

THE HAPPINESS INDEX

Employee Voice 24/7
Methodology



**FREEDOM
TO BE
HUMAN**

One of the cornerstones of our vision of Freedom to be Human is that everyone has a voice. To bring this to life we created our Employee Voice 24/7 product.

Employee Voice 24/7 is an open survey which allows your employees to feedback on how they are feeling 24 hours a day, 7 days a week. It allows your people to provide feedback when they want to and not just when they are asked.

The data is collected and summarised in real time via simple dashboards that help your leadership team understand how their people are feeling.

It enables you to effectively manage your organisation by listening to your people, identifying key themes that are important to them, allowing you to create meaningful action plans.

Employee Voice 24/7 is designed to be technology agnostic meaning we can gather responses from the following technologies:

WhatsApp



Email



SMS



QR



Kiosk



Mobile



Desktop



Voice



Employee Voice 24/7 is a simple one question survey. That question is 'How are you feeling today?'. When people respond they are asked for a rating between 1 to 10 and to provide a comment as to why they gave that score.



Why is it a single question?

The foundations of Employee Voice 24/7 stem from Neuroscience. By asking for a rating we are able to tap into the emotions of the individual and the comment allows the individual to be reflective and provide context to how they feel. We deliberately didn't include further questions to Employee Voice 24/7 as we didn't want individuals to rationalise their emotions.

What's the science behind it?

As mentioned the foundations of Employee Voice 24/7 sit in Neuroscience. The objective is to get to the route of human behaviour within organisations and this is not possible without understanding the emotional state of your people.

As with any feedback, people answer according to their narrative and how they see the world. Employee Voice 24/7 provides the opportunity for companies to get to the source of this emotion. By understanding how their people view the world over time and using this insight to develop their strategies, companies can help **each employee maximise their potential and therefore the potential of the collective.**

Exec Summary

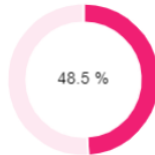
EXECUTIVE SUMMARY



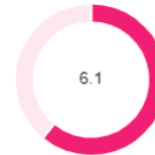
Number of Responses



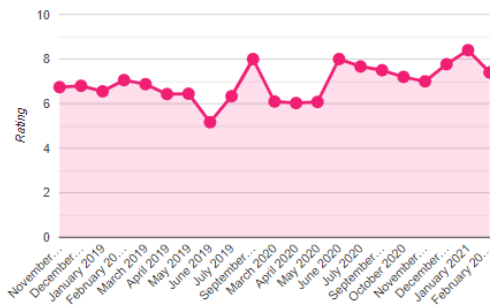
% Favourable



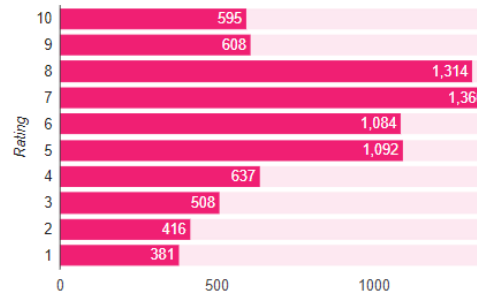
Survey Average



Trends (by month)



Score Distribution



Theme and Sentiment analysis

HOW ARE YOU FEELING TODAY?



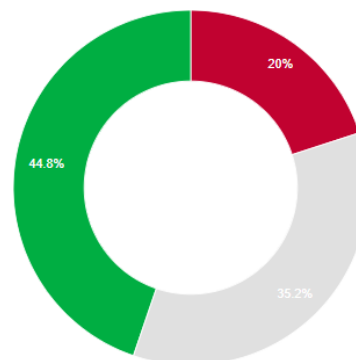
Top 5 Positive Themes

Theme	Mentions
work (OTHER)	426
home (LOCATION)	196
family (PERSON)	181
sun (OTHER)	160
team (ORGANIZATION)	147

Top 5 Negative Themes

Theme	Mentions
work (OTHER)	202
people (PERSON)	134
situation (OTHER)	96
virus (OTHER)	84
anxiety (OTHER)	82

Sentiment Breakdown



■ Negative - Scores of -0.25 or below
■ Neutral - Scores between -0.25 and 0.25
■ Positive - Scores of 0.25 and above

In case you had any questions, we thought it would be helpful to explain the scoring and how we created Employee Voice 24/7.

Questions

Our experience of running employee feedback programmes and our extensive knowledge of neuroscience helped us design Employee Voice 24/7. The survey has been validated to ensure it creates reliable results.

Scoring

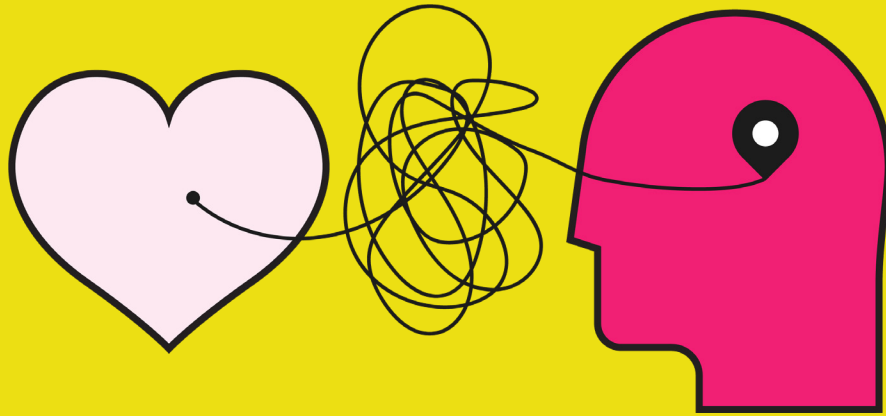
Employee Voice 24/7 scores questions on a scale of 1-10, where 1 represents the lowest score, and 10 represents the highest.

Benchmark

We generate the benchmarks from anonymised participant data.

Model & Research

Employee Voice 24/7 and the insights platform was designed by business leaders, neuroscientists, data analysts and product developers. With our years of experience and extensive research, Employee Voice 24/7 generates maximum insight into how you're people are feeling and seeing the world by using just a single question.



HAPPINESS & HUMANS COMMUNITY

Click the links below to join our community and help create more happiness.
Our goal is to reach 100k members. We'd love YOU to be part of that!

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