

What is TINYpulse?

TINYpulse is a cloud based employee engagement platform we use to provide you a voice in shaping the culture of our organization.

Why are we using TINYpulse?

We strongly believe that every employee here at _____ is responsible for building and shaping the culture and environment of our organization, not just management. Instead of conducting a traditional survey once a year with 50+ questions to gauge how happy, frustrated, or burnt out our employees are, we've chosen to survey our employees with only ONE question, just more frequently.

What to expect?

- You will receive an email from TINYpulse on a regular basis to ask about your feedback
- Click the link in the email to fill out your survey
 - 3 parts to every survey:
 - Survey Questions
 - Virtual Suggestions (suggestion box)
 - Cheers for Peers (recognition for your coworkers)

Code of Conduct

1. Complaints against other co-workers will only be acknowledged if said person is mentally/physically harming you, OR their behavior is damaging to the company.
2. If you have a virtual suggestion, include a virtual solution.
3. Do not use Cheers for Peers to send any negative information - Cheers for Peers may be anonymous to you, but it's the only thing that's NOT anonymous to the administrator so we can see if you are using it to harass or disparage someone. (Nobody has done this at all, but since we're making rules, we might as well include this.)

Just ask yourself

- Does this comment/suggestion benefit our organization in some way?
- If I'm complaining about something specific, what is the solution I'm offering?
- Am I sure I'm not just using this to vent?

We recognize the importance of making sure your feedback and suggestions are truly taken seriously and are properly addressed. Therefore, if you choose to actively participate in improving our culture via the TINYpulse platform, here is what you can expect from management.

Management will:

- Review TINYpulse results on a weekly basis
- Share back the survey results

Management will send a link to the most recent completed survey results every (Thursday? Friday? Two weeks?) via email

- This will give you a glimpse of what your coworkers are feeling
 - This will allow management to express their thoughts by adding notes to the comments
 - All survey responses remain anonymous of course, but if you want your virtual suggestion only visible to management, then check the box “Do not share this suggestion”
- Private message in response to comments and suggestions that are constructive and warrant more discussion
 - Monitor virtual suggestions and add them to the “Wall of Wins” if/when action is taken

We encourage employees to:

- Lead with solutions

Strive to be constructive with your comments and suggestions. Feel free to express your frustrations and concerns, but aim to provide tangible solutions that would improve your status.

- Respond to private messages

If managers are private messaging you, it is because they truly want to address your comment, but they need more information, context, and discussion to properly proceed.

You remain anonymous throughout the entire private message conversation.

- Send cheers to your coworkers

A little recognition goes a long way!