

# THE PULSE FRAMEWORK

## Our 5-step formula to better engage your employees



### PULSE FOR FEEDBACK

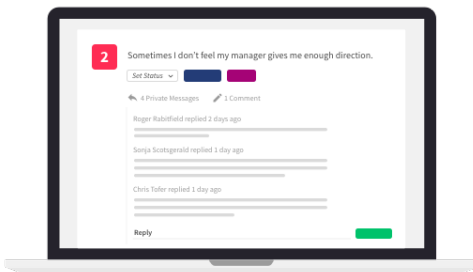
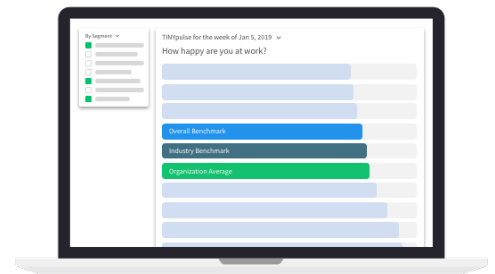
TINYpulse provides you with an easy way to stay in constant connection with your employees by soliciting feedback regularly and in a digestible manner:

- Light-weight, frequent one question surveys to collect feedback from your employees in real-time.
- Employees answer anonymously, opening new lines of communication.

### UNDERSTAND TRENDS

TINYpulse gives you the data you need to understand what's driving culture within your organization:

- We give you the ability to slice and dice your data by team, by gender, by tenure, by location etc.; you're able to view the results in the exact way you need.
- TINYpulse uses sentiment analysis and machine learning to analyze all feedback to give you digestible information about what's driving your culture.



### LAUNCH INTO ACTION

Collecting feedback isn't enough, if you don't act on it. We've made taking action easy:

- We enable managers to continue the conversation and directly reach out to their employees to move towards a resolution, all while maintaining anonymity.
- Through private messages, you can ask for clarity, ask for ideas on how to solve the problem, or offer encouragement to employees to speak to their manager directly.

### SHARE BACK RESULTS & EVANGELIZE WINS

Easily highlight for employees what your company has achieved so that they see how their ideas are helping to transform company culture:

- Communicate initiatives to your employees based on the feedback you received by using the Wins Board.
- Increase transparency by easily creating a summary report to share with your team, your company, or your board.

