**Goals of the App**

The app is a **Next.js survey application** for the **Cancer & Careers / Beyond Insights Employer Index project**. Its purpose is to:

1. Deliver structured **survey instruments** (HR, General Population, Employees Managing Cancer).
2. Enforce **strict formatting fidelity** with the FINAL Word survey docs (no added questions, no missing items, no reordering).
3. Provide a **clean, respondent-friendly interface**:
   * Section headers in **blue + bold**.
   * Question stems in **black bold up to the colon**.
   * Response options in **normal weight**.
   * “Other (specify)” responses show a textbox inline, with **strict validation only if selected**.
   * “None of these” is exclusive and clears/disables other selections.
   * Tile sizes consistent, spacing even, no bleed/overflow.
4. Save progress **locally** (so a respondent can pause/resume).
5. Route respondents through survey sections in a controlled order, ending in a **dashboard** where progress is visible.
6. Eventually host on a public-facing environment where networked participants can log in (via unique links or tokens) and complete surveys online.

**📂 Current Directory / File Structure**

Inside your beyond-survey root, the key pieces are:

beyond-survey/

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├── app/ # Next.js "app router"

│ ├── dashboard/ # Landing + progress meter

│ │ └── page.tsx

│ ├── survey/ # All survey sections live here

│ │ ├── firmographics/

│ │ │ ├── page.tsx # Company Profile / firmographics section

│ │ │ └── page.tsx.bak # Backup versions

│ │ ├── general-benefits/

│ │ │ ├── page.tsx

│ │ │ └── page.tsx.bak

│ │ ├── current-support/

│ │ │ ├── page.tsx

│ │ │ └── page.tsx.bak

│ │ ├── dimensions/ # Will eventually hold HR Dimension block

│ │ │ └── page.tsx # (not built yet)

│ │ └── ... (potential other surveys GP / EMC if needed)

│ ├── authorization/ # Login / consent screens

│ └── layout.tsx, globals.css # Shared layout + styling

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├── components/ # Shared UI pieces

│ ├── Header.tsx # Logo, nav bar

│ ├── Footer.tsx

│ ├── OptionButton.tsx # Single-select tiles

│ ├── MultiOptionButton.tsx # Multi-select tiles

│ └── ...

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├── lib/ # Utilities

│ ├── storage.ts # LocalStorage load/save helpers

│ └── types.ts # TypeScript definitions

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└── package.json, tsconfig.json, etc.

**🔧 How It Currently Works**

* Each **survey section** (page.tsx) is a **multi-step form**.
* Steps are tracked with a step state variable.
* Questions are defined in arrays (e.g., S4A, S5, S6), then mapped into <OptionButton> or <MultiOptionButton> components.
* **Validation** is coded per-step (switch (s)) to ensure the right conditions are met before advancing.
* **Navigation**:
  + “Next” advances to the next step if validation passes.
  + “Back” allows review.
  + Last step → pushes to /dashboard.
* **Styling**:
  + BTN\_TEXT = class string for normal responses.
  + OTHER\_TEXT = class string for “Other (specify)” tiles.
  + Tile heights defined in ROW constants for consistency.
* **State persistence**: answers are stored in localStorage via loadFromStorage and saveToStorage.

**🚀 Plan to Go Live**

1. **Complete all survey sections**
   * Firmographics (Company Profile) ✅ being finalized.
   * General Benefits — needs same cleanup.
   * Current Support — needs same cleanup.
   * Dimensions — to be built based on FINAL HR survey doc.
   * Dashboard already in place (with intro text + “How this works” guidance).
2. **QA pass**
   * Verify every question matches the FINAL Word doc wording/flow.
   * Ensure blue/black bold rules followed.
   * Confirm all “Other (specify)” show textboxes inline.
   * Validate “None of these” logic exclusive + passing.
   * Confirm navigation runs from start → finish → dashboard without stalls.
3. **Deployment to public network**
   * Use **Vercel** (default for Next.js) or **Netlify** for hosting.
   * Push code to GitHub repo → connect to Vercel → get live URL.
   * Add environment setup (if auth is needed, tokens/links).
   * Share survey URL with respondents.
4. **Respondent access**
   * Users visit the link (no login required unless client specifies).
   * They proceed through the survey.
   * Data captured locally in the prototype — for production, connect to a backend (Firebase/Firestore, Supabase, or custom API) to log responses centrally.

**📌 Summary in Plain Terms**

This is a **Next.js survey app** that replicates the HR Leadership Assessment Survey exactly as in the FINAL doc. Each section is its own page under app/survey/. The UI is tiled buttons with optional textboxes. Data is saved locally now, but will connect to a backend when deployed. Hosting will be through Vercel/Netlify so HR leaders (or other participants) can just click a link and complete it.

**🌐 App Survey Flow Diagram**

[ Landing Page / Authorization ]

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[ Dashboard ]

- Intro text (“How this works”)

- Progress meter

- Section tiles (Firmographics, General Benefits, Current Support, Dimensions)

- User can enter sections in any order (progress auto-saves)

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| Survey Sections |

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1. Firmographics (Company Profile)

Step 1: Birth Year + Gender (inline textbox for self-describe)

Step 2: Department/Function + Primary Job Function

Step 3: Current Level + Areas of Responsibility (“None of these” exclusive)

Step 4: Influence on Benefits

Step 5: Org Size (# Employees)

Step 6: HQ Country + # Other Countries

Step 7: Industry

Step 8: Excluded Employee Groups (with “Other (specify)” and “None - all eligible”)

Step 9: Annual Revenue + Remote/Hybrid Policy

Step 10: Completion screen → returns to Dashboard

2. General Benefits

Step 1: Intro block (Guidelines for multi-country orgs)

Steps 2+ : Current benefits provided (with “Other (specify)” textboxes)

End: Completion screen → returns to Dashboard

3. Current Support

Step 1: Intro block (verbatim from FINAL doc)

Steps 2+ : Current cancer support programs (with exclusivity logic for “None of these”)

End: Completion screen → returns to Dashboard

4. Dimensions (not built yet)

- 13 support dimensions (D1–D13) with strict wording

- Cross-dimension & employee impact

- Classification questions

- Completion screen → returns to Dashboard

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[ Dashboard (updated) ]

- Progress shows completed sections

- Save & Continue → moves to next unfinished section

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[ Survey Completed ]

- Thank-you / closing page

- Optionally redirect to CAC/CEW Foundation info page

**📂 Directory Structure (Simplified)**

app/

├── dashboard/page.tsx

├── authorization/page.tsx

└── survey/

├── firmographics/page.tsx

├── general-benefits/page.tsx

├── current-support/page.tsx

└── dimensions/page.tsx (to build)

components/

├── Header.tsx

├── Footer.tsx

├── OptionButton.tsx

├── MultiOptionButton.tsx

lib/

├── storage.ts (localStorage helpers)

└── types.ts (AnswerMap etc.)

**🚀 Deployment Plan**

1. Finish all survey pages (firmographics clean ✅, general-benefits & current-support next, dimensions to be built).
2. QA: confirm **blue/black bold rules, “Other (specify)” textboxes, “None of these” exclusivity, navigation**.
3. Push repo to **GitHub** → connect to **Vercel** (or Netlify).
4. Vercel builds app, gives live survey URL.
5. Distribute URL to respondents.
6. For prototype: responses stay in browser localStorage.
7. For production: wire up to backend (Firebase / Supabase / API) for centralized data collection.

**📊 Survey → App Section Mapping**

**1. Firmographics (Company Profile)**

* **Step 1**
  + S1. *In what year were you born?*
  + S2. *How do you currently identify?* (Male, Female, Non-binary, Prefer to self-describe + textbox, Prefer not to say)
* **Step 2**
  + S4a. *Which department or function do you currently work in?* (Other (specify) + textbox)
  + S4b. *Which best describes your primary job function?* (Some other function (specify) + textbox)
* **Step 3**
  + S5. *What is your current level within the organization?* (Some other level (specify) + textbox)
  + S6. *Which areas fall under your responsibility or influence?* (“None of these” exclusive)
* **Step 4**
  + S7. *How much influence do you have on employee benefits decisions?*
* **Step 5**
  + S8. *Approximately how many total employees work at your organization (all locations)?*
* **Step 6**
  + S9. *In which country is your organization's headquarters located?*
  + S9a. *Approximately how many other countries does your organization have offices in?*
* **Step 7**
  + C2. *Which best describes your organization's industry?* (Other (specify) + textbox)
* **Step 8**
  + C3. *Approximately what percentage of your workforce is eligible for standard employee benefits?*
  + C3a. *Which employee groups are typically excluded from benefits?* (Some other employee group (specify) + textbox; “None - all employees eligible” exclusive)
* **Step 9**
  + C4. *What is your organization's approximate annual revenue?*
  + C6. *Which best describes your organization's approach to remote/hybrid work?*

**2. General Benefits**

* **Step 1**
  + CB1. *Which of the following does your organization provide?* (multi-select list; “Other (specify)” + textbox)
* **Step 2**
  + CB1a. *% of employees with access to healthcare through national/government systems*
* **Step 3**
  + CB2. *How would you characterize your overall benefits package compared to others in your industry?*
* **Step 4**
  + CB2b. *Which programs does your organization plan to roll out in the next 2 years?* (Other (specify) + textbox, None option)
* **Step 5 (conditional)**
  + CB3. *Tailored support programs for serious medical conditions — which conditions are/will be covered?* (multi-select, Other (specify) + textbox)
  + CB3a. *Does your organization offer any support beyond legal requirements?*
  + CB3b. *How are these supports structured?*
  + CB3c. *When did you first begin offering support beyond legal minimums?*
  + CB3d. *How were programs primarily developed?*

**3. Current Support (Org Readiness Block)**

* **Step 1**
  + OR1. *Which best describes your organization's current approach to supporting employees with serious medical conditions?*
* **Step 2 (if OR1 ≥ Moderate Support)**
  + OR2a. *What triggered support beyond legal minimums?*
  + OR2b. *What has been the most impactful change?*
* **Step 3 (if OR1 = No formal approach / Developing / Legal minimum only)**
  + OR3. *What are the primary barriers preventing more comprehensive support?*
* **Step 4**
  + OR4. *Which conditions are most critical for your organization to support?* (multi-select; Other (specify) + textbox)
* **Step 5**
  + OR5a. *What types of caregiver support does your organization provide?* (multi-select; Other (specify) + textbox; “Not able to provide caregiver support” exclusive)
* **Step 6**
  + OR6. *How does your organization monitor effectiveness of workplace support programs while maintaining employee privacy?*

✅ That’s the **full mapping**:

* **Firmographics** = S1–S9a + C2–C6.
* **General Benefits** = CB1–CB3d.
* **Current Support** = OR1–OR6.
* **Dimensions (next section)** = D1–D13 (not yet built).