ToolGPA

NOVEMBER 2026

Gloat

The Insider's Guide

Agentic HR and talent marketplace for large employers



Every plan, grade, refund rule and rival among hiring and applicant tracking tools, read from Gloat's own pages.

Made by Gloat · checked Nov 13, 2026 · toolgpa.com

1.8
GPA



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Who made this guide, what else is on the site, and how to cite it

ToolGPA put this guide together from Gloat's own pages, its app-store listings and our grades. Every fact in it is on Gloat's page too, where it is kept up to date. Checked Nov 13, 2026.

Welcome

What it is, who it suits, its grades and the ten things to know first

1.8

GPA, above 30 of the 101 other hiring and applicant tracking tools we grade

Gloat is an enterprise HR platform that runs AI agents on top of a company's existing HR systems. It covers internal talent mobility, skills inventory and gap analysis, talent acquisition, workforce planning and employee HR questions, with agents that work in Microsoft Teams, Slack, Zoom and Copilot. It connects to Workday, SAP SuccessFactors and Oracle HCM.

To get you started, here are **7 things to know about Gloat**, taken from its own pages and our grades.

> **It's an enterprise HR platform, not an ATS, it assumes you already run Workday, SAP SuccessFactors or Oracle HCM, and no price is published.**
>
> From our report card of Gloat

1 **Best for internal mobility at very large companies**

Gloat runs AI agents on top of your existing HR systems for internal mobility, skills gaps, workforce planning and employee questions.

2 **It runs on Web**

Web.

3 **Transactional agents**

Answer routine employee questions such as remaining time off or tax form updates; the vendor says this halves HR ticket volume.

4 **Workflow agents**

Run multi-step processes like performance reviews, onboarding and compensation adjustments from start to finish.

5 **Strategic agents**

Support succession planning, workforce capacity modeling and early flags on regional skill gaps.

6 **A 1.8 GPA, above 30 of 101**

That is against the other hiring and applicant tracking tools we grade, on value, the free plan, features, ease of use and platforms.

7 **Keep it**

To replace Gloat you would be making an AI agent, with the models and the safeguards behind it. That is not a weekend's work, with an AI app builder or without one.

Gloat at a glance

PRICING Paid	FREE PLAN No
FREE TRIAL None stated	RUNS ON Web
MADE BY Gloat	CATEGORY Hiring & Applicant Tracking
OUR GRADE 1.8 GPA, weak	

The report card

Best for internal mobility at very large companies

Gloat runs AI agents on top of your existing HR systems for internal mobility, skills gaps, workforce planning and employee questions. It's an enterprise HR platform, not an ATS, it assumes you already run Workday, SAP SuccessFactors or Oracle HCM, and no price is published.

TOOLGPA REPORT CARD **Gloat** Graded Nov 13, 2026

SUBJECT	GRADE	COMMENT
Value for money	C	No price is published, so we can't set it against the $74 to $149 a month this category charges. That leaves it at C.
Free plan and trial	F	No free plan and no trial is listed; the site routes you to a demo. A demo request isn't a trial.
Features	C	Skills inventory, an internal marketplace, workforce planning and agents inside Teams and Slack. It's an HR platform, not a hiring tool, so it covers a different job from most of its category.
Ease of use	C	No store rating on record, and the listing shows an enterprise rollout on top of an HCM. That puts it at C.
Platforms and integrations	B	Web product with agents in Teams, Slack, Zoom and Copilot, and connections to Workday, SAP SuccessFactors and Oracle HCM. No desktop or phone app, so B.

Grade point average Weak, out of 4.0 **1.8**

An A is worth 4 points, a B 3, a C 2, a D 1 and an F nothing. The GPA is the average of the five.

Who Gloat is for

- ✓ Fits if you're a large employer that wants to move people between roles inside the company
- ✓ Works for HR teams already on Workday, SAP SuccessFactors or Oracle HCM

Who it is not for

- ✗ Skip it if you want an ATS, because Gloat isn't one
- ✗ Not for you if you're a small team: the pages describe an enterprise deployment
- ✗ Watch out: it sits on top of an existing HCM and doesn't replace it
- ✗ Tight if you want a price or a trial, as the site directs buyers to a demo

Good to know

Good for

- ✓ Large employers that want internal mobility and skills data layered on Workday, SAP or Oracle
- ✓ HR teams that want assistants inside Teams, Slack or Copilot

Worth knowing

- ⓘ No prices are published; the site directs buyers to a demo request.
- ⓘ It is an HR and workforce platform, not a standalone applicant tracking system.
- ⓘ The pages describe an enterprise deployment on top of an existing HCM, so it is not aimed at small teams.

What it costs

Every plan, the free plan, ways to pay less and how prices have moved

Gloat's current pricing could not be confirmed from its own site.

> **No free plan and no trial is listed; the site routes you to a demo.**

From our grade for free plan and trial

We could not confirm Gloat's current prices from its own site, so this guide lists no plans. gloat.com has them.

What it does

Its main features, where it runs, what it works with and who makes it

1

Place it runs: Web

Agentic HR and talent marketplace for large employers. Here is what it does, as its own site describes it, and what it covers: AI features, workflow automation, AI agents, employee records, chatbots, dashboards.

> **Skills inventory, an internal marketplace, workforce planning and agents inside Teams and Slack.**
>
> From our grade for features

Transactional agents

Answer routine employee questions such as remaining time off or tax form updates; the vendor says this halves HR ticket volume.

Workflow agents

Run multi-step processes like performance reviews, onboarding and compensation adjustments from start to finish.

Strategic agents

Support succession planning, workforce capacity modeling and early flags on regional skill gaps.

Skills and talent marketplace

Use cases cover career coaching, skills inventory and matching, sourcing and referrals, and internal mobility.

Agent library and builder

A library of pre-built HR agents plus a no-code builder, with approval chains and an audit trail for agent actions.

Where it runs

- Web

What it works with

- Microsoft Teams
- Microsoft Copilot
- Slack
- Zoom
- Workday
- SAP SuccessFactors
- Oracle HCM

Gloat is made by Gloat.

Where it stands

Its grades against its category, and whether to keep it or make your own

30/101

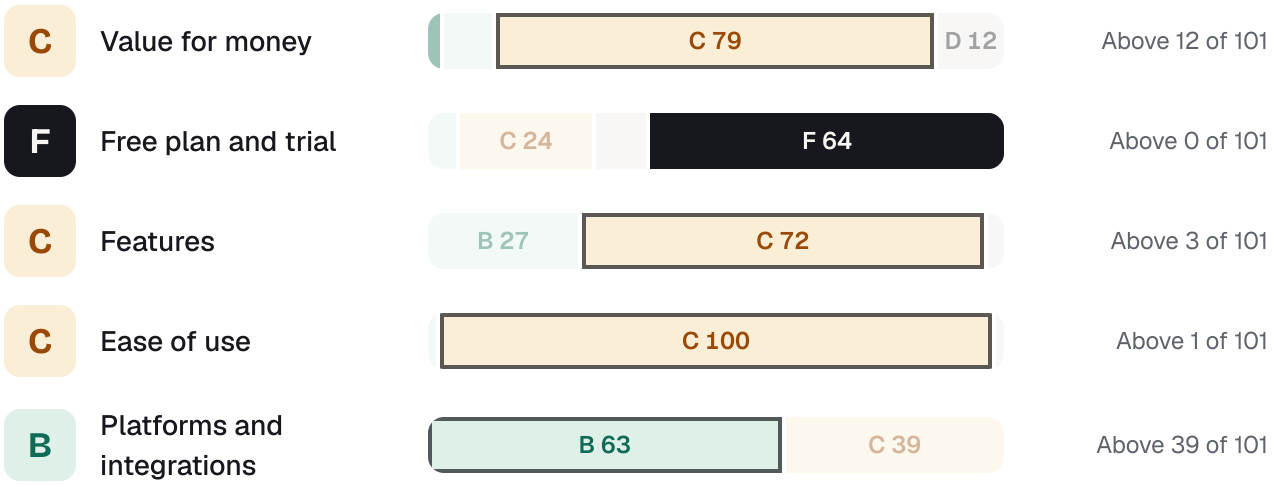
Other hiring and applicant tracking tools it is graded above

Gloat's GPA of 1.8 is higher than 30 of the 101 other hiring and applicant tracking tools we grade, and level with 23.

It stands best on platforms and integrations (B, above 39 of 101) and worst on free plan and trial (F, above 0).

Each grade against the category

Every bar is all 102 hiring and applicant tracking tools we grade, cut by the letter each got. Gloat's own letter is outlined.



Keep it, or make your own?

Whether this is something you could build for yourself with an AI app builder, and what you would give up.

Keep it

To replace Gloat you would be making an AI agent, with the models and the safeguards behind it. That is not a weekend's work, with an AI app builder or without one.

That makes this kind of software worth paying for, not this one in particular: 48 of the 101 other hiring and applicant tracking tools grade higher.

What you could make

- Employee records: an app builder makes this well.

What you could not

- An AI agent, with the models and the safeguards behind it.
- Connections to other products, each kept working as those products change.
- A chatbot builder hooked into the messaging apps.
- Connections that pull numbers from dozens of other services.
- People on the other end: coaches. No app builder makes those.

What this rests on. Gloat's listing: what it does, where it runs, what it plugs into and what it costs. It is a judgement about the kind of software this is. We have not built a replacement for it, and making your own means looking after it too. How we decide, and every tool's verdict.

The alternatives

The tools it is most often weighed against, side by side



Eightfold, Beamery, Phenom, Findem and Avature

The 5 tools Gloat is most often weighed against, with where each one differs from it.

Eightfold

1.6 GPA

Paid

AI talent intelligence platform for hiring and workforce decisions.

- Gloat also covers workflow automation, employee records, chatbots and dashboards.

Gloat and Eightfold compared in full

Beamery

1.8 GPA

Paid

Talent CRM and workforce intelligence platform for large employers.

- Gloat also covers workflow automation, employee records, chatbots and dashboards.

Gloat and Beamery compared in full

Phenom

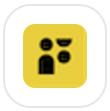
1.6 GPA

Paid

AI talent experience platform for enterprise hiring.

- Gloat also covers workflow automation, employee records, chatbots and dashboards.

Gloat and Phenom compared in full



1.6
GPA

Findem

Paid

People data platform for sourcing, with AI agents.

- Gloat also covers workflow automation, employee records, chatbots and dashboards.
- Findem also covers applicant tracking and skills tests.

Gloat and Findem compared in full



1.8
GPA

Avature

Paid

Configurable enterprise talent acquisition and talent management suite.

- Gloat also covers employee records and chatbots.
- Avature also covers applicant tracking and job board posting.

Gloat and Avature compared in full

PART 06 · QUESTIONS

Quick answers

The questions people ask about it, each answered in a line or two

10

Questions, each answered in a line or two

The short version of everything above, for when you only need the answer. Each one is told in full in its part of the guide.

Is Gloat free?

No. Gloat is a paid product.

What platforms does Gloat work on?

Gloat is available on Web.

Does Gloat have an Android app?

No Android app was listed when its pages were read on Nov 13, 2026. Gloat is listed for Web.

Does Gloat have an iPhone app?

No iPhone app was listed when its pages were read on Nov 13, 2026. Gloat is listed for Web.

Is Gloat open source?

Gloat is not described as open source on its own site, as read on Nov 13, 2026.

What does Gloat integrate with?

Gloat's listing names Microsoft Teams, Microsoft Copilot, Slack, Zoom, Workday, SAP SuccessFactors and Oracle HCM.

Who makes Gloat?

Gloat is made by a company of the same name.

What are the alternatives to Gloat?

The closest alternatives to Gloat in our directory are Eightfold, Beamery, Phenom, Findem and Avature.

How does Gloat compare with other hiring and applicant tracking tools?

Gloat's GPA of 1.8 is higher than 30 of the 101 other hiring and applicant tracking tools we grade, and level with 23.

Could I make my own version of Gloat?

To replace Gloat you would be making an AI agent, with the models and the safeguards behind it.

Where this guide comes from

The prices, plans, platforms and features were read from Gloat's own pages on Nov 13, 2026, and the grades were given on Nov 13, 2026. Graded from this listing, whose facts were read from Gloat's own pages on 13 November 2026. Not based on using the product, and shorter than our full reviews.

Every tool we list gets five grades, A to F, each with its reason, and a GPA that averages them. How each is decided is at toolgpa.com/grades. This guide is ToolGPA's own work; it is not made, paid for or approved by Gloat. Prices change, so check gloat.com before you buy.

gloat.com

gloat.com/about-us/

PART 07 · ABOUT

About ToolGPA

Who made this guide, what else is on the site, and how to cite it

7,721

Tools graded, in 95 categories

ToolGPA grades software the way a school report grades a pupil: five subjects, a letter for each with the reason written beside it, and a GPA that averages them. Prices, plans and platforms are read from each maker's own pages and dated, so you always know how fresh a figure is.

Every grade, review and ranking on ToolGPA is our own judgement. No company can pay for a grade or change one. Every tool on the site has a guide like this one, free to download and pass on. It all lives at **toolgpa.com**.

7,721	95	739	579
tools graded	categories	price changes on record	apps priced in 12 countries

What else is on toolgpa.com

Gloat, kept up to date

Everything in this guide, with prices and grades as they are today

toolgpa.com/tools/gloat

How grades are given

The rules behind every letter and every GPA

toolgpa.com/grades

Value charts

What each tool costs against what it scores, for every category

toolgpa.com/charts

Compare

Any two tools side by side, plan by plan

toolgpa.com/compare

Price changes

Every price rise and cut on record, each with its source

toolgpa.com/price-changes

Prices by country

What apps cost on the App Store in 12 countries

toolgpa.com/prices-by-country

Pay less

Every public discount: yearly billing, students, nonprofits

toolgpa.com/save

Keep or make

Which tools are worth paying for, and which you could build yourself

toolgpa.com/keep-or-make

Scan for the live page

Prices and grades as they are today

Quoting this guide?

Please name ToolGPA and link to the live page, so readers can check the figures for themselves:

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ToolGPA, "Gloat: The Insider's Guide", checked
Nov 13, 2026. https://toolgpa.com/tools/gloat
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Know someone choosing between hiring and applicant tracking tools?

Send them this guide: toolgpa.com/tools/gloat/guide

ToolGPA elsewhere: youtube.com/@toolgpa

See our other guides

The best-graded hiring and applicant tracking tools after Gloat, each with an Insider's Guide of its own.

Hiring & Applicant Tracking Insider's Guide

Every one of the 102 hiring and applicant tracking tools we grade, compared

Manatal Insider's Guide

Low-cost per-user ATS and recruitment CRM with AI candidate matching

2.8 GPA

Breezy HR Insider's Guide

Flat-priced applicant tracking with a free one-job plan

2.6 GPA

JOIN Insider's Guide

Multiposting and applicant management priced per open job

2.6 GPA

ToolGPA

Choosing software? Every tool graded, every price dated.

Compare tools at toolgpa.com ›

Everything in this guide is ToolGPA's own summary of what Gloat's pages, its app-store listings and public reviews said on the dates shown. Grades are our judgement under the rules at toolgpa.com/grades. Every grade, review and ranking on ToolGPA is our own judgement. No company can pay for a grade or change one. Gloat is a trademark of its owner, and this guide is not made, paid for or approved by Gloat. Prices and plans change: check gloat.com before you buy.