

The Science Behind Officevibe

Get insights on your people you can't find anywhere else.



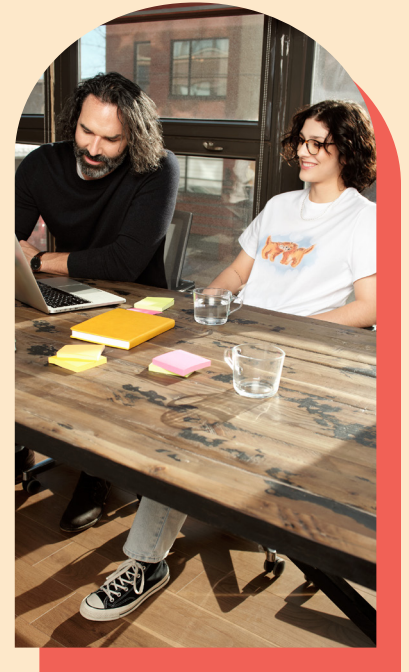
7.1 \uparrow 0.3pt
Relationship with Manager



Excellent!
8.6 \uparrow 0.9pt
Feedback

The Science Behind Officevibe

Officevibe is an online platform for managers. It helps them build better relationships with their people and create the conditions for great work. With weekly Pulse Surveys, Anonymous Feedback and smarter 1-on-1s, Officevibe gives managers the full picture of their team's needs, successes, and pains. And that helps them take action to improve their team's engagement.



Why focus on managers & employee engagement?

75%

75% of workers display low engagement or leave their jobs as a direct result of their manager or leadership.

21%

Engaged teams are 21% more productive than disengaged teams.

High levels of Employee Engagement lead to:

- Increased passion, often leading to innovation
- Increased performance and quality of work
- Higher employee retention

Why rely on Officevibe to get you there?

01. It's built by experts

Survey questions validated by Deloitte

We partnered with Deloitte's human capital experts to test and confirm the scientific validity of our survey model. We also checked our content and wording with them to give you the most accurate and actionable measures of employee engagement.

Reporting built by employee engagement experts

Employee engagement experts designed our scoring system. It breaks down survey answers into 10 Key Metrics and 26 Sub-Metrics to easily identify areas that need attention.

Feedback response guidance provided by HR experts

Responding to feedback can be challenging. That's why our HR experts designed feedback guidance to help managers answer tactfully and productively directly in-app.

1-on-1s designed to engage teams

Employees involved in setting goals are 4x more likely to be engaged. That's why our 1-on-1 and goal-setting tools are a shared responsibility between managers and team members.

1-on-1 questions based on neuroscience

Officevibe's 1-on-1 agendas come with question prompts for managers. They were developed in partnership with neuroscientists who outlined the best ways to build relationships, discuss work and articulate difficult topics.

SMART goals

Based on George T. Doran's SMART goal model (Specific, Measurable, Achievable, Relevant, Time-bound), our goal-setting tools empower team members to set goals with managers. So they develop in their roles & reach team objectives.

02. It's based on reliable data

Water-tight anonymity

Officevibe is designed to spark meaningful conversations by making employees feel they can be honest with their managers - and that's why protecting their identity is so important. To do that, Pulse Surveys are only sent to teams of 3 or more. Anonymous written feedback can only be collected in teams of at least 5 people. And, each survey has a different combination of questions. They're distributed at different times to further protect anonymity and prevent watercooler conversations.

Aggregated results

All Pulse Survey results are aggregated and anonymous. That makes the data reliable and helps remove bias.

Advanced algorithms

Our algorithm chooses survey questions for each employee by pinpointing the Sub-Metrics they have answered the fewest questions about within the last 30 days.

Data consistency

Fixed questions are the only way to make sure the data you receive is consistent across your team, organization, and industry. They ensure you can observe real trends through time. And they allow you to compare yourself to others accurately.

Engagement scores & eNPS

Overall scores are a combination of your engagement scores across the 10 Key Metrics and your employee Net Promoter Score.

Weighted scoring

Scores are a weighted average calculated over a 90-day period, though data is continuously collected. This 90-day rolling average allows for a more accurate representation of each individual on your team.

Trend Tracking

Our rolling 90-day average gives you enough time to see real trends emerge and means any fluctuations are due to significant changes.

Data Reliability Score

Each report is accompanied by a reliability score based on the ratio of people within your team or organization that have answered a specific question.



Bring out
the best in
your team.