Results explorer

30-60 minutes

This is a little helper for you to **reflect on the survey results** and **prepare for the discussion in the team** individually.

1 Have a look at the **scores and comments** and write down your **key insights** (tips on pages 2 & 3).

2 **Note the topics** you would like to discuss **on post-it notes** for easier sharing with the team.
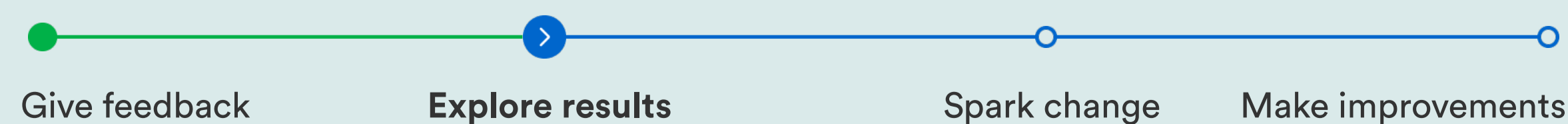
Frequent likes

Frequent wishes

Reflection questions

- Which topics are expressed in the comments?
- Which of them are relevant to your team?
- What have you observed about these topics yourself?
- What are possible root causes?
- What additional information is required to address the issues mentioned?

Next step
Spark change by discussing the results in the team. Try our results discussion guide!

This is the second step in your journey to improve collaboration with Pulse Feedback.

Give feedback — **Explore results** — Spark change — Make improvements

How to read the results?

creaholic
PULSE FEEDBACK

Scores

By definition, there are no "good" or "bad" scores. Results must always be seen in the context of the current team's situation.

Score > 0   There are more people in the category Keep it up than in the category Improve.

Score = 0   There are no people or the same number in the categories Keep it up and Improve.

Score < 0   There are fewer people in the category Keep it up than in the category Improve.

Comments

Scores should not be interpreted in isolation, but in conjunction with the comments. It's important that the results are discussed and elaborated within the teams.

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Results from other teams, divisions or surveys can be seen and compared here.

The results can be exported. Materials for the results discussion are available here.

By default, questions are sorted by score: the question with the highest score is at the top. You can find the comments with one click.

For each question, an overview of the ratings is provided.

For each question, a detailed view of the comments (including text analysis) is provided.

← Home

Work with results ▼

Team survey created by Demo

Demo survey – Wave 2

● Active until 31.08.2030

58% participation

Results of   All participants   Agents   +

Time comparison   Sort by: Score ▼

Work situation
I currently have everything I need to do a good job.

20%   20%   60%   Score 40 >

Reliability
In my work environment, I can rely on others.

80%   20%   Score 20 >

Error culture
In my work environment it is safe to take conscious risks.

20%   60%   20%   Score 0 >

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Work with the results ▼

Work situation

rrently have everything I need to do a good job.

41 of 56 possible answers (73%)

Improve   12%   61%   27%   Keep it up

● Improve   ● Neutral   ● Keep it up

Show distribution

Language   English (37)

Frequent likes   work environment   good team spirit   many exciting projects   creative freedom

Frequent wishes   day work   downsides   good reinvention   dream teams

39 comments