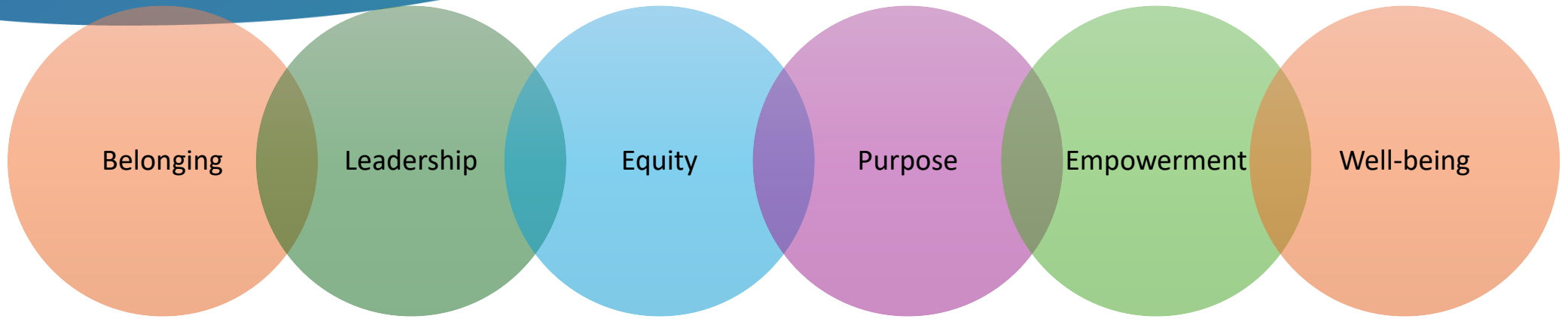

Product Spotlight

Be Heard | One Powerful Platform

Travis Poppleton 10/24/2024

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Agenda

- Be Heard today
- What is coming to Be Heard
- A new way of listening
- The One Powerful Platform

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Quick Demo

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Magic mirrors and perfect conversations

Managing social circles

- If we could see the world through pulse surveys

A perfect conversation

- Sense of purpose – **purpose**
- Belonging and community – **belonging**
- Mentor or leadership - -**leadership**
- Are things fair – **equity**
- The power for change -- **empowerment**
- A sense of wellbeing -- **well-being**

"When people feel valued at work, they're more satisfied, more creative, and more likely to take risks to contribute in positive ways."

--Isaac Prilleltensky, PhD

Engagement Model Breakdown

Belonging: Fostering a sense of belonging helps employees feel both seen and validated. Promoting an inclusive workplace advances collaboration, mental health, creative problem solving, and overall engagement.

Wellbeing: Physical, mental, and emotionally healthy employees are more likely to remain focused and motivated, encouraging supportive collaborations and greater capacity for challenging obstacles and problem solving.

Leadership: Credibility and honest communication drives loyalty throughout a workplace culture. Transparent leaders who invest in their employees see higher levels of innovation and intelligent risk taking resulting in successful outcomes.

Equity: When employees feel opportunities, promotions, and recognition are awarded based on merit and not favoritism, it translates to a more engaged workforce because employees feel their contributions will be recognized regardless of background.

Purpose: Employees who feel their goals and values align with those of their workplace are more likely to go the extra mile and show initiative. Purpose is one of the clearest indicators of employee retention.

Empowerment: Empowerment gives employees the authority, resources, and support they need to make decisions. This fosters a culture of self-learning and ownership, reducing micromanagement and preparing future leadership.

Engagement Model Model

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Coming Features

- Cross application insights
- Open AI
  - Benchmarks
  - Insights
  - Summarizations
- Participation and deskless focus
- Features from the One Powerful Platform

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Results for Q3 2024 Engagement Survey

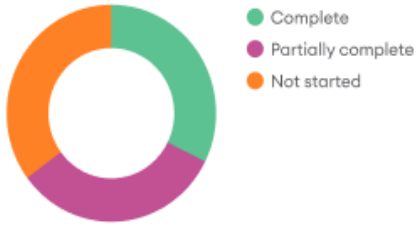
← Back to Surveys List

Participation | Engagement Scorecard | Questions | Indicators | Trends

Recognition Received = Highest | Filter 1 | Refresh data | Export

Engagement Scorecard

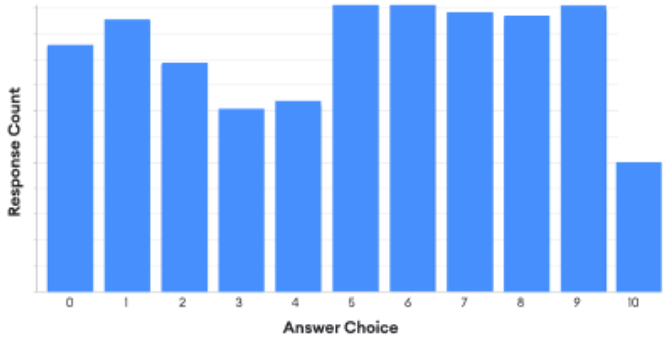
Participation



eNPS Score

eNPS Response Distribution

How likely are you to recommend this company as a place to work?



How does my eNPS Score compare?

Your eNPS score of 63 is:

- Higher than the average for companies in your industry
- Similar to the average for companies of your size
- Higher than the average for companies of your size in your industry

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Retention

Filter | Clear all

Search filters

Participants

Department — Select all

Manager — Select all

Location — Select all

Recognition Received — Deselect all

- [x] Highest
- [ ] Above Average
- [ ] Average
- [ ] Below Average
- [ ] Rarely
- [ ] Never

Recognition Sent — Select all

Wellness Activity — Select all

Strong recognition programs have a **retention rate 18%**

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Written Response Results

Here's a summary of what your participants said:

- When asked XYZ, most respondents mentioned this topic, this topic and this topic
- When asked XYZ, some respondents mentioned this topic
- When asked XYZ, respondents often said XYZ
- When asked XYZ, most respondents mentioned this topic and this word
- When asked XYZ, most respondents mentioned this topic, this topic and this topic

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What's the best thing about working at this company?

Response	eNPS Score
Lorem ipsum dolorit	Promoter
Lorem ipsum dolorit	Detractor
Lorem ipsum dolorit	Detractor
Lorem ipsum dolorit	Passive
	Promoter

Most Common Words

One of Gallup's biggest discoveries: the manager or team leader alone

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Thank you