

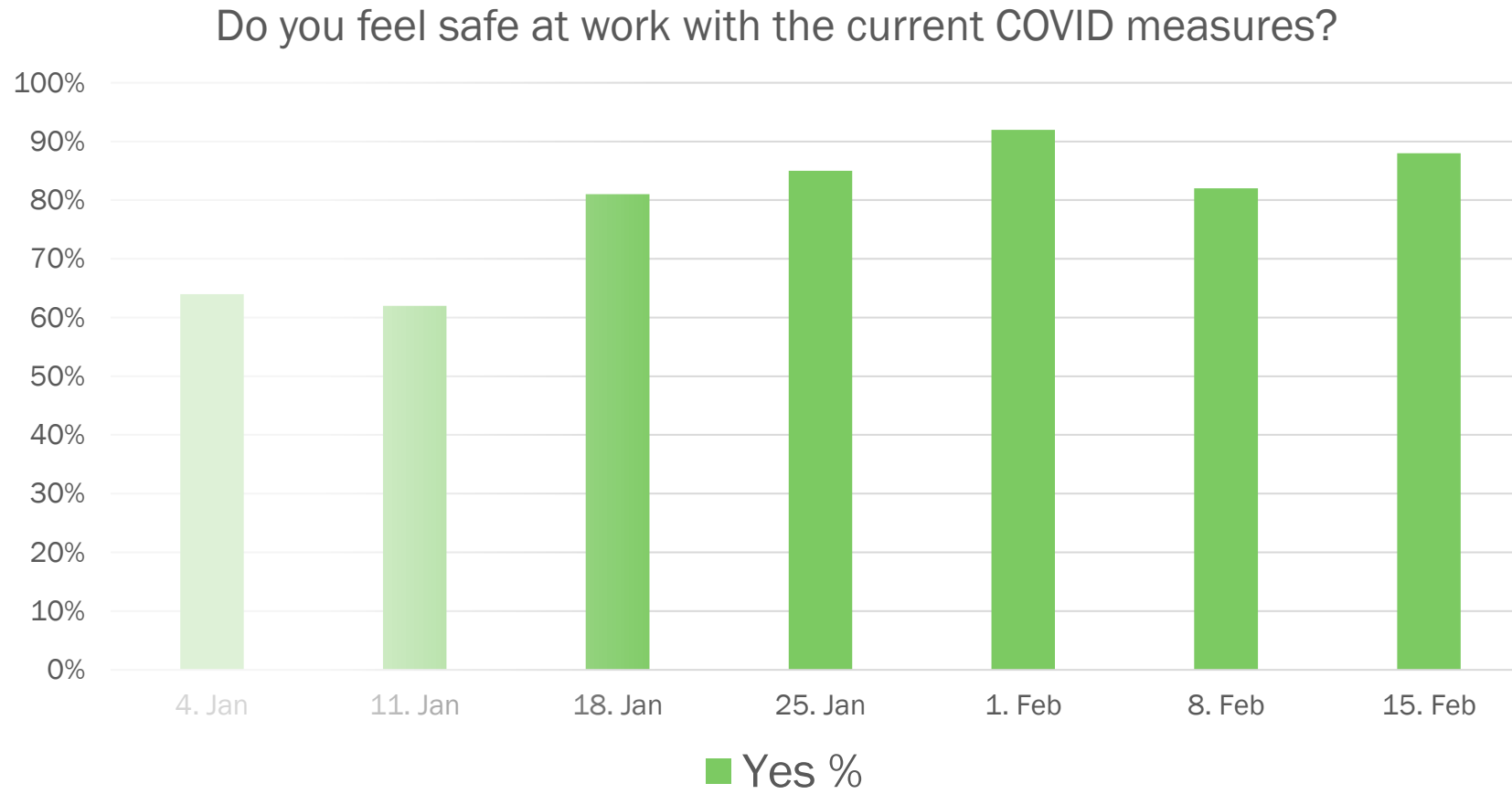
Peoplegeist Micropolling

Tracking real-time employee sentiments

Measure • Understand • Act • Repeat 

Do your employees feel safe with
the COVID-measures **today**?

Micropolling tells you in **real-time** what your employees think



Tracking real-time employee feedback allows you to act before it becomes a crisis

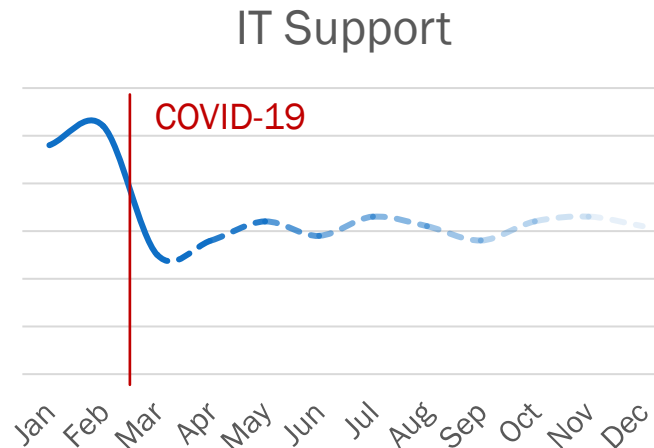
1 Can't see crisis / trends

Asking once a year captures only a snapshot. You don't see crises and trends forming during the year.



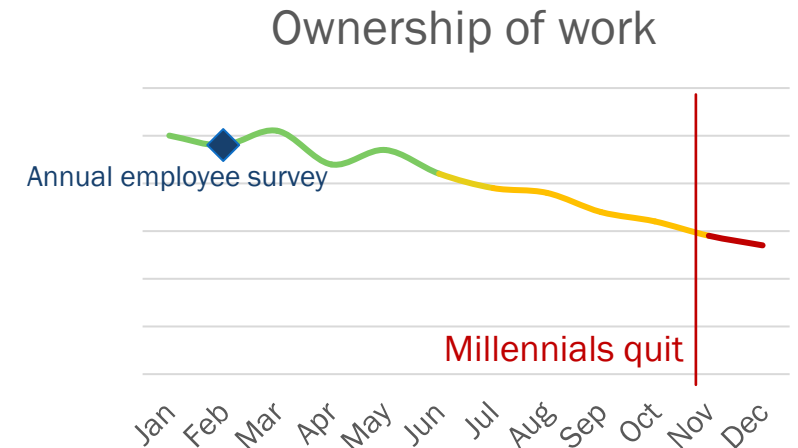
2 React too late

Reporting on issues a year later is often too late to mitigate issues appropriately.



3 Millennials simply quit

Millennials and Gen-Zs don't wait for the annual survey to voice their opinions; instead they just quit.



Micro – Poll – ing

/maɪkrəʊ - 'pɒlɪŋ/ noun

Ask one simple question ... to a sample of people ... continuously

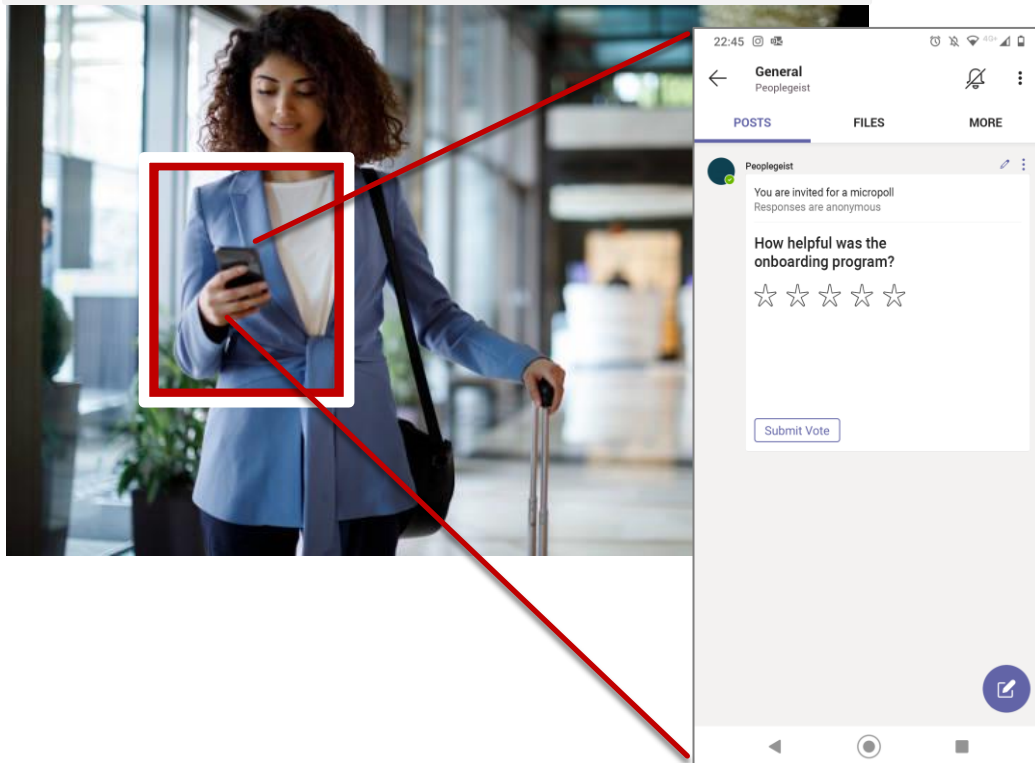
“Let’s do a quick micropoll, it will allow us to track what people think over a longer time period without becoming bothersome.

unlike a survey where everyone is asked to fill out a big one-time questionnaire”

Micropolling asks continuously quick questions at the right time and on the right channel

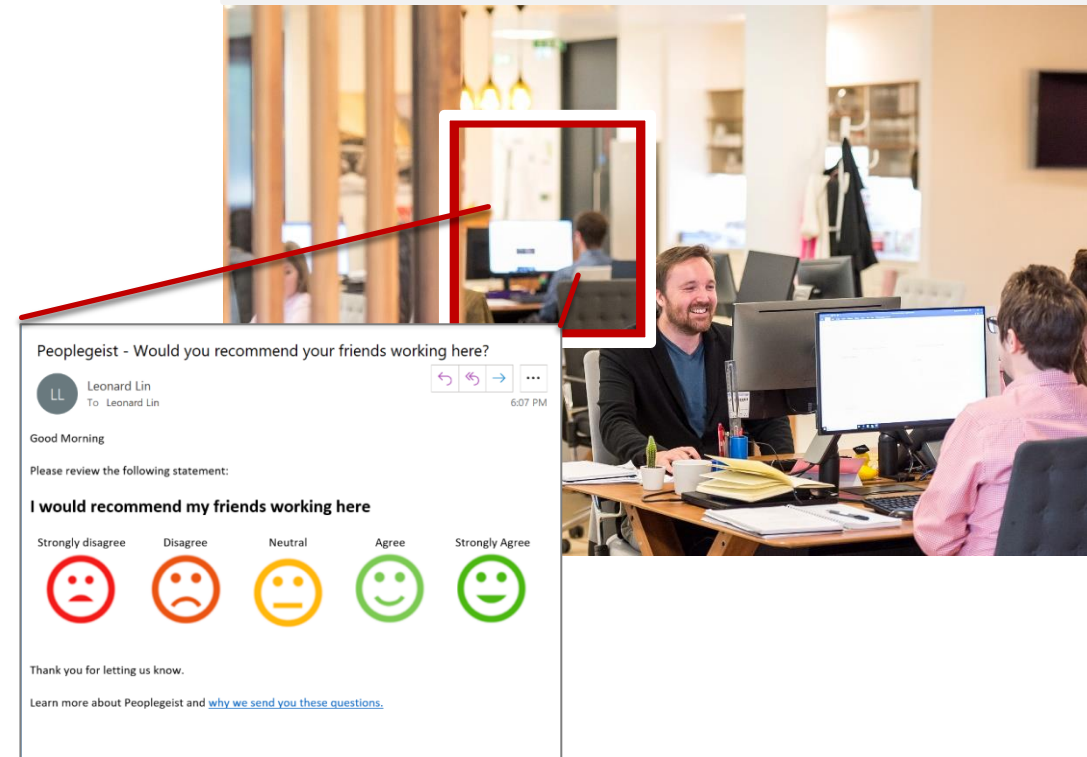
New joiners receive a simple question upon completing the onboarding program on their phone:

“How helpful was the onboarding program?”



R&D engineer is asked 1-2 times a year at random intervals before the day starts:

“Would you recommend your friends working here?”



Micropolling is ideal for tracking overall satisfactions scores and employee opinions whereas classic surveys are better for psychometric model research

tracking real-time feedback / relevance

Surveys / Questionnaires

Classic 30+ question surveys

Traditional onetime research survey
Psychometric models

Survey Number:	Facility Name:	How long have you worked in this Facility?							
Date in (Month/Calendar Year)	MM / YY	Years / Months							
Job Category (please check one box only) Medical Director & General Physician (M.D., D.O., specialists, etc.) Nurse and includes all specialty nurses Other health professionals (laboratory staff, pharmacy staff, physiotherapy, etc.) Management and administrative (Finance, HR, Security, registration team members, etc.) Other Support Staff (cleaners, kitchen staff, guards, laundry staff, nurses, drivers, etc.)									
	Strongly Disagree	Disagree	Agree	Strongly Agree					
1. The management of this organization is supportive of me.	☐	☐	☐	☐					
2. I receive the right amount of support and guidance from my direct supervisor.	☐	☐	☐	☐					
3. I am provided with all trainings necessary for me to perform my job.	☐	☐	☐	☐					
4. I have learned many new job skills in this position.	☐	☐	☐	☐					
5. I feel encouraged by my supervisor to offer suggestions and improvements.	☐	☐	☐	☐					
6. The management makes changes based on my suggestions and feedback.	☐	☐	☐	☐					
7. I am appropriately recognized when I perform well at my regular work duties.	☐	☐	☐	☐					
8. The organization rules make it easy for me to do a good job.	☐	☐	☐	☐					
9. I am satisfied with my chances for promotion.	☐	☐	☐	☐					
10. I have adequate opportunities to develop my professional skills.	☐	☐	☐	☐					
11. I have an accurate written job description.	☐	☐	☐	☐					
12. The amount of work I am expected to finish each week is reasonable.	☐	☐	☐	☐					
13. My work assignments are always clearly explained to me.	☐	☐	☐	☐					
14. My work is evaluated based on the system of performance standards.	☐	☐	☐	☐					
15. My department provides all the equipment, supplies, and resources necessary for me to perform my duties.	☐	☐	☐	☐					
16. The building, grounds and layout of this facility are adequate for me to perform my work duties.	☐	☐	☐	☐					
17. My coworkers and I work well together.	☐	☐	☐	☐					
18. I feel I can easily communicate with members from all levels of this organization.	☐	☐	☐	☐					
19. I would recommend this health facility to other workers in a good place to work.	☐	☐	☐	☐					
20. How would you rate this health facility as a place to work on a scale of 1 (the worst) to 10 (the best)?	☐	☐	☐	☐	☐	☐	☐	☐	☐

Pulse Surveys

classic surveys on a loop

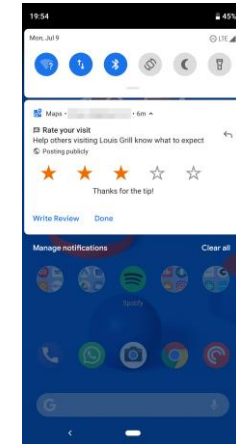
Repeating topics
Team surveys
Survey fatigue risk

Survey Number:	Facility Name:	How long have you worked in this Facility?		
Date in (Month/Calendar Year)	MM / YY	Years / Months		
Job Category (please check one box only) Medical Director & General Physician (M.D., D.O., specialists, etc.) Nurse and includes all specialty nurses Other health professionals (laboratory staff, pharmacy staff, physiotherapy, etc.) Management and administrative (Finance, HR, Security, registration team members, etc.) Other Support Staff (cleaners, kitchen staff, guards, laundry staff, nurses, drivers, etc.)				
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Micropolling

Randomized polling

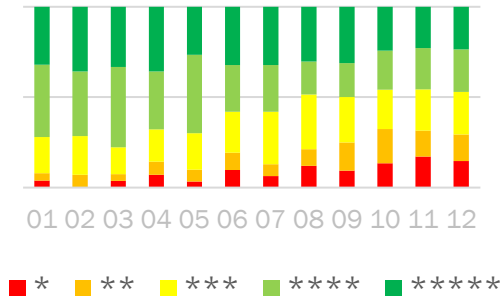
Trends in employee sentiments
Tracking satisfaction scores
Longitudinal monitoring



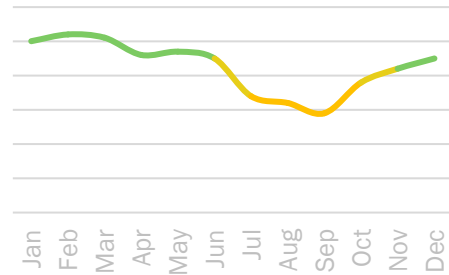
Track workforce engagement, service satisfaction, and strategic BSC KPIs

Balanced scorecard KPIs

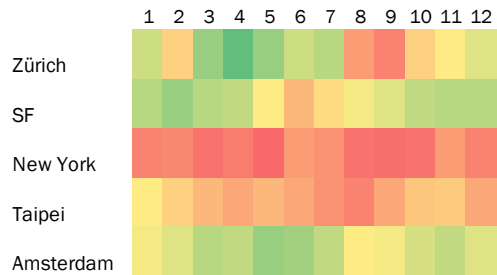
I believe in the company mission



eNPS



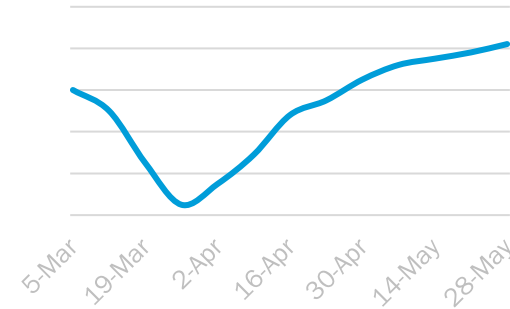
Confidence at R&D Hubs



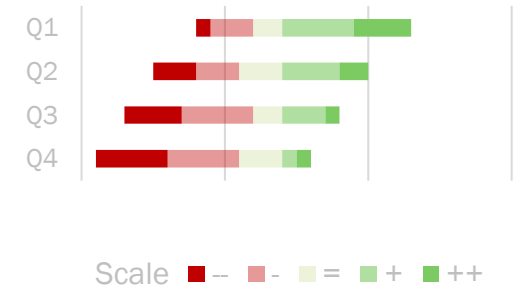
- Leadership trust
- Personal development
- Do you consider other job opportunities?
- ...

Operational KPIs

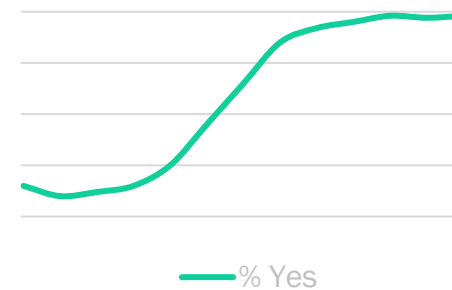
“work from home” IT support satisfaction



Was the onboarding program helpful?

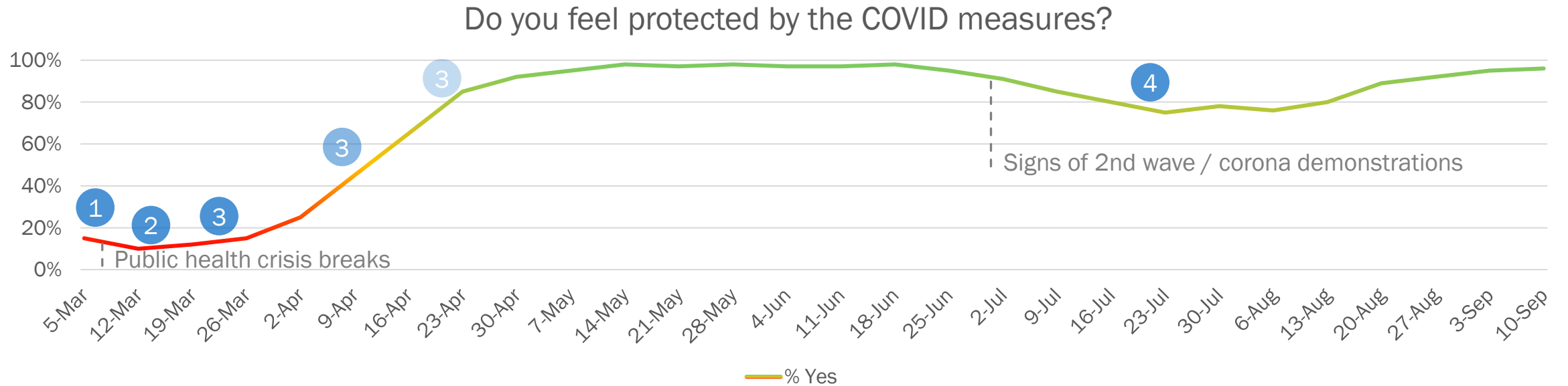


Do you feel protected by the COVID measures?



- Cafeteria rating
- Team satisfaction
- Employee voice
- ...

Empower your company to continuously Measure • Understand • Act • Repeat



1 Measure

Social distancing at factories and “work from home” policies are enacted.

Micropolls show that employee don't feel safe.

2 Understand

Text-comment grouping shows

- Measures are not understood
- Measures are not consistently followed by everyone

3 Act

- Information campaign rolled out
- Why & which measures are taken
- Management enforcement of mask wearing
- Provide weekly status update of COVID situation

4 Repeat

- Continue to monitor and act as score changes
- Understand new feedback
- Act accordingly
 - Renew COVID-education
 - Update COVID measures

Micropolling avoids survey fatigue by sampling the population

Combat survey fatigue

Long surveys

Ask **Micro** questions

Market Research Questionnaire Template

Name of the Agent/ Dealer: _____

Name of the Firm/ Association: _____

Type of business: _____

Date: ___/___/___ (If a contracted dealer/ agent will write his basic details in this section)

Q1. Do you think our business is profitable for you?

- Yes
- No

Q2. Do you deal in online and marketing goods retail?

- Yes
- No

Q3. Are you happy sufficient staff for accounting and online our products?

- Yes
- No

Q4. Please rate how you business online?

Q5. Are you willing to commence a business with us on commission basis?

- Yes
- No

Q6. Are you aware about our business strategies and planning?

- Yes
- No

More templates at: Surveytemplates.org

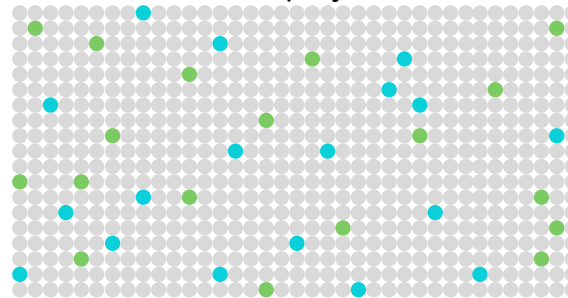
“Please rate the cafeteria”



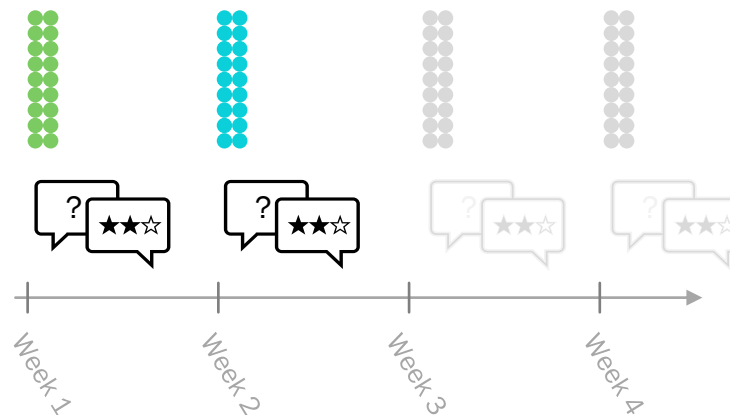
Frequent invitations

Do **Polling** of population

All employees



Random sample is polled weekly



Invite attention

Invite at **right time** and channel



Timing



Email



MS Teams/Slack



Tablet/Kiosk

See how often you would get polled

www.peoplegeist.com/try

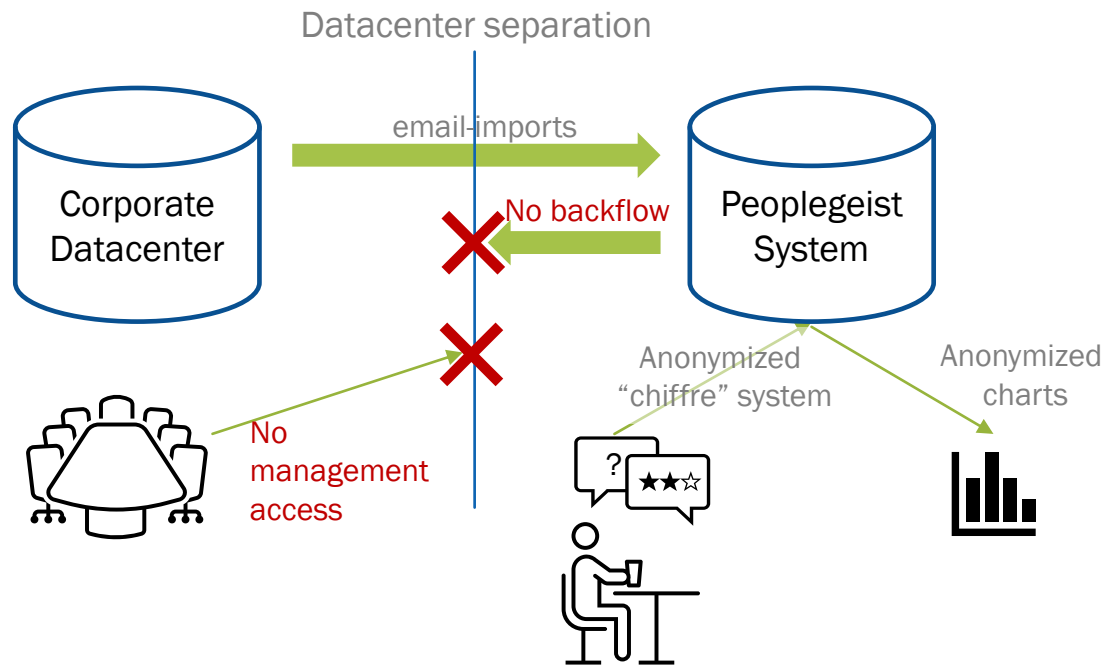


Peoplegeist operates Micropolling system on independent datacenter

Employee attitude towards workplace survey

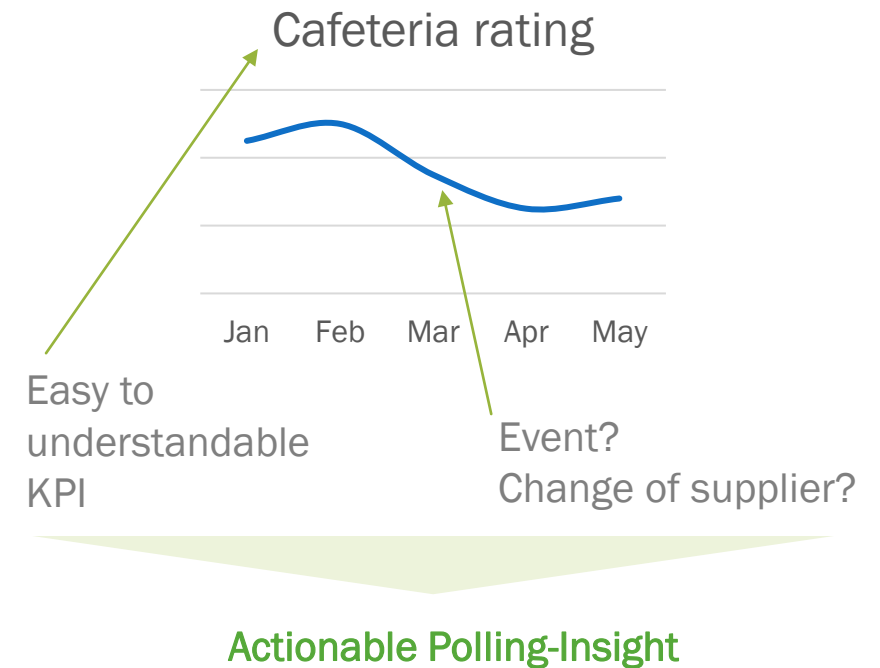
“Feedback will get me in trouble”

Strict data separation to ensure anonymity



“Nothing happens”

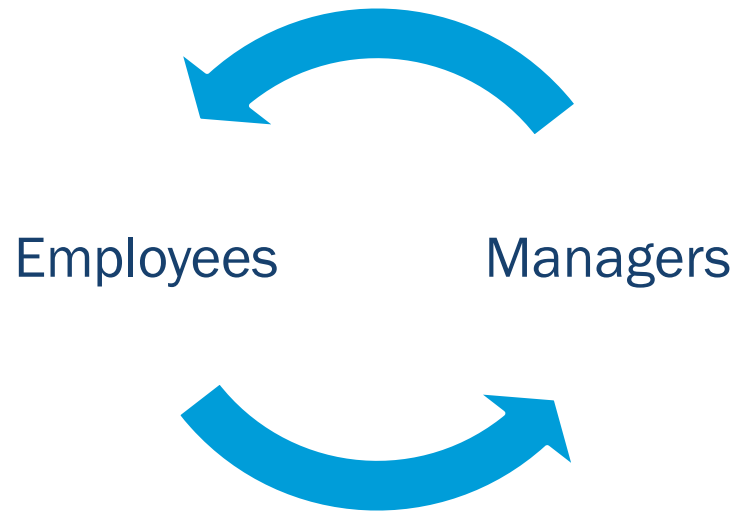
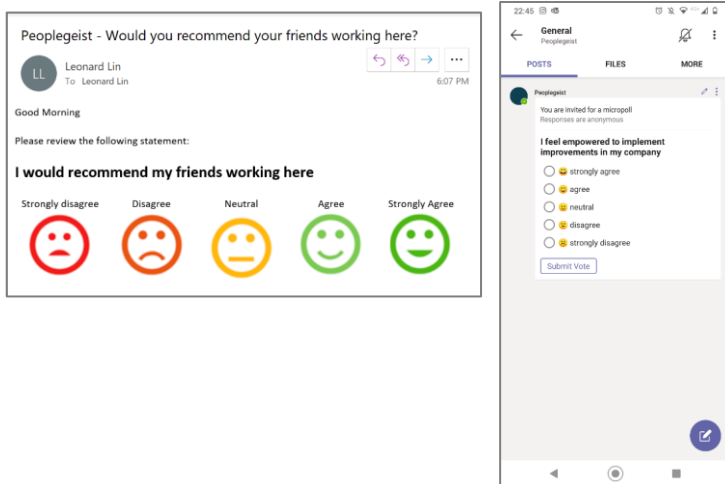
Real-time data **enables managers to act**



Peoplegeist's Micropolling creates a feedback culture by being relevant for employees and managers

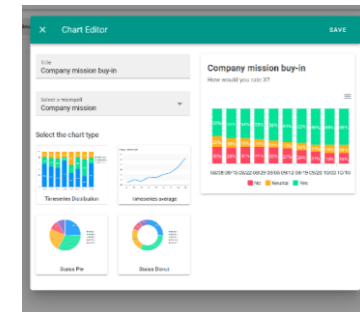
Employees see **timely changes based on feedback**

- Employee feels valued and empowered
- Employee engagement increases and drives feedback culture



Receives relevant and **concrete feedback for their area of responsibilities**

- Easy to understand charts
- Aggregated text comments
- Relevant metrics for daily business
- React to trends immediately



Use Peoplegeist Micropolling, an **employee-trusted** solution to get **actionable insights** for managers **without survey fatigue**

	Micropolling	Surveys (Pulse)
Survey length	Micro: 1 topic at a time	Lengthy: Multiple topics
Respondents	Polling / sample of population	Full population
Timing	Continuous, frequent and individualized	Programmatic max 1 / month
Employee trust	Anonymous / chifre system	Often only confidential ≠ anonymous
Realtime insight	Yes	Delayed and non-continuous reporting

Peoplegeist as a SaaS Solution will include future updates

Team Insights

Define specific sub-groups to ensure enough feedback is collected from specific teams (stratified sampling)

Kiosk & Fieldworker Support

Integration with fieldworker solutions and kiosk provider for blue-collar and frontline employees.

Question Library

Leverage proven questions for internal services, communications, employee.

Best-Practices & Benchmarking

Compare against industry practices and learn from peers.

Polling external contacts

Gain insight from external-views from suppliers, employees, recruiting candidates, etc.

Public Employer Page

Strengthen your employer brand by publishing positive employer ratings and interact with prospective candidates.

TRY MICROPOLLING SIMULATOR

Enter the number of employees of your company to see how often they get polled

go to

www.peoplegeist.com/try

scan me with your phone



EXAMPLE TOPICS

Micropolling is ideal to track high-level workforce engagement, service satisfaction KPIs, and longitudinal studies

Customer / employee satisfaction

- Net Promoter Score
- Star-Rating
- ...

Internal service ratings

- IT Desk support
- HR support
- Travel service
- Onboarding support
- ...

Employee sentiments / perception

- Cultural attitude / norm shifts
- Wellbeing
- Leadership trust
- Mission alignment
- Psychological safety & trust
- Ownership / empowerment
- Communications
- Rewards & Recognition

Example questions on:

www.peoplegeist.com/good-pulse-survey-micro-poll-question

