



About PODD

What is PODD?

PODD stands for Point of Digital Dexterity—TITAN’s new learning tool designed to help all employees to discover and enhance their digital skills.

Digital Dexterity is key as it embodies the combination of skills and the mindset needed to navigate and thrive in the rapidly evolving digital landscape!



How does PODD work?

PODD is easy to use, and it’s broken down into four key steps:

- A. **Discovery:** It all starts with a set of questions! These questions are designed to help you get a sense of your current digital strengths. They cover everything from basic digital literacy to more advanced topics like Generative AI, emerging tech, and digital tools that are becoming essential.

This part takes about 40-50 minutes.

- B. **Personalized report:** Right after you finish, you’ll get an instant personalized report. This report will highlight your digital strengths—what you're already good at—and point out areas where you can grow or pick up new skills.

- C. **Tailored recommendations:** Based on your discovery results, PODD will give you tailored recommendations for upskilling and reskilling. These might include learning resources, courses, or even experiments you can try to improve your digital skills.



- D. **Ongoing development:** You can keep coming back to check your progress, update your skills, and revisit your recommendations whenever you want. It's your tool to keep improving at your own pace, with PODD as your personal guide along the way.

Why should I complete the discovery?

In today's world, digital skills are essential. With PODD, we aim to ensure everyone at TITAN has the opportunity to grow in this critical area. Regardless of your role, PODD helps you uncover unknowns in foundational digital knowledge and provides tools to turn those into strengths, all in a structured and manageable way.

Is PODD mandatory?

PODD is strongly endorsed within TITAN as an indispensable tool for sharpening your digital skills. Your participation is highly recommended to drive personal growth, stay in sync with the company's digital objectives, and excel in today's rapidly evolving digital world.

Are the questions tailored to different roles?

No, all employees receive the same set of questions. PODD focuses on helping everyone build the core digital skills necessary to be recognized as digitally proficient in today's digital environment, regardless of their role. These skills are aligned with the European Digital Competence Framework for Citizens ([DigComp 2.2](#)), a globally respected standard that defines digital competency and serves as a foundation for digital skills development.

Completing the Digital Discovery

What device should I use to complete PODD?

You can use either your laptop or mobile device to complete PODD.

Can I use Google to find the correct answers?

Sure, you *could*—but where's the fun in that? This isn't a test; it's a tool for your personal growth. Answering based on your current knowledge gives you an honest snapshot of where you stand. Plus, the more authentic your answers, the better tailored the recommendations will be to help you grow and sharpen your skills. The goal is to build a roadmap with learning resources to help you grow and enhance your skills—not to win a trivia contest. So, skip the Googling—it's all about you!

Is it possible to change my answers?

No, once you submit an answer, click “ok”, the system records it, provides feedback, and moves you to the next question.

How does PODD calculate my score in each competency?

Each competency is linked with a specific set of questions designed to pinpoint your current digital skill level. Your score reflects not just how accurate your answers are but also how quickly you respond—offering a well-rounded view of your strengths and areas to improve. Think of it like a fun challenge—no need to rush like you’re defusing a bomb, but if you take long enough to watch a whole movie in between, it might throw off the results. And again, it’s less about getting everything perfect and more about discovery & gaining honest insights to guide your path toward digital mastery.

Technical Issues and Support

What if I lose my personalized link?

Please contact your local HR team for assistance.

When I click the link, it doesn’t work. What should I do?

Contact your local HR for troubleshooting.

Post Discovery

What happens after the discovery phase? When will I see my results?

Once you complete the discovery phase, click “go to result” and a new window will open with your personalized report. You will also receive an email with a link, allowing you to access your report at any time.

Who has access to my report? Does my manager see my results?

Your report is confidential and accessible only to you. The HR team may use aggregated data exclusively to develop business unit-wide learning programs for improving digital skills. Managers do not have access to your report. However, if you share your personalized link, anyone with the link will be able to view your results.

How is my score used at TITAN?

Your score is designed to offer personalized learning recommendations for your digital upskilling and reskilling journey. PODD is dedicated to supporting your personal development and does not influence any other aspects of your role or work at TITAN.