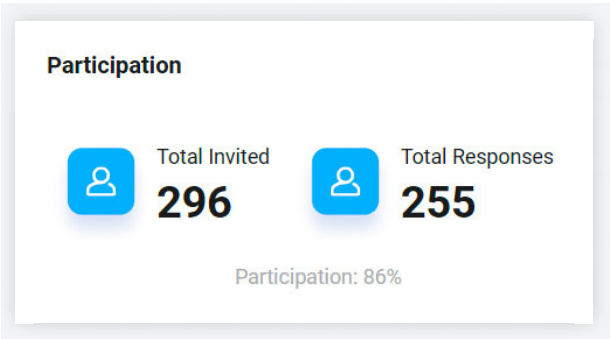People element

Dashboard User Guide

The Dashboard allows you to quickly see high-level details of your survey results. The following are standard dashboard components that display across all employee journey survey types.
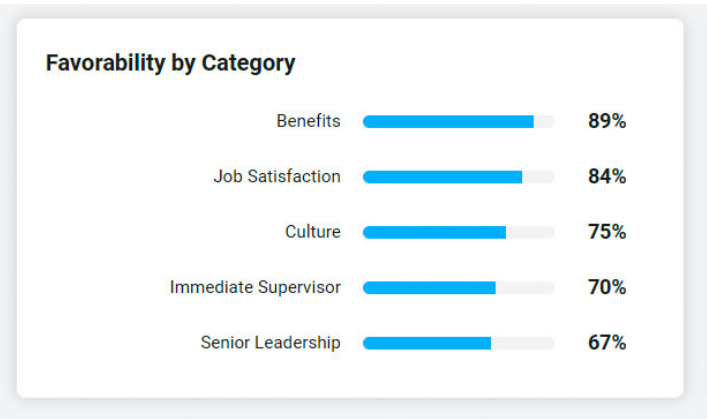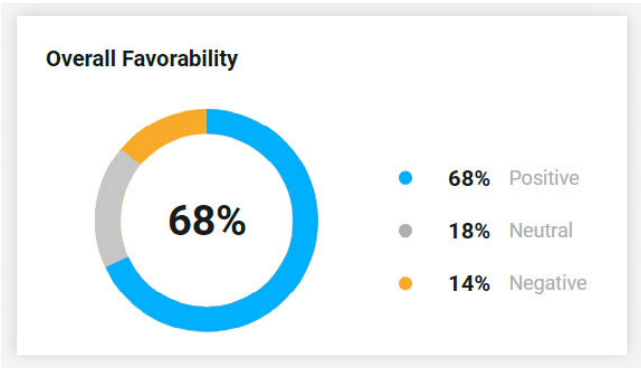
Participation

Participation

Total Invited
296

Total Responses
255

Participation: 86%

Total Responses: how many survey participants responded to the survey within the dates selected.

Participation %: the percentage of responses out of people invited. For "always-on" surveys, participation is based on the last 12 months from the selected end date.

Total Invited: how many survey participants were invited to take the survey within the dates selected. (Not available for anonymous surveys.)

Overall Favorability

The percentage of favorable responses calculated from single select rating questions. On a 1-5 Likert scale, favorable responses are 4 and 5.

Overall Favorability

68%

- **68%** Positive
- **18%** Neutral
- **14%** Negative

Favorability by Category

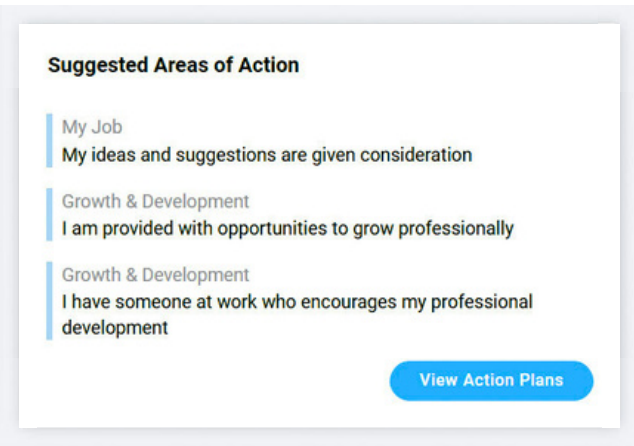|	
Benefits	89%
Job Satisfaction	84%
Culture	75%
Immediate Supervisor	70%
Senior Leadership	67%

Favorability by Category

The percentage of favorable responses for questions per category. Surveys are designed to group questions within a shared topic or category to provide a high-level summary of results.
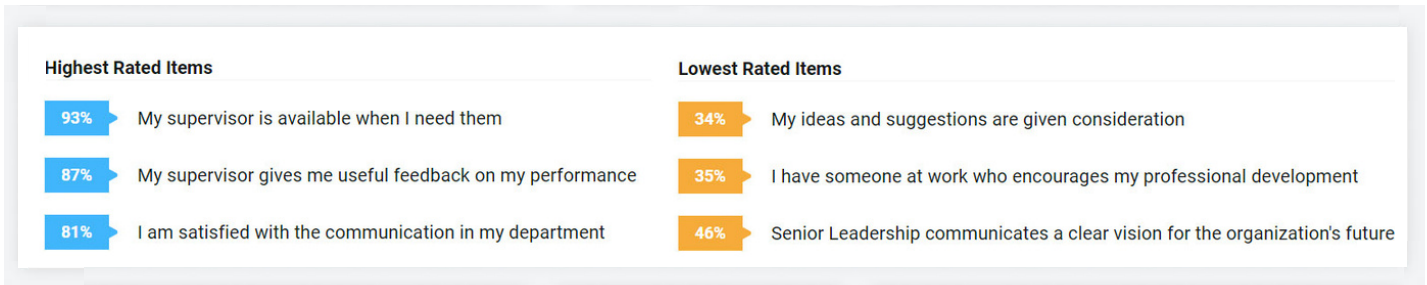
Suggested Areas of Action

Displays the top three survey items based on an algorithm that identifies areas of greatest impact if acted on. In the platform, there are best practice recommendations and action planning tools available to use.

Suggested Areas of Action

My Job
My ideas and suggestions are given consideration

Growth & Development
I am provided with opportunities to grow professionally

Growth & Development
I have someone at work who encourages my professional development

View Action Plans

Highest and Lowest Rated Items

Displays questions with the highest and lowest favorability scores. This widget only shows data for single select questions.

Highest Rated Items		Lowest Rated Items	
93%	My supervisor is available when I need them	34%	My ideas and suggestions are given consideration
87%	My supervisor gives me useful feedback on my performance	35%	I have someone at work who encourages my professional development
81%	I am satisfied with the communication in my department	46%	Senior Leadership communicates a clear vision for the organization's future

Dashboard Key Metrics

In addition to the standard survey dashboard insights, engagement and retention key metrics display for engagement, new hire, and exit surveys which can be used to drive organizational outcomes when addressed.

Engaged Employees *(engagement surveys only)*

Engaged Employees

61%

▲ +24pts

since last survey

👥 156 Engaged
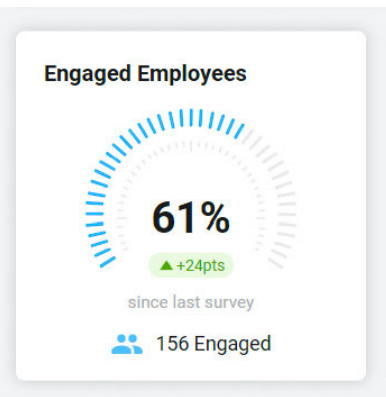
The percentage of people engaged based on their responses to the engagement index questions built into the survey. The gauge reflects those engaged from 0% to 100%.

▲ +24pts   A comparison to your last engagement survey may display an increase or decrease in percentage points.

👥   represents the total number of people who are engaged based on the engaged percentage.

Engagement Benchmark *(engagement surveys only)*

Using real employee data, our benchmark categorizes engagement scores into four quartiles and highlights where your engagement score falls against the benchmark.

The median engagement score, or 50th percentile, is based on 60% engaged employees. If you have an engagement score of 60% this means your score is higher than 50% of other companies.

Engagement Benchmark

Your Score 61%

Bottom Quartile		Median		Top Quartile
0%	52%	60%	66%	100%
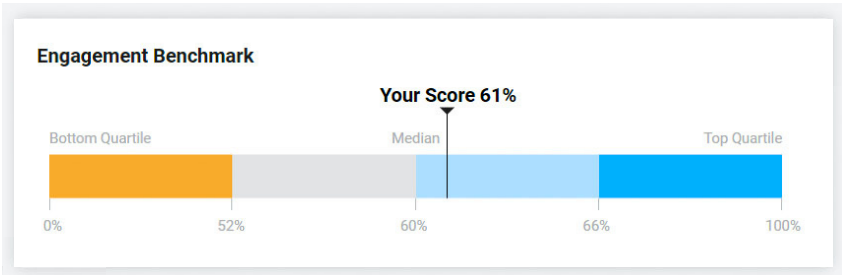
Top Drivers of Engagement *(engagement surveys only)*

These are the specific drivers of engagement based on your survey results. Powered by a key driver analysis, the questions that have the most impact on engagement are highlighted here. If you focus actions on key drivers, you are more likely to improve engagement.
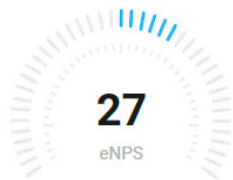
Top Drivers of Engagement

🔑 I am kept informed about matters that affect me

🔑 I am satisfied with the communication in my department

🔑 I have someone at work who encourages my professional development

View All

Employee Net Promoter Score

Employee Net Promoter Score (eNPS)

People who recommend the organization as a good place to work

27
eNPS

43% | Promoters (N=108)

42% | Passives (N=106)

16% | Detractors (N=40)

Determined by results from the survey question "I would recommend this organization as a good place to work." The percentage of detractors is subtracted from the percentage of promoters and the resulting score can range from -100 to +100.

A score above 0 means you have more happy employees advocating for the company compared to unhappy employees who may have a negative impact on your employer brand.

Likely to Stay *(new hire, stay, and onboarding surveys)*

A turnover prediction metric that tracks the likelihood of employees to stay with the organization based on the percentage who respond favorably to the question "I plan to be here at least 1 year from now."

Monitor changes in conjunction with opportunity areas to guide action and intervention early in the new hire journey to address potential barriers before people decide to leave.

Likely To Stay

58%
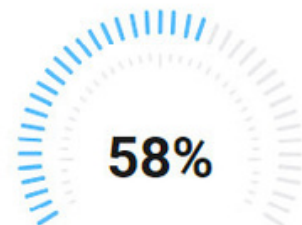
👥 60 People

Likely to Return *(exit surveys only)*

Likely To Return

77%

👥 20 People

A prediction metric that tracks the likelihood of employees to return to the organization based on the percentage of people who respond favorably to the question "I would consider returning to the organization." Refer to your rehire potential report in the platform to reach out to people who said they would consider returning.

Turnover *(exit surveys only)*

Number of employees who left the organization and were invited to the exit survey.

Turnover
Total exits per month

Jul'22 Aug'22 Sep'22 Oct'22 Nov'22 Dec'22 Jan'23 Feb'23 Mar'23 Apr'23 May'23 Jun'23

Exits

12 Month avg   **147** Total

Total: the total number of exits or termination dates within the time frame shown on the graph.

Month avg: the average number of exits per month over the time frame shown on the graph.

Projected Turnover *(new hire, stay, and onboarding surveys)*

The number of people who indicate they are likely to leave the organization by providing an unfavorable response to the question "I plan to work here for at least 1 year from now". On a 5-point scale an unfavorable response is a 1 or 2.

Total: the total number of people likely to leave the organization for the months displayed on the graph.

Month avg: the average number of people likely to leave the organization per month.

Projected Turnover
Number of people likely to leave based on their survey responses

Dec'22 Jan'23 Feb'23 Mar'23 Apr'23 May'23 Jun'23 Jul'23 Aug'23 Sep'23 Oct'23 Nov'23

New hires projected to leave

11 Month avg   **136** Total