nSpire AI × GradLeaders

Career readiness, at scale
Theo is available through GradLeaders

THEO · AI CAREER COACH

Every candidate gets unlimited practice.

Theo runs lifelike interviews — behavioral, technical, case — and scores real performance. **Not scripts or quizzes.** Candidates improve through reps between live coaching sessions; coaches see exactly where to spend their time.

MOCK INTERVIEW · BEHAVIORAL — 11:07

"Tell me about a time you disagreed with your manager."

64	81	86
STRUCTURE	CONTENT	DELIVERY

Feedback. You gave the situation and the task, then jumped to the result — the action is where the story was. Shareable with your coach.

WHERE CANDIDATES STRUGGLE BETWEEN SESSIONS

92%
Interview anxiety
Knowing the framework is not executing under pressure.

1 in 70
Use STAR
Structure collapses the moment the question is live.

70%
Under-prepared
Candidates fail for lack of strategic preparation.

1:1
Doesn't scale
Coaching time runs out long before the caseload does.

HOW THEO WORKS

1
Custom interviews
Questions built to the target company, the role and the framework you teach — STAR included.

2
Live practice
A real interview out loud, with follow-ups. Self-intro, behavioral, technical, case, or a full mock.

3
Structured feedback
Scored on structure, content and delivery, with strengths, growth areas and next steps.

FOR CANDIDATES

- **Resume optimization, in conversation** — Theo works through the resume with you in chat, against the job, with an ATS-fit score.
- NEW **Build a resume from scratch** — no document to start from, just the conversation.
- NEW **Explore your career** — work out which roles fit before preparing for them.
- **Interview practice** — self-intro through full mock, unlimited and private.
- **Application kit** — resume and cover letter, matched to the posting.
- **Progress tracking** on content, delivery and domain expertise.

FOR COACHES & PROGRAMS

- **Train on your methodology** — your frameworks, your target companies.
- **Coach dashboard** showing who is improving and who is stuck.
- **Feedback shared** by the candidate, so live sessions start warm.
- **Adoption and engagement reporting** for leadership and accreditation.
- **Admin console**, role-based access, SOC 2 and GDPR documentation.

IN PRACTICE · REWRITING THE CODE — 10,000 seats · first six months

98%	5.6	5,000	807	1,800
onboarding completion	sessions per user	resumes optimized	mock interviews	applications submitted

> "nSpire is and should be the future of coaching — I had to be a part of it."
> LeeAundra Keany · Professor, UCLA Anderson School of Business · Founder, Keany Communication

Watch Theo handle your toughest interview scenario.

A 15-minute demo, live — not a recording.

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Book a demo