

THE SCIENCE BEHIND EMPLOYEE ENGAGEMENT & TINYpulse

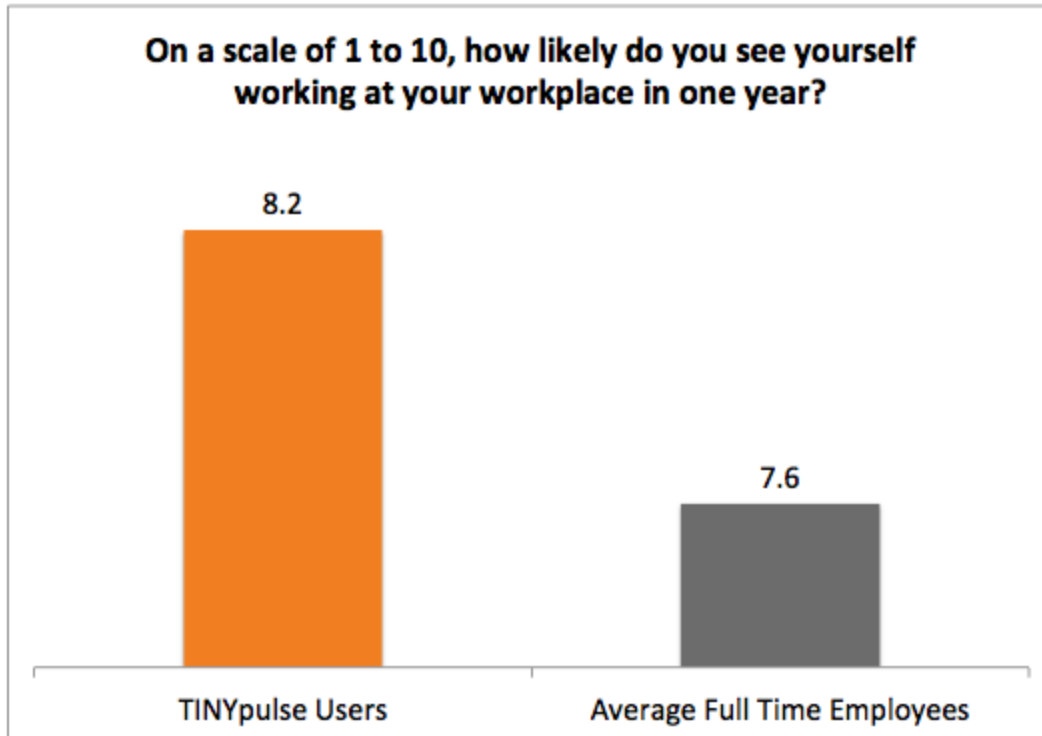
Enjoy Higher Metrics Across Engagement Dimensions with TINYpulse

Are you wondering if TINYpulse will really make a difference in your workplace? The answer is yes!

Organizations using TINYpulse enjoy significantly higher scores across a variety of dimensions associated with workplace satisfaction and long-term retention. These include satisfaction with supervisors and peers, appreciation of workplace culture, opportunities for recognition and professional growth, and management transparency.



This all nets out to one key thing: employee retention! Employees using TINYpulse are far more likely than the average employee to report that they'll be sticking around longer.



Why all this upside? TINYpulse empowers managers with the timely data they need to make informed changes to improve workplace culture. Employees enjoy vibrant workplaces that foster engagement. Employers enjoy team members that are more productive, innovative, and engaged...not to mention a workforce that they will actually retain.

Happiness Matters

We get the question “why do you ask employees how happy they are at work?” Is that really the right thing to benchmark. Yes, it is. Happiness has strong associations with several factors that lead to workplace satisfaction.

Just look at the correlation table below. It compares several of the dimensions that TINYpulse regularly probes on—the extent to which employees feel valued, the quality of workplace culture, satisfaction with colleagues and supervisors, etc.—to general happiness at work.

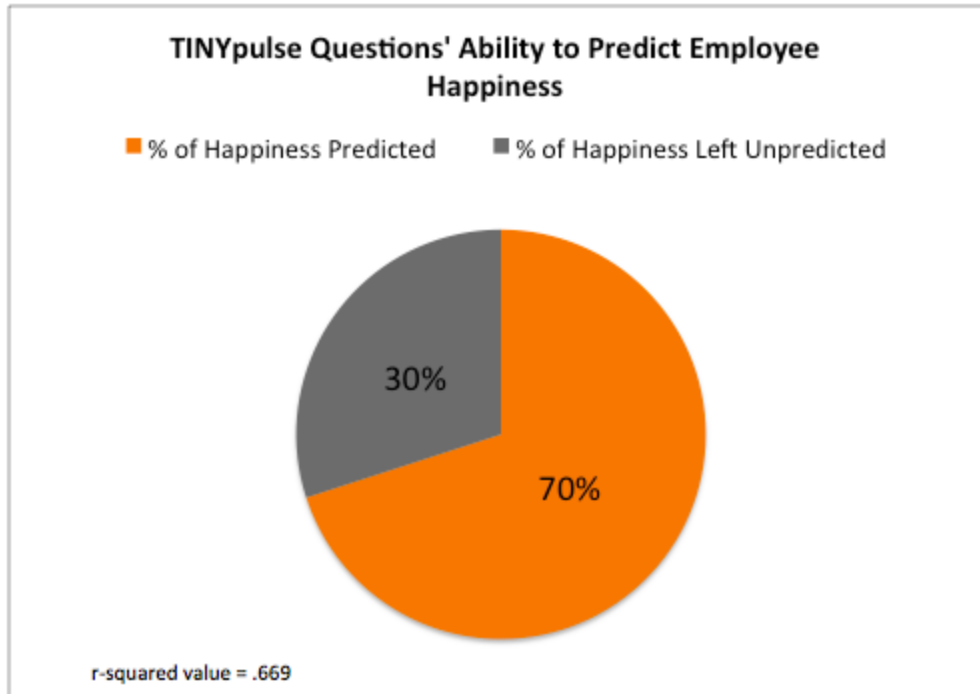
Correlation Between Workplace Metrics and Employee Happiness

Feeling valued at work	0.78
Quality of workplace culture	0.75
Recognition for doing a great job	0.69
Satisfaction with colleagues and team members	0.64
Opportunities for professional growth	0.63
Performance of direct supervisor	0.60
Management transparency	0.58

The one thing you'll note: these dimensions all have *extremely* high correlations to happiness. And, these are all things that leaders can actively work on to create more engaged, productive workforces. With TINYpulse, you'll get all the data you need at a glance to make real, material workplace improvements.

Employees Are Happier Because We Give Managers the Data They Need On the Issues That Impact Engagement

When academics set out to study human behavior, they hope they can explain 50% of the causes behind the behavior. With TINYpulse, you can explain 70%! Our carefully-selected questions capture major factors that drive employee happiness, and afford leaders the data they need to enact material workplace improvements.



That's why you'll see questions dealing with...

Interpersonal Relationships

- How would you rate your colleagues and team members at your workplace?
- How would you rate the performance of your direct supervisor?

Opportunities for Professional Growth and Career Progression

- How much opportunity do you have for professional growth in this organization?
- Yes/No: I feel that I am in control of my career path and that I am progressing in my personal and professional development at this company.

General Workplace Environment

- What three words would you use to describe your work culture?
- On a scale of 1 to 10, how would you rate your organization's culture?

Feeling Valued & Appreciated

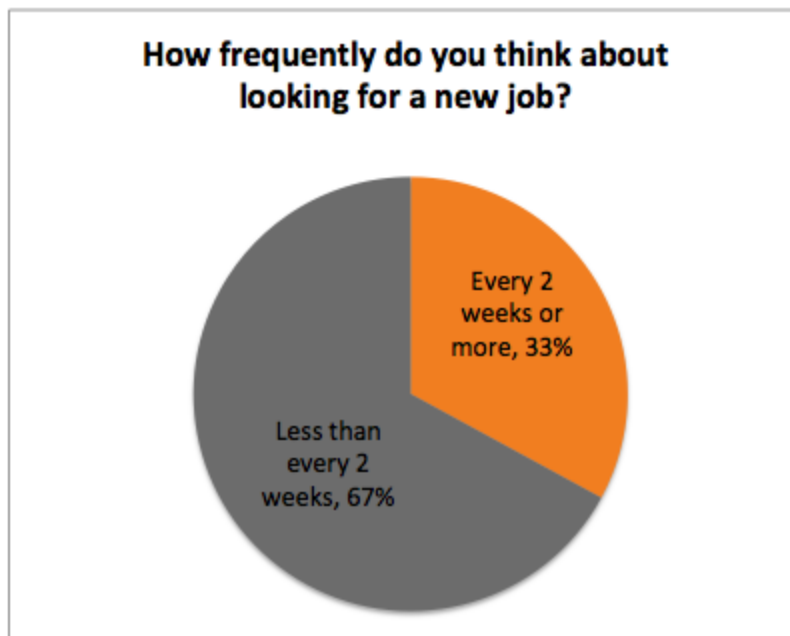
- On a scale of 1 to 10, how valued do you feel at work?
- Were you recognized the last time you went the extra mile at work?

These are the factors that are statistically shown to influence workplace happiness. Therefore, these are the factors we make sure you can probe on regularly.

Managers Get The Information In Time To Act

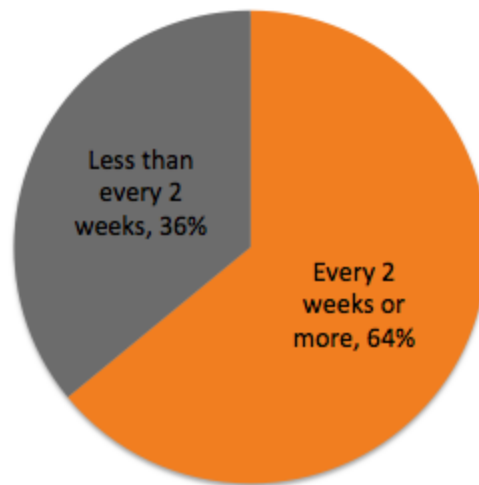
Unlike annual surveys TINYpulse lets leaders check in with their employees weekly or bi-weekly. And that's intentional. Employee sentiment ebbs and flows at the drop of a dime, and leaders must be on top of the little things that can lead to major attrition nightmares.

Don't believe us? How about this: 33% of all employees think about looking for a new job every two weeks or more.



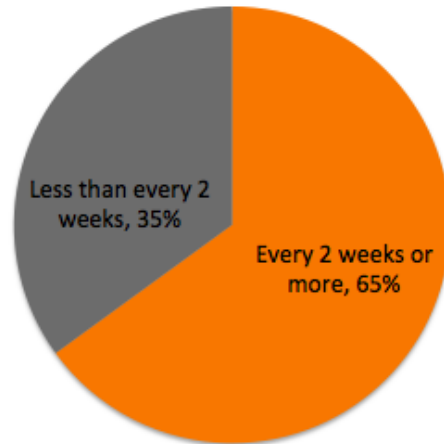
And regular pulsing is not overkill. Employees actually want their managers regularly checking in. 64% of all employees surveyed said they want their direct supervisor to ask them for opportunities to improve their workplace.

How often do you wish your direct supervisor would check in to see how you were doing and where there were opportunities to improve your workplace satisfaction?



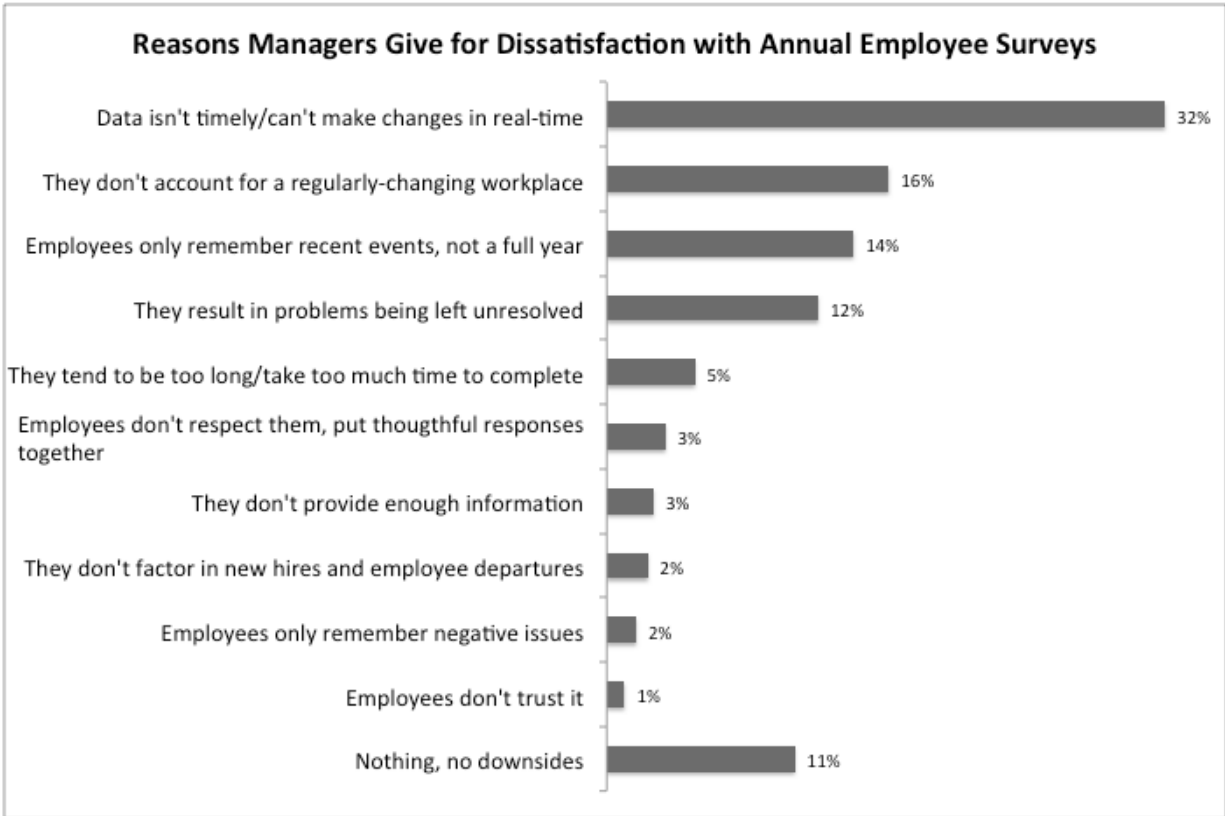
And it's not just employees wanting to share feedback. Managers want access to timely employee feedback too. 65% of all managers report that they want employee input at least once every 2 weeks...if not more often.

How often do you wish you could receive feedback from employees about how they were doing and opportunities to improve their workplace satisfaction?

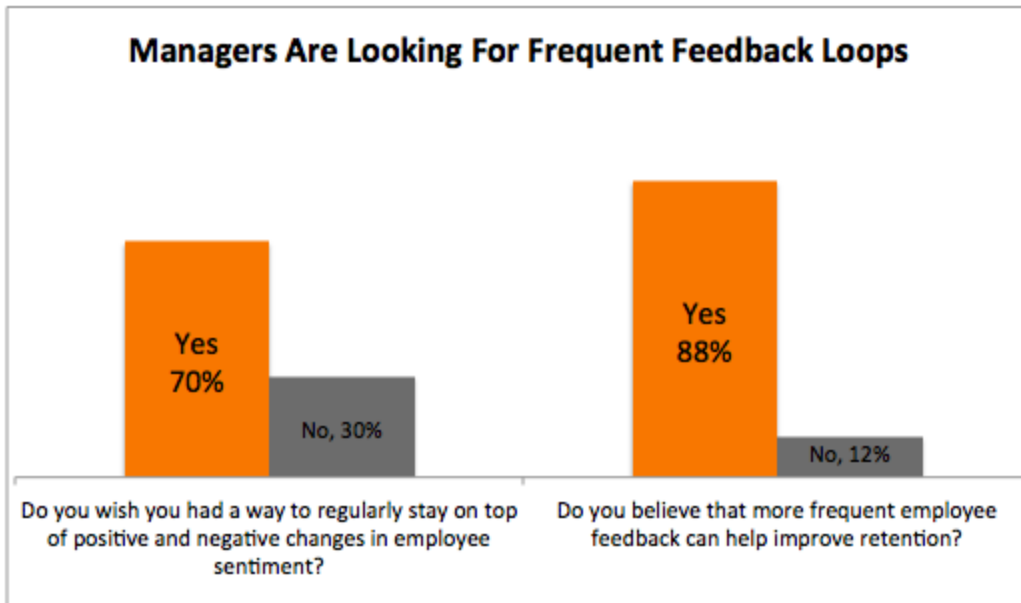


With this desire from employees and supervisors to share and receive feedback regularly, is it any surprise that managers are underwhelmed by annual surveys?

When we asked managers the #1 reason they were dissatisfied with annual surveys nearly one in three griped about the lack of timely data. 16% noted how they failed to measure the regular ups and downs in workplace dynamics while 14% commented that people only remember recent events, not entire year.



At the end of the day, leaders want timely feedback. 70% want a way to stay on top of positive and negative changes in employee sentiment. And a whopping 88% believe that these frequent feedback loops can improve employee retention.



Good thing TINYpulse offers those easy weekly or bi-weekly surveys, right?

Workplaces Get To Spread Positivity...And Engagement

TINYpulse purposely includes Cheer For Peers, a peer-to-peer recognition tool. Not because it's a nice-to-have but rather because it adds a vital element to workplaces that drives engagement and satisfaction: feeling appreciated. Just take a look at these compelling stats...

- **Recognition improves KPI's:** According to Human Resource experts [Bersin & Associates](#), engagement, productivity, and customer service are 14% better in organizations where recognition occurs.
- **Recognition impacts motivation:** [Socialcast](#) found that 69% of employees said they'd work harder if they felt their efforts were better appreciated.
- **Recognition keeps turnover low:** [Globoforce](#) found that 55% of employees not being formally recognized at work would consider leaving their workplace for an employer with a formal recognition program.

Thanks to Cheers for Peers being embedded in TINYpulse, it makes it really easy for all employees to give each other a high five for a job well done. It's one reason why 70% of TINYpulse users report having received recognition from their supervisor in the past two weeks. That's 40% more than the average employee out there.

Has a supervisor at your workplace given you any recognition in the past two weeks?

