



# wevox

*Energize your team with honest communication cycle*

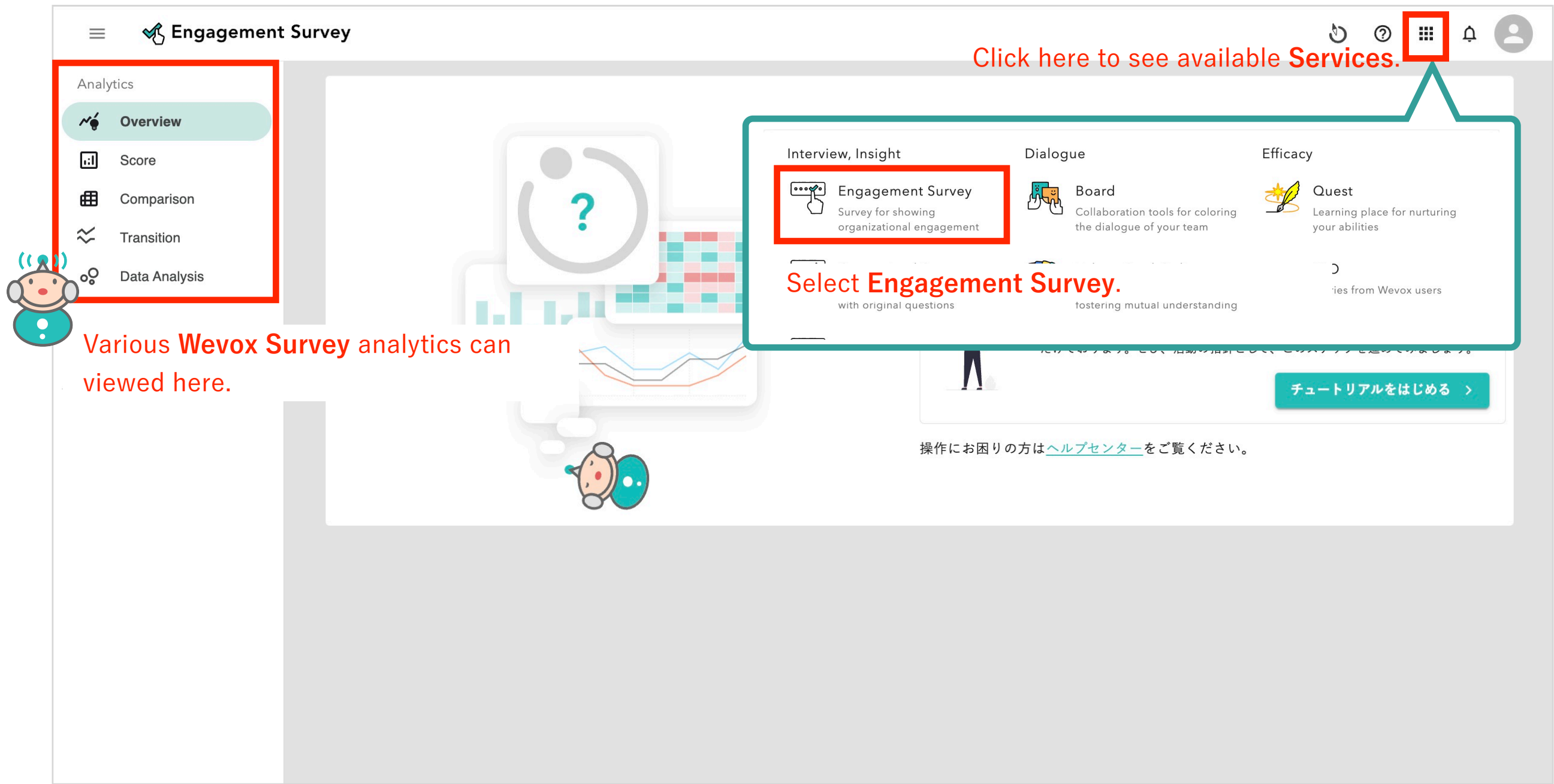
## About The Score for Manager

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# How to Navigate Wevox Engagement

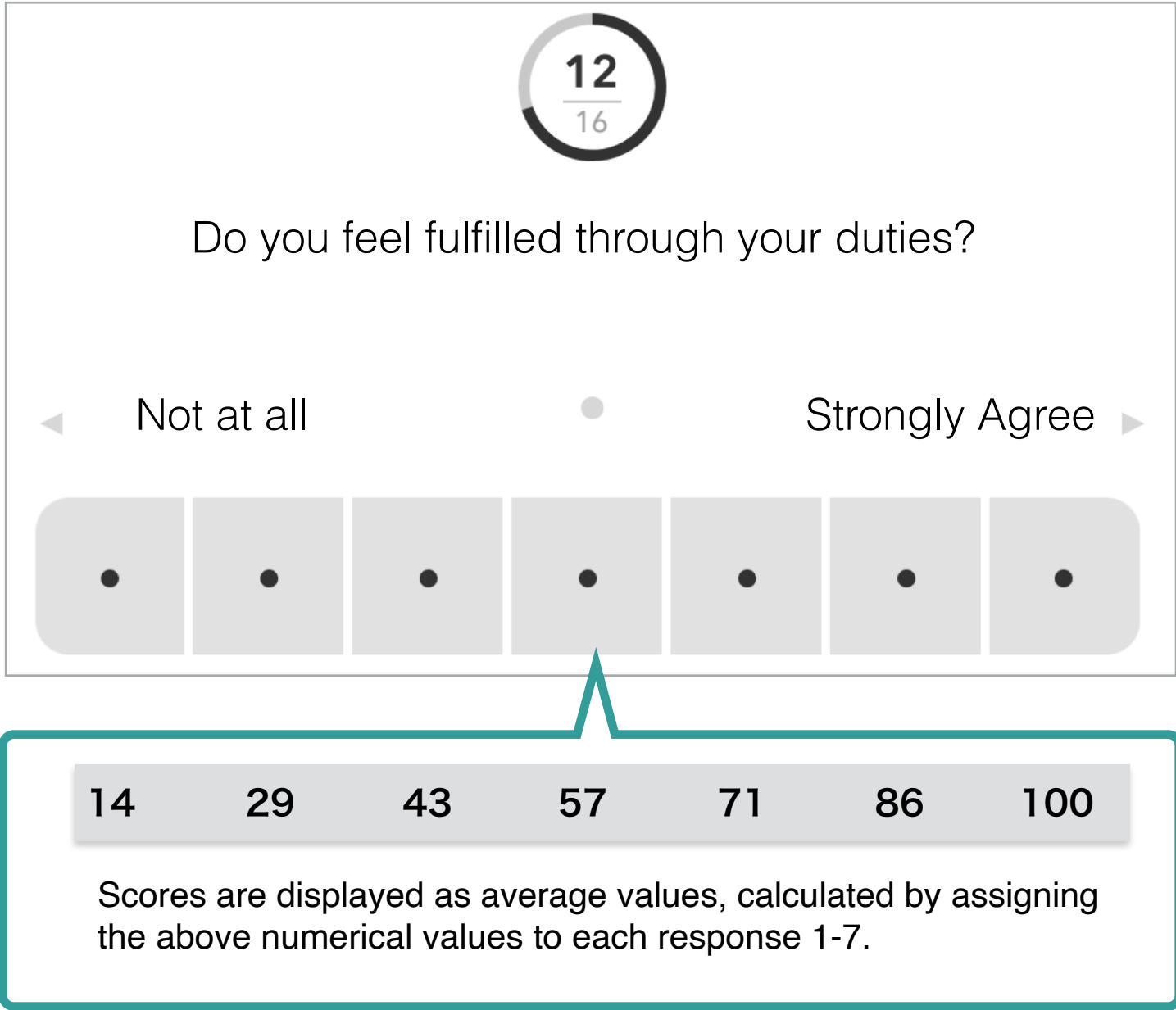
To open the **Wevox Engagement** screen, click **Service** in the upper right-hand of the screen and select **Engagement Survey** from the menu.

Various survey analytics and results can be viewed by clicking on a category under **Analytics** on the left-hand side of the screen.



# Score - What is a Wevox Score?

The **Wevox Score** is calculated based on survey responses.



To help you interpret scores, they are broken down into graphs, trends and other easy-to-understand analytics.

### Tips for Understanding Scores

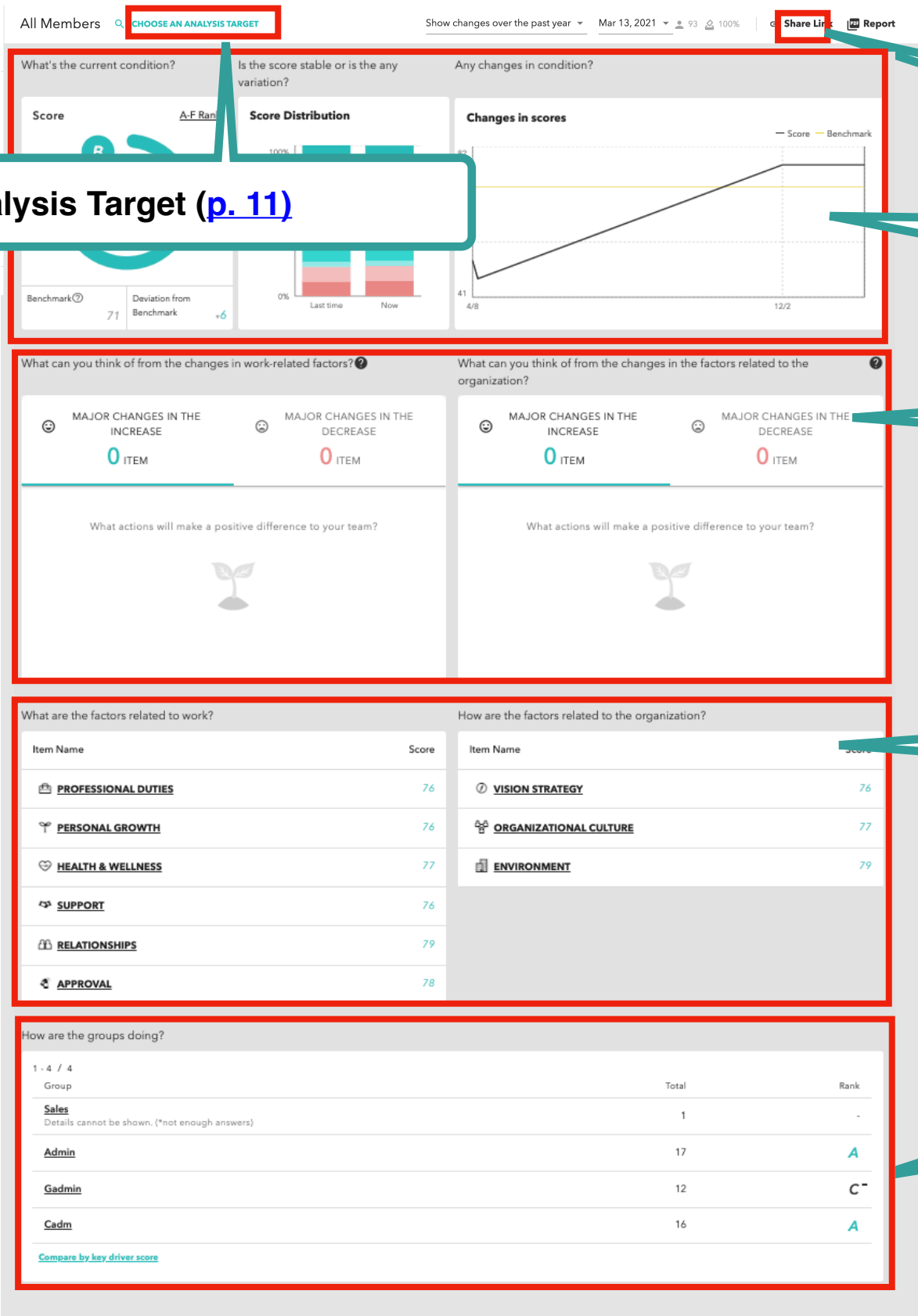
**Always check score distribution.**

In some cases, responses will be evenly distributed between the seven choices, while other times they may be polarized between positive and negative.

→ **Score Distribution** can be reviewed on the **Overview** page. (See [p.6](#))

Make use of benchmark and internal comparisons to identify the unique characteristics of your organization.(See [p.12](#))





Share results ([p. 10](#))

Score changes and distribution ([p. 5](#))

Major changes in score ([p.7](#))

Work Driver and Organizational Drivers ([p.8](#))

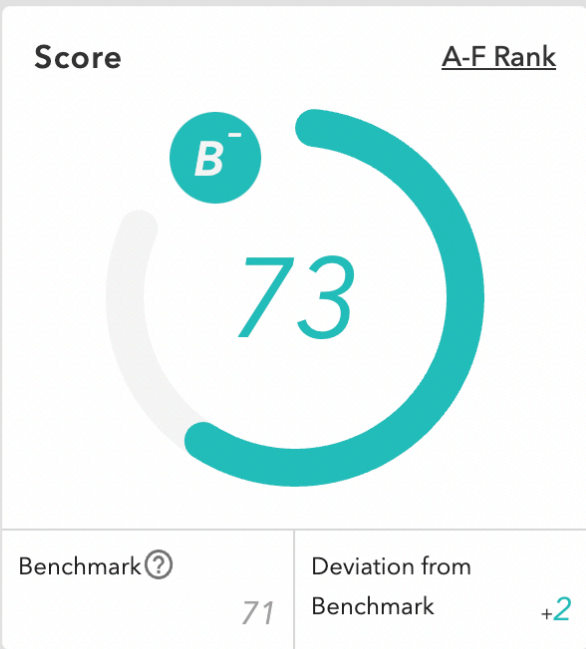
Other group scores ([p.9](#))

# Overview - Score Changes and Distribution

All Members [CHOOSE AN ANALYSIS TARGET](#)

Show changes over the past year ▾ Mar 13, 2021 ▾ 93 100% | [Share Link](#) [PDF Report](#)

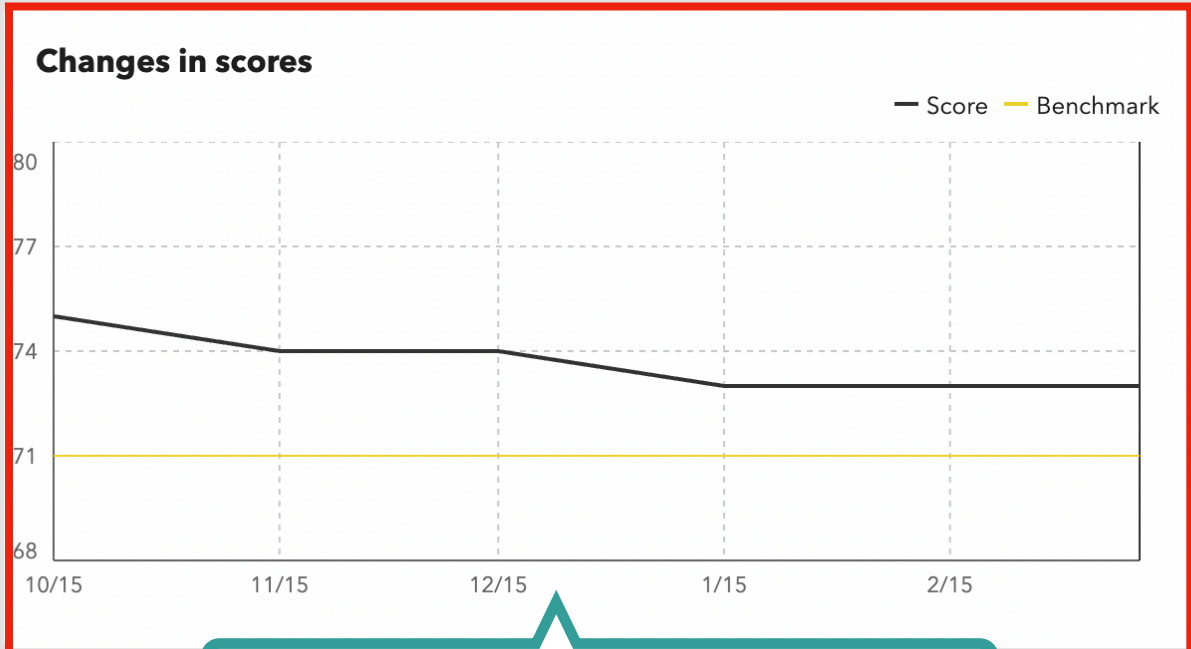
What's the current condition?



Is the score stable or is there any variation?



Any changes in condition?



## Score Distribution


Score distribution is displayed in the same seven-tier format as the actual survey, allowing for deeper understanding of the breakdown and changes in score.


## Score Transition

Hovering over points on the graph will display the relevant scores and dates.


# Overview - Major changes in the increase/decrease of items

What can you think of from the changes in work-related factors?<sup>?</sup>

 MAJOR CHANGES IN THE INCREASE  
0 ITEM

 MAJOR CHANGES IN THE DECREASE  
0 ITEM


What actions will make a positive difference to your team?




**Significant Changes in work-related factors**  
([p.23](#))

This is the driver that you feel towards work. Number of sub-items with an upward or downward trend that have changed and the details of the sub-item will be displayed.

What can you think of from the changes in the factors related to the organization?<sup>?</sup>

 MAJOR CHANGES IN THE INCREASE  
0 ITEM


 MAJOR CHANGES IN THE DECREASE  

Stress Reaction

1 ITEM

Recognition of Accomplishments

Have you been able to take balance of work and life? >

 Work-Life Balance : Click here for details and examples of improvements

**Significant Changes in factors related to organization**  
([p.23](#))

This is the driver that you feel towards vision, culture, and environment. It is likely that the whole organization needs to approach. Number of sub-items with an upward or downward trend that have changed and the details of the sub-item will be displayed.

# Overview - Work Driver and Organization Driver

All Members [CHOOSE AN ANALYSIS TARGET](#)

Show changes over the past year ▾

Mar 13, 2021 ▾

93 100%

[Share Link](#)

[Report](#)

What are the factors related to work?

Item Name	Score
<b>DUTIES</b>	73
<b>PERSONAL GROWTH</b>	69
<b>HEALTH AND WELLNESS</b>	63
<b>SUPPORT</b>	76
<b>RELATIONSHIPS</b>	81
<b>ACKNOWLEDGMENT</b>	71

How are the factors related to the organization?

Item Name	Score
<b>VISION STRATEGY</b> Stress Reaction	70
<b>CULTURE</b> Recognition of Accomplishments	70
<b>ENVIRONMENT</b>	71

**Work Driver**  
This is the driver that you feel towards work.  
It is likely that managers and members can easily approach.

**Organization Driver**  
This is the driver that you feel towards vision, culture, and environment. It is likely that the whole organization needs to approach.

# Overview - List of Other Groups with Access

How are the groups doing?

1 - 3 / 3

Group	Total	Rank
<u>Human Resource</u>	61	B <sup>-</sup>
<u>Engineers</u>	26	B
<u>Designers</u>	6	B <sup>-</sup>
<a href="#">Compare by key driver score</a>		

**Compare the key driver score**  
Click to compare the groups scores with access permission.

Attribute selection  
Group

Mar 13, 2021

☒ Absolute Value ☐ Relative Value ☐ Deviation from Benchmark

Significant changes  
Increase Decrease

Total Response Rate

Overall Evaluation

Duties

Personal Growth

Health and Wellness

Support

Relationships

Acknowledgment

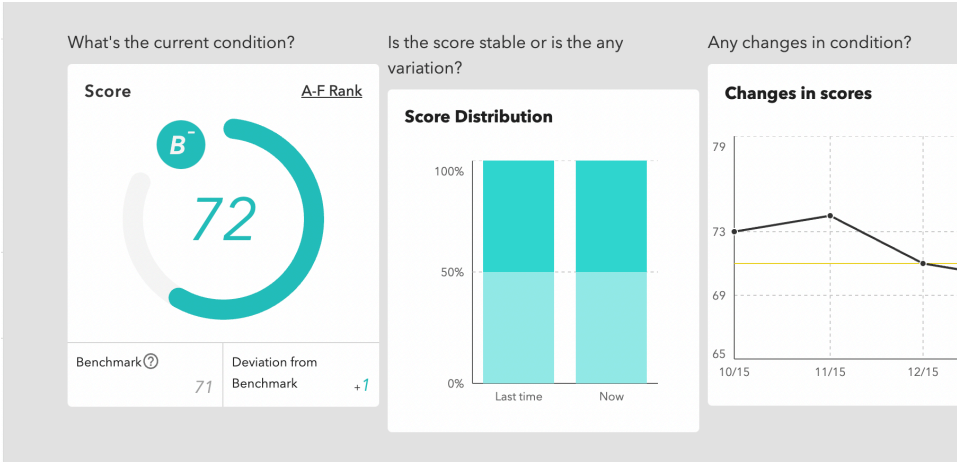
Vision Strategy

Culture

Environment

All Members	93	100%	B <sup>-</sup>	73	69	63	76	81	71	70	70	71
Human Resource	61	100%	B <sup>-</sup>	70	68	63	76	81	69	69	67	70
Engineers	26	100%	B	77	70	63	77	83	75	73	76	76
Designers	6	100%	B <sup>-</sup>	79	78	64	76	78	67	70	67	64

**Select group**  
Click to see the overview results for each group.





# Overview - Link for Sharing Results

Create a link to share the results for any member regardless of access permission.

All Members

CHOOSE AN ANALYSIS TARGET

Show changes over the past year

Mar 13, 2021

93

100%

Share Link

Report

What's the current condition?

Score

A-F Rank

B<sup>-</sup>

73

Benchmark

71

Deviation from Benchmark

+2

Is the score stable or is the any variation?

Any changes in condition?

Let's start building a team together!

Share the Wevox results with members and other managers to discuss the team's strengths and challenges.

ISSUE A SHARED LINK

What can you think of from the changes in work?

MAJOR CHANGES IN THE INCREASE

0 ITEM

Share the Link

Copy the link, Set the period of access Choose either ON/OFF to show the lower layer groups.

Shared link issued.

Copy Link

https://[redacted]eae9f7007bf6be872

It's visible to all the people who know the link to Nov 28, 2021

DELETE

Show results for Groups with access permission

ON

Tips

Three points to consider when sharing results with team members.

# Overview - Choose Analysis Target

When you select a group that you have permission to view, you will be taken to the overview of that group.

All Members

CHOOSE AN ANALYSIS TARGET

All Members

CHOOSE AN ANALYSIS TARGET

Score

A-F Rank

B

77

Benchmark

71

Deviation from Benchmark

+6

What's the current condition?

Is the score stable or is the any

Any changes in condition?

What can you think of from the changes

What actions will make a positive difference to your team?

MAJOR CHANGES IN THE INCREASE

0 ITEM

0 ITEM

0 ITEM

0 ITEM

ENGLISH

What actions will make a positive difference to your team?

What actions will make a positive difference to your team?

A list of analysis targets will be displayed.

Click on a group to go to the overview of that group.

What's the current condition?

Score

A-F Rank

B

77

Choose an analysis target

Search groups

SEARCH

All Members

Sales

Admin

Gadmin

Cadm

# Comparison - About

View and compare key driver results for each group.

Attribute selection

Group

About the drop-down menu (p.16)

Feb 03, 2022

☒ Absolute Value ☐ Relative Value ☐ Deviation from Benchmark ?

Significant changes

Increase

Decrease

Total Number of Targets

Response Rate

Overall Assessment

Professional Duties

Personal Growth

Health & Wellness

Support

Environment

Click to see Affiliated Groups.

Admin

Gadmin

Cadm

Affiliated Group

17

5%

12

0%

16

0%

B	77	76	76	77	76	79	78	76	77	79
Unable to view the results. To view the results, please increase the number of responses. See <a href="#">Here</a> for more details.										
A	92	93	92	93	91	94	92	90	92	91
C-	56	53	54	53	55	57	57	54	55	63
A	91	92	91	92	91	94	92	89	92	90

Click to see Overview (p.5)

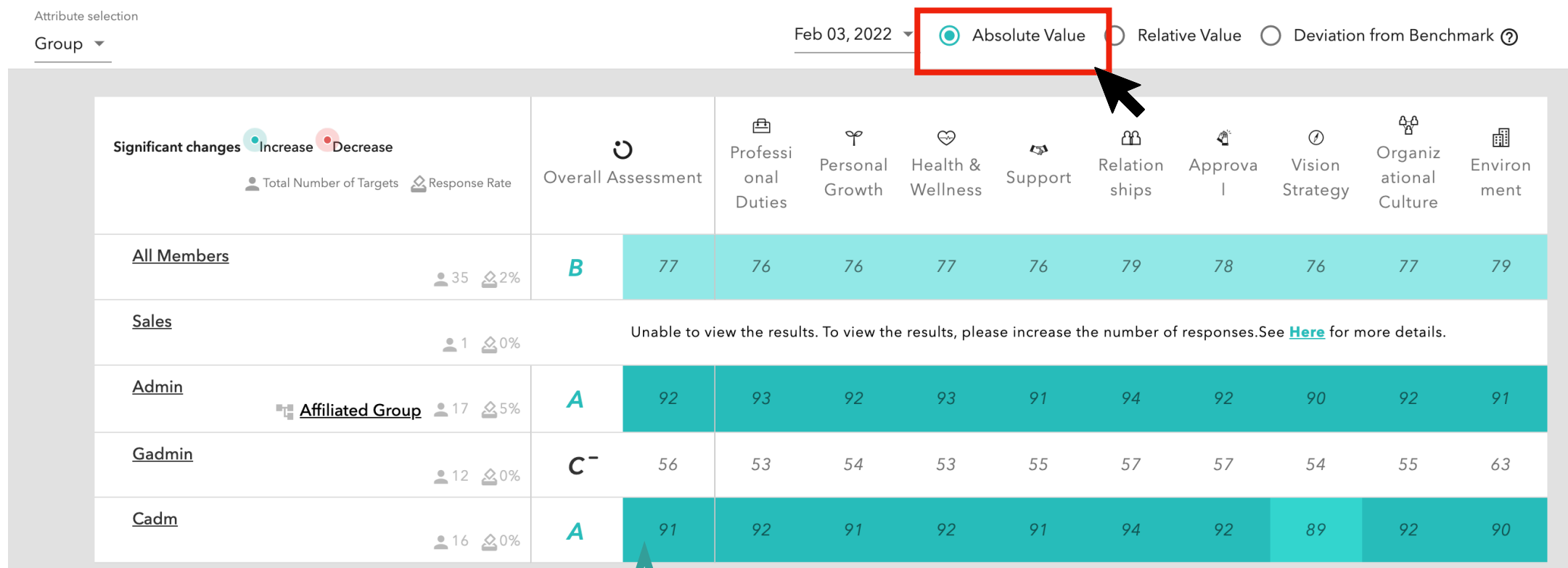
Click rank or score to see Overall Assessment details (p.22)

About Rank and Score (p.17)



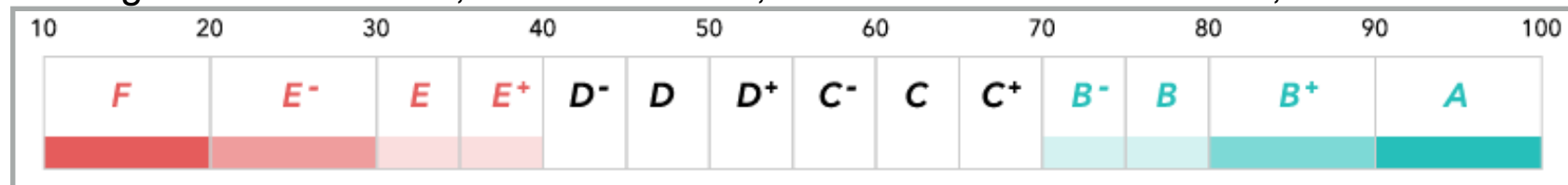
# Comparison - Absolute Value

Each group and attributes' average score is displayed.



## Color Criteria

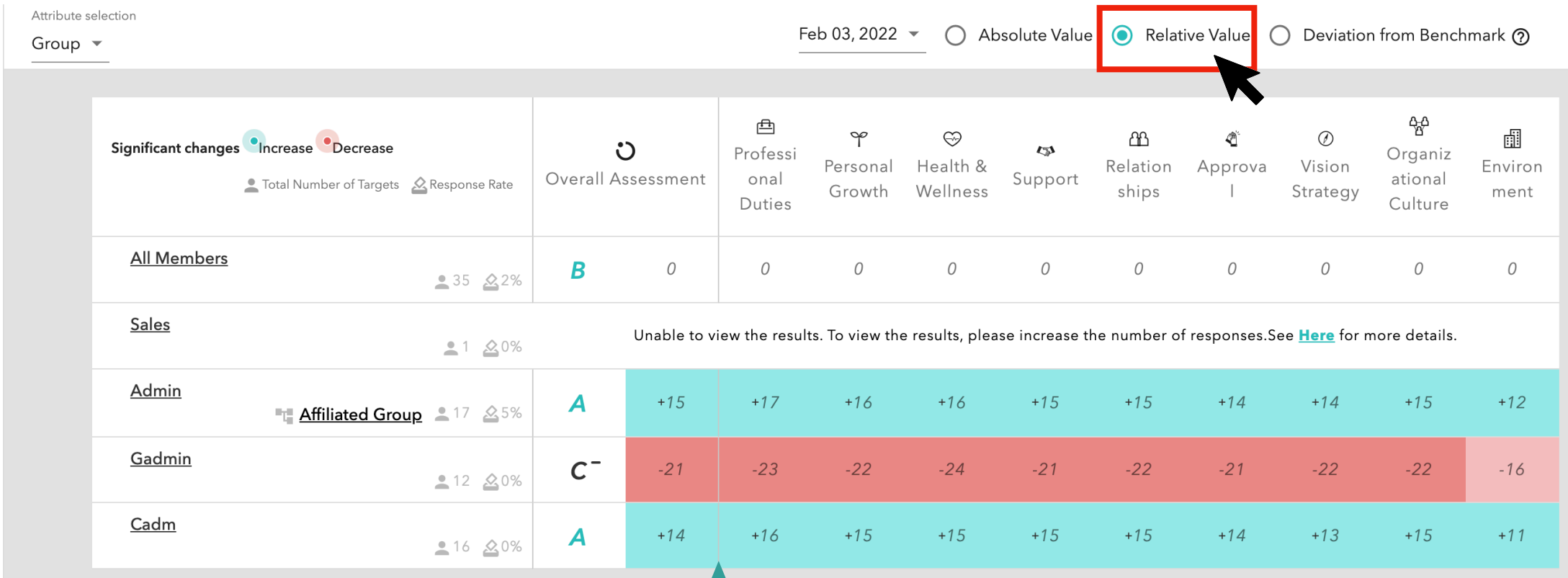
The higher from score 70, it becomes blue, and the lower from score 40, it becomes red.



※The middle score is 57

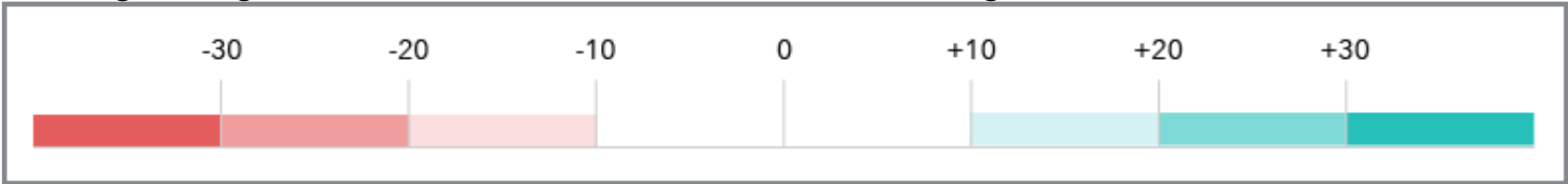
# Comparison - Relative Value

It shows the relative value of each group when the **score of all members is set to “0”**.



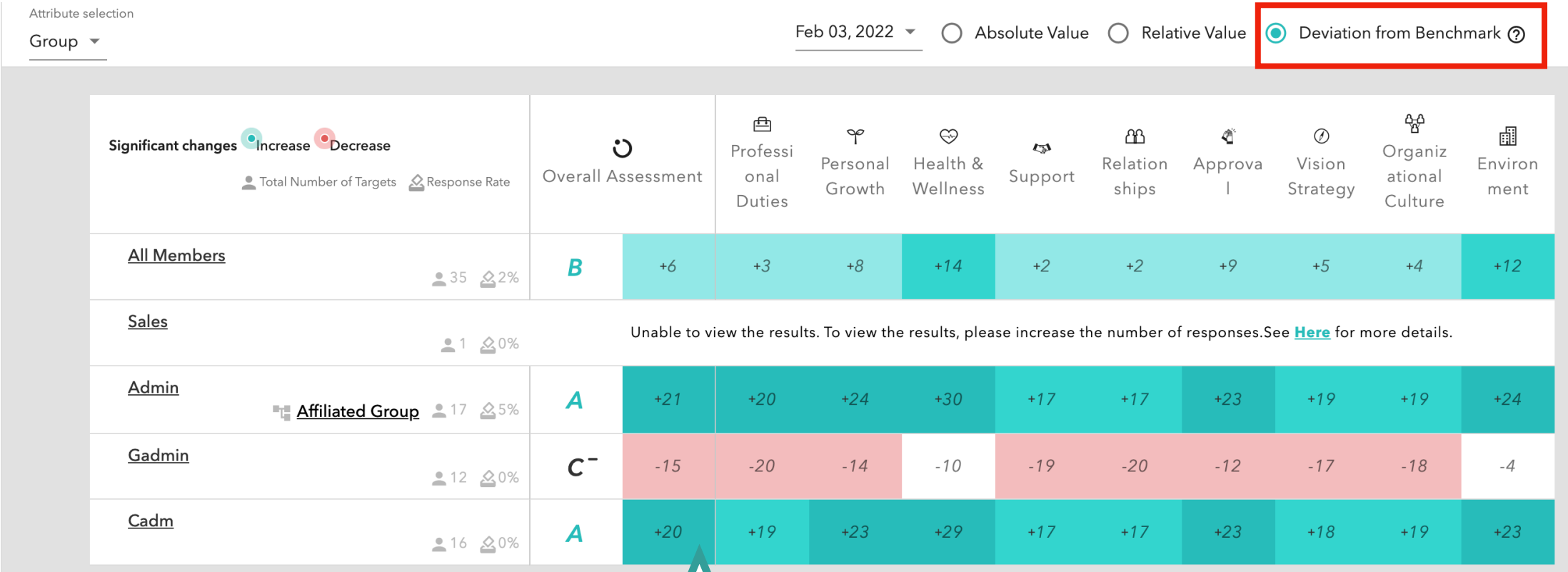
## Color Criteria

The higher it gets from 10, it becomes blue, the lower it gets from -10, it becomes red.



# Comparison - Deviation from Benchmark

The deviation between group scores and benchmark is calculated with the benchmark set to “0.” A benchmark is a reference point used to analyze performance compared against a specific score. There are two types: **Data Reference**, which compares your scores with those of other companies, and **Custom**, which compares with a target score set within your organization. Contact your company’s administrative office for setting details.



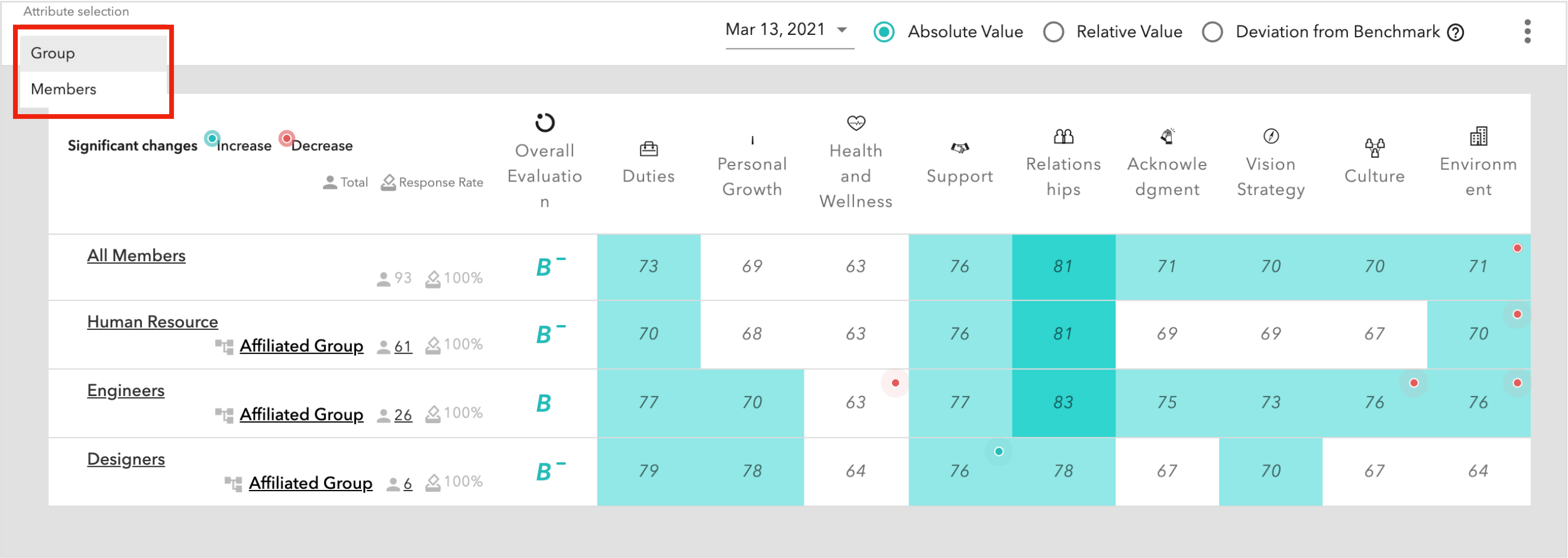
### Color Key

Blue indicates scores above 0, while red indicates scores below 0. Colors get darker in 10-point increments.



# Comparison - Drop-down menu

Selecting Group will show a list of groups with viewable scores.  
Selecting **Members** will show your own individual results.  
(Member scores will be visible if Individual Viewing Permission has been granted.)



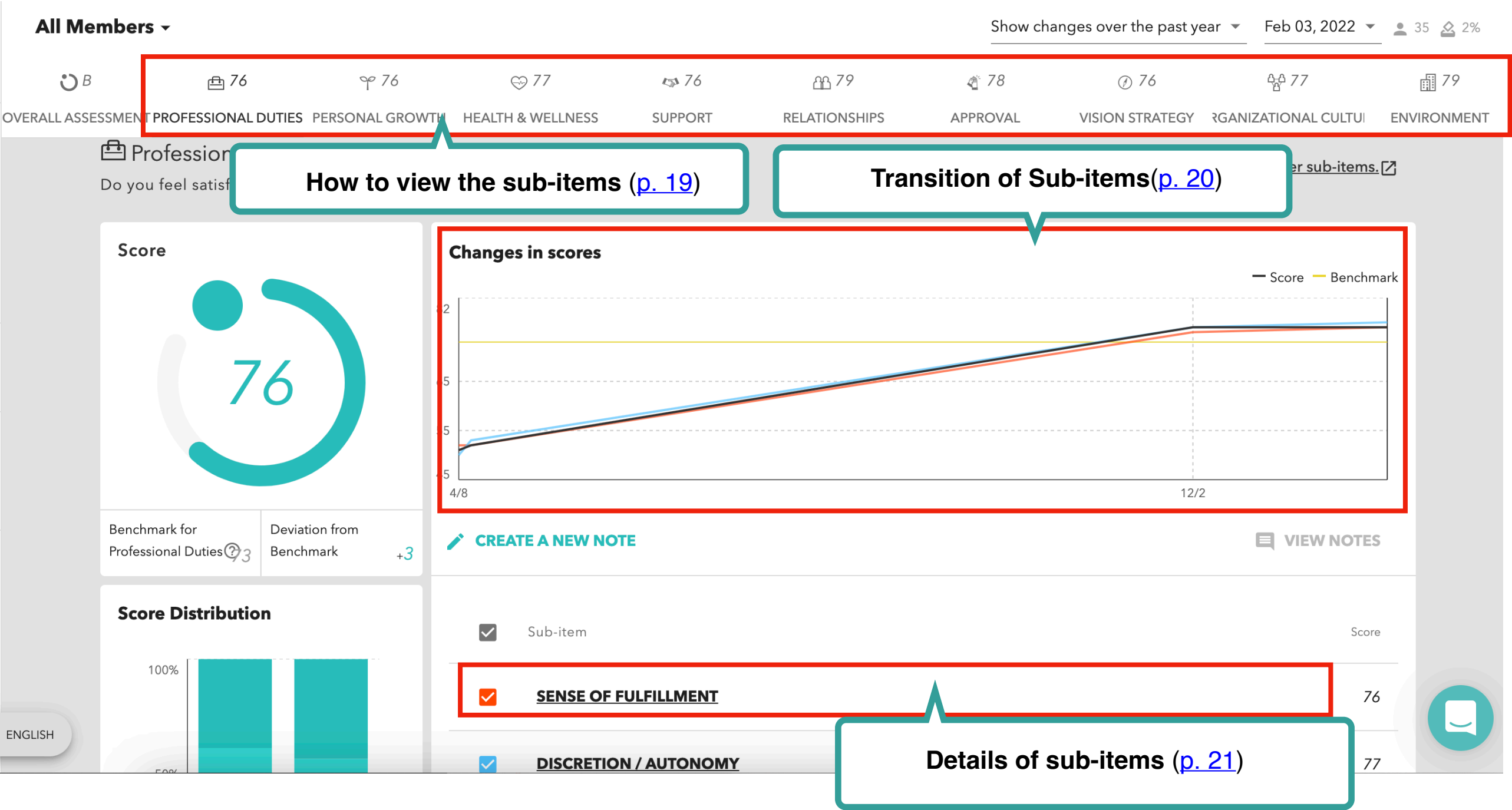
# Comparison - Rank and Score

When you select a group, the score for that group will be displayed.



# Analysis of Sub-Items - About

You can view the score details of the sub-items that make up the key driver.

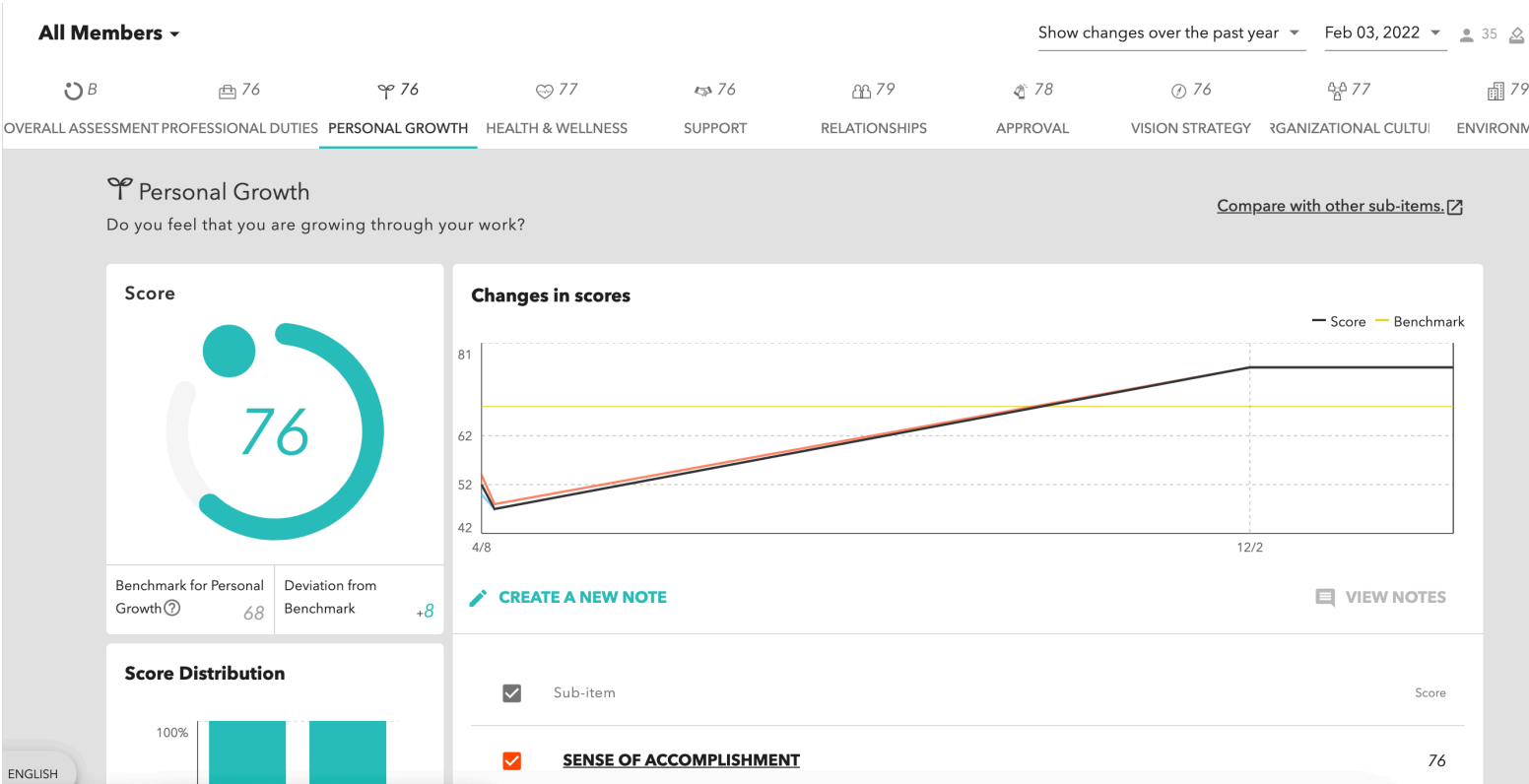


# Analysis of Sub-Items - How to view the Sub-items

## A. Select the key driver in the overview screen

What are the factors related to work?

Item Name	Score
<b>PROFESSIONAL DUTIES</b>	76
<b>PERSONAL GROWTH</b>	76
<b>HEALTH &amp; WELLNESS</b>	77
<b>SUPPORT</b>	76
<b>RELATIONSHIPS</b>	79
<b>APPROVAL</b>	78

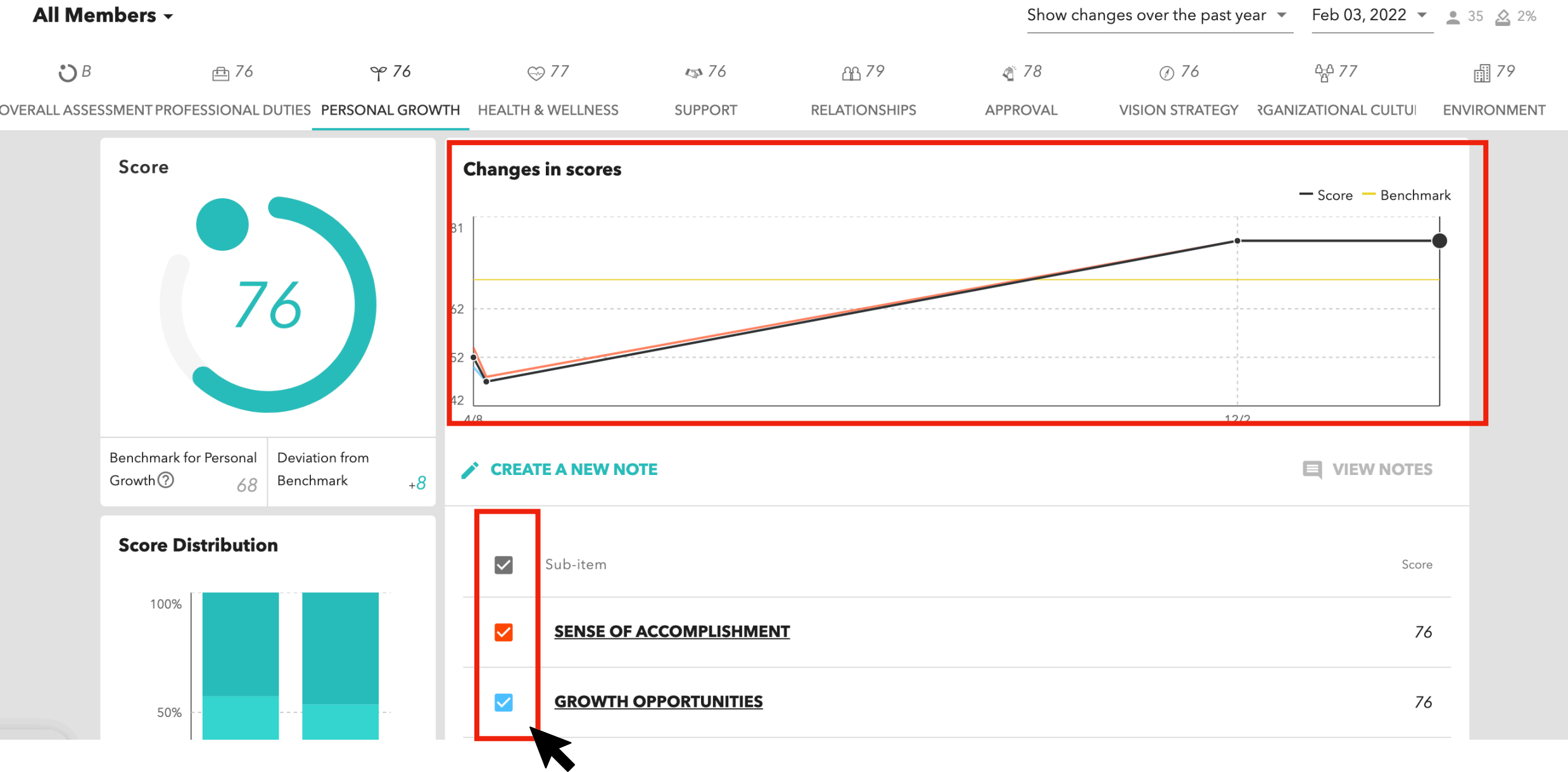


## B. Select the numerical value for each key driver on the comparison screen.

Significant changes  Increase  Decrease		Total Number of Targets  Response Rate		Overall Assessment		Professi onal Duties	Person al Growth	Health & Wellness
All Members	35	2%		B	77	76	76	77
Sales	1	0%	Unable to view the results. To view the results, please					
Admin	Affiliated Group	17	5%	A	92	93	92	93
Gadmin		12	0%	C-	56	53	54	53

# Analysis of Sub-Items - Transition of Sub-items

Click on the item to display the item’s score distribution, transition. Click on the checkbox of a sub-item allows you to switch between showing and hiding the transition of the key driver and the transition of the sub-item that is mainly displayed.





# Analysis of Sub-Items - Details

Click on a category to display its score distribution and changes.

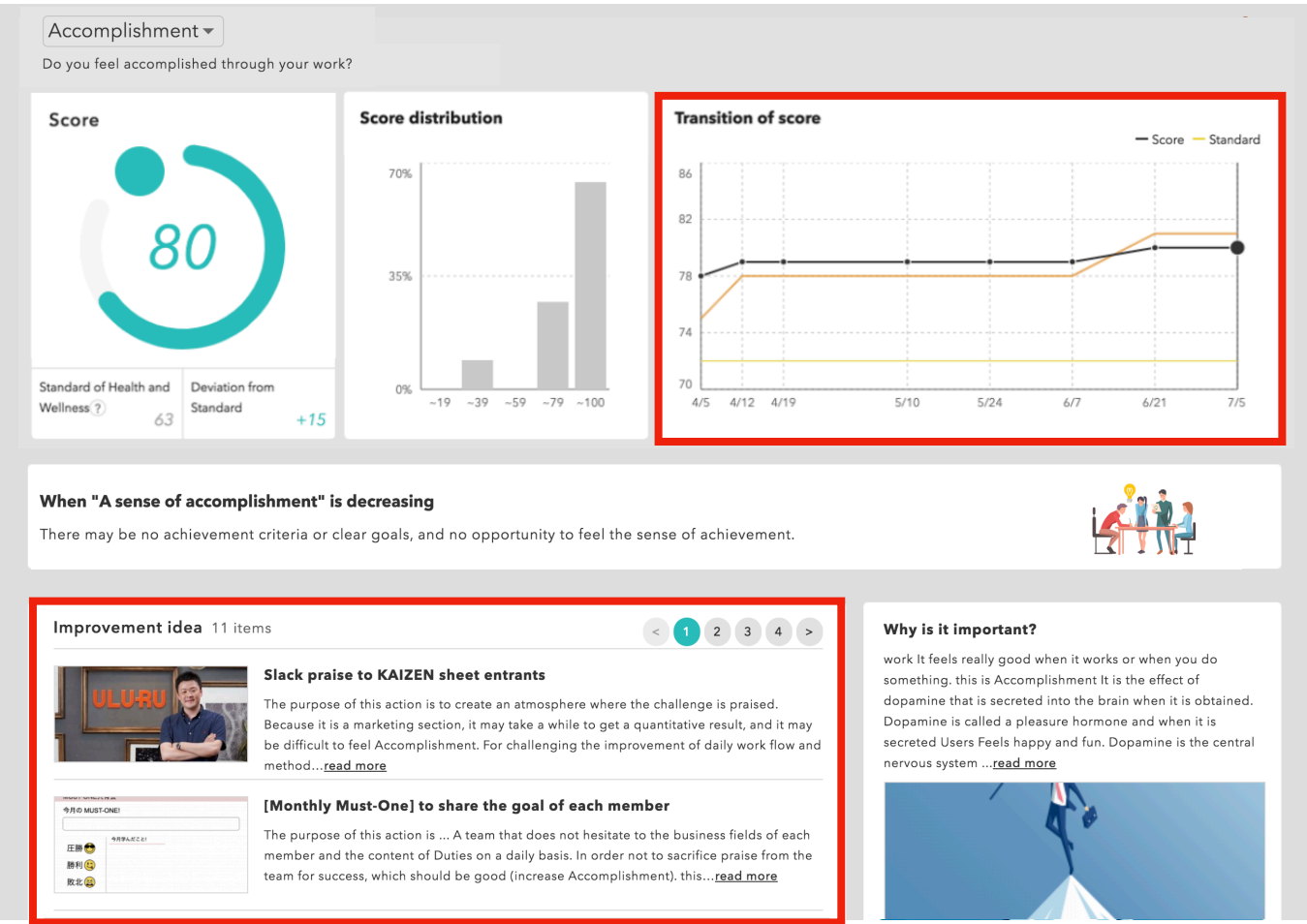
<input checked="" type="checkbox"/>	Sub-item	Score
<input checked="" type="checkbox"/>	<b>SENSE OF ACCOMPLISHMENT</b>	76
<input checked="" type="checkbox"/>	<b>GROWTH OPPORTUNITIES</b>	76

### Click a Category

The category's score distribution, changes and ideas for improvement will be displayed.

### Ideas for Improvement

Ideas for each key driver and category will be displayed.



# Analysis of Sub-Items - Overall Evaluation

Check the comparisons and trends for each group.

## Overall Evaluation

This section provides an overview of the group.

## Key Driver Score

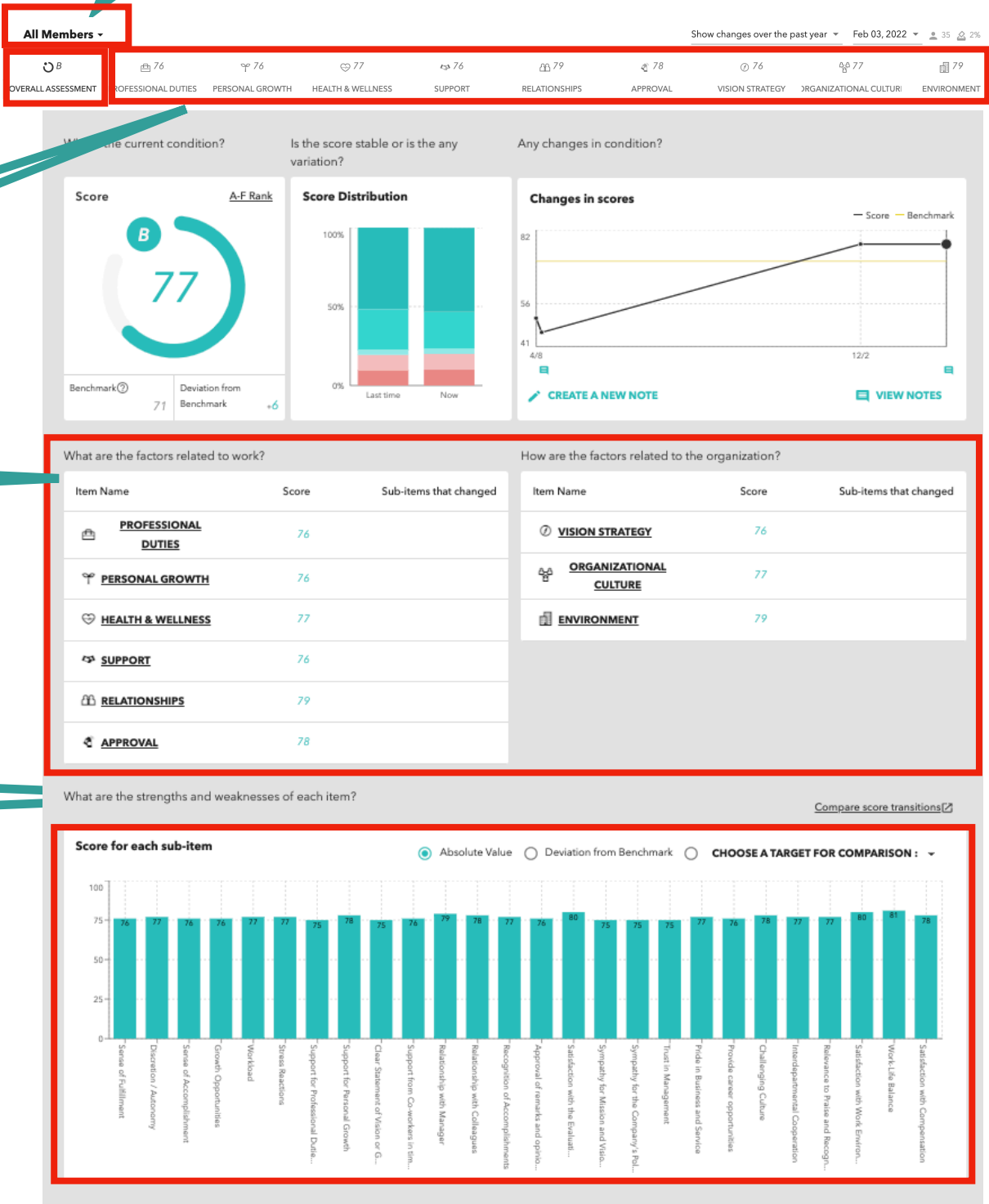
Click to view details (p.20), including sub-items for the key driver in question.

## Score for each small item

A list of all 26 sub-item scores (p.33) associated with the nine key drivers can be viewed. You can also switch between "absolute value / benchmark / comparison with any group" in the upper right corner of the graph.

## Select Group

If you want to view the scores of a specific group, you can select it from the ▼ mark.



# Significant Changes

Take a closer look at significant changes in scores over time.  
When reviewing scores, start by focusing on items with **Significant Changes**.

What can you think of from the changes in work-related factors?

MAJOR CHANGES IN THE INCREASE  
0 ITEM

MAJOR CHANGES IN THE DECREASE  
0 ITEM

What actions will make a positive difference to your team?

What can you think of from the changes in the factors related to the organization?

MAJOR CHANGES IN THE INCREASE  
0 ITEM

MAJOR CHANGES IN THE DECREASE  
1 ITEM

Have you been able to take balance of work and life?

Work-Life Balance : Click here for details and examples of improvements

Click any of the listen items to see details of any significant changes. (p.18)

Work-Life Balance

Is it an environment where you can work according to your personal lifestyle, if necessary?

Score

74

Benchmark for Work-Life Balance 67

Deviation from Benchmark +7

Score Distribution

100%  
50%  
0%

Last time Now

Changes in scores

Score Benchmark

90  
81  
75  
69

10/15 11/15 12/15 1/15 2/15

CREATE A NEW NOTE VIEW NOTES

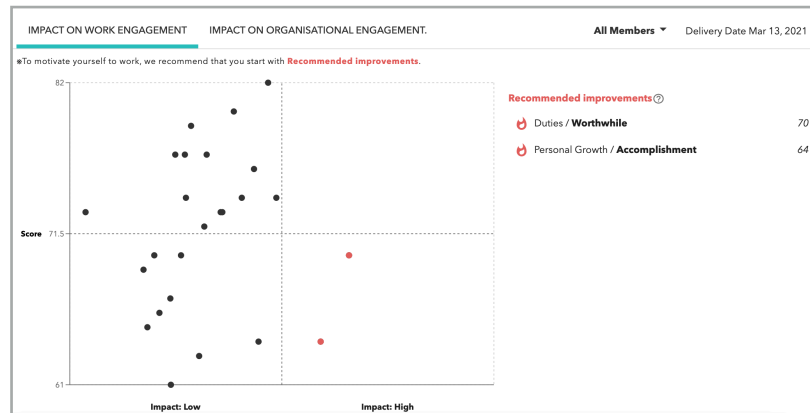
Have you been able to take balance of work and life?

## Calculation method


Wevox calculates the statistical significance of score changes based on variability in individual responses. Changes that exceed a certain threshold and are deemed significant will be displayed as **Significant Changes**.

Detailed analysis using the engagement scores to make use of improving your team.

## Impact Analysis ([p.25](#))




## Export Score Data ([p.27](#))

Export Score Data 

Delivery Date

Mar 13, 2021

Comparison Delivery Date(Any) 

Choose a comparative delivery date

Analysis Target

Group

☒ Excel ☐ PDF

DOWNLOAD FILE

It may take a while to export the file.

When exporting is complete it will be available for download from [download page](#).

Image of downloaded file

		Mar 13, 2021			Mar 14, 2021		
Group	Engagement	Engagement	Engagement	Engagement	Engagement	Engagement	Engagement
All Members	■■	■■	■■	■■	■■	■■	■■
GroupA	■■	■■	■■	■■	■■	■■	■■
GroupB	■■	■■	■■	■■	■■	■■	■■
GroupC	■■	■■	■■	■■	■■	■■	■■

## Data Analysis

## Impact Analysis

### Balance Analysis

[Download Score List](#)

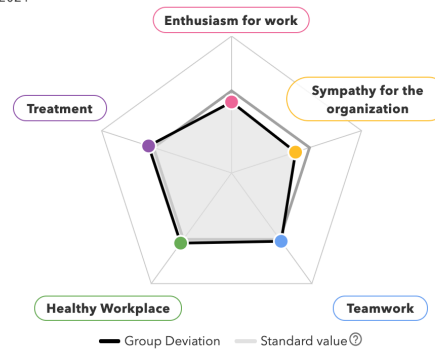
## Balance Analysis ([p.26](#))

Deviation value

Based on the scores of companies in the selected industry and company size, the organizational status is summarized in five broad categories of deviation.

Group All Members ▾

Mar 13, 2021



● **Enthusiasm for work**  
Does your work have make you feel a worthwhile and is moving you forward every day?

- **Sympathy for the organization**  
Do you feel empathy with your vision and strategy, or are you proud of your organization?

- **Teamwork**  
Do you have good relationships as a team member with your peers and boss?

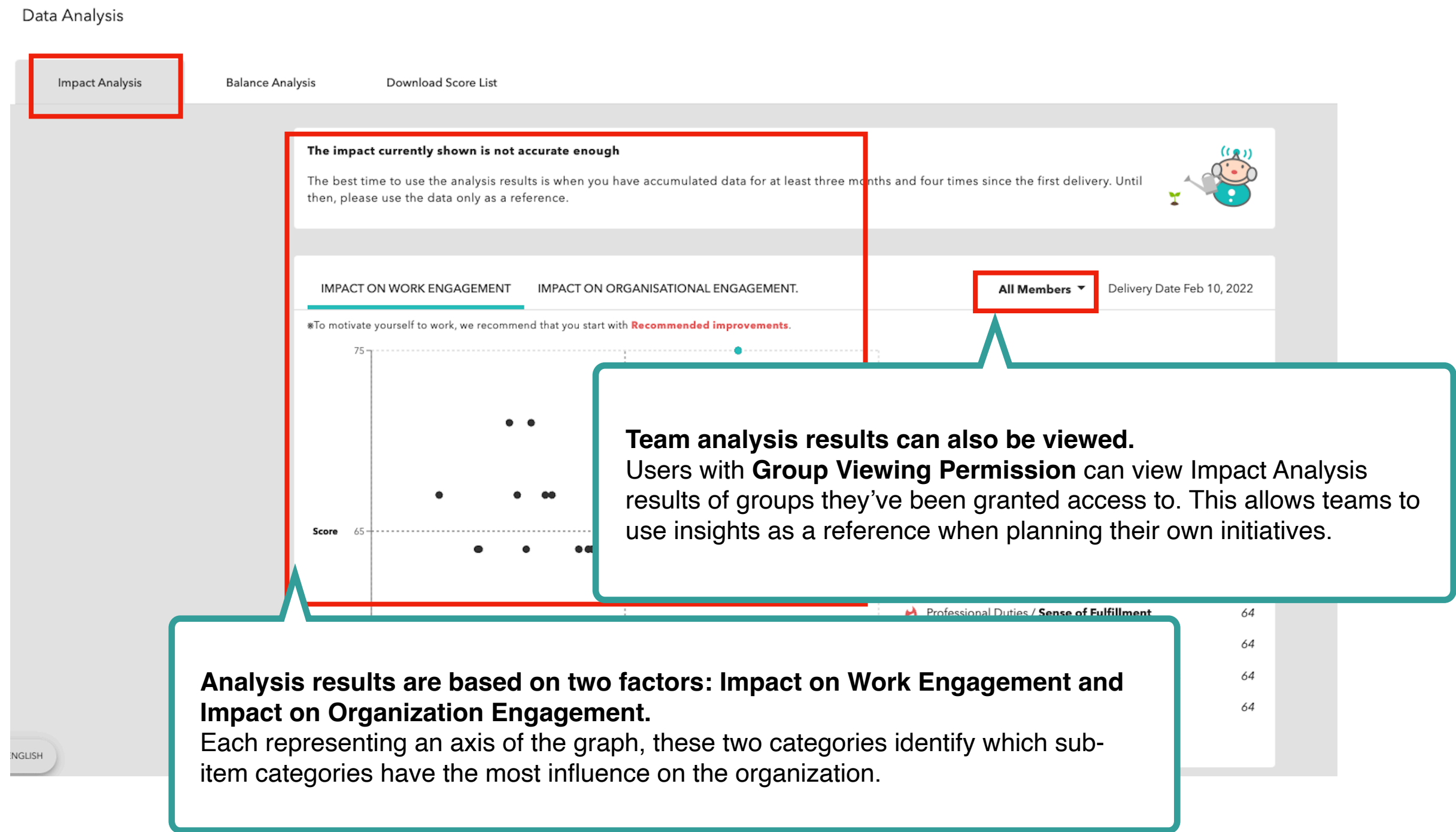
**● Healthy Workplace**

In the environment healthy enough not only for work but also for your family and private time?

● **Treatment**  
Are you satisfied with the evaluation and salary?

# Data Analysis - Impact Analysis

This analysis function calculates which factors will have the most impact in improving engagement. Comparing impact and score, **Strengths** and **Recommended Improvements** are displayed in a simple four-quadrant matrix.



# Data Analysis - Balance Analysis

The feature groups the 9 key drivers into 5 categories and shows performance as deviation scores, based on filters like industry and company size. The gray line represents the benchmark for the chosen industry or employee size group.

### Deviation value

Based on the scores of companies in the selected industry and company size, the organizational status is summarized in five broad categories of deviation.

Group **All Members**

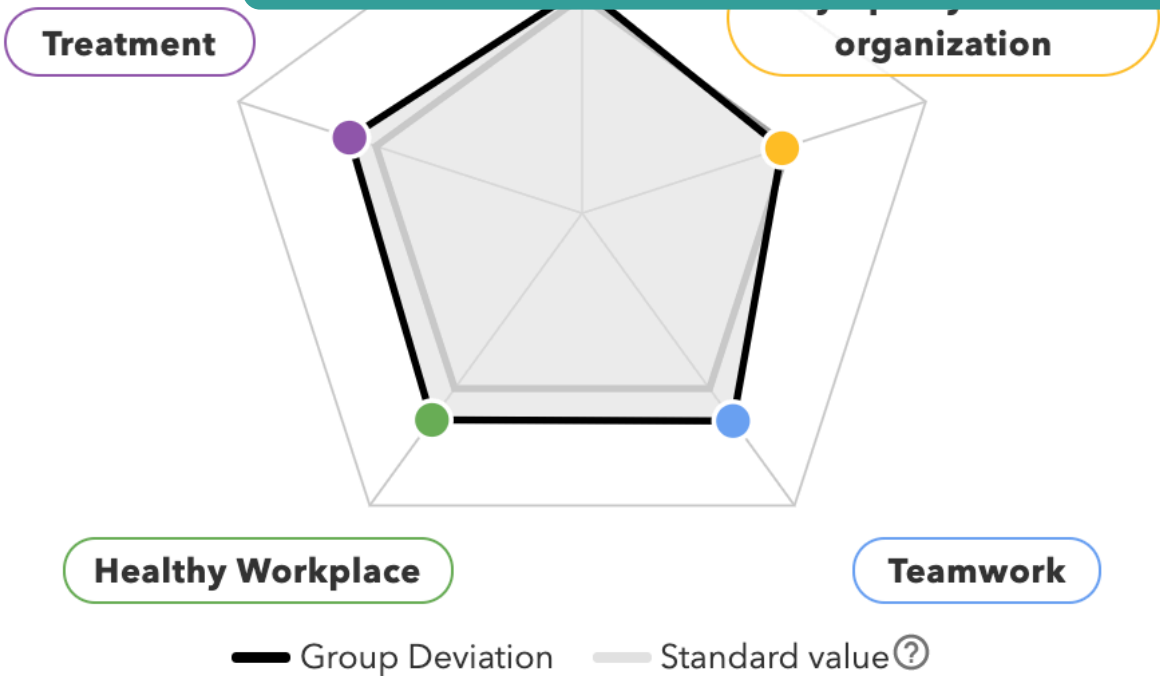
Standard/ Criteria / Benchmark

**Construction and Real Estate**

**1-10 people**

Mar 13, 2021

Team analysis results can also be viewed with Group Viewing Permission.



- Enthusiasm for work**  
Does your work have make you feel a worthwhile and is moving you forward every day?
- Sympathy for the organization**  
Do you feel empathy with your vision and strategy, or are you proud of your organization?
- Teamwork**  
Do you have good relationships as a team member with your peers and boss?
- Healthy Workplace**  
In the environment healthy enough not only for work but also for your family and private time?
- Treatment**  
Are you satisfied with the evaluation and salary?

# Data Analysis - Export Scores

Results can be exported as an excel or .pdf file.  
Users with **Individual Viewing Permission** will be able to export **Member** results.

Data Analysis

Impact Analysis

Group Analysis

Balance Analysis

Download Score List

Download Score List?

Delivery Date

Mar 28, 2025

Comparison Delivery Date(Any)?

Choose a comparative delivery date

Analysis Target

Group

Display Format

integer

☒ Excel

☐ PDF

Download

It may take a while to download the score list.

File for download from [download page](#).

Format is integer only.

All Members

GroupA

GroupB

GroupC

Enter the date of a past survey to compare scores to.

Analysis Target will be set to **Group** by default, but companies conducting individual surveys and users with **Individual Viewing Permission** will be able to set the target to **Member**.

Select file format.

The **Display Format** can be changed to export results by **Integer** or **One decimal place**. \*Surveys conducted before April 1, 2024 can only display results by integer.

**Note** If the number of responses is insufficient, “0” will be displayed in the exported list. Similarly, if no group is available for comparison, “0” will be displayed.



**Wevox Quest** provides users with a treasure trove of knowledge tailored to help their teams overcome problem points and move forward collectively. A wide range of content is available, from free resources to premium options in **Engagement Run! Booster** and **Engagement Run! Lite**.





We library is a resource site for Wevox users, offering various resources and public classes that cover key elements for improving engagement. In addition to detailed explanations of the Wevox system, users can learn more about the concept of engagement with real-world examples.. Visit the We library to learn how you can make a difference!

Library

きづきのヒントがここにある  
～ユーザー向け活用サイト～

自走サイクル >

フェーズ別活用ガイド >

よくあるお悩みから探す >

活用  
フェーズ  
ガイド

【Wevox運用者様向け】  
活用段階別のトピックスをお届けします

マネジメントTIPS

【閲覧権限者様向け】  
マネジメント入門トピックをお届けします

0%

Pers

atus?

【全ユーザー様向け】  
Wevoxの使い方・操作に迷ったらこちら

?

Help

Overall

Help center >

Engagement

We library >

スタートダッシュから知識の深掘りまで多彩な公開クラスをご用意

Wevoxユーザー様なら誰でも参加していただける「公開クラス」をご用意しております。  
Wevox自体の使い方はもちろん、エンゲージメントの概念や、振り返りの具体例もお伝えしています。

カルチャーサーベイの  
特徴や機能

公開クラス①  
エンゲージメントの概要

公開クラス②  
スコアの考え方

公開クラス③  
振り返りとアクション

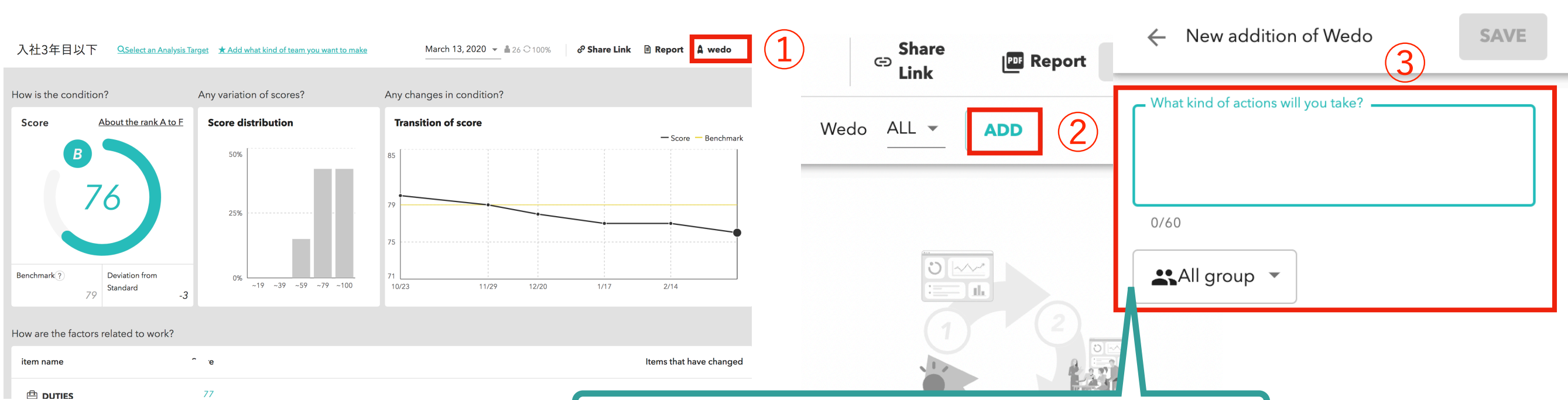
特別公開クラス

© Atræ, Inc.

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wevox

Wedo is a place to plan and keep track of your Improvement Actions.  
Comments left in Wedo can be sent out to all members of your team.



Insert NEXT ACTIONS to improve your organization.  
There are ideas to refer to from other companies.

[Actions for Middle Management".](#)  
[DIO](#)



# Wedo - Reflect and Grow

Deliver reflection questions to your team at any time.

★ Add An Ideal Image.

Show changes over the past year Jun 26, 2... 3 66%

Personalities Share Link Report Wedo

Wedo ALL Add

Let's have a team-wide discussion. 2025/04/03

Send A Retrospective Survey

Let's give thanks. 2024/06/27


All group 1 people answered 0People

Click **Send a Retrospective Survey** to immediately deliver a survey regarding **Action Status**.

Once respondents have completed their input, the review results and comments (optional) will be displayed.

**\*Regarding Action Status questions:**  
Each Wedo includes two parts: a rating and an optional comment. Text entered in Wedo will be displayed as-is in the survey question.

Review



Let's review your wedo !

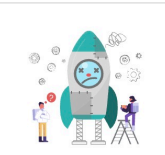
Answer The Survey

Evaluate

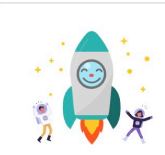
グループD-1

How was 「Let's have a team-wide discussion.」 ?

Posted at Apr 03, 2025




Still Need Improvement



Well Done

Comment (optional)

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How can we make it a better wedo?










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# Description of each Key Driver

Name of Key Driver	Definition	Cause Examples
 <b>Professional Duties</b>	Do you feel rewarded through your duties? Are you given the discretion you need to perform your duties?	<ul style="list-style-type: none"> <li>• Not understanding the purpose of the duties</li> <li>• Managers hasn't delegated authority</li> </ul>
 <b>Personal Growth</b>	Do you feel accomplished through your work? Are you improving your competencies and skills through your work?	<ul style="list-style-type: none"> <li>• Goals are not set well</li> <li>• Doing the same thing every day</li> </ul>
 <b>Health &amp; Wellness</b>	Is your workload adequate? Are there any stress reactions such as headaches, irritation, or frustration?	<ul style="list-style-type: none"> <li>• Too much workload</li> <li>• Using too much concentration and physical strength</li> </ul>
 <b>Support</b>	Are you receiving support from your boss or co-workers for your job or growth?	<ul style="list-style-type: none"> <li>• Lack of communication for support</li> <li>• Lack of leadership of manager</li> </ul>
 <b>Relationships</b>	Do you have a good relationship with your manager or co-workers?	<ul style="list-style-type: none"> <li>• Lack of communication</li> <li>• Lack of trust</li> </ul>
 <b>Approval</b>	Do you feel recognized by your surroundings?	<ul style="list-style-type: none"> <li>• Employees may not be receiving attention from their surroundings</li> <li>• Not enough praise for results and action</li> </ul>
 <b>Vision Strategy</b>	Are you confident and sympathetic to the company's ideology, strategy, and business content?	<ul style="list-style-type: none"> <li>• Vision and mission is not well installed</li> <li>• Employees do not have trust in the board</li> </ul>
 <b>Organizational Culture</b>	Whether the company's culture is good for employees	<ul style="list-style-type: none"> <li>• Too much sectionalism between department</li> <li>• Difficult to challenge because of the accuse when failing</li> </ul>
 <b>Environment</b>	Are you satisfied with your business environment, such as salary, benefits, and work environment?	<ul style="list-style-type: none"> <li>• Too much noise at the workplace</li> <li>• Not enough compensation compared to the work</li> </ul>

# Key Drivers and Sub-Items

<u>Name of Key Driver</u>	<u>Name of Sub-item</u>	<u>Definition</u>
 <b>Professional Duties</b>	Sense of Fulfillment	Do you feel fulfilled through your duties?
	Discretion/Autonomy	Are you given the discretion necessary to carry out your duties?youneed to
 <b>Personal Growth</b>	Sense of Accomplishment	Do you get a sense of accomplishment through your work?
	Growth Opportunities	Are you able to improve your abilities and skills through your work?
 <b>Health &amp; Wellness</b>	Workload	Is your workload appropriate?
	Stress Reaction	Are you experiencing stress reactions such as headaches, irritation, or irritability frustration?
 <b>Support</b>	Support for Professional Duties	Do you have the support you need to carry out your duties?
	Support for Personal Growth	Are you receiving support for your growth?
	Clear Statement of Vision or Goal	Do you communicate the mission and goals of your department and individuals in an easy-to-understand manner?
 <b>Relationships</b>	Support from Co-workers in times of Need	Are your colleagues willing to help you when you're in trouble?
	Relationship with Manager	Do you have a good relationship with your manager?
	Relationship with Colleagues	Do you have a good relationship with your workmates?
 <b>Approval</b>	Approval of Remarks and Opinions	Do you think people around you are listening to your opinions or comments?
	Recognition of Accomplishments	Are you recognized and praised for your achievements?
	Satisfaction with the Evaluation	Is your evaluation appropriate to your results and contributions?
 <b>Vision Strategy</b>	Sympathy for Mission and Vision	Do you sympathize with the company's corporate philosophy and management philosophy
	Sympathy for the Company's Policies or Business Strategies	Are you satisfied with the company's policies and strategies?
	Pride in Business and Service	Do you feel proud of the business and services in your company?
 <b>Organizational Culture</b>	Trust in Management	Do you trust the management team?
	Provide Career Opportunities	If you are motivated, does the company give you a chance?
	Challenging Culture	Is it a company that celebrates challenging things more than failure?
	Interdepartmental Cooperation	Are other departments cooperative in achieving goals?
 <b>Environment</b>	Relevance to Praise and Recognition	Do you feel appropriate when someone is praised in your company?
	Satisfaction with Work Environment	Is it a comfortable work environment?
	Work-Life Balance	Can you work in a way that fits your lifestyle if necessary?
	Satisfaction with Compensation	Do you feel that you are paid a salary and bonus worthy of your work?