



wevox

*Energize your team with honest communication cycle*

## **About the Score For Owner**

# Agenda

- Overview
  - About the Overview..... 3
  - Score, Transition, Score Distribution..... 4
  - Work Driver and Organization Driver..... 5
  - Ideas for Improvement..... 6
  - Team’s Characteristics from Balance Analysis and Impact Analysis..... 7
  - List of Other Groups’ with access..... 8
  - Select Analysis Target..... 9
  - Link for Sharing Results..... 10
- Comparison
  - About the Comparison..... 11
  - Display Comparison Results with Absolute Value..... 12
  - Display Comparison Results with Relative Value..... 13
  - Display Comparison Results with Deviation from Benchmark..... 14
  - Pulldown Menu..... 15
  - Rank and Score..... 16
- Analysis of Items
  - About Analysis of Items..... 17
  - How to check Analysis of Items..... 18
  - Transition of Item Score..... 19
  - Analysis of Items Details..... 20
  - Significant Changes..... 21
- Data Analysis
  - About Data Analysis..... 22
  - Impact Analysis..... 23
  - Balance Analysis..... 25
  - Score Export..... 27
- Benchmark..... 28
- wedo..... 29
- Key Driver Details..... 30
- Item Details..... 31

# Overview - About the Overview

The screenshot shows the WevOX dashboard interface. A red box highlights the 'Overview' tab in the left sidebar. A callout points to the 'Select an Analysis Target' button at the top. Another callout points to the 'Share Link' button. A large callout points to the main dashboard area containing charts for 'Score', 'Score distribution', and 'Transition of score'. Below these are two tables for 'Items that have changed' (one for 'DUTIES' and one for 'VISION STRATEGY'). A section titled 'Recommended Ideas for Improvement (Japanese Only)' shows four cards with images and text. Below that is a 'Team's characteristic' section with a radar chart and two tables of 'Recommended items for improvement'. At the bottom is a 'List of Other Groups' table.

Item name	Score
DUTIES	59
PERSONAL GROWTH	56
HEALTH AND WELLNESS	57
SUPPORT	54
RELATIONSHIPS	55
APPROVAL	54

Item name	Score
VISION STRATEGY	54
CULTURE	55
ENVIRONMENT	53

Group	Total	Rank	Grade
Engineering		3	B
Sales		6	C+
Back Office		3	E+
System		7	C-
Planning		4	E-
Customer Support		15	C-
Development		5	B+
Human Resources		31	D

Select Analysis Target (p9)

Link for Sharing Results (p10)

Score, Transition, Score Distribution (p4)

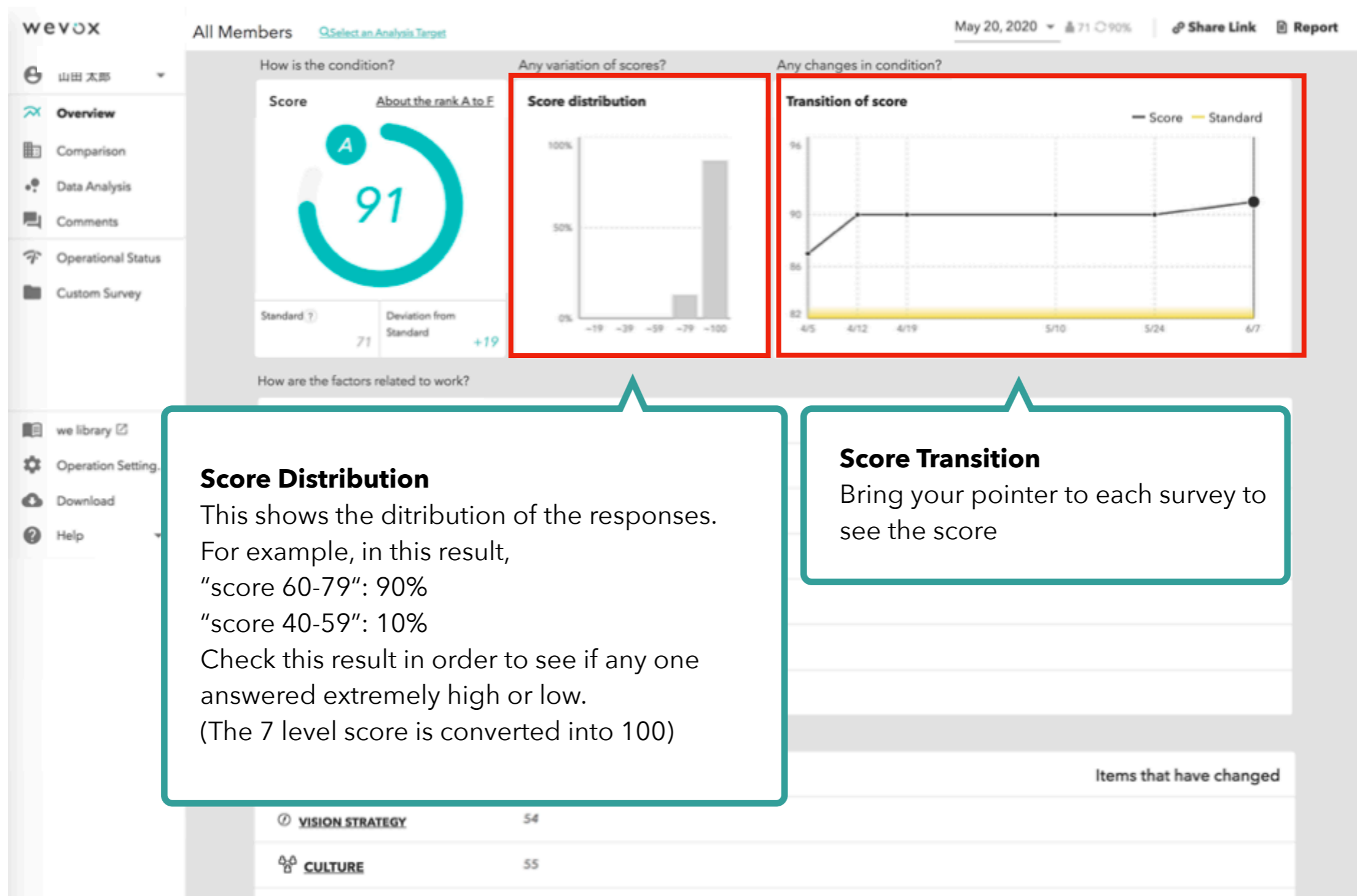
Work Driver and Organization Driver (p5)

Ideas for Improvement (p6)

Team's Characteristic (p7)

List of Other Groups' with access (p8)

# Overview - Score, Transition, Score Distribution



# Overview - Work Driver and Organization Driver

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

Item name	Score
DUTIES	59
PERSONAL GROWTH	

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

Item name	Score
VISION STRATEGY	54
CULTURE	55
ENVIRONMENT	53

**Significant Changes (p18)**  
Items that had a significant change will be displayed. Click for details.

- Stress Reaction
- Recognition of Accomplishments

wevox  
All Members [Select an Analysis Target](#)  
May 20, 2020 71 90% [Share Link](#) [Report](#)

山田 太郎  
Overview  
Comparison  
Data Analysis

we library  
Operation Setting...  
Download  
Help

How are the factors related to work?

How are the factors related to the organization?

Recommended Ideas for Improvement (Japanese Only)

Team's characteristic **DEFINITION** How can we increase our team's Work Motivation? How can we increase our team's Org. Engagement?

# Overview - Ideas for Improvement

These are recommended ideas for improvement.  
Please refer to it when necessary.  
(The content will be updated.)

Recommended Ideas for Improvement (Japanese Only)



**Click for more!**

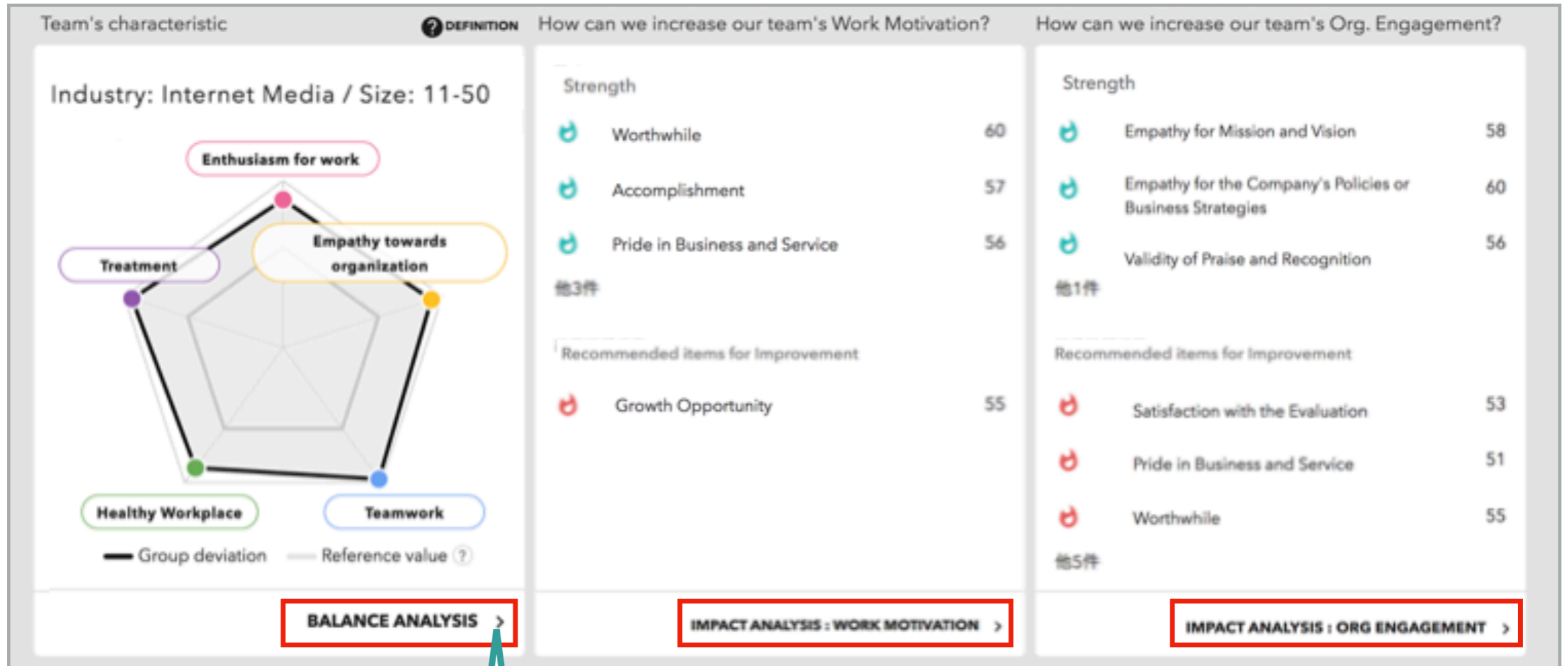
**Click for more!**

**Click to access to the document and article.**

**Click for more!**

# Overview - Team's Characteristics from Balance Analysis and Impact Analysis

From the Data Analysis,  
Teams Characteristic (Balance Analysis)  
Work Engagement and Organization Engagement (Impact Analysis)  
will be displayed.



Click for more details (go to Data Analysis)

# Overview - List of Other Groups' with access

How are the other groups?

1 - 8 / 8

Group	Total	Rank
<b>Engineering</b>	3	B
<b>Sales</b>	6	C <sup>-</sup>
<b>Back Office</b>	3	E <sup>+</sup>
<b>System</b>	7	C <sup>-</sup>
<b>Planning</b>	4	E <sup>-</sup>
<b>Customer Support</b>	15	C <sup>-</sup>
<b>Development</b>	5	B <sup>+</sup>
<b>Human Resources</b>	31	D <sup>+</sup>

キードライバーのスコアで比較する

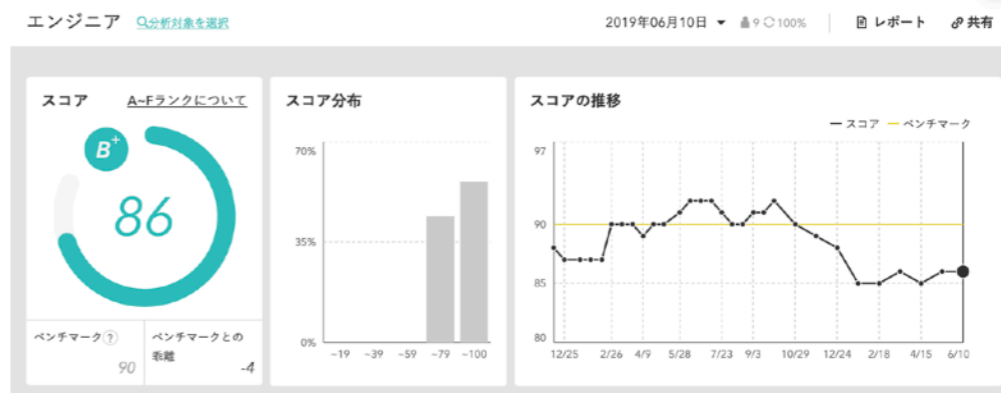
## Compare the key driver score

Click to compare the groups scores with access permission.

グループ	集計対象者数	回答率	総合評価	職務	自己成長	健康	支援	人間関係	承認	理念戦略	組織風土	環境
システム開発グループ	37	97%	B <sup>+</sup>	88	79	82	88	89	87	93	90	88
エンジニア	9	100%	B <sup>+</sup>	85	77	79	87	88	85	94	90	83
業務委託	4	100%	B <sup>+</sup>	78	71	82	78	83	84	80	82	85
デザイナー	8	87%	A	94	82	85	89	92	91	95	93	91

## Select group

Click to see the overview results for each group.





# Overview - Select Analysis Target

Select groups you have access to in order to display the overview results.

**All Members** [Select an Analysis Target](#)

How is the condition?

Score **A** 91

Standard ? 71 Deviation from Standard

How are the factors related to w...

Item name

**DUTIES**

**PERSONAL GROWTH**

**HEALTH AND WELLNESS**

**SUPPORT**

**RELATIONSHIPS**

**APPROVAL**

How are the factors rela...

Item name

**VISION STRATEGY**

**Select an Analysis Target**

Search Group

- ▶ Human Resource
- ▶ Engineering

**List of Analysis Target will be displayed**

**Select a group**  
Click on the group to go to the overview results.

**All Members** [Select an Analysis Target](#)

How is the condition?

Score **A** 91

Standard ? Deviation from

Any variation of scores?

**Score distribution**

100%  
50%

# Overview - Link for Sharing Results

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

The screenshot shows the wevox interface with a sidebar on the left containing navigation items like 'Overview', 'Comparison', 'Data Analysis', 'Comments', 'Operational Status', 'Custom Survey', 'we library', 'Operation Setting...', 'Download', and 'Help'. The main content area displays analysis results for 'All Members' with sections for 'How is the condition?', 'Any variation of scores?', 'Score', 'Score distribution', and 'Transition of score'. At the top right, there are 'Share Link' and 'Report' buttons, with 'Report' highlighted in a red box. Two pop-up windows are overlaid on the interface:

- Create Link**: A window titled 'Let's start team building with everyone!' with the text 'Share the results of wevox with Members and other managers and discuss the strengths and challenges of the team.' and a 'Publish shared link' button.
- Share the Link**: A window titled 'Shared link issued' with a 'Copy link' button, a URL field containing 'https://wevox.io/sharing/465473da64ab562ba7ff99f5aff2bc0438e42198ae30455a54aa8cd4', an expiration date of 'June 02, 2020 (Tue)', a 'Delete' button, and a 'Show lower layer groups' toggle set to 'ON'. It also includes a 'Tips' section with a link to 'Three points when sharing results to team Members'.

# Comparison - About the Comparison

Compare the results upon each attribute and groups by key drivers.

The screenshot shows the wevox interface with a comparison table. A red box highlights the 'Group' dropdown menu, the 'ABSOLUTE VALUE', 'RELATIVE VALUE', and 'DEVIATION FROM STANDARD' tabs, and the table data. A callout box points to the 'Group' menu, another to the 'Rank and Score' column, and a third to the comparison result options.

**Pulldown Menu (p14)**

**Rank and Score (p15)**

**Display Comparison Results with**

- Absolute Value (p12)
- Relative Value (p13)
- Deviation from Benchmark (p14)

Group	Rank	Duties	Personal Growth	Health and Wellness	Support	Important variation				
Engineering	C <sup>+</sup>	66	66	65	68					
Sales	B <sup>-</sup>	79	73	71	39					
Back Office	C <sup>+</sup>	70	66	70	74					
System	C <sup>+</sup>	56	62	69	67	68	69	73	72	73
Planning	C <sup>+</sup>	65	64	70	58	68	69	73	72	68
Customer Support	B <sup>-</sup>	65	67	60	73	68	67	74	72	71
Legal	B <sup>-</sup>	73	73	74	60	76	76	79	76	73
Development	C <sup>+</sup>	66	65	64	66	68	66	74	72	68
Human Resources	B <sup>-</sup>	66	68	69	74	70	55	75	74	73
Outbond Sales	C <sup>+</sup>	66	60	66	67	63	63	73	72	68
	C <sup>+</sup>	67	67	61	72	68	66	73	72	67

# Comparison - Display Comparison Results with Absolute Value

Each group and attributes' average score is displayed.

The screenshot shows the wevox interface with the 'ABSOLUTE VALUE' tab selected. The data table below shows scores for various groups across different attributes. A callout box titled 'Color Criteria' explains the score-to-color mapping.

Group	Count	Response rate	Rank	Duties	Personal Growth	Health and Wellness	Support	Relationships	Approval	Vision Strategy	Culture	Environment
全メンバー	41	0%	C+	66	66	65	68	69	63	74	73	70
Engineering	4	0%	B-	79	73	71	39	75	76	76	76	70
Sales	6	0%	C+	70	66	70	74	71	35	77	73	75
Back Office	10	0%	C+	56	62	69	67	68	69	73	72	73
System	15	0%	C+	65	64	70	58	68	69	73	72	68

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

Score	Grade	Color
10	F	Red
20	E-	Red
30	E	Red
40	E+	Red
50	D-	White
60	D	White
70	D+	White
80	C-	White
90	C	White
100	C+	White
70	B-	Light Blue
80	B	Light Blue
90	B+	Light Blue
100	A	Dark Blue

※The middle score is 57

# Comparison - Display Comparison Results with Relative Value

The relative value of each groups' score will be displayed based on "All Member".

The screenshot shows the wevox interface with the 'RELATIVE VALUE' tab selected. A table displays comparison results for various groups. A callout box titled 'Color Criteria' explains the color coding for relative values.

Group	Rank	Duties	Personal Growth	Health and Wellness	Support	Relationships	Approval	Vision Strategy	Culture	Environment
全メンバー (41 members)	C <sup>+</sup>	0	0	0	0	0	0	0	0	0
Engineering (4 members)	B <sup>-</sup>	+13	+7	+6	-29	+6	+13	+2	+3	0
Sales (6 members)	C <sup>+</sup>	+4	0	+5	+6	+2	-28	+3	0	+5
Back Office (10 members)	C <sup>+</sup>	-10	-4	+4	-1	-1	+6	-1	-1	+3
System (15 members)	C <sup>+</sup>	-1	-2	+5	-10	-1	+6	-1	-1	-2

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

The diagram shows a horizontal scale from -30 to +30. Values from -30 to -10 are shaded in red, with the color becoming lighter as they approach 0. Values from 0 to +30 are shaded in blue, with the color becoming darker as they approach +30.

# Comparison - Display Comparison Results with Deviation from Benchmark

The relative value of each groups' score will be displayed based on Benchmark.

※About Benchmark (p23)

The screenshot shows the wevox dashboard interface. At the top, there are tabs for 'ABSOLUTE VALUE', 'RELATIVE VALUE', and 'DEVIATION FROM STANDARD'. The 'DEVIATION FROM STANDARD' tab is selected and highlighted with a red box and an arrow. Below the tabs, there are various filters and a table of comparison results. The table has columns for 'Rank', 'Duties', 'Personal Growth', 'Health and Wellness', 'Support', 'Relationships', 'Approval', 'Vision Strategy', 'Culture', and 'Environment'. The rows represent different groups: '全メンバー', 'Engineering', 'Sales', 'Back Office', 'System', and 'Planning'. Each cell in the table contains a numerical value representing the deviation from the benchmark. A callout box with a teal border is overlaid on the table, containing the text 'Color Criteria' and a description of the color coding: 'The higher it gets from 0, it becomes blue, the lower it gets from -10, it becomes red.' Below the text is a horizontal bar chart showing a color gradient from red to blue, with numerical markers at -30, -20, -10, 0, +10, and +20.

Group	Rank	Duties	Personal Growth	Health and Wellness	Support	Relationships	Approval	Vision Strategy	Culture	Environment
全メンバー	C <sup>+</sup>	-16	-11	-7	-14	-15	-15	-9	-10	-6
Engineering	B <sup>-</sup>	-3	-4	-1	-43	-9	-2	-7	-7	-6
Sales	C <sup>+</sup>	-12	-11	-2	-8	-13	-43	-6	-10	-1
Back Office	C <sup>+</sup>	-26	-15	-3	-15	-16	-9	-10	-11	-3
System	C <sup>+</sup>	-17	-13	-2	-24	-16	-9	-10	-11	-8
Planning	B <sup>-</sup>	-17	-10	12	-9	-16	-11	-9	-11	-5

**Color Criteria**  
The higher it gets from 0, it becomes blue, the lower it gets from -10, it becomes red.

# Comparison - Pulldown Menu

Click on groups and attributes to display the scores.

The screenshot shows the wevox interface with a sidebar on the left containing navigation items like Overview, Comparison, Data Analysis, etc. A 'Group' pulldown menu is open, listing various attributes. Two callout boxes provide detailed score views for selected attributes.

**Click on age**

	Targeted Counts	Response rate	Rank	Duties	Personal Growth	Health and Wellness
All Members	53	98%	B <sup>-</sup>	71	65	67
20s	16	100%	B <sup>-</sup>	75	64	66
30s	10	100%	B <sup>+</sup>	91	80	90

**Click on Entry-level/Mid-career**

	Targeted Counts	Response rate	Rank	Duties	Personal Growth	Health and Wellness
All Members	41	0%	B <sup>+</sup>	88	86	75
Entry-level	27	0%	B <sup>+</sup>	91	80	90
Mid-career	13	0%	C <sup>+</sup>	67	67	69

# Comparison - Rank and Score

wevox

山田 太郎 Group

May 20, 2020 ABSOLUTE VALUE RELATIVE VALUE DEVIATION FROM STANDARD Updated summary object Export Score Data

Targeted Counts Response rate Rank Duties Personal Growth

Important variation Rising Descent

全メンバー Engineering Sales Back Office System Planning Customer Support Legal Development Human Resources Outbond Sales

41 0% 4 0% 6 0% 10 0% 15 0% 16 0% 4 0% 28 0% 12 0% 3 0%

C+ B- C+ C+ C+ B- B- C+ B- C+

66 66 79 73 70 66 70 74 71 35 77 73 75 56 62 69 67 68 69 73 72 73 65 64 70 58 68 69 73 72 68 66 65 66 68 69 74 70 55 75 74 73 66 60 66 67 63 63 73 72 68 67 67 61 72 68 66 72 72 67

69 67 68 69 70 58 68 69 73 72 68 69 74 70 55 75 74 73 66 60 66 67 63 63 73 72 68 61 72 68 66 72 72 67

35

55

**Significant Changes (p21)**  
Blue and Red dots will appear for increasing and decreasing scores.

**Score**  
Each key driver score by groups

**Rank**  
Shows engagement level by A-F.

10 20 30 40 50 60 70 80 90 100

F E- E E+ D- D D+ C- C C+ B- B B+ A



# Analysis of Items - About Analysis of Items

Click to view details of each items in the key drivers.

**wevoX** All Members ▾

RANK 93 DUTIES 83 PERSONAL GROWTH 78 HEALTH AND WELLNESS 91 SUPPORT 91 ENVIRONMENT 87

### Health and Wellness

Are employees feeling too much stress and fatigue at work?

#### Score

80

Standard of Health and Wellness? 63 Deviation from Standard +15

#### Score distribution

Score Range	Percentage
-19	0%
-39	~10%
-59	~30%
-79	~45%
-100	~70%

#### Transition of score

Date	Score	Standard
4/5	78	72
4/12	80	72
4/19	80	72
5/10	80	72
5/24	80	72
6/7	80	72
6/21	81	72
7/5	81	72

**Workload** 81  
Is your workload adequate?  
Display on graph

**Stress Reaction**  
Are there any stress reactions such as headaches, irritation, or frustration?  
Display on graph

**To view the items (P18)**

**Transition of the items (P19)**

**Details of the items (P20)**

# Analysis of Items - How to check Analysis of Items

A. Click on key driver in overview

B. Click on key driver in comparison

Group	Targeted Counts	Response rate	Rank	Duties	Personal Growth
全メンバー	▲41	0%	C+	66	66
Engineering	▲4	0%	B-	79	73
Sales	▲6	0%	C+	70	66
Back Office	▲10	0%	C+	56	62
System	▲15	0%	C+	65	64
Planning	▲16	0%	B-	65	67
Customer Support	▲4	0%	B-	73	73
Legal	▲28	0%	C+	66	65
Development	▲12	0%	B-	66	68
Human Resources	▲3	0%	C+	66	60
Outbond Sales			C+	47	47

# Analysis of Items - Transition of Item Score

Click on the check box of the items to show the transition of the item.

Graph of "Workload" will be displayed.

**Health and Wellness**  
Are employees feeling too much stress and fatigue at work?

**Score**  
80

Standard of Health and Wellness? 63  
Deviation from Standard +15

**Score distribution**

Score Range	Percentage
~19	0%
~39	~10%
~59	0%
~79	~25%
~100	~65%

**Transition of score**

Date	Score	Standard
4/5	78	72
4/12	80	78
4/19	80	78
5/10	80	78
5/24	80	78
6/7	80	78
6/21	81	80
7/5	81	80

**Workload** 81  
Is your workload adequate?

**Stress Reaction** 79  
Are there any stress reactions such as headaches, irritation, or frustration?

# Analysis of Items - Analysis of Items Details

Click on the item to display the item's score distribution, transition, and ideas for improvement.

**Click on the item**  
The item's score distribution, transition, and ideas for improvement will be displayed.

**Ideas for Improvement**  
Ideas for each key driver and item will be displayed.

**Workload** 81  
Is your workload adequate?

**Stress Reaction** 79

Accomplishment  
Do you feel accomplished through your work?

**Score**  
80  
Standard of Health and Wellness? 63  
Deviation from Standard +15

**Score distribution**

Score Range	Percentage
-19	0%
-39	~10%
-59	~25%
-79	~45%
-100	~10%

**Transition of score**

Date	Score	Standard
4/5	78	74
4/12	79	74
4/19	79	74
5/10	79	74
5/24	79	74
6/7	79	74
6/21	81	74
7/5	81	74

**When "A sense of accomplishment" is decreasing**  
There may be no achievement criteria or clear goals, and no opportunity to feel the sense of achievement.

**Improvement idea 11 items**

- Slack praise to KAIZEN sheet entrants**  
The purpose of this action is to create an atmosphere where the challenge is praised. Because it is a marketing section, it may take a while to get a quantitative result, and it may be difficult to feel Accomplishment. For challenging the improvement of daily work flow and method...[read more](#)
- [Monthly Must-One] to share the goal of each member**  
The purpose of this action is ... A team that does not hesitate to the business fields of each member and the content of Duties on a daily basis. In order not to sacrifice praise from the team for success, which should be good (increase Accomplishment), this...[read more](#)

**Why is it important?**  
work It feels really good when it works or when you do something, this is Accomplishment It is the effect of dopamine that is secreted into the brain when it is obtained. Dopamine is called a pleasure hormone and when it is secreted Users Feels happy and fun. Dopamine is the central nervous system ...[read more](#)

# Significant Changes

Check the significant ups and downs of the scores.  
Prioritizing to check from the significant changes is recommended.

The dashboard displays two tables of factors and a detailed view of the 'Health and Wellness' section.

**How are the factors related to work?**

Item name	Score	Items that have changed
DUTIES	59	
PERSONAL GROWTH	56	
HEALTH AND WELLNESS	57	
SUPPORT	54	Stress Reaction
RELATIONSHIPS	55	
APPROVAL	54	Recognition of Accomplishments

**How are the factors related to the organization?**

Item name	Score	Items that have changed
VISION STRATEGY	54	
CULTURE	55	
ENVIRONMENT	53	

**Health and Wellness**  
Are employees feeling too much stress and fatigue at work?

**Score**: 80  
Standard of Health and Wellness: 63  
Deviation from Standard: +15

**Score distribution**: Bar chart showing distribution of scores from -19 to -100.

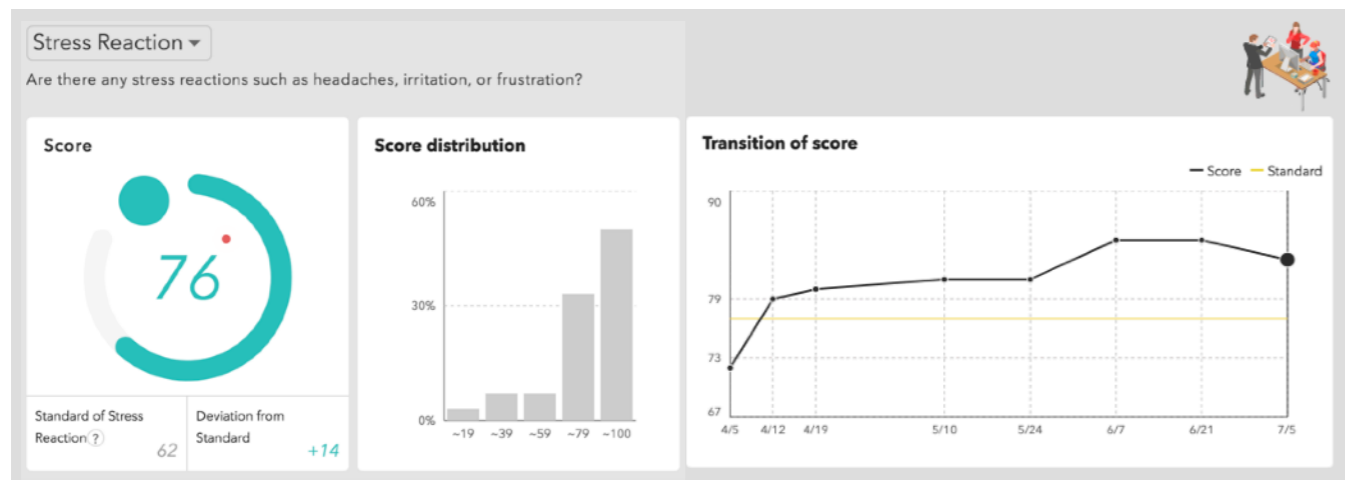
**Transition of score**: Line graph showing score and standard over time (4/5 to 7/5).

**Workload**: 79  
Is your workload adequate?

**Stress Reaction**: 76  
Are there any stress reactions such as headaches, irritation, or frustration?  
**Amount of stress has increased**

## Click the item that has the dot

The item that had the significant changes will be displayed.



## Calculation method

Wevox calculates average scores of each group and attribute, and also includes the changes that differ by number of people in the group.

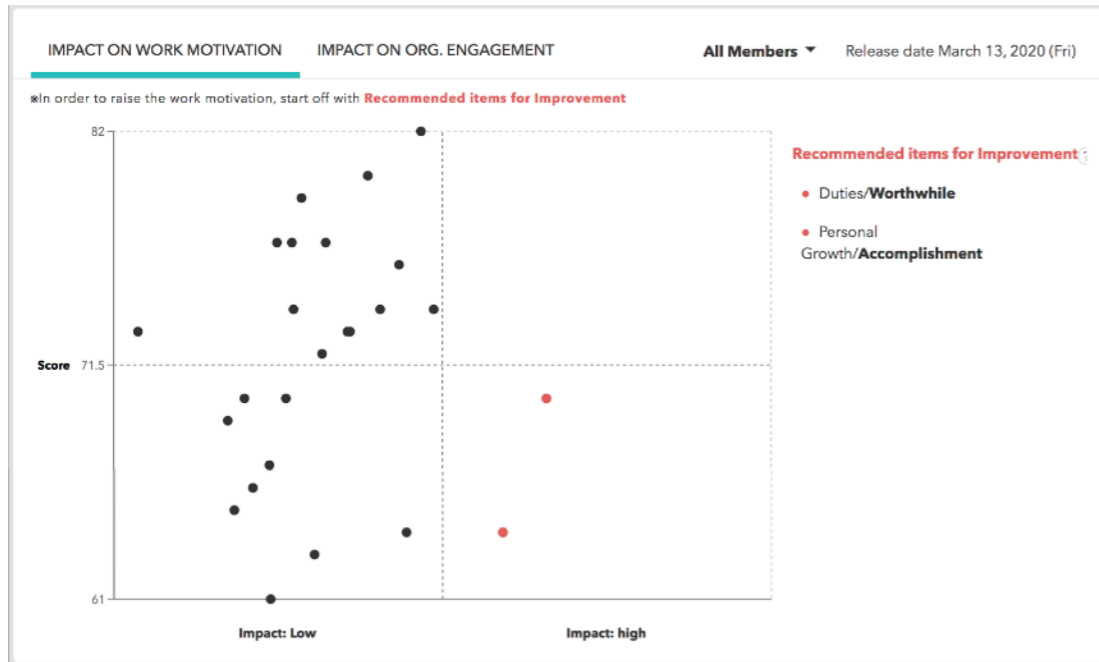
For example, the significance of the change of score 10 is different with a group of 10 or group of 100.

# Data Analysis - About Data Analysis

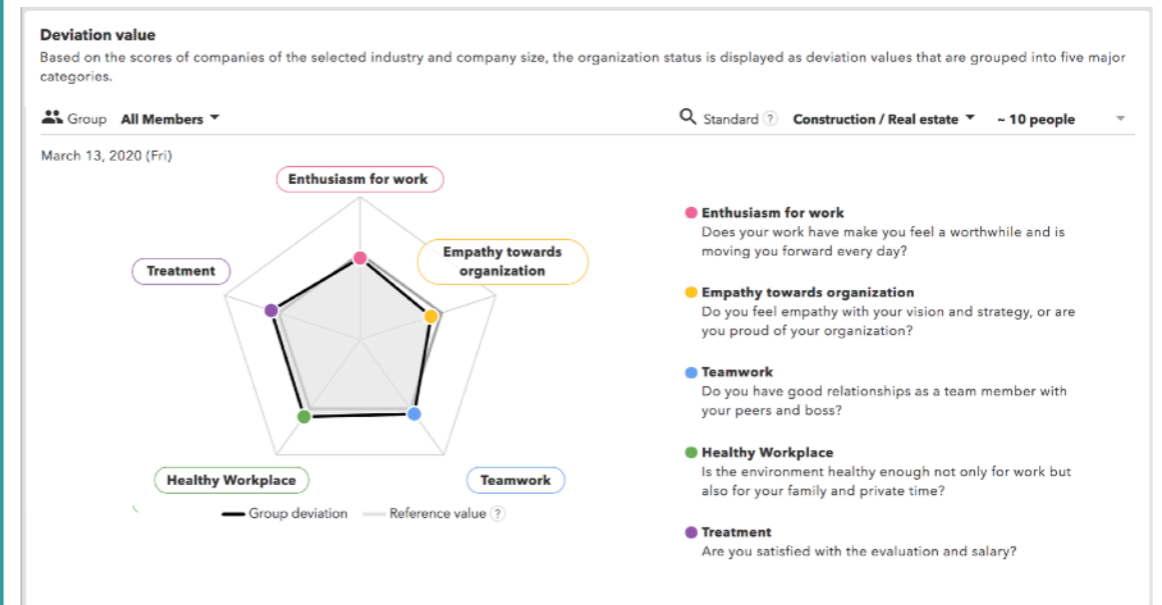
Detailed analysis using the engagement scores to make use of for improving your team.

The screenshot shows the 'Data Analysis' dashboard. A sidebar on the left contains navigation icons, with the engagement icon highlighted in a red box. The main content area has three tabs: 'Impact analysis', 'Balance analysis', and 'Export Score Data', all highlighted with red boxes. Below the tabs, there are two charts: 'IMPACT ON WORK MOTIVATION' and 'IMPACT ON ORG. ENGAGEMENT'. A callout box points to the 'Export Score Data' tab, showing a 'Score Export (P25)' interface with fields for 'Delivery date', 'Comparative delivery date', and 'Analysis target', along with an 'Output file' button and a preview table. Another callout box points to the 'IMPACT ON WORK MOTIVATION' chart, showing a text box with the message: '\*In order to raise the work motivation, start off with Recommended items for Improvement'.

## Impact Analysis (P23)

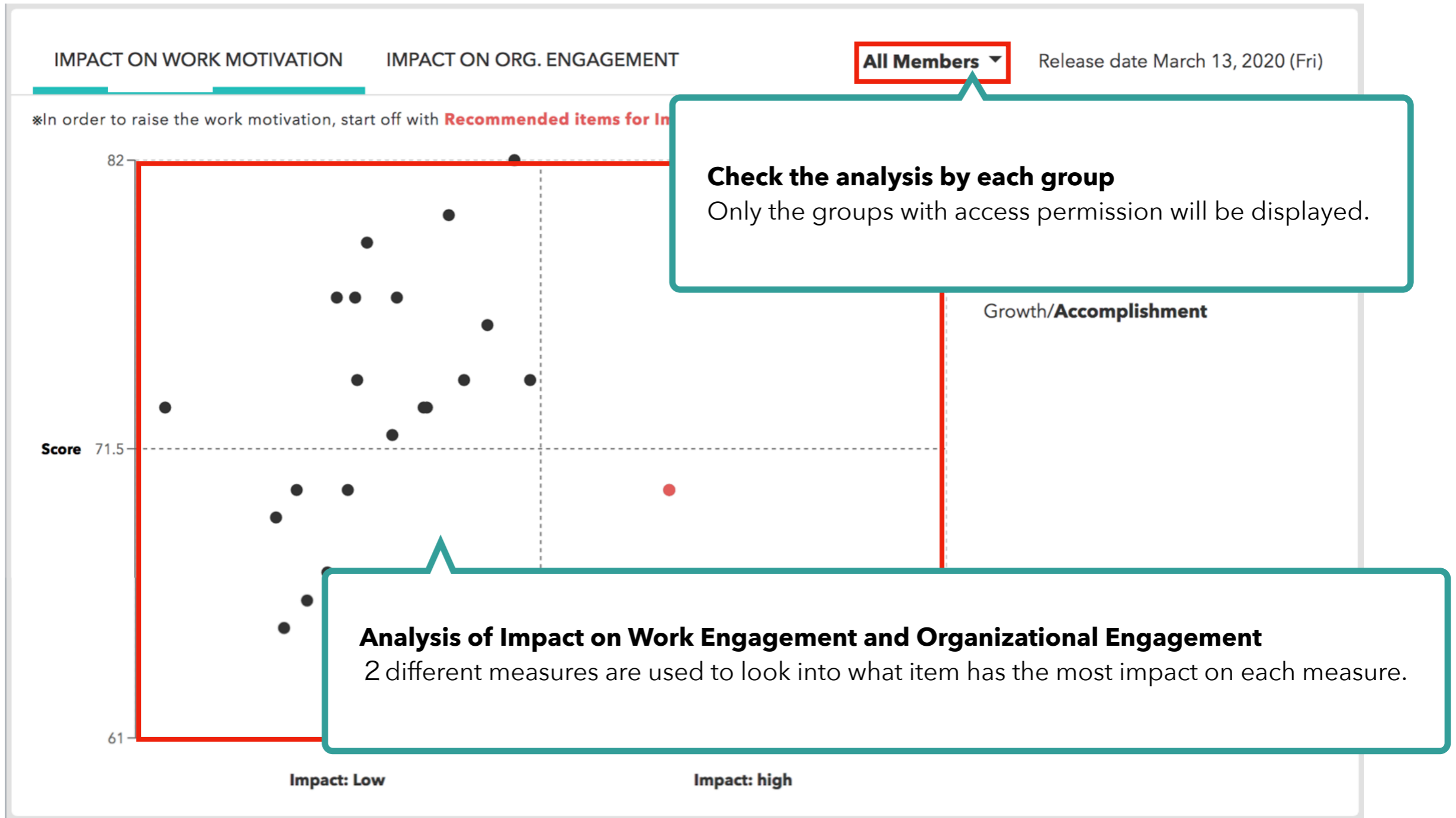


## Balance Analysis (P24)



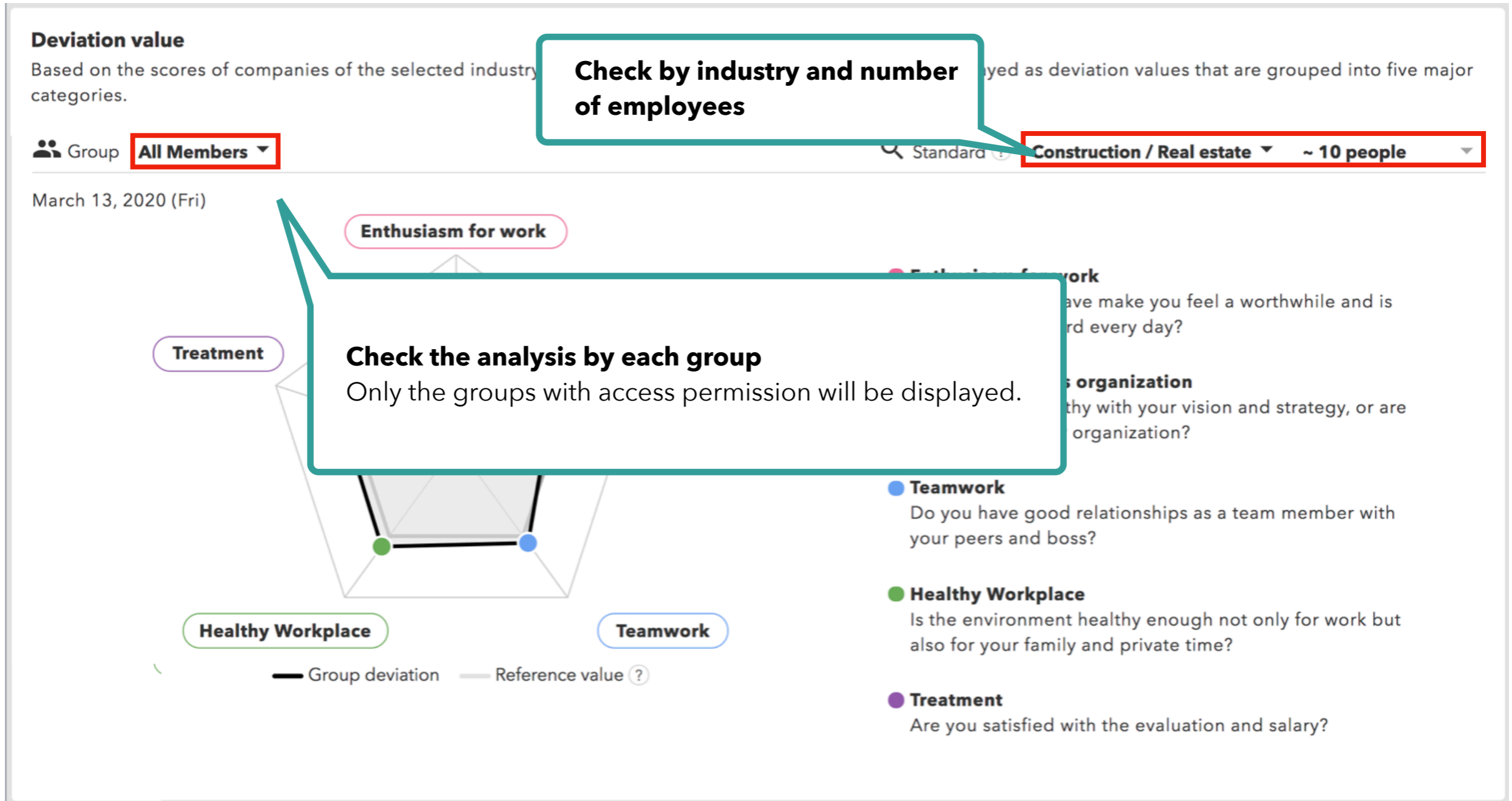
# Data Analysis - Impact Analysis

Check the impact analysis to see which item has the most impact on improving engagement. By looking into the level of impact and the score of an item, it will be displayed as strength or recommended item of improvement.



# Data Analysis - Balance Analysis

The deviation value of the 5 categories that consists of the 9 key drivers will be displayed. The gray line is the standard and industry and number of employees can be set manually.





# Data Analysis - Score Export

The results can be exported as excel and pdf file.

The results will be shown by groups (if the survey is non-anonymous, by member is possible).

The screenshot shows the 'Export Score Data' interface. It includes a 'Delivery date' dropdown set to 'May 20, 2020', a 'Comparative delivery date(Any)?' dropdown with the text 'Select comparison delivery date' (highlighted with a red box), and an 'Analysis target' dropdown set to 'Group'. Below these are radio buttons for 'Excel' (selected) and 'PDF' (highlighted with a red box), and an 'Output file' button. A callout box points to the 'Comparative delivery date' dropdown with the text 'Select a past survey to export the difference of score'. Another callout box points to the radio buttons with the text 'Select the file format'. A preview table is visible on the right side of the interface.

Group	engagement	Ment																		
All Members	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■
Group A	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■
Group B	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■
Group C	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■	■■

## Precautions

When there are not enough responses, the data will be displayed as 0.

In addition, when the comparison group does not exist, the data will be displayed as 0.

# Benchmark

Use the benchmark to set your goal.

There are 2 types, "Use Data" from other companies or "Set freely" to set any score.

The screenshot shows the WevoX user interface. On the left, a sidebar menu has 'Operation Setting...' highlighted with a red box. An arrow points to the 'Operation Setting' screen, where 'Benchmark' is selected in the sidebar. The main content area is titled 'Benchmark' and shows 'Setting method' options: 'Use data' (with a callout: 'Comparing with other companies') and 'Set freely' (with a callout: 'Comparing with your own company, or comparing with any score for your organization toto aim for'). Below these are dropdowns for 'industry' and 'scale', and three benchmarking options: 'Standard' (Average team), 'High-Performance' (Top 20% of teams), and 'Lead' (Top 5%). A 'Details' table is partially visible at the bottom.

Key driver	Score	Benchmark	Deviation between score and Benchma
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# Benchmark

Benchmark can be set such as below.

**Benchmark**

Setting method: Reflect changes

Select industry and number of employees

Set benchmark by referring to various industries and sizes | Edit and set benchmark freely

industry: [dropdown] | scale: [dropdown]

Standard (Average team) | High-Performance (Top 20% of teams) | Leading (Top 5% teams)

**Details**

Key driver	Score	Benchmark	Deviation between score and Benchmark
Duties	73	81 → 72	+1
Personal Growth	69	76 → 68	+1
Health and Wellness	63	70 → 63	±0
Support	76	81 → 74	+2
Relationships	81	83 → 77	+4
Approval	71	76 → 69	+2
Vision Strategy	70	80 → 71	-1
Culture	70	80 → 73	-3
Environment	71	75 → 67	+4
Rank	73	78 → 71	+2

**Benchmark**

Setting method: Cancel Reflect changes

Setting date: 2020/05/12

freely benchmark freely

Click on ► to set for each item score

Key driver	Score	Benchmark	Deviation between score and Benchmark
Duties	73	81	-8
Worthwhile	70	79	-9
Discretion	76	81	-5
Personal Growth	69	76	-7
Accomplishment	64	73	-9
Growth Opportunity	74	79	-5
Health and Wellness	63	70	-7
Workload	63	72	-9
Stress Reaction	64	70	-6
Support	76	81	-5
Support for Duties	79	82	-3
Support for Personal Growth	77	82	-5
Clear Statement of Vision or Goal	73	79	-6
Support from Co-workers in times of Need	77	85	-8
Relationships	81	83	-2

# About wedo

wedo is to keep track of and to review your actions for improvement.

"wedo" is originally from the words "we" and "do" to show what actions you will take.

The review of the actions set in the NEXT ACTION can be sent out to the members.

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

**The ideas from other companies is introduced  
In "we library" and "DIO."**



100% | Share Link | Report | wedo

wedo

2

X

DONE

NEXT ACTION



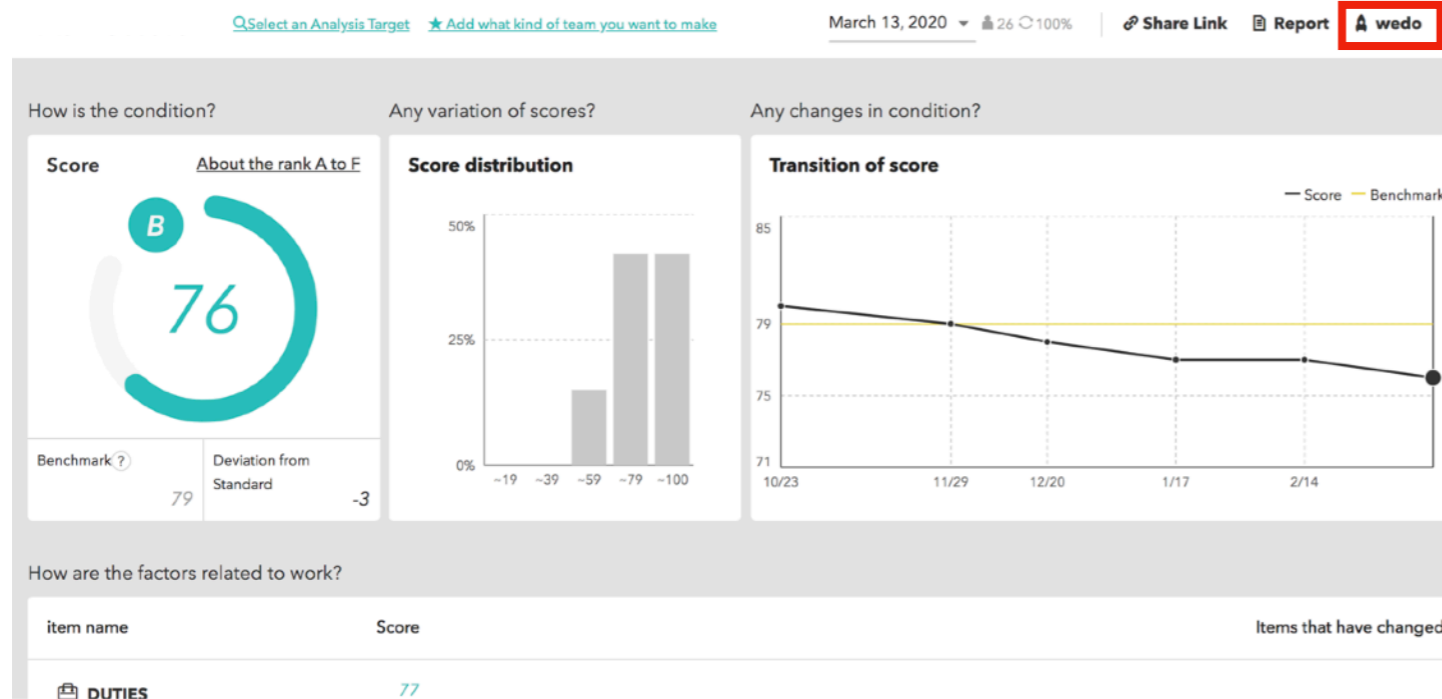
Let's register the team's NEXT ACTION. In the next survey, questions will be sent back to the members and the feedback will be quantified.

What kind of action will you take?

0/60

wedo Survey Target  
Our group

ADD WEDO



# Review your NEXT ACTION with wedo

Reviews for actions will be delivered in the next survey.

## Review

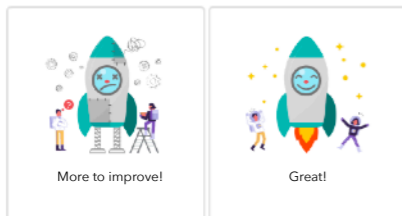


Let's review our wedo!

Answer

## Evaluate

How was "Review last month"?



## Comment

Any ideas for improvement?



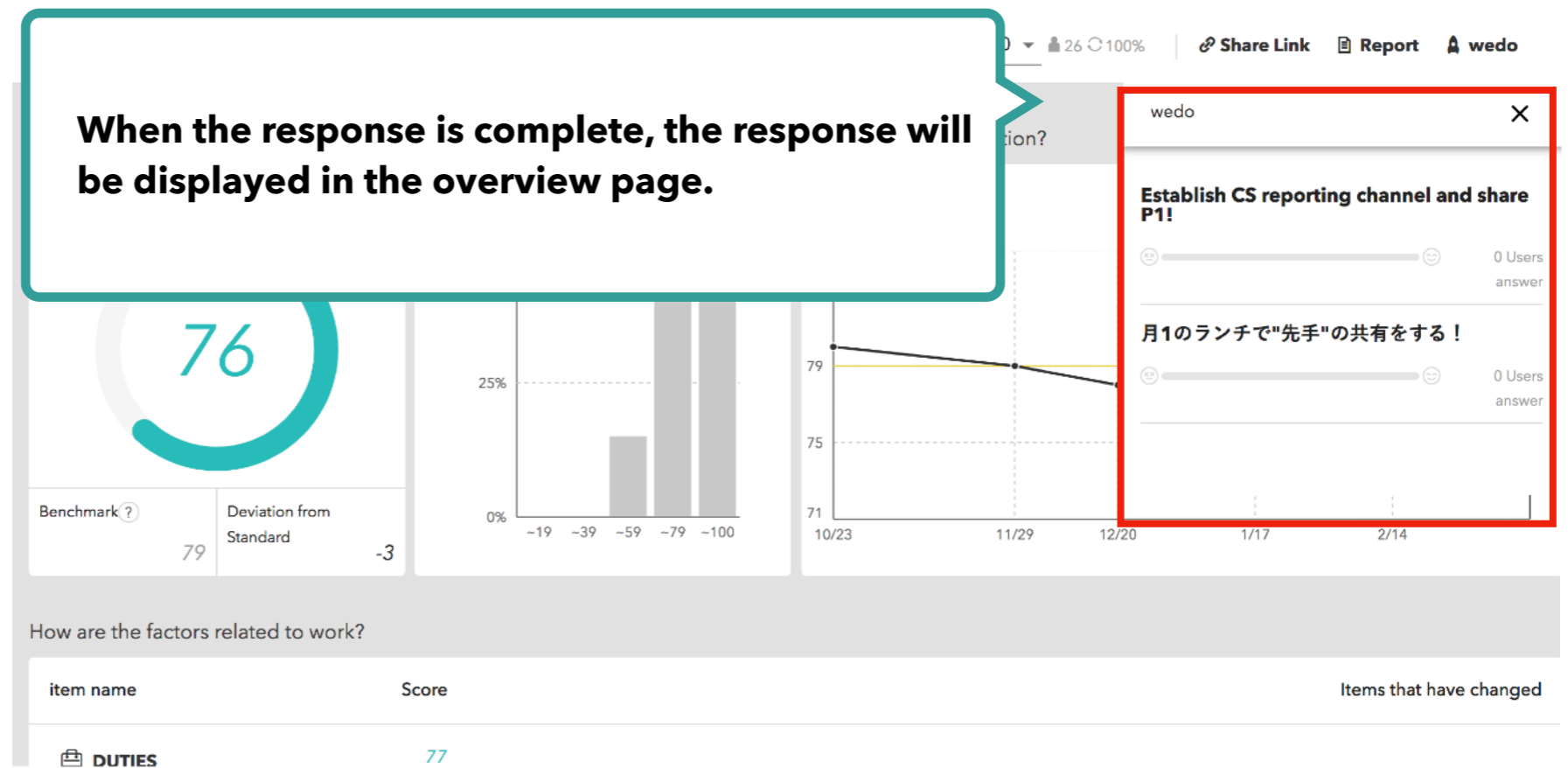
What can we do to improve "Review last month"?

Skip










Send

**2 questions will be delivered for 1 wedo.  
However, the content set in the wedo will be included in the delivery.  
If you have 2 "NEXT ACTION"s, there will be 4 questions delivered.**

**When the response is complete, the response will be displayed in the overview page.**



# About the Key Drivers

<u>Name of Key Driver</u>	<u>Definition</u>	<u>Cause Examples</u>
 <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>

# About the Key Drivers and Items

<u>Name of Key Driver</u>	<u>Name of 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?
 <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?
 <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?
	Support from Co-workers in times of Need	Are your colleagues willing to help you when you're in trouble?
 <b>Relationships</b>	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?