

How do we protect our respondent's anonymity within our platform?

## GOLDEN RULE

We don't show results for a group of less than 5 respondents. This number can be increased to your organisation's preference.

## SURVEY ANONYMITY

Email addresses and names can never be associated with scores. To visualise responses, we use an anonymous reference number.

## FEEDBACK LOOP

We facilitate two-way anonymous conversations with survey respondents. Allows organisations to address employee feedback whilst respecting their privacy.

# ANONYMITY IN OUR PLATFORM

## GOLDEN RULE OF 5

*What is it?* Our Golden Rule means that if there are less than 5 survey respondents, the results won't show in order to protect people's privacy. *Where's the benefit?* You're more likely to get a higher volume of feedback when your people feel safe that their comments won't be traced back to them.

Summary
Response Analysis
Highs and Lows
Responses
Filter Comparison
Heatmap
Sentiment Analysis
Trends
Key Driver Analysis

**Ok it looks as though there's not enough data here...**

You may be seeing this because either no data has been collected or the survey is anonymous and there are less than 5 responses, showing this data would allow you to identify these individuals due to the volume of responses. If you have applied a filter, try removing it to include a larger set of individuals.

## WHAT DOES FEEDBACK LOOK LIKE IN THE PLATFORM?

*What is it?* When visualising people's responses, our platform allocates a unique voter ID that enables you to understand whether those responses come from the same individual. *Where's the benefit?* In our anonymous surveys, the unique voter ID can never be tied back to an individual, and employees' names and email addresses are never matched with their scores or filter information (e.g.location, department etc).

| Open Questions           |  |                                   |
|--------------------------|--|-----------------------------------|
| Select a question:       |  |                                   |
| All questions            |  |                                   |
| Show                     | 100 entries  |                                   |
| Voter Name               | Question Text  | Comment                           |
| Voter 624ec8060efdf68014 | What's the most impactful action we could take to create a more equal culture where everyone can thrive? | Encourage a culture of listening. |
| Voter 624ec8060efeb68019 | What's the most impactful action we could take to create a more equal culture where everyone can thrive? | Listen to people                  |
| Voter 624ec8060efee67802 | What's the most impactful action we could take to create a more equal culture where everyone can thrive? | Removing unconscious bias         |

## CLOSING THE FEEDBACK LOOP

*What is it?* When leaving comments, the respondent decides if they want their feedback to be addressed and invites a manager to a two-way conversation to safely close the feedback loop. *Where's the benefit?* Conversations are completely anonymous and the only reason an email address is asked for is because people might not want to use their corporate email. It's all about convenience, efficiency and anonymity.

## EMPLOYEE VOICE 24/7

Thank you, we really appreciate you taking the time to give us your feedback.

Would you like us to send you a copy of your response?

No ☐ Yes ☒

Would you be happy for someone to contact you if they want to get further context to your comment(s)?

No ☐ Yes ☒

What email address should we send this information to?

(This is solely used in relation to the above and your identity and email will remain anonymous)

hello@thehappinessindex.com

Submit