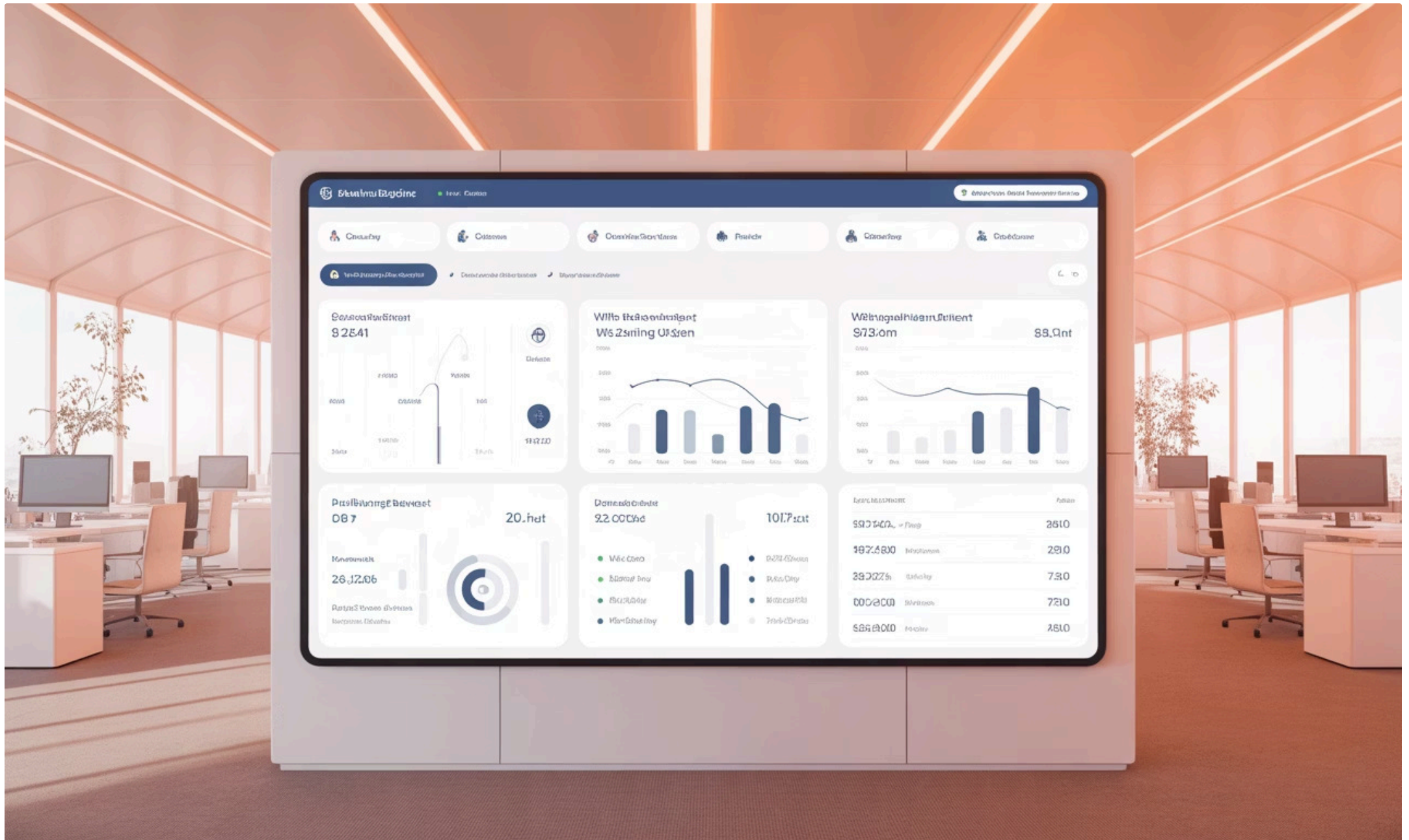


Beacon Wellbeing Dashboard & Insights

Executive Intelligence for Proactive Wellbeing Management



The Beacon Dashboard transforms anonymous survey responses into actionable intelligence, enabling leadership to identify risks early and respond with precision.

Dashboard Overview

Real-Time Executive Dashboard

A single-screen view designed for board-level stakeholders and senior leadership, providing:



Overall Wellbeing Score

Composite metric (0-100) calculated from five validated dimensions



Trend Analysis

Week-over-week and historical tracking



Risk Indicators

Traffic-light system highlighting areas requiring attention



Response Rates

Participation tracking to ensure representative data



Organisational Drill-Down

View by division, department, or team



Key Metrics Displayed

1. Overall Wellbeing Score




What It Measures: A weighted composite of five evidence-based dimensions, providing a single metric for organisational health.

Weighting Formula:

- Sentiment / Overall Mood: 25%
- Workload / Capacity: 25%
- Psychological Safety: 20%
- Leadership Support: 20%
- Clarity / Direction: 10%

Why It Matters: Provides a consistent benchmark for tracking wellbeing over time and comparing across organisational units.

Traffic Light System:

-  **Green (70–100):** Healthy, sustainable environment
-  **Amber (50–69):** Monitor closely, early intervention recommended
-  **Red (0–49):** Immediate action required

2. Sentiment / Overall Mood (25% weighting)

📄 **What We Ask:** "How are you feeling about work overall?"

What It Reveals:


- Early indicator of engagement and satisfaction
- Predictor of discretionary effort
- Leading indicator for turnover risk

Dashboard Display:

- Current week score vs. previous week
- 4-week trend line
- Distribution histogram (how many people selected each response)



3. Workload / Capacity (25% weighting)

 **What We Ask:** "Is your current workload sustainable?"

What It Reveals:

- Risk of burnout
- Resource allocation issues
- Capacity planning needs

Dashboard Display:

- Percentage reporting unsustainable workload
- Trend over time
- Comparison across departments (identifies hotspots)

Action Triggers:

- **30% reporting unsustainable workload = immediate review required**
- Sustained upward trend = systemic issue

4. Psychological Safety (20% weighting)

 **What We Ask:** "Do you feel safe speaking up about concerns or problems?"

What It Reveals:

- Culture of openness and trust
- Risk of hidden problems
- Innovation capacity

Dashboard Display:

- Percentage feeling safe vs. unsafe
- Trend analysis
- Team-level comparison

Why It's Critical: Research shows psychological safety is the #1 predictor of high-performing teams (Google's Project Aristotle).

5. Leadership Support (20% weighting)

 **What We Ask:** "Do you feel supported by your manager/leadership?"



What It Reveals:

- Management effectiveness
- Retention risk
- Team morale



Dashboard Display:

- Support score by department/division
- Identifies specific leadership gaps
- Correlation with turnover data



Action Triggers:

- Low scores in specific teams = targeted leadership coaching
- Declining trend = review management practices

6. Clarity / Direction (10% weighting)

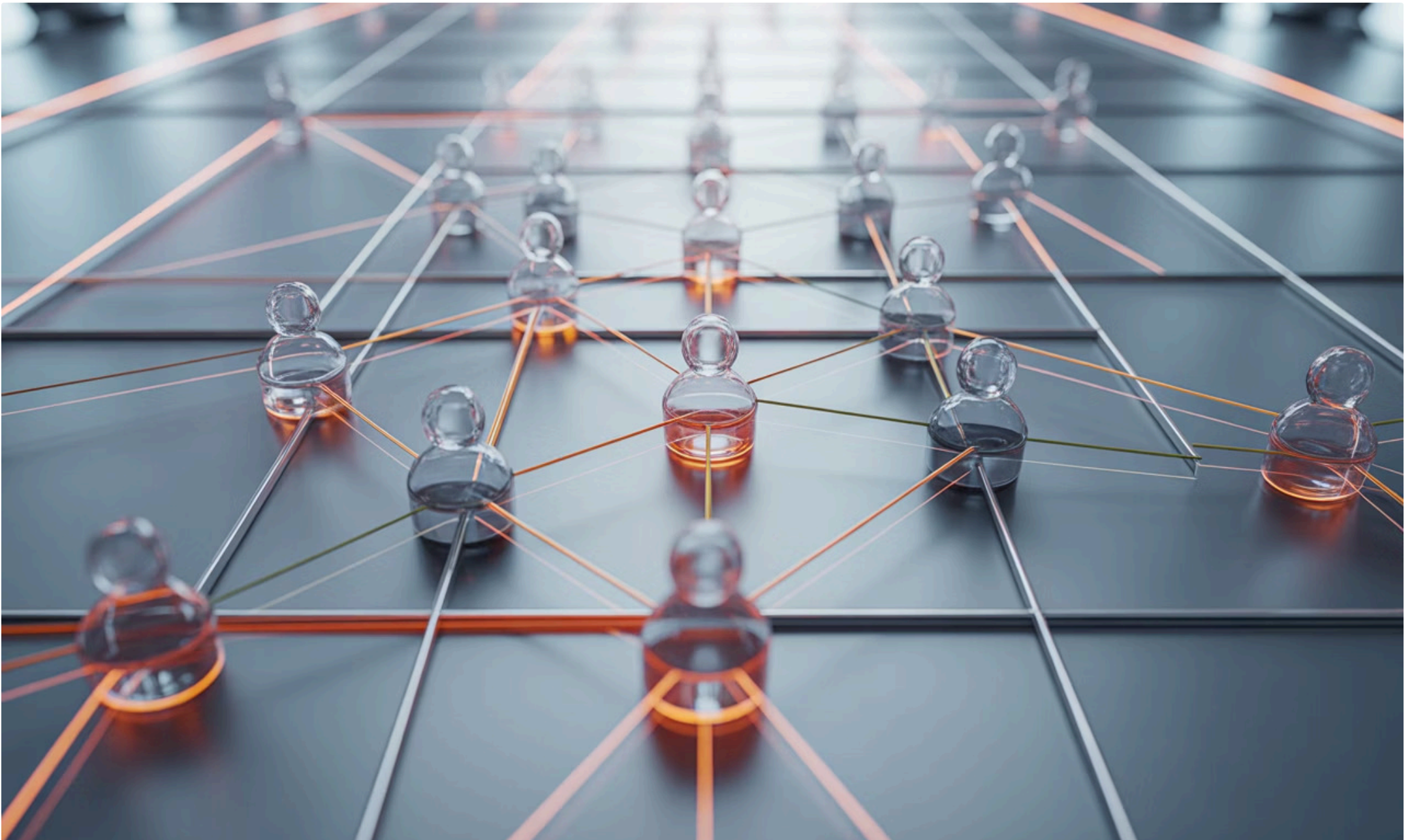
📄 **What We Ask:** "Do you have clarity about your role and what's expected?"

What It Reveals:

- Communication effectiveness
- Role ambiguity
- Organisational alignment

Dashboard Display:

- Clarity score over time
- Comparison across teams
- Correlation with performance metrics



Advanced Analytics

Distribution Histograms

Instead of showing only averages, the dashboard displays **how responses are distributed**:



Identifies polarisation (some very happy, some very unhappy)



Reveals whether issues are widespread or isolated

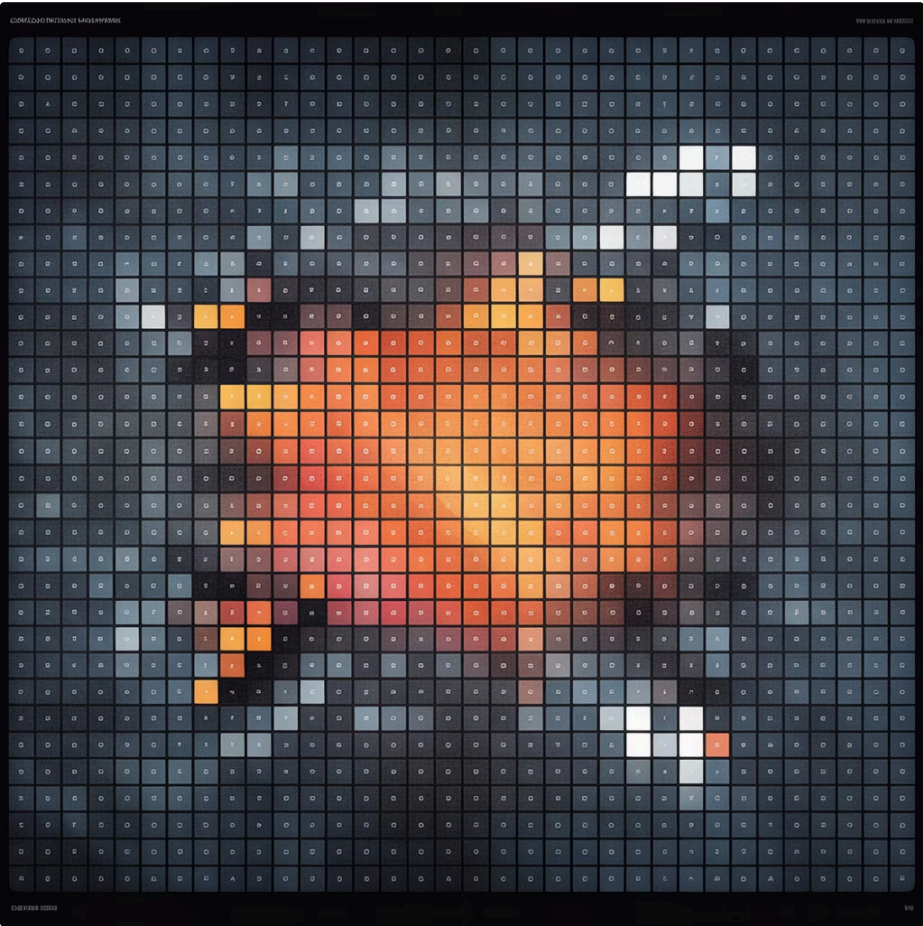


Shows whether interventions are moving the needle

Example Insight: "Average score is 65 (amber), but histogram shows 40% of team in red zone—targeted intervention needed for at-risk group."

Correlation Heat Map

Visual matrix showing relationships between dimensions:



- **High correlation between Workload and Mood** → Capacity issue driving dissatisfaction
- **Low correlation between Support and Clarity** → Independent issues requiring different interventions

Why It Matters: Identifies root causes rather than symptoms, enabling more effective interventions.

Individual Journey Tracking

Anonymised longitudinal view showing how individuals' scores change over time:




Identifies patterns (e.g., gradual decline vs. sudden drop)



Measures intervention effectiveness



Highlights at-risk individuals for proactive support

 **Privacy Protection:** Individual data is anonymised and only shown in aggregate when team size is >5 people.

Response Rate Tracking

Monitors participation over time:

Identifies survey fatigue

Highlights teams with low engagement

Ensures data is representative

Benchmark: Beacon surveys typically achieve **70–85% response rates** (vs. 30–40% for traditional annual surveys).

- **Short, frequent survey formats** (3–15 questions) generate participation rates of **~75–90%** in well-run programs. (*HRStacks, 2025*)
- **Traditional annual surveys**, by contrast, often see much lower rates (**≈30–40%**) when length, timing, and follow-through are weak. (*ThriveSparrow, 2024*)
- **Frequent, regular check-ins** create a *listening culture* and maintain momentum — especially when results are shared and action taken. (*Great Place To Work®, 2024*)
- **Response rates are strongly linked to trust and visible action:** organisations that close the feedback loop and enact change report higher recurring participation. (*Harvard Business Review, 2024*)
- With **Beacon's short, targeted weekly or fortnightly pulses** and its rapid feedback-to-action flow, achieving **70–85% response rates** is a realistic and evidence-aligned outcome for organisations committed to the process.



Statistical Process Control (SPC) Charts

Goes beyond simple trend lines to show:

Upper and Lower Control Limits

Natural variation vs. significant change

Trend Signals

7+ consecutive points in one direction =
systemic shift

Outliers

Scores outside control limits = investigate
immediately

Why It Matters: Distinguishes between normal fluctuation and meaningful change, preventing over-reaction to noise.



Organisational Drill-Down

Hierarchical View

Navigate from whole-of-business down to team level:



Enterprise View

Overall organisational health



Division View

Compare divisions (e.g., Operations vs. Corporate)



Department View

Identify specific problem areas



Team View

Pinpoint teams requiring support



Minimum Team Size: Results only shown when team size is ≥ 5 to protect anonymity.

Comparative Analysis

"Which Teams Need Attention?"

Bar chart ranking teams by wellbeing score:

- Quickly identifies outliers (high and low)
- Enables peer learning (what are high-performing teams doing differently?)
- Prioritises leadership attention

Example Use Case: "Team A has consistently high scores—interview their manager to identify best practices. Team B shows declining trend—schedule 1:1 with team lead."



Executive Summary Widget

AI-Generated Insights

The dashboard includes a natural-language summary highlighting:



Key Risks:

"Workload scores in Engineering have declined 15% over 4 weeks—burnout risk"



Positive Trends:

"Psychological Safety scores up 12% following leadership training"



Comparative Insights:

"Sales team reports 20% higher support scores than company average"



Action Recommendations:

"Consider workload review for Project Delivery team"

Why It Matters: Busy executives get the story behind the numbers without manual analysis.

Compliance & Reporting

Australian Standards Alignment

Dashboard metrics map directly to:

ISO 45003

Psychological health and safety at work

Safe Work Australia

Model Code of Practice: Managing
psychosocial hazards

Work Health and Safety Act 2011

Duty of care obligations

Audit-Ready Documentation

- Timestamped records of all survey waves
- Evidence of proactive risk identification
- Documented intervention responses
- Trend analysis demonstrating continuous improvement

Data Security & Privacy

Anonymity Protection

- No personally identifiable information collected
- Responses aggregated before display
- Minimum team size thresholds enforced
- No IP address or device tracking

Data Storage

- Australian-hosted infrastructure (AWS Sydney)
- Encrypted at rest and in transit
- Role-based access control
- Audit logs for all data access

Compliance

- GDPR compliant
- Privacy Act 1988 (Cth) compliant
- ISO 27001 aligned



Integration Capabilities



Power BI / Tableau

Export data for custom reporting:

- Direct database connection (read-only)
- Scheduled data exports (CSV/JSON)
- Pre-built dashboard templates



HRIS Integration

Connect with existing systems:

- Workday, BambooHR, Deputy, etc.
- Automatic employee list synchronisation
- Turnover correlation analysis



Communication Platforms

Automated alerts via:

- Microsoft Teams
- Slack
- Email

Typical Use Cases



Weekly Leadership Review (15 minutes)

1. Review Overall Wellbeing Score and trend
2. Check "Teams Needing Attention" widget
3. Read Executive Summary for key insights
4. Assign follow-up actions to relevant managers



Monthly Board Reporting

- Export dashboard as PDF
- Include trend analysis and comparative data
- Demonstrate proactive risk management
- Evidence of continuous improvement



Quarterly Strategic Planning

- Deep dive into correlation analysis
- Review intervention effectiveness
- Identify systemic issues requiring policy changes
- Set targets for next quarter



Ad-Hoc Investigation

- Drill down to specific teams when issues arise
- Compare before/after intervention scores
- Identify root causes using correlation heat map