Beacon Effect | Wellbeing Dashboard & Insights

Valdlatform designed to analyze and enhance psychosocial wellbeing through advanced data insights and actionable strategies.

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

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

Overall Wellbeing Score

50

52%

0   100

Weighting Formula:
- Sentiment: 25%   • Workload: 25%
- Safety: 20%   • Leadership: 20%
- Clarity: 10%

↘ 16.0% vs last week

Sentiment — How are you feeling overall? — -1 vs last wk

Workload — How's your workload? — -1 vs last wk

Safety — Do you feel safe speaking up? — -3 vs last wk

Leadership — Do you feel supported by leadership? — +1 vs last wk

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
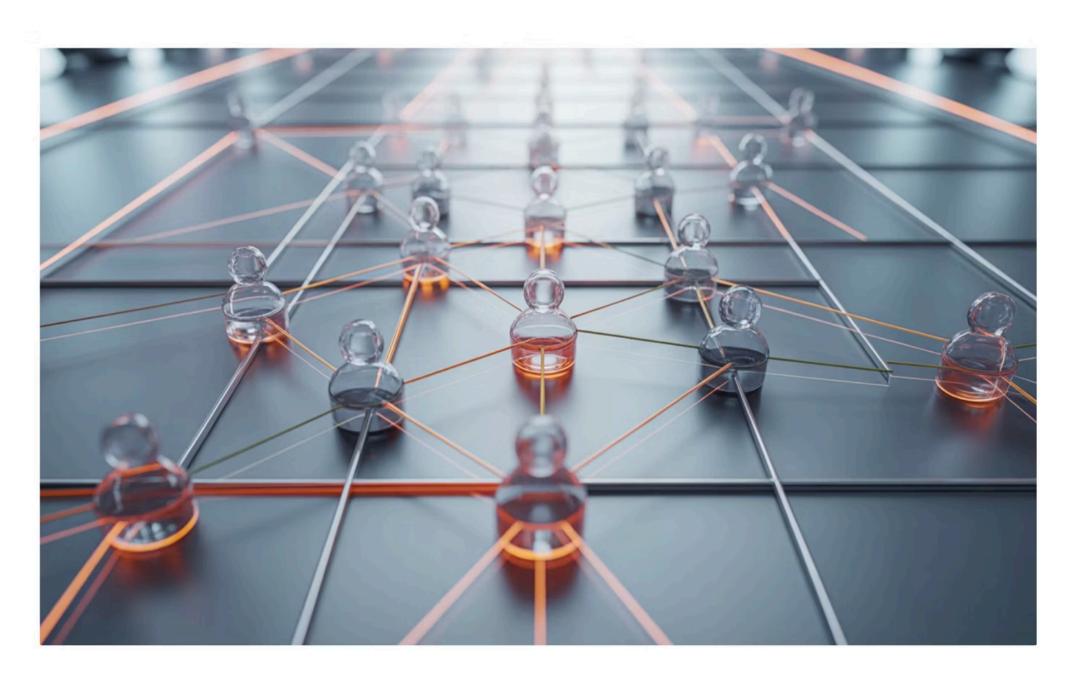
6. Clarity / Direction (10% weighting)

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**:

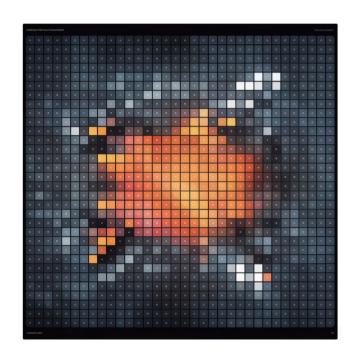| Identifies polarisation (some very happy, some very unhappy) | Reveals whether issues are widespread or isolated | Shows whether interventions are moving the needle |

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 →
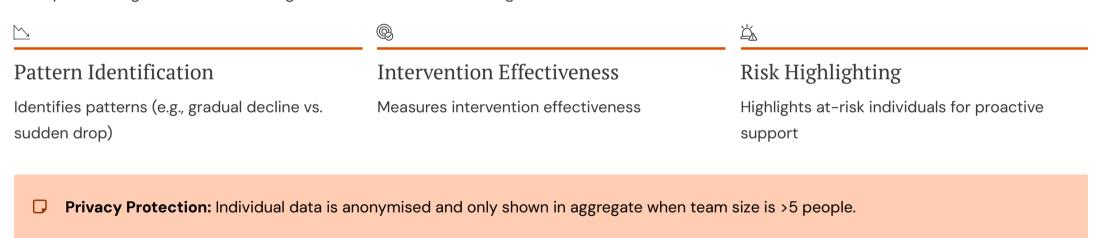Capacity issue driving dissatisfaction

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:

Pattern Identification

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

Intervention Effectiveness

Measures intervention effectiveness

Risk Highlighting

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** (3315 questions) generate participation rates of **~75390%** in well-run programs. (HRStacks, 2025)

" **Traditional annual surveys**, by contrast, often see much lower rates (**j30340%**) when length, timing, and follow-through are weak. (ThriveSparrow, 2024)

" **Frequent, regular check-ins** create a listening culture and maintain momentum 4 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 **Beacon9s short, targeted weekly or fortnightly pulses** and its rapid feedback-to-action flow, achieving **70385% response rates** is a realistic and evidence-aligned outcome for organisations committed to the process.

70-85%
Beacon Response Rate

30-40%
Traditional Surveys

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

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.

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.
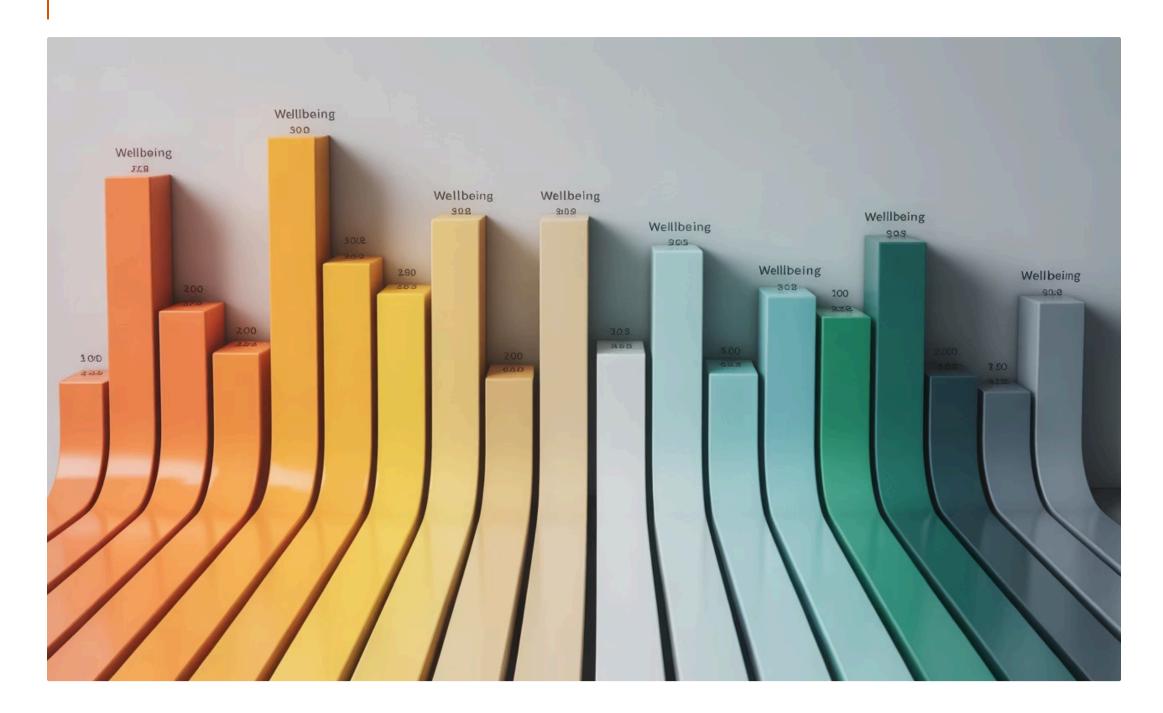
Comparative Analysis
"Which Teams Need Attention?"

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."

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.

Australian Standards Alignment

Dashboard metrics map directly to:

ISO 45003	Safe Work Australia	Work Health and Safety Act 2011
Psychological health and safety at work	Model Code of Practice: Managing psychosocial hazards	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

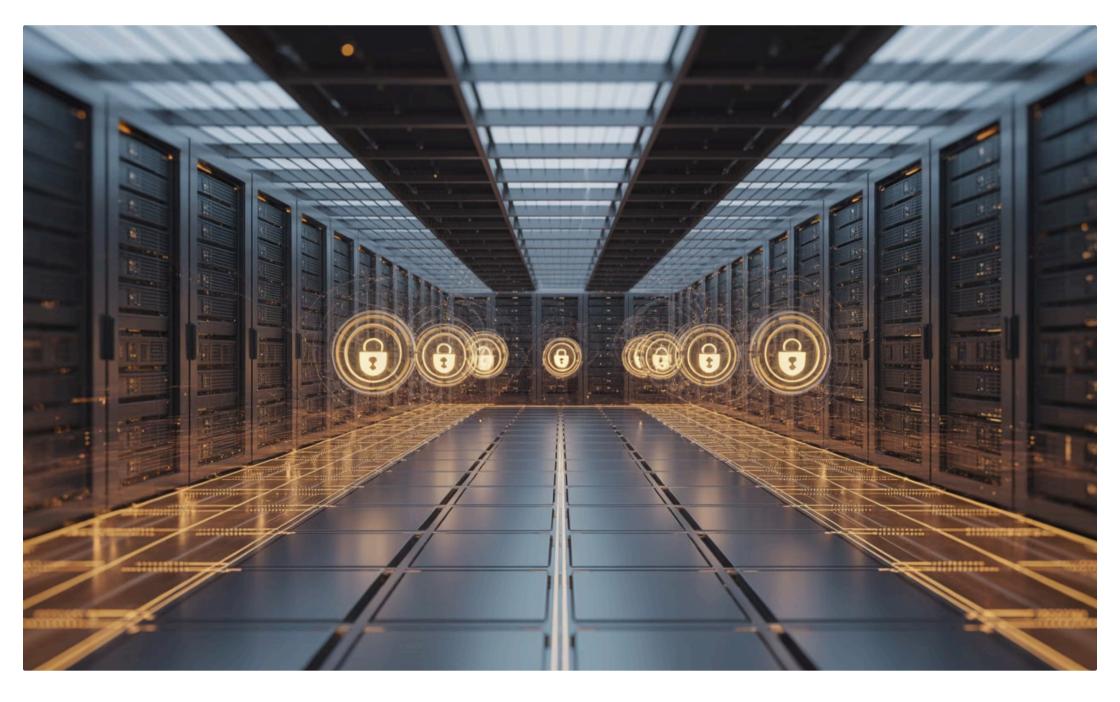# Data Security & Privacy

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

Organisations Using Beacon Report:

Reduced Turnover

- 10–15% reduction in voluntary resignations
- Cost saving: $3,500–$5,000 per prevented resignation

Earlier Intervention

- Issues identified 6–8 weeks earlier than traditional surveys
- Prevents escalation to formal grievances or workers' compensation claims

Improved Engagement

- 12–18% increase in employee engagement scores
- Correlated with productivity improvements

Compliance Confidence

- Demonstrable evidence of proactive psychosocial risk management
- Reduced liability exposure

Time Savings

- 80% reduction in time spent on survey administration
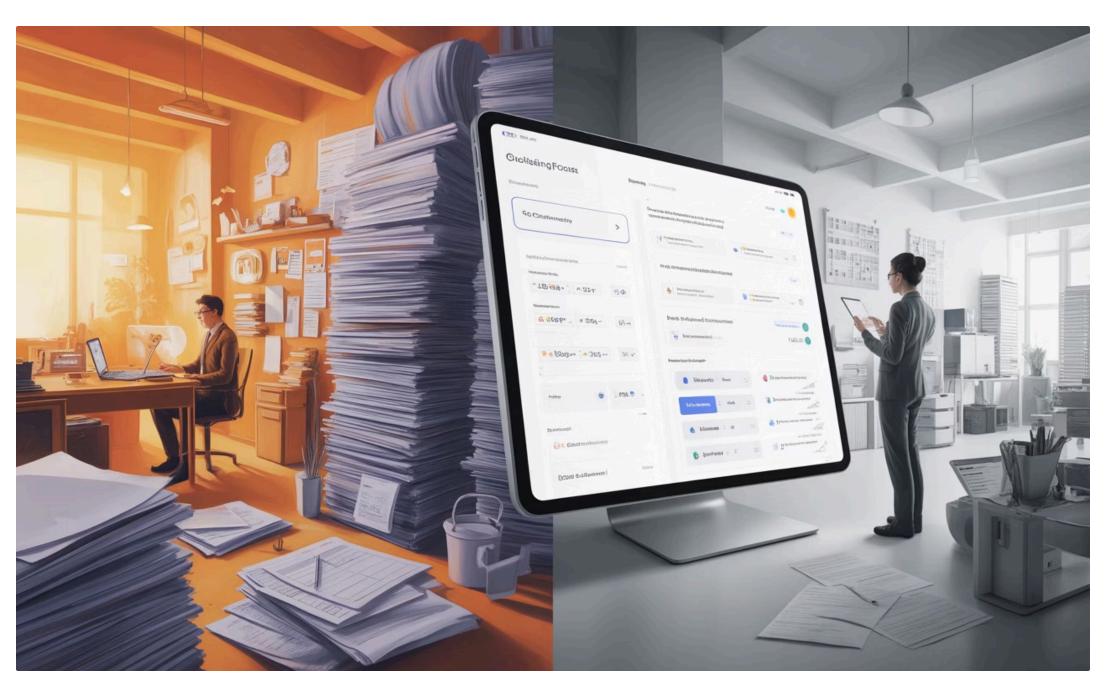- Real-time insights vs. 2–3 month delay for traditional surveys

What Makes Beacon Different

Traditional Annual Surveys

- ❌ 30-40% response rates
- ❌ Results available 2-3 months after survey closes
- ❌ Generic questions don't identify specific risks
- ❌ Snapshot in time, no trend analysis
- ❌ Low actionability—too many questions, unclear priorities

Beacon Wellbeing

- ✅ 70-85% response rates (60-second survey)
- ✅ Real-time dashboard updates
- ✅ Evidence-based questions targeting psychosocial hazards
- ✅ Continuous monitoring with trend analysis
- ✅ Clear priorities and action triggers

Implementation Timeline

Week 1-2: Setup & Configuration

- Dashboard customisation
- Organisational hierarchy mapping
- User access provisioning

Week 4: Dashboard Training

- Executive walkthrough
- Manager training
- Interpretation guidance

1   **2**   **3**   **4**

Week 3: First Survey Wave

- Employee communication
- Survey distribution
- Initial data collection

Ongoing: Weekly Pulse + Monthly Reviews

Support & Training

Included with Platform

- Dashboard training for executives and managers
- Quarterly review sessions
- Ongoing email/phone support

Optional Add-Ons

- Customised reporting templates
- Integration with existing BI tools
- Change management consulting

Next Steps

See the Dashboard in Action

Schedule a live demo with real (anonymised) data to see how insights drive action.

Pilot Program

Start with one division or department to demonstrate value before enterprise rollout.

Contact

Beacon Wellbeing

hello@beaconwellbeing.com.au

1300 BEACON (232 266)

The Beacon Dashboard is built on decades of peer-reviewed research:

Amy Edmondson (Harvard)

Psychological safety as predictor of team performance

Karasek & Theorell
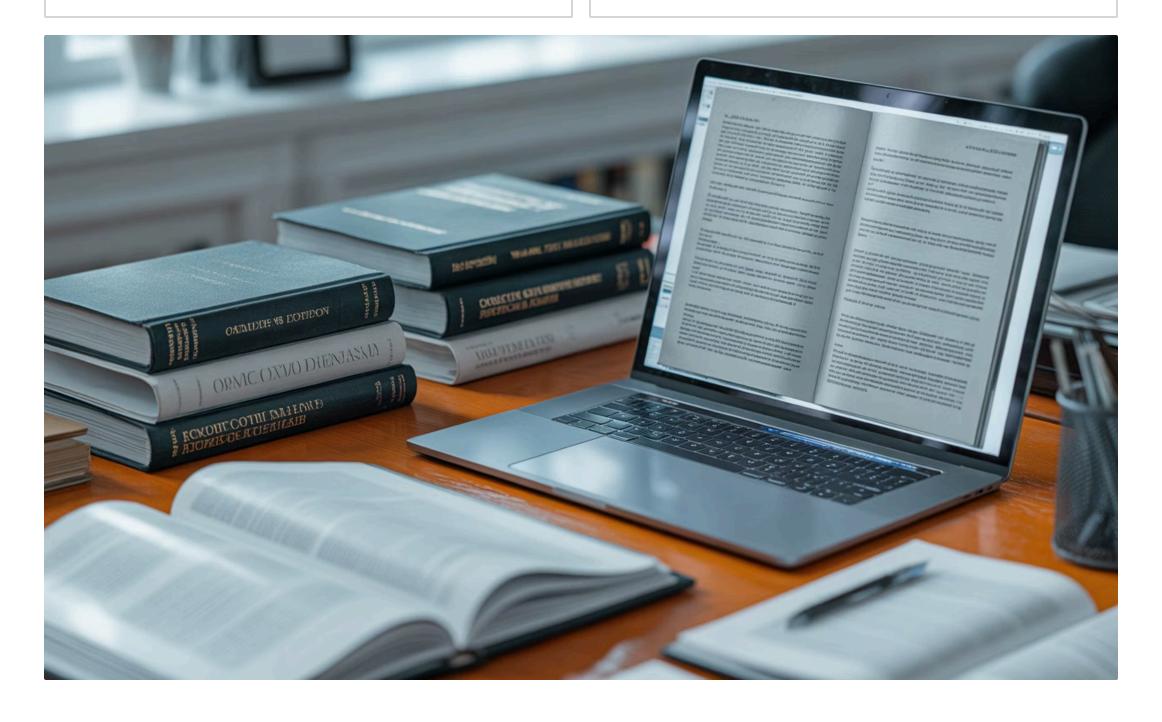
Job Demand–Control model for work stress

Christina Maslach

Burnout measurement and prevention

Google's Project Aristotle

Five keys to effective teams (psychological safety #1)

Beacon Effect

Illuminate the effectiveness of your systems, process and culture, before problems become crises.

What You Can Do:

1. ✅ Scheduled SMS Delivery

Every Monday at 9am (or your schedule)

Automatically pulls current employees from API sync

Each person gets unique, secure survey link via SMS

Links expire after 7 days

3. ✅ Admin Control Panel

Set schedule
Weekly/fortnightly/custom

Manual "Send Now" button
For urgent surveys

View delivery status
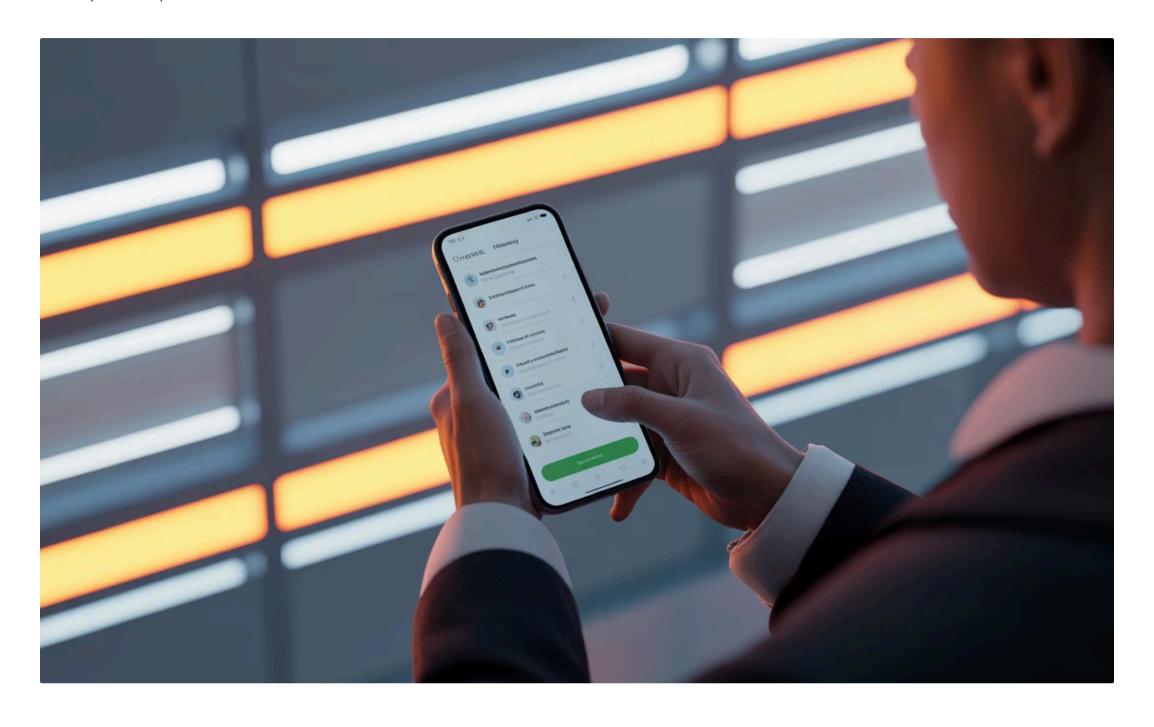Sent/delivered/completed

Resend failed messages

Pause/resume surveys

4. ✅ Employee Experience

Receives SMS: "Hi Sarah! Time for your 2-min check-in [link]"

Clicks → Opens survey (no login)

Completes 5 questions

Done! Token marked as used

5. ✅ Real-time Dashboard

🖼️ Results update automatically	🔔 Alerts if scores drop	📄 Weekly reports generated