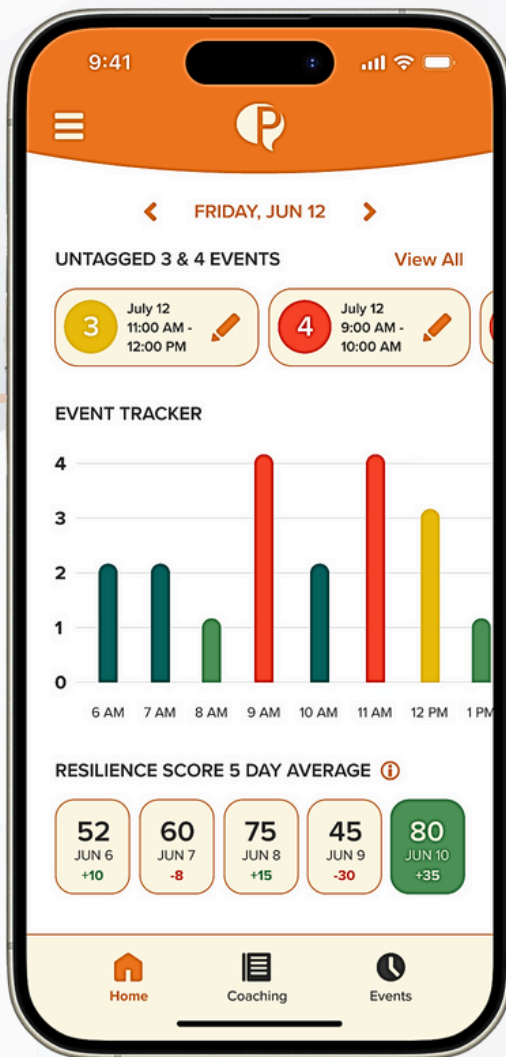


# FORTUNE 500 WORKFORCE

HOW A FORTUNE 500 WORKFORCE SOLUTIONS FIRM  
USED PULSE BY FIERCE TO REDEFINE “LANDING  
SUCCESS”



# THE CHALLENGE.

In the staffing and executive placement industry, success has long been measured by placement speed and match quality. But post-placement outcomes tell another story.

## Studies show that:

- 44% of new hires regret their decision within the first week of starting a new role (BambooHR, 2024).
- 35% cite poor onboarding as the reason they reconsider their decision (Enboarder, 2024).
- Only 12% of employees describe their company's onboarding as satisfactory (StrongDM, 2024).
- 66% of professionals say they have career regrets related to past transitions (Forbes, 2025).

This means that even the best placements can fail, not because of fit or skill, but because human adaptation is often left out of the equation.

# THE HYPOTHESIS.

What if onboarding could be measured, coached, and optimized in real time?  
What if staffing firms didn't just place talent, but helped guarantee that talent's ability to adapt, connect, and thrive?

## THE EXPERIMENT: VALIDATING PULSE FOR ONBOARDING.

To test this, a Fortune-500 global workforce solutions firm ran an internal pilot with its own employees before deploying the program to clients.

## PILOT OVERVIEW.

- Participants: Employees transitioning into new or expanded roles.
- Duration: 4 weeks (2 weeks baseline + 2 weeks post-intervention).
- Intervention: One 90-minute Fierce-based coaching session guided by Pulse biometric data.
- Goal: Measure changes in stress and resilience using median HRV-based scores.

Coachee	Pre-Coaching (Median)	Post-Coaching (Median)	Δ Stress
Coachee 01	81	83	2% ↓
Coachee 02	74	79	7% ↓
Coachee 03	93.5	100.5	7% ↓
Coachee 04	84	86	2% ↓
Coachee 05	75	76	1% ↓
Coachee 06	91	94.5	4% ↓
Coachee 07	78.5	77.5	1% ↑
Coachee 08	72	73	1% ↓
Coachee 09	75	94	25% ↓
Coachee 10	70	70	0%

**Average: 79.4 → 83.35 (5%) ↓**

Even with a single 90-minute session, the pilot demonstrated:

- 5% median stress reduction across the cohort.
- 90% of coachees maintained or improved stress levels.
- 30% experienced high-impact stress reductions (7–25%).
- Zero significant regressions.

# THE INSIGHT: SMALL DOSE, BIG SIGNAL.



“These findings demonstrate that even a short, structured coaching intervention grounded in biometric feedback can yield measurable reductions in physiological stress. When employees learn to interpret their data and connect it to behavior through guided conversation, resilience becomes a skill, not a mystery.”

— *Dr. Gabe De La Rosa, Chief Behavioral Science Officer,  
Fierce Inc.*

## FROM AWARENESS TO ACTION: THE FIERCE CONVERSATIONS MULTIPLIER.

Biometric data alone doesn't change behavior; conversations do. The differentiator in this pilot was not only the physiological insight but also the coaching framework that turned those insights into action through the Fierce Conversations methodology.

Each participant was guided, either by a live coach or through the in-app AI coach companion, to translate their biometric data into practical behavioral shifts.

## They learned to:

- Get curious, not defensive, when stress spikes. Pause and explore what triggered it instead of reacting.
- Have the conversation with self first. Reflect on what emotion or assumption is driving the signal before engaging others.
- Confront with clarity and compassion. Move toward discomfort with structure rather than avoidance.
- Give and receive feedback fearlessly. Use data as a neutral starting point, not as judgment.
- Hold self and others accountable. Use the Pulse data as a shared mirror for progress, not performance policing.

This integrations of Fierce methodology and Pulse data creates a behavioral flywheel:

- 1** Biometric awareness sparks reflection.
- 2** Fierce conversation skills turn reflection into dialogue.
- 3** Dialogue drives resilience as individuals feel heard, connected, and capable of navigating tension.

That is how self-awareness becomes organizational adaptation, one conversation and one heartbeat at a time.

This pilot represents one loop of the Fierce Resilience Cycle. Even a modest 5% overall drop matters. It proves that a single, data-informed coaching session can immediately shift physiological stress patterns and begin building long-term resilience.

# THE PULSE 30-60-90 FRAMEWORK: TURNING DATA INTO ADAPTATION.

30

Days

## **Build Self-Awareness Through Biometric Insight**

New hires gain measurable visibility into how stress, workload, and new environments affect their physiology, forming the foundation for reflection and growth.

60

Days

## **Practice Fierce Conversations to Engage Their Environment**

Through coaching or AI-guided prompts, participants apply Fierce frameworks to transform awareness into action, surfacing concerns and building trust.

90

Days

## **Strengthen Resilience and Cultural Integration**

By the third cycle, coachees are using these tools in real time, holding productive conversations, managing tension, and accelerating cultural integration.

# THE BUSINESS IMPACT FOR STAFFING AND EXECUTIVE SEARCH FIRMS.

This model gives staffing firms skin in the game, no longer just matching resumes but ensuring successful landings.

With Pulse, the firm can now measure and coach how well talent is adapting to new environments in real time, before disengagement or regret sets in.



“When a placement comes with a guarantee of adaptation, not just a guarantee of fit, that is a new game for staffing.”

— *Edward J. Beltran, CEO, Fierce Inc.*