HenryHQ Quick Guide
Tiers, Scoring, & How It Works

HenryHQ is strategic job search intelligence. We tell you when to apply, when to pass, and how to position yourself for roles where you can actually compete.

Membership Tiers

Why we limit applications: Quality over quantity. Mass-applying to roles where you're not competitive wastes your time and hurts your credibility. Our limits encourage strategic targeting. At Partner and Coach tiers, "customized based on strategic need" means we work together to determine the right volume for your specific search.

Sourcer - Free

Three applications with tailored resume and cover letter. Job fit analysis with 50/30/20 scoring. LinkedIn profile analysis. Interview debrief analysis. Core dashboard metrics including interview rate and average time to interview.

Recruiter - $25/mo

15 applications per month with tailored documents and ATS optimization. Screening questions analysis to avoid auto-rejection. Application tracker. 15 conversations with Henry career coach. Limited access to outreach templates and interview prep. One mock interview monthly (recruiter screen format). Full dashboard analytics.

Principal - $69/mo

30 applications per month. Full outreach templates for hiring managers and recruiters. Company and role intelligence. LinkedIn recommendations. Application alerts when opportunities go stale. 30 Henry conversations. Complete interview prep with talking points, gap mitigation, and company research. Five mock interviews monthly. Salary benchmarking.

Partner - $129/mo

Applications customized based on strategic need. Document refinement through Henry. Full LinkedIn optimization. Story Bank for behavioral interview examples. Ten mock interviews monthly. Negotiation guidance. Unlimited Henry conversations with memory. Dashboard with strategic insights. One 30-minute live session with a Career Coach monthly.

Coach - $225/mo

Everything in Partner plus: Career level assessment. Cross-interview pattern analysis. Rejection forensics to understand why you're not advancing. Full negotiation support. Unlimited mock interviews. Dashboard benchmarking against similar candidates. Two 45-minute live sessions with a Career Coach monthly.

Job Fit Scoring (50/30/20)

We evaluate fit using three weighted components that reflect how recruiters actually screen candidates.

50% Skills Match

Do you have the technical and functional skills required? Skills gaps are the number one reason candidates get screened out.

30% Experience Match

Does your work history align? Industry relevance, functional experience, and the problems you've solved matter.

20% Scope/Seniority Match

Are you at the right level? Team size, budget responsibility, and decision-making authority determine fit.

Fit Score Recommendations

Score	Recommendation	Guidance
85-100%	Strong Apply	Highly competitive. This role aligns well with your background.
70-84%	Apply	Solid fit. Minor gaps addressable in your application.
55-69%	Consider	Gaps exist. Apply if you can clearly address them.
40-54%	Apply with Caution	Significant gaps. Weigh whether it's worth your time.
25-39%	Long Shot	Major gaps. Low probability of advancing.
0-24%	Do Not Apply	Fundamental misalignment. Don't waste your time.

Eligibility Gating: Some requirements are non-negotiable. If a role requires seven or more years of people leadership and you have none, we'll tell you directly rather than giving false hope.

Reality Check: For stretch roles, we show market context: expected applicant volume, competitive talent pool, and whether it's worth your time.

Henry: Your Career Coach

Henry is your strategic career coach. From the moment you onboard, Henry guides you through every screen and every decision. This isn't generic advice. Henry understands how recruiters evaluate candidates, what hiring managers care about, and where job seekers go wrong.

Key Capabilities

Pipeline Awareness: Henry knows your active applications, upcoming interviews, and recent rejections. He flags stalled applications and suggests follow-ups.

Page Context: Henry knows what you're working on. Ask about gaps while viewing results, or prep questions while on interview prep.

Emotional Adaptation: Henry adjusts tone based on where you are. Supportive when you're struggling, direct when you're confident.

> **What Henry Won't Do:** Fabricate experience, invent metrics, or tell you what you want to hear. Honest feedback is how you improve.

Resume Quality Score (0-100)

Every resume receives a quality score. We evaluate content quality, ATS compatibility, keyword coverage, structure, and career narrative. We detect your career level (IC, Manager, Director, VP) and flag generic language, missing metrics, and weak bullet points before you apply.

LinkedIn Score (0-100)

Your LinkedIn gets scored on completeness, resume consistency, headline effectiveness, summary impact, and keyword optimization. We compare your LinkedIn to your resume side-by-side. Mismatched dates, different job titles, or missing roles raise recruiter red flags. We don't just analyze. We help you rewrite.