

Headlines Page: A Summary of Results

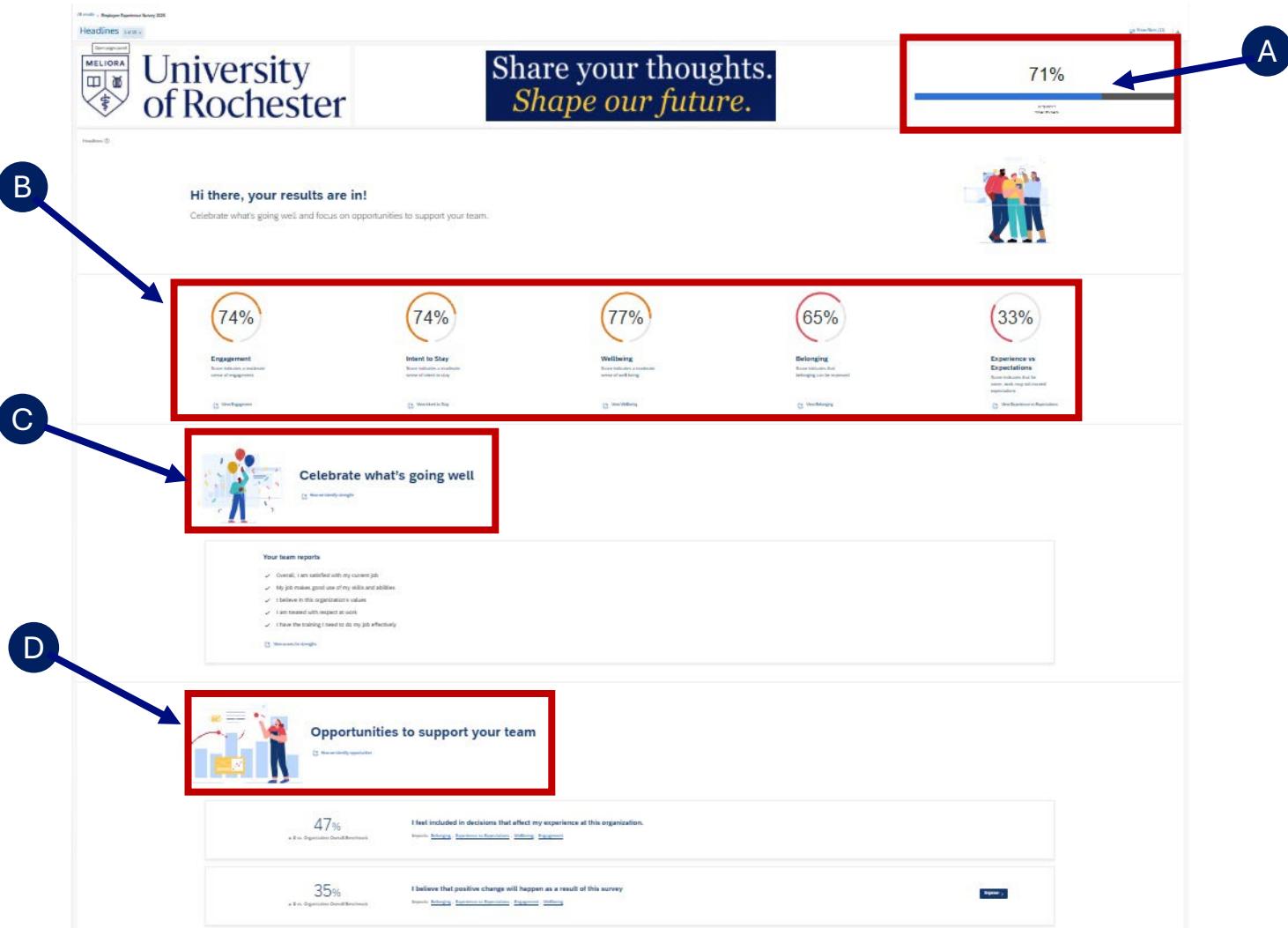


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Scroll down your Headlines pages to see your:

- A. Participation rate
- B. Key Performance Indicators (KPIs)*
- C. Top five strengths
- D. Top five opportunities

* A KPI is a simple, quantifiable measurement that helps you gauge how your team feels about core aspects of their work experience.



Headlines Page: KPI Summaries



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1. Hover over the KPI score to see the color-coding ranges for that KPI.

- The KPI color-coding indicates how your favorability score compares to the Qualtrics Global benchmark:
 - Red indicates the KPI score is less than the benchmark by 5% or more.
 - Orange indicates the score is within 5% of the benchmark.
 - Teal indicates the score is greater than the benchmark by 5% or more.

The diagram illustrates the user flow from the Headlines Page to a detailed KPI summary and then to a detailed pop-up for Wellbeing.

- Headlines Page:** Shows a summary of scores in key areas: Engagement (76%), Intent to Stay (73%), Wellbeing (78%), Belonging (67%), and Experience vs Expectations (33%). Each score is accompanied by a color-coded circle and a description of the score's meaning. A callout box labeled "Summary of Scores in Key Areas" is shown on the right.
- Engagement KPI Detail:** A callout from the Headlines page highlights the Engagement KPI. A red box surrounds the 76% score, which is highlighted in orange. A callout box labeled "1" provides the color-coding legend: 0 to 67% (Red), 68% to 76% (Orange), and 77% to 100% (Teal). Below the score, a description states: "Score indicates a moderate sense of engagement". A "View Engagement" button is present.
- Wellbeing KPI Detail:** A callout from the Headlines page highlights the Wellbeing KPI. A red box surrounds the 78% score, which is highlighted in teal. A callout box labeled "2" provides the color-coding legend: 0 to 67% (Red), 68% to 76% (Orange), and 77% to 100% (Teal). Below the score, a description states: "Score indicates a moderate sense of well-being". A "View Wellbeing" button is present.
- Wellbeing Pop-up:** A callout from the Wellbeing KPI detail page leads to a detailed pop-up titled "About your Wellbeing score". The pop-up highlights that "Employees with high wellbeing scores feel supported to adopt healthy behaviors, have trusting relationships at work, and greater job satisfaction." It shows a summary score of 78% (vs. 71% Organization Overall Benchmark) and a description: "Score indicates a moderate sense of well-being". It includes a section on "Wellbeing questions" with four horizontal bar charts and a "Wellbeing score trends" section. A "Close" button is at the bottom right of the pop-up.

Headlines Page: Strengths



The Strengths section shows your top five questions.

1. Click **How we identify strengths**, found under the section title, to open a pop-out with more information on how your top five strengths are identified.
2. Click **View scores for strengths**, found under your top five strengths, to see:
 - Your favorability score for each question.
 - How your score compares to the overall organization's favorability score for that question.
 - Which KPIs the question impacts.
3. Click **Close** at the bottom of the pop-outs to return to the Headlines page.

The screenshot shows the Headlines Page with the Strengths section highlighted. Three numbered callouts point to specific features:

1. Points to the "How we identify strengths" button in the top right corner of the Strengths section. A red box highlights this button.
2. Points to the "View scores for strengths" button in the "Your team reports" section. A red box highlights this button.
3. Points to the "Close" button at the bottom right of a pop-out window. A red box highlights this button.

Strengths Section (Top Right):

How we identify strengths and opportunities

What we measure

We identify strengths and potential opportunities for key metrics:

- Belonging
- Engagement
- Experience vs Expectations
- Intent to Stay
- Wellbeing

How it works

To identify top strengths and opportunities, the algorithm applies a 4-part analysis made up of:

1. High or low-scores
2. Scoring higher or lower than comparisons
3. Impact on employee experience key metrics
4. The actionability of the insights

Actionable, impactful and high-scoring items surface as strengths and actionable, impactful and low-scoring items surface as opportunities.

Your team reports

I have good opportunities to learn and develop at this organization.

I have the training I need to do my job effectively

Overall, I feel that my career goals can be met at this organization

I have a clear understanding of what is expected of me

Scores for your top strengths

Keep doing what you're doing

Score	Question	Impact
80%	I have good opportunities to learn and develop at this organization.	Impacts: Wellbeing, Belonging, Engagement, Experience vs Expectations
81%	My job makes good use of my skills and abilities	Impacts: Wellbeing, Engagement, Belonging, Experience vs Expectations
87%	I have the training I need to do my job effectively	Impacts: Wellbeing, Engagement, Belonging, Experience vs Expectations
75%	Overall, I feel that my career goals can be met at this organization	Impacts: Belonging, Wellbeing, Engagement, Experience vs Expectations

Headlines Page: Opportunities to Support Your Team



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The Opportunities section shows your top five areas of opportunity, including:

- Your favorability score for each question
- How your score compares to the overall organization's favorability score for that question
- Which KPIs the question impacts

1. Click **How we identify opportunities**, found under the section title, to open a pop-out with more information on how opportunities are identified.
2. Click **Improve**, shown next to questions that are drivers of KPI scores, to begin creating an action plan for that question.
 - See [Creating an Action Plan](#) QRC for more.
3. Click **Close** at the bottom of the pop-outs to return to the Headlines page.

The screenshot shows the Headlines Page with the Opportunities section. The first item in the list is "Opportunities to support your team". A red arrow with a blue circle labeled '1' points to the "How we identify opportunities" link. The main content area shows five items with favorability scores: 46%, 36%, 37%, 39%, and 53%. The item with 36% has an "Improve" button next to it, which is highlighted with a red box and a blue circle labeled '2'. A red box with a blue circle labeled '3' points to the "Close" button at the bottom of a pop-out window titled "How we identify strengths and opportunities". The pop-out window contains sections for "What we measure" and "How it works".