding, career, change and exit templates
- ✓ Custom conversation flows
- ✓ Choose audiences and languages



AI insights

- ✓ Themes, strengths and risk areas
- ✓ Sentiment and tone analysis
- ✓ Recommended actions for HR and managers



Trends and early warnings

- ✓ Sentiment trends by team and over time
- ✓ Early warning signs flagged automatically
- ✓ Measure the effect of your changes



Built for global teams

- ✓ Multilingual surveys
- ✓ Works across time zones
- ✓ Insights in hours



Security and HR ecosystem

- ✓ Secure storage on Microsoft Azure
- ✓ Works alongside your HRIS
- ✓ Fits your existing people programs

Insights · Onboarding check-in, week 4 Ready 2 hours after close

New hires, Sept-Oct

Participation **84%** Sentiment **+0.42** Conversations **32**

Supportive managers		23
Clear first-week plan		18
Slow tool access		15
Unclear role expectations		8

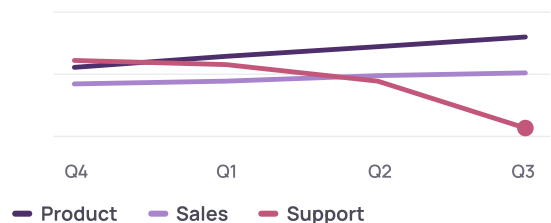
Recommended action

Set up laptops and accounts before day one. 15 of 32 new hires mentioned waiting for tool access.

Engagement over time

Last 4 quarters

Sentiment by team



Early warning · Support team

Sentiment dropped this quarter. Top themes: weekend shifts, staffing gaps. 4 people mentioned looking elsewhere.

Illustration only, not real data.

● Use cases

Ideal use cases

01

Engagement and satisfaction

Measure motivation, job satisfaction and how likely people are to recommend you as an employer.

02

Onboarding experience

Hear how new hires are settling in, and improve training, team integration and role clarity.

03

Career development and learning

Understand aspirations, skill gaps and training needs.

04

Change and transformation

Check readiness, how well changes are communicated and how people really feel about them.

05

Exit and retention

Learn the real reasons people leave, and what would make others stay.

Spot problems before people leave

Track sentiment and engagement over time and across teams, so you see a team drifting before it turns into resignations.

● Good to know

Built for global teams



Multilingual

Employees answer in their own language, across countries and time zones: many languages, including English, Spanish, French, German, Portuguese and Polish.



Voice or video

Speaking is easier than typing, so people share more, and more honestly. Most conversations take a few minutes, on any device.



Insights in hours

AI analyzes spoken feedback as it arrives, so you can act while it still matters.



Fits your HR stack

Works alongside your HRIS and people programs, with data kept in secure storage on Microsoft Azure.

• Get started

Get started with AI Surveys

Start small with one team or moment, such as onboarding or exit, and expand once you see the insights.

1. Try it free

Start a free trial. No credit card required.

- ✓ Pick a ready-made template
- ✓ Invite a small group of employees
- ✓ See the AI insights for yourself

2. Book a demo

See AI Surveys with a product expert.

- ✓ Walk through a real survey
- ✓ Explore themes, sentiment and trends
- ✓ Get a plan that fits your team size

3. Roll it out

Run surveys across teams and countries.

- ✓ Engagement, onboarding, career, change and exit
- ✓ Many languages, any device
- ✓ Works alongside your HRIS

Free trial

No credit card required

Plans for teams of every size

Start collecting real feedback with AI.

Hear what employees really think, and why. Turn short voice and video conversations into clear actions for HR and managers.

[Start a free trial or book a demo](#)

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