Pulse – Proactive Burnout Detection for Distributed Teams

TEAM NAME: VIBE-DRIVEN DEVELOPERS(VDD)

WEBSITE:

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Burnout Is Rising, But It's Still Invisible

"I didn't realize I was burning out until I just stopped caring about my work."

Widespread Issue

76% of employees experience burnout sometimes (Deloitte).

High-Risk Sectors

Healthcare, tech, and education sectors face the greatest risk.

Essential Solution

Proactive monitoring and early intervention can save teams.

Costly Impact

Burnout costs US employers $150-300B annually (Gallup).

UX Vision: Helping Managers See Burnout Before It Happens

Managers don't need more surveys—they need a signal, not noise.

Anonymous Insights

Respects privacy while revealing team-level stress trends.

Slack Integration

Enables easy, frequent burnout check-ins without disruption.

Manager Empowerment

Nudges managers when energy dips

USER PERSONA

PROFILE

Name	:	Olivia Wilson
Gender	:	Female
Age	:	28
Occupation	:	Marketing Manager
Work Setup	:	remote - manages 6 people

- Empathetic, proactive, quiet leader
- Thinks in systems but values emotional honesty

BIOGRAPHY

Olivia manages a fully remote team and cares deeply about their well-being. But without in-person cues, she often misses early signs of burnout and ends up reacting too late.

MOTIVATIONS

- Keep her team productive without pushing them too hard
- Catch burnout before it becomes a problem
- Support her team without micromanaging

GOALS

Deliver projects on time without burning out the team

Maintain team morale and productivity remotely

Avoid micro-managing while staying informed

FRUSTRATIONS

Doesn't know when a teammate is silently struggling

Current HR surveys are slow, impersonal, and ignored

Doesn't want to feel like a micromanager

Hates guessing how people are really doing

PERSONALITY

Introvert ————————●—— Extrovert

Thinking ——●———————— Feeling

Judging ———————●—— Perceiving

Sensing ——————●———— Intuition

TECHNOLOGY

Software

Social Media

Mobile App

BRANDS

- Headspace – values mindfulness and mental health
- Notion – loves structured, flexible tools
- LinkedIn – career-driven and always learning

Before Pulse

Uncertainty

Checks Slack, guesses team mood

"Everyone looks busy… but are they okay?"

No signal, lots of guesswork

Assumptions

Reviews overdue tasks

"Why didn't anyone say anything?"

Problems surface too late

Late Signals

Messages team for check-ins

"I hope this doesn't feel like micromanaging"
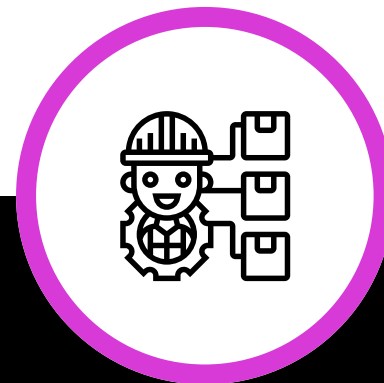
Manual outreach is awkward

Manual Check-ins

Logs work in HR survey tool

"This survey doesn't reflect what's really happening."

Generic, slow feedback

Generic Surveys

Wraps up worried

"Did I miss someone struggling again?"

Burnout blind spots persist

Final

Project Closure

Burnout may go unnoticed

Team feels micromanaged

After Pulse

Signal

Team completes Pulse check-in

Private and fast

"I don't have to guess anymore."

Spot

Pulse flags early burnout trends

Team-level insights, no names

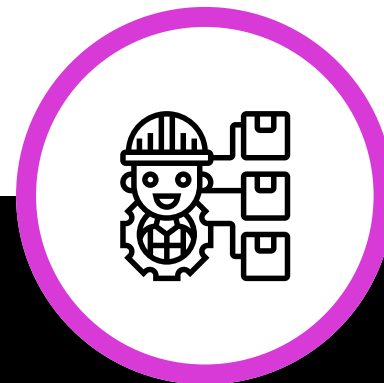"Now I know when to step in."

Support

Proactive Support

Burnout addressed early

"I can lead confidently, not reactively."

Final

Quality Assurance

Burnout addressed early

Team feels supported, not micromanaged

How Pulse Works: Respectful, Low-Effort, Daily-Use Interactions

Quick Check-ins

Automated prompts delivered through Slack to raise awareness regularly.
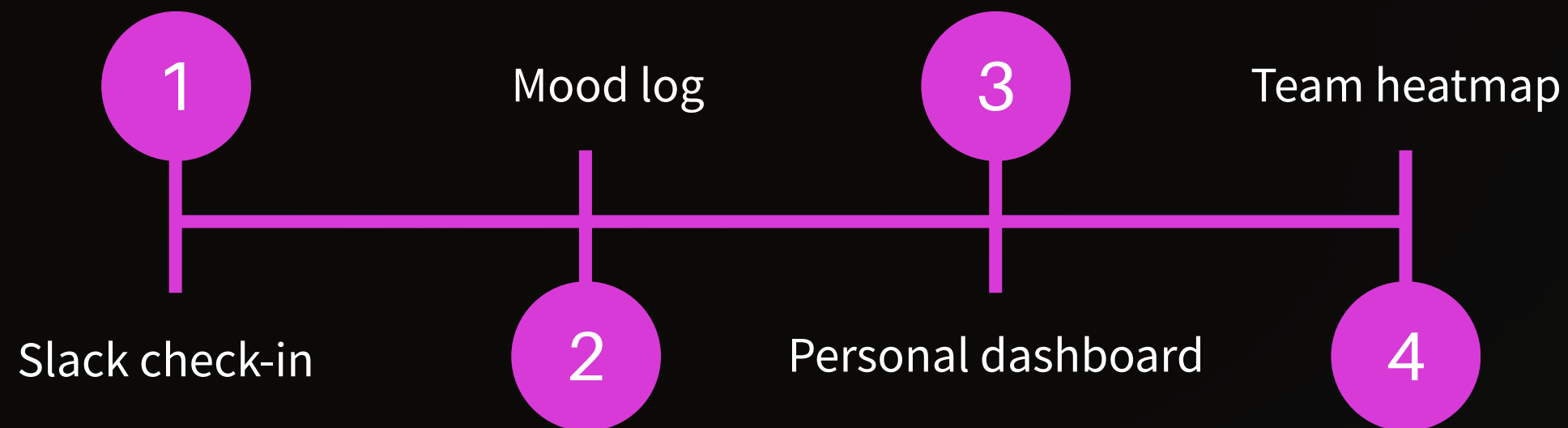
Optional Data

Incorporates after-hours work and vacation time metrics.

Anonymous Trends

Shows team-level stress signals without exposing individuals.

Private Tracking

Employees can monitor their own well-being confidentially.

1 Mood log

3 Team heatmap

Slack check-in **2** Personal dashboard **4**

Design Priorities: Fast Check-ins, Private Insights, Smart Nudges

Real-Time Scores

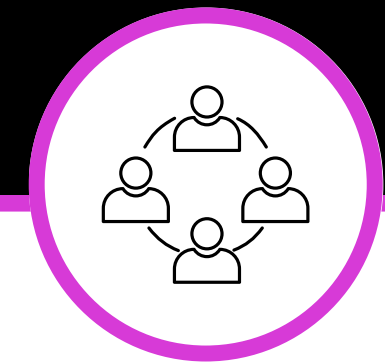Team stress score updated continuously with trend analysis.

Custom Alerts

Notifications for concerning patterns to enable quick response.

HR Integration

Optional syncing with HR systems for seamless workflow.

Manager Training

Resources help managers respond empathetically and effectively.

Anonymity & Privacy: Building Trust with Your Team

No Individual Data

Managers see only aggregated, anonymized team data.

Compliance

Meets GDPR and CCPA regulations for privacy protection.

Data Security

Encryption protects data at transit and at rest.

App mockup

How Pulse Works

1 Private Check-ins
Log how you feel in Slack—fast, private, no names.

2 Personal Insights
Track your own energy, mood, and overwork signs over time.

3 Team Support
Help your team thrive—Pulse only shares anonymous trends.

⚡ Connect with Slack

🛡 Pulse never shares personal responses or identifies you to your manager.

😊 Your Daily Energy Check-in ✕

How's your energy today?

😊 Energized	😐 Focused	🙂 Meh
😔 Tired	😣 Drained	😄 Great

Tag a reason (optional)

Type or select from suggestions...

Great flow   Back-to-back meetings   Mentally tired
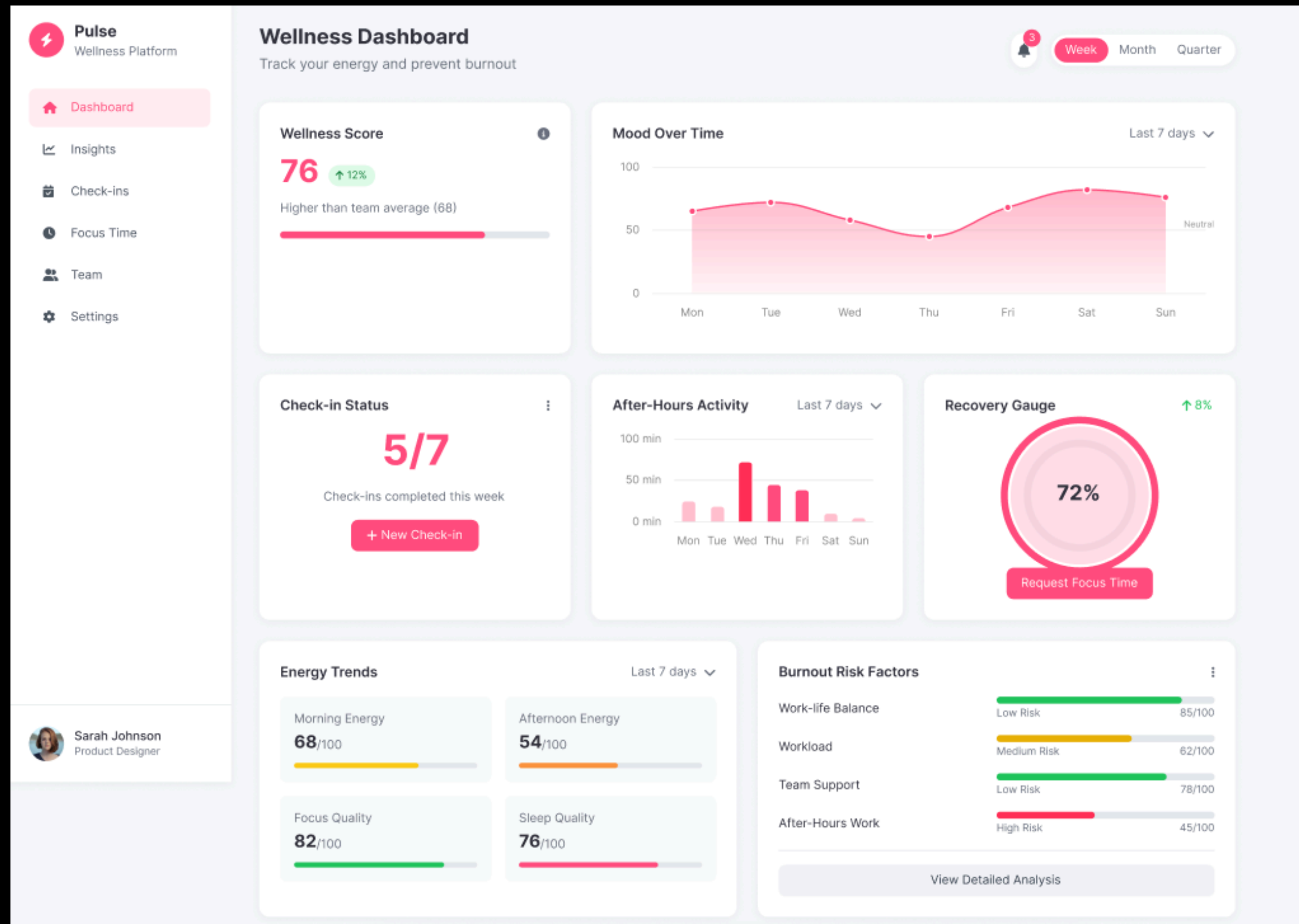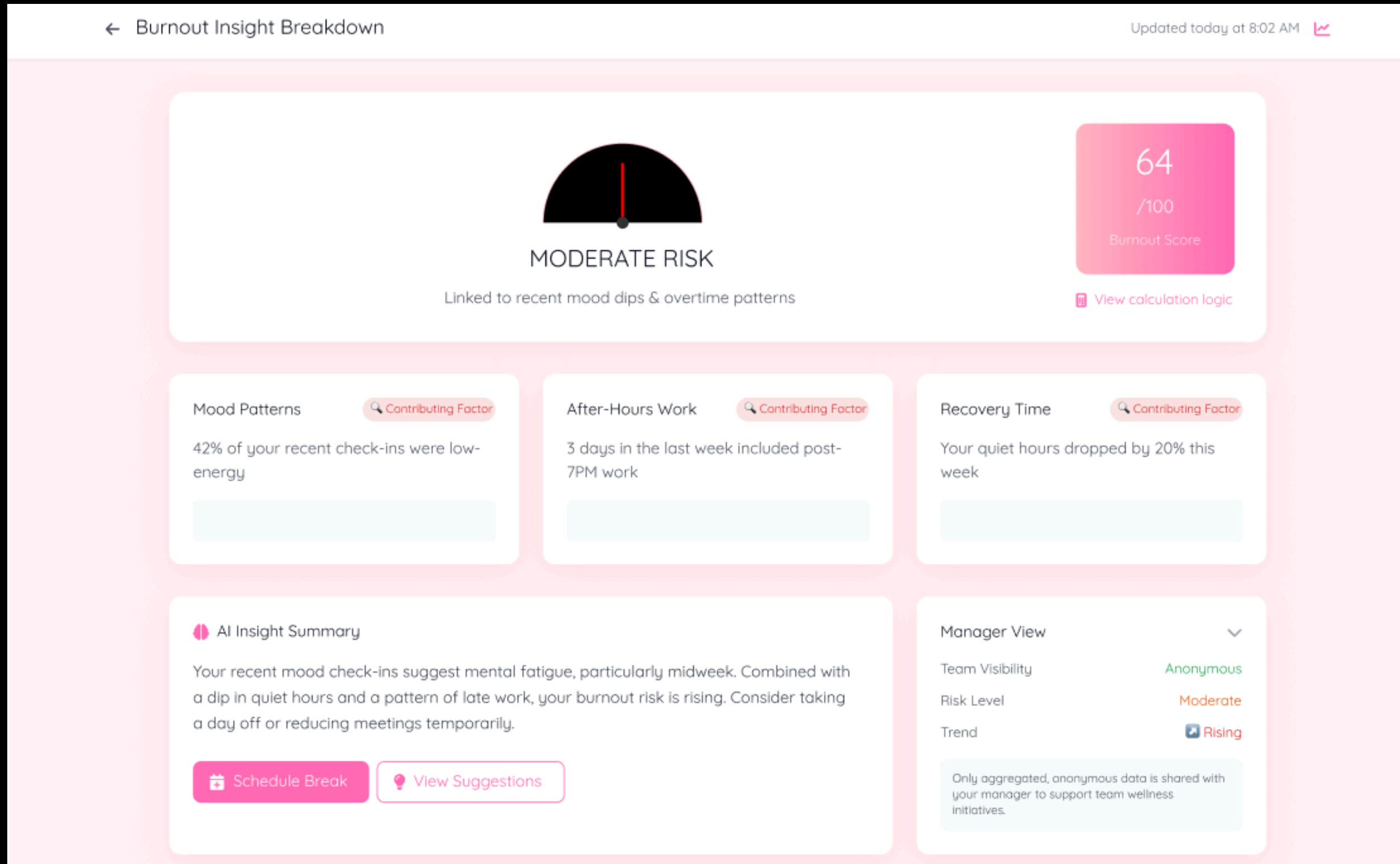
Just okay

Submit Check-in

View your dashboard
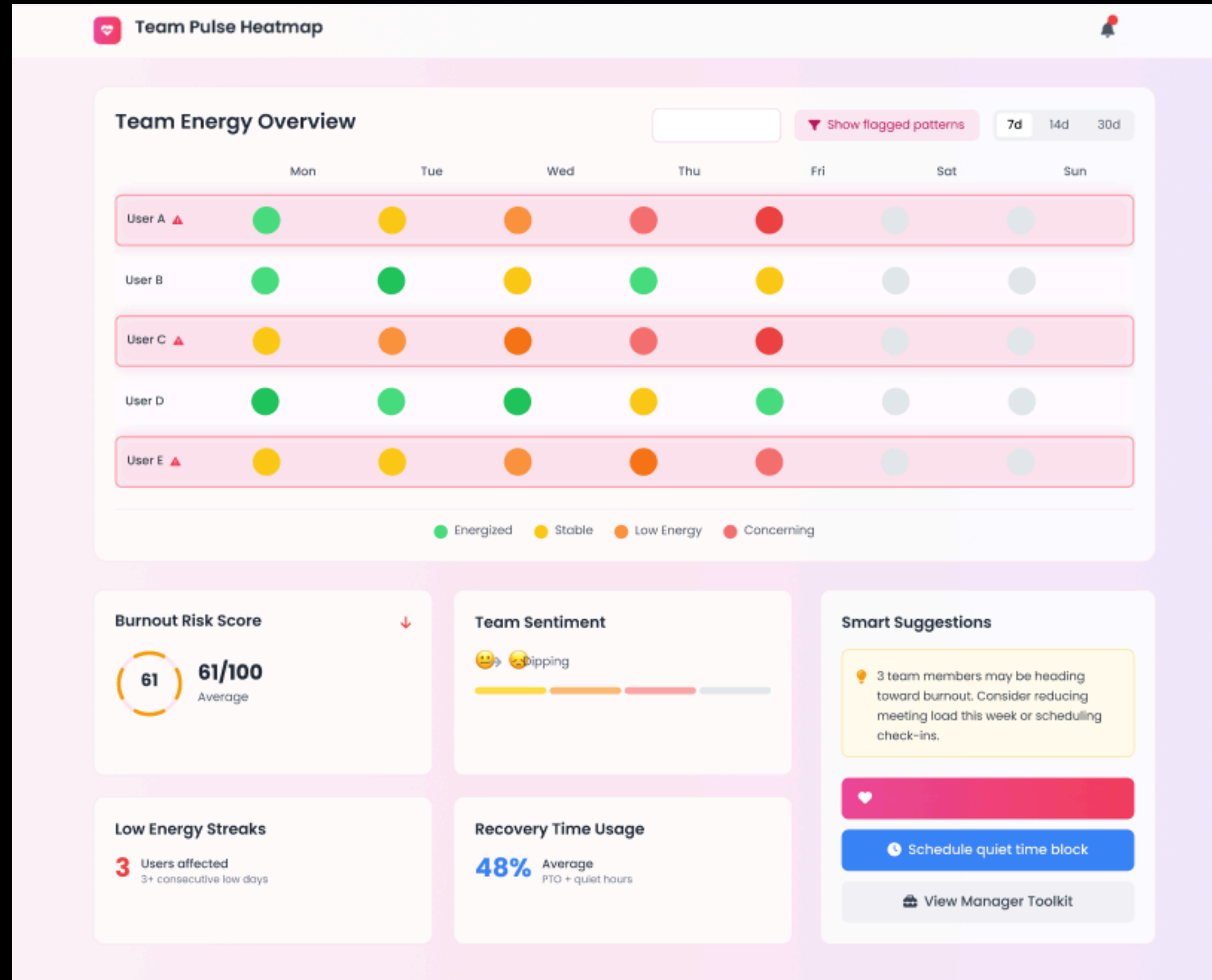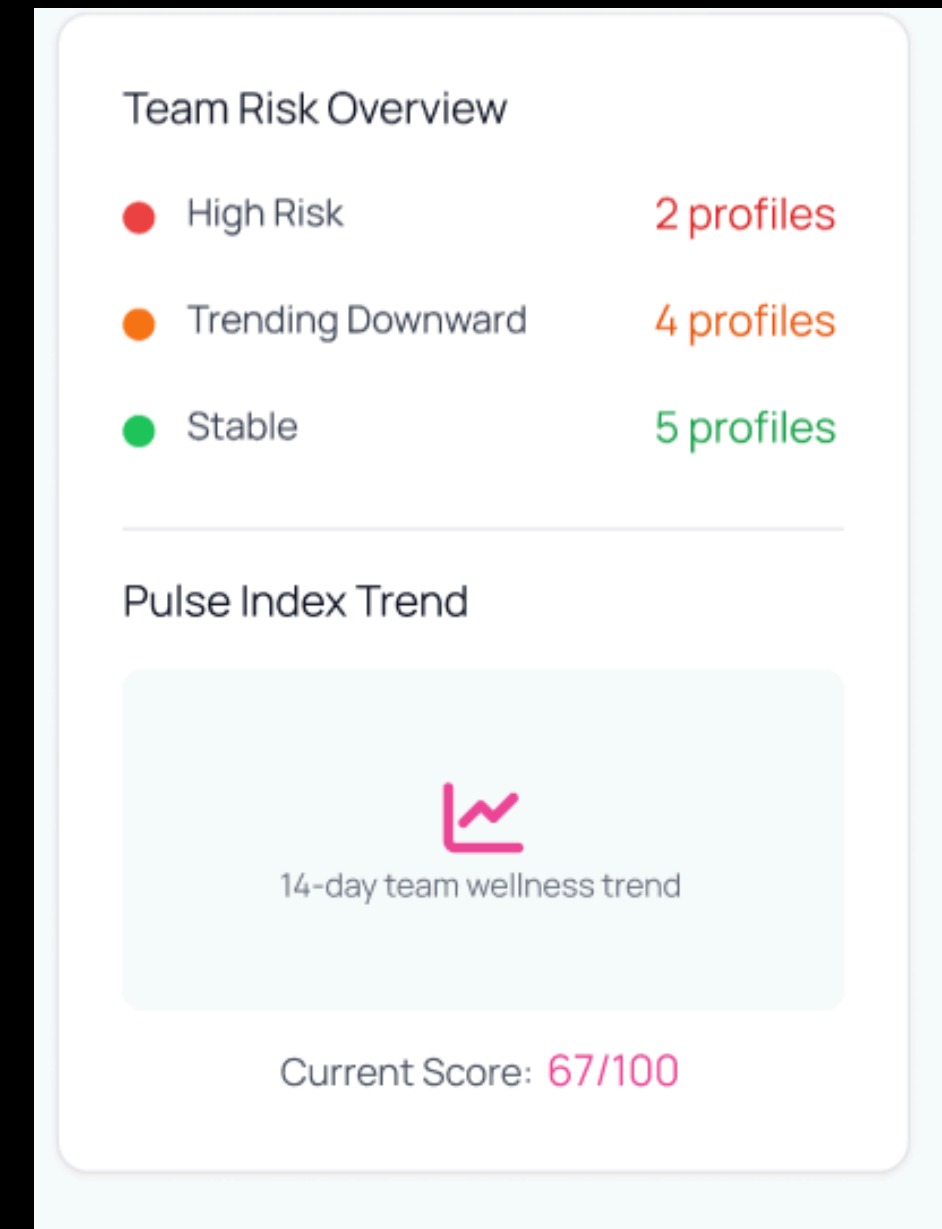
App mockup

App mockup

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Your Preferences & Privacy

Mood Check-In Frequency

- ● Daily ✓
- ○ Weekly
- ○ Turn Off

You'll receive mood prompts via Slack based on this setting.

Reminder Timing

☐ Remind me only on workdays

Reflection Nudges

Show optional mood reflection prompt ●

You'll be invited to tag or explain your mood—but only if you want.

What You Share

- ✓ Mood Trends (aggregated) ●
- ✗ Tagged Reasons (private) 🔒 ○
- ✗ Individual Check-ins (never shared) 🔒 ○

🔘 GDPR/CCPA Compliant

After-Hours Data

🔒 Allow tracking via Google Calendar & Slack activity

🔒 Don't track after-hours behavior

35% off-hours recorded this week

Data Download / Erase

⬇ Download My Data

🗑 Erase My History

Theme & Layout

Theme

Layout

Compact ————●———— Spacious

Linked Wellness Tools

- ● Headspace — Sync Now
- ● Apple Health — Connect
- ● Google Fit — Sync Now

Delete Account

👤+ Permanently Delete My Pulse Account

App mockup

App mockup

Anonymous Profile #A1 `High Pattern Risk`

Burnout Risk   72/100

Last signal: Logged low mood 4 times in 6 days

Pattern Breakdown

Mood trend

After-hours work   3/5 days past 7PM

Recovery hours   Down 30% from previous week

Mood tags: `Tired` `Overwhelmed` `Quiet focus`

This profile matches common signs of mid-stage burnout. Consider reducing workload, adjusting meeting cadence, or sending a Pulse message encouraging rest.

`Send Anonymous Encouragement`

Anonymous Profile #B3 `Trending Downward`

Burnout Risk   58/100

Last signal: Skipped 3 mood check-ins this week

Pattern Breakdown

Mood trend

After-hours work   2/5 days past 7PM

Recovery hours   Stable

Mood tags: `Focused` `Stressed`

Pattern shows withdrawal from check-ins. Consider gentle re-engagement or flexible scheduling options.

`Send Anonymous Encouragement`

Team Risk Overview

🔴 High Risk   **2 profiles**

🟠 Trending Downward   **4 profiles**

🟢 Stable   **5 profiles**

Pulse Index Trend

14-day team wellness trend

Current Score: **67/100**

App mockup

Burnout Alerts ⚠ 3

[All] [Critical Only] [Unread]
[Today] [This Week] [Custom]

Today at 2:34 PM ● Critical

Multiple Low-Energy Check-ins Detected

3 anonymous users show declining mood over 5+ days.

Today at 11:15 AM ● Moderate

After-Hours Activity Spike

4 team members active past 9 PM for 3+ consecutive days.

Yesterday at 4:22 PM ● Moderate

Recovery Time Below Average

Team recovery periods down 30% from baseline.

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3 Anonymous Profiles Show Mood Decline + After-Hours Spikes

🕐 Detected: Today at 2:34 PM   👥 3 Team Members Affected

Breakdown Analysis

Profile ID	Burnout Score	Key Triggers
A1	74	Late work, skipped recovery
B3	68	Repeated 'Drained' moods
D7	71	After-hours spikes, low energy

💡 **System Recommendation**

Consider initiating an anonymous team check-in or scaling back project load.

> "Hi team – just a reminder to take breaks where you can. Quiet time is encouraged. We're here for you 💕"

[🔲 Send to Slack (Anonymously)] [📅 Block Focus Time] [📝 Add to Notes]

✨ Pulse Suggests...

💗 3 of your team members skipped check-ins this week. Try a light-touch message.

[Send Encouragement]

✈ Recovery time across your team is 30% below average. Recommend PTO reminders.
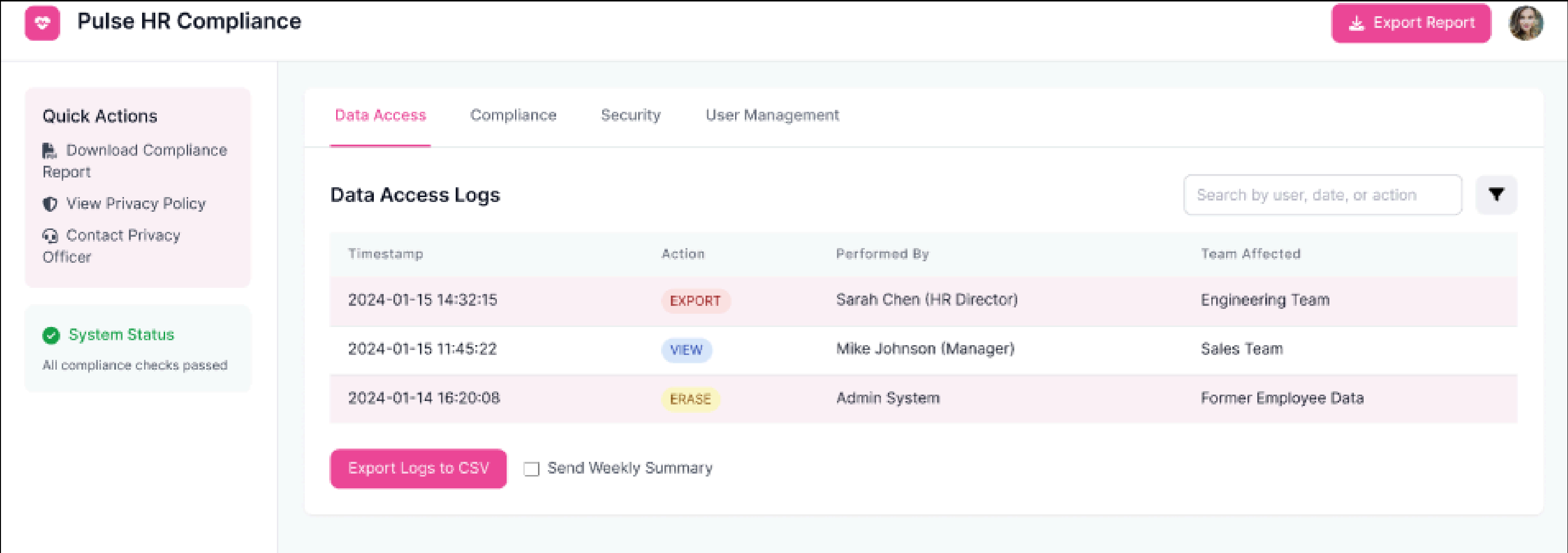
[Create PTO Reminder]

📅 Energy is lower on Thursdays. Consider fewer syncs.
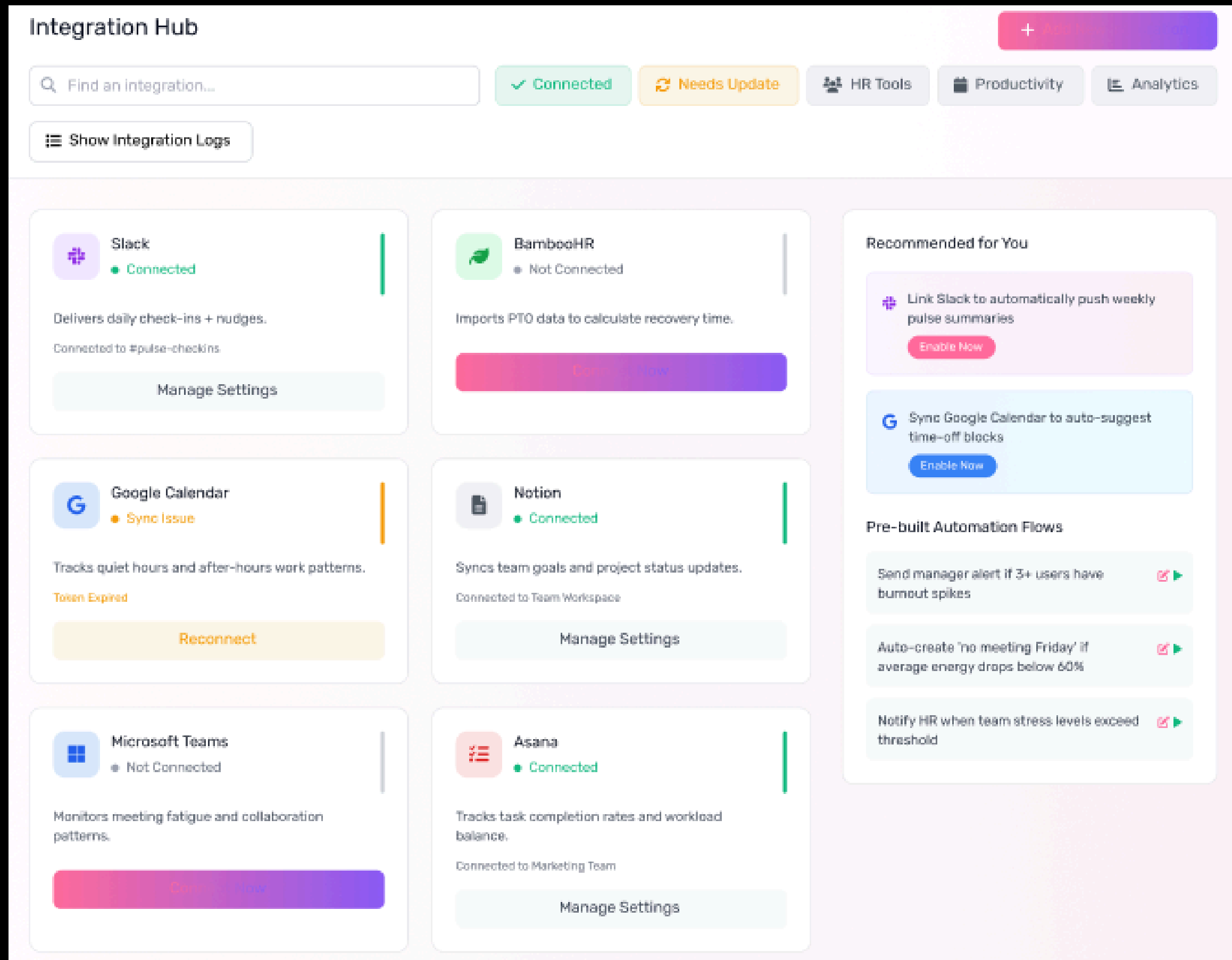
[View Calendar Conflicts]

🕐 Team working 15% more hours than last month. Schedule wellness check.
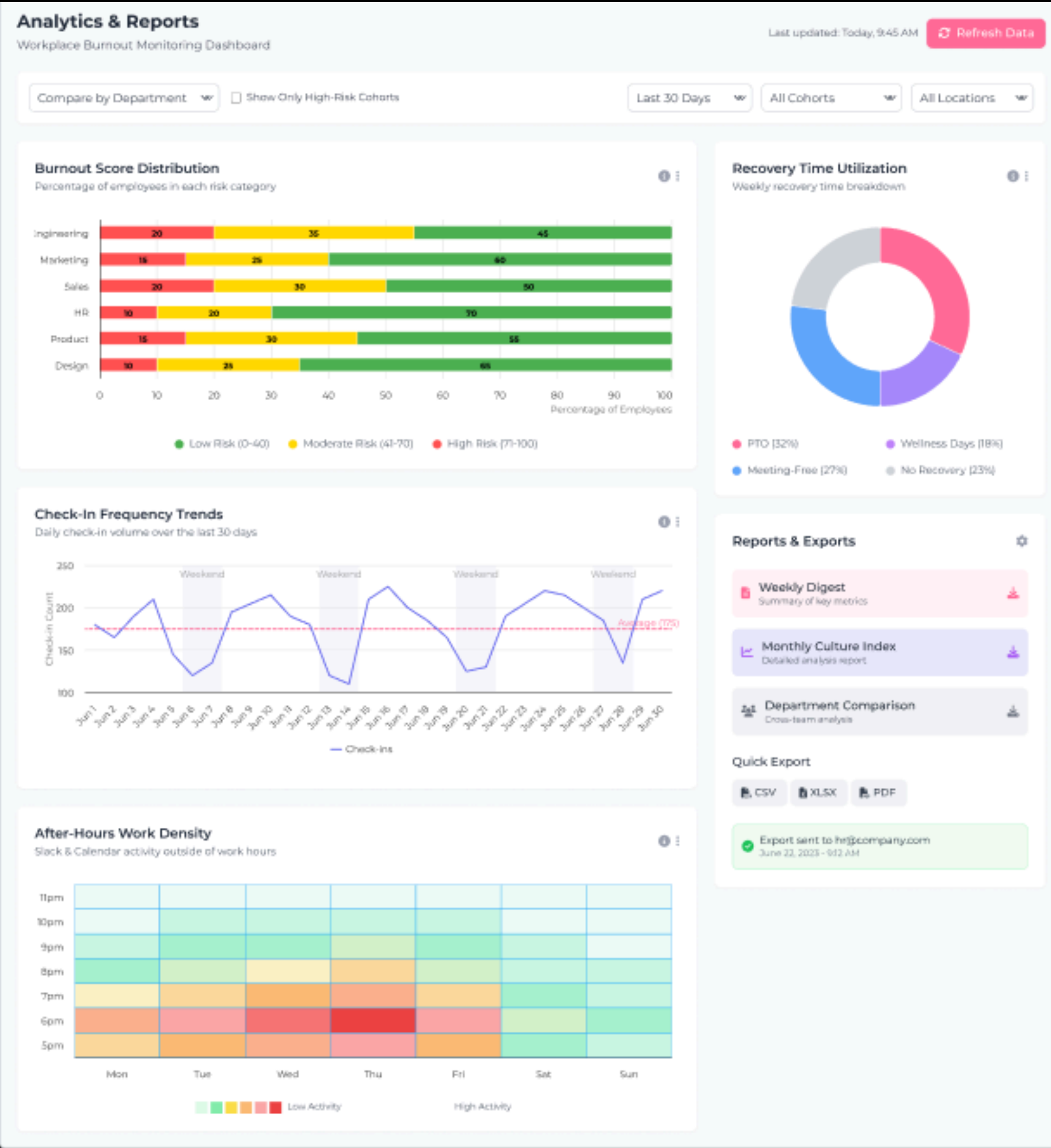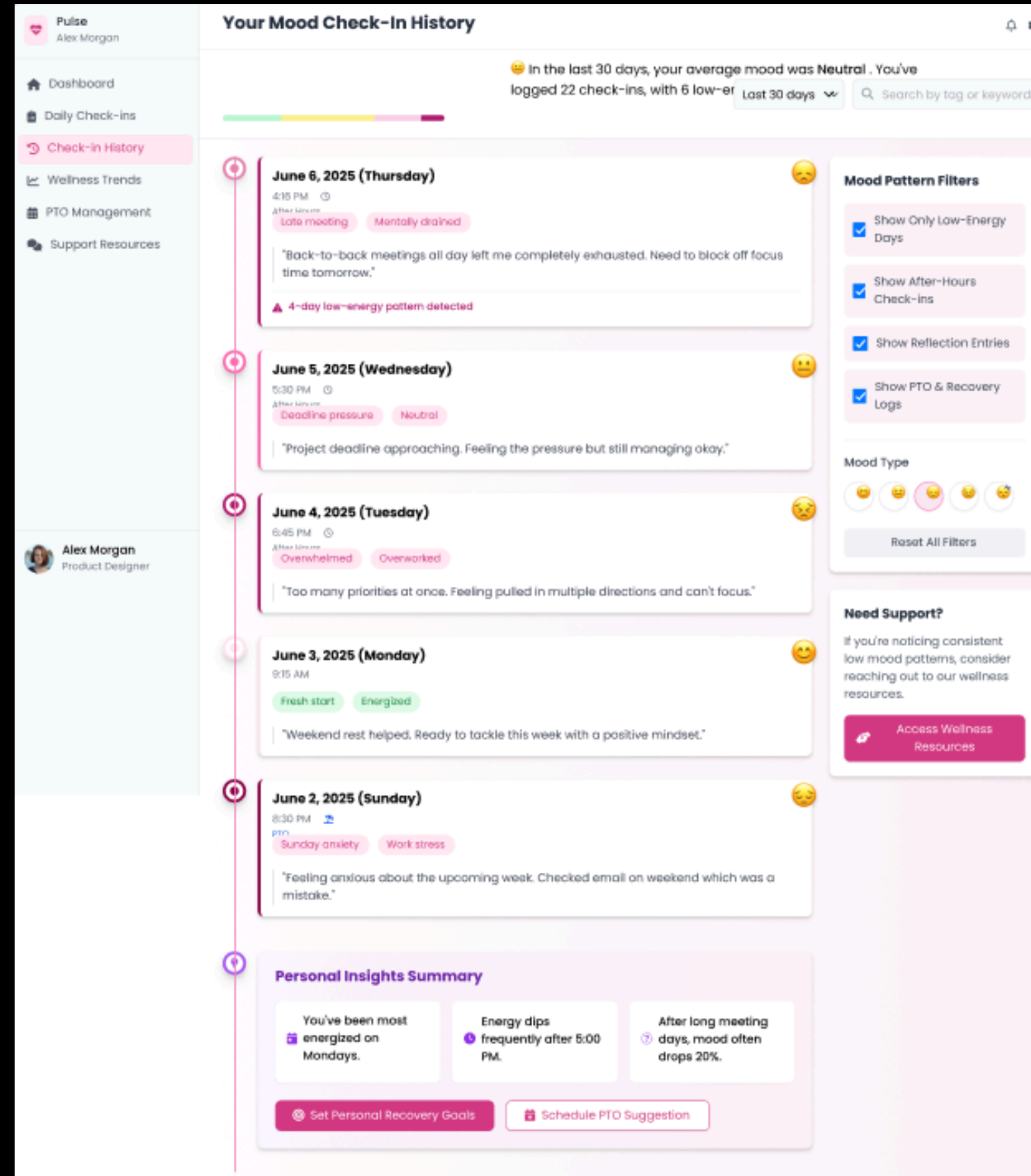
[Schedule Check-in]

App mockup

App mockup

Integration Hub

[+]

🔍 Find an integration...

✓ Connected | 🔄 Needs Update | 👥 HR Tools | 💼 Productivity | 📊 Analytics

☰ Show Integration Logs

Slack
● Connected

Delivers daily check-ins + nudges.

Connected to #pulse-checkins

Manage Settings

BambooHR
● Not Connected

Imports PTO data to calculate recovery time.

[Connect Now]

Google Calendar
● Sync Issue

Tracks quiet hours and after-hours work patterns.

Token Expired

Reconnect

Notion
● Connected

Syncs team goals and project status updates.

Connected to Team Workspace

Manage Settings

Microsoft Teams
● Not Connected

Monitors meeting fatigue and collaboration patterns.

[Connect Now]

Asana
● Connected

Tracks task completion rates and workload balance.

Connected to Marketing Team

Manage Settings

Recommended for You

Link Slack to automatically push weekly pulse summaries

Enable Now

Sync Google Calendar to auto-suggest time-off blocks

Enable Now

Pre-built Automation Flows

Send manager alert if 3+ users have burnout spikes ✏️ ▶

Auto-create 'no meeting Friday' if average energy drops below 60% ✏️ ▶

Notify HR when team stress levels exceed threshold ✏️ ▶

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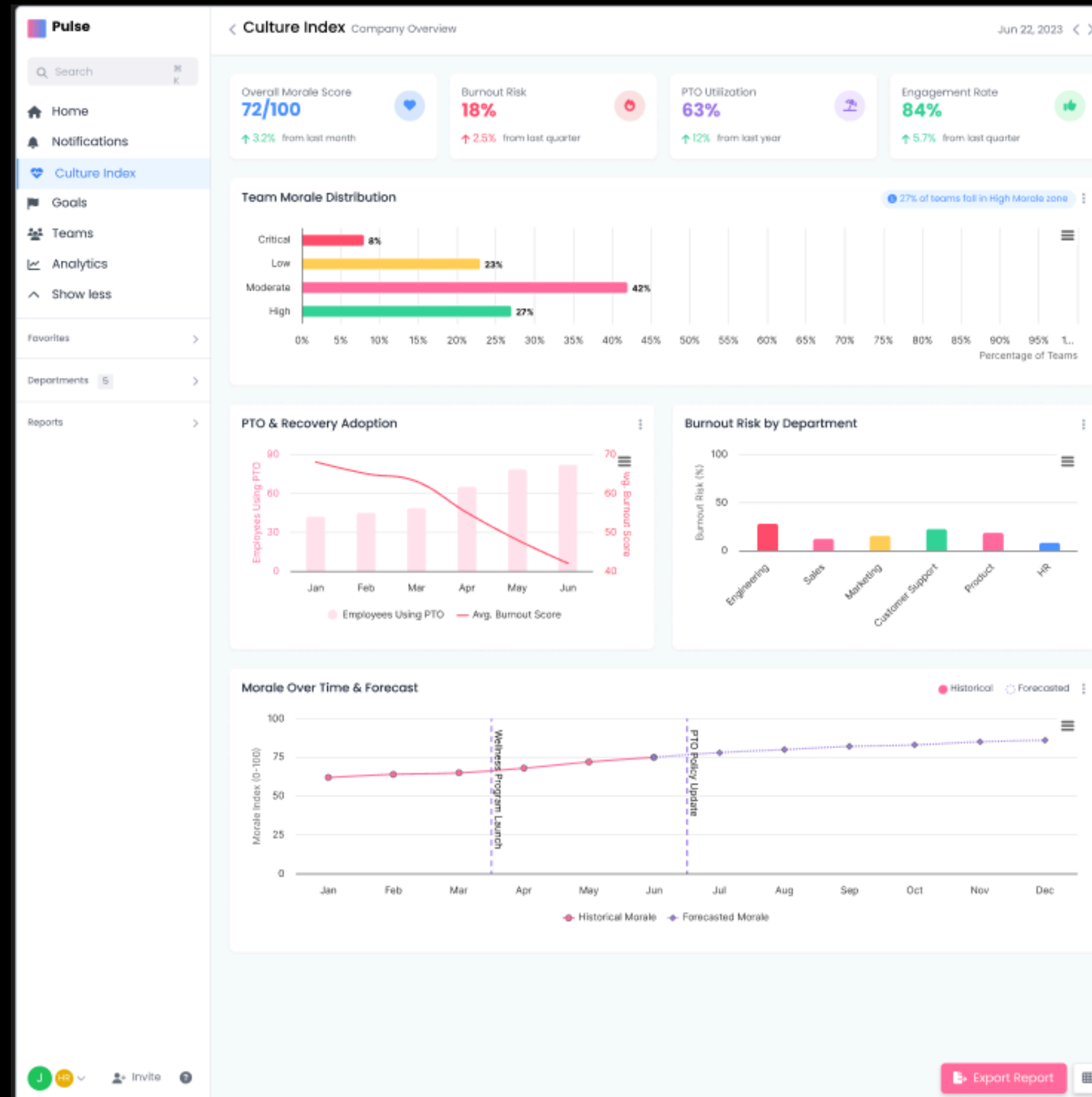
Pulse

Your quiet ally in preventing burnout before it starts