



Employee Experience

In 5 Minutes

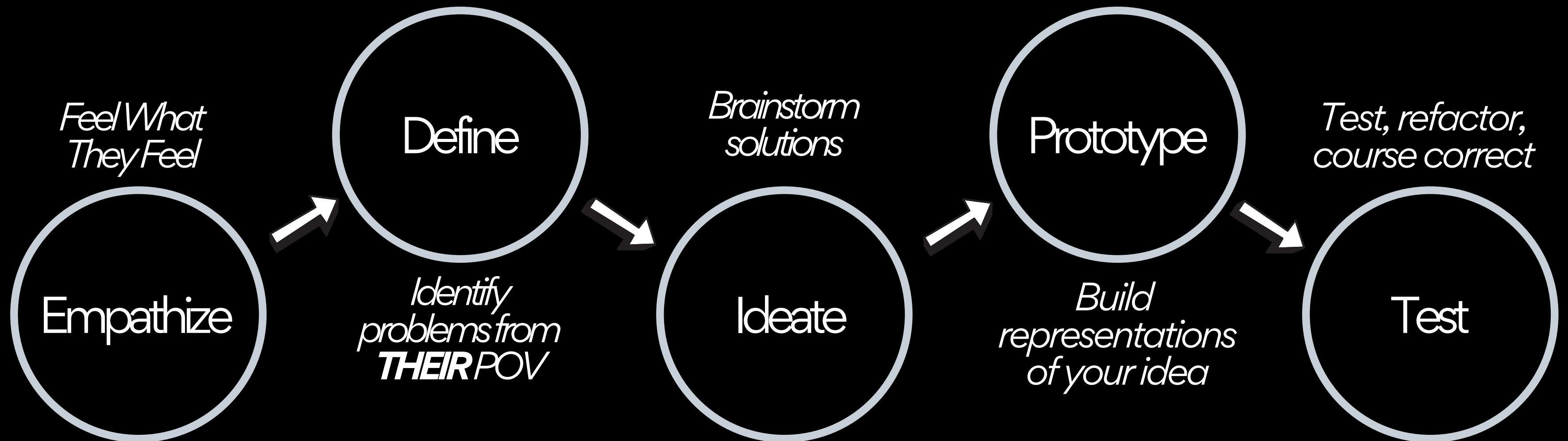
2 ways to innovate:

Introduce something new into the world

or

Introduce something new into **their world**

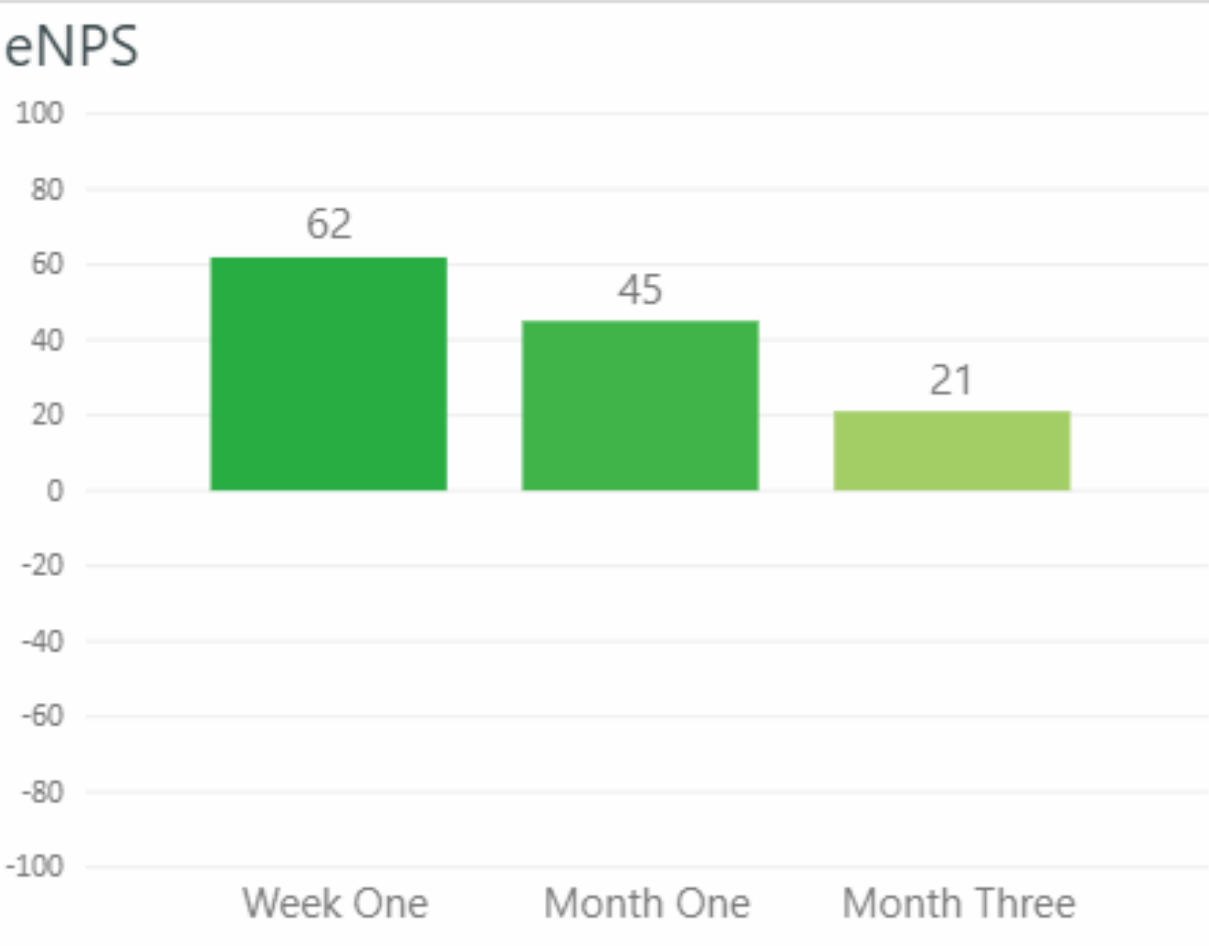
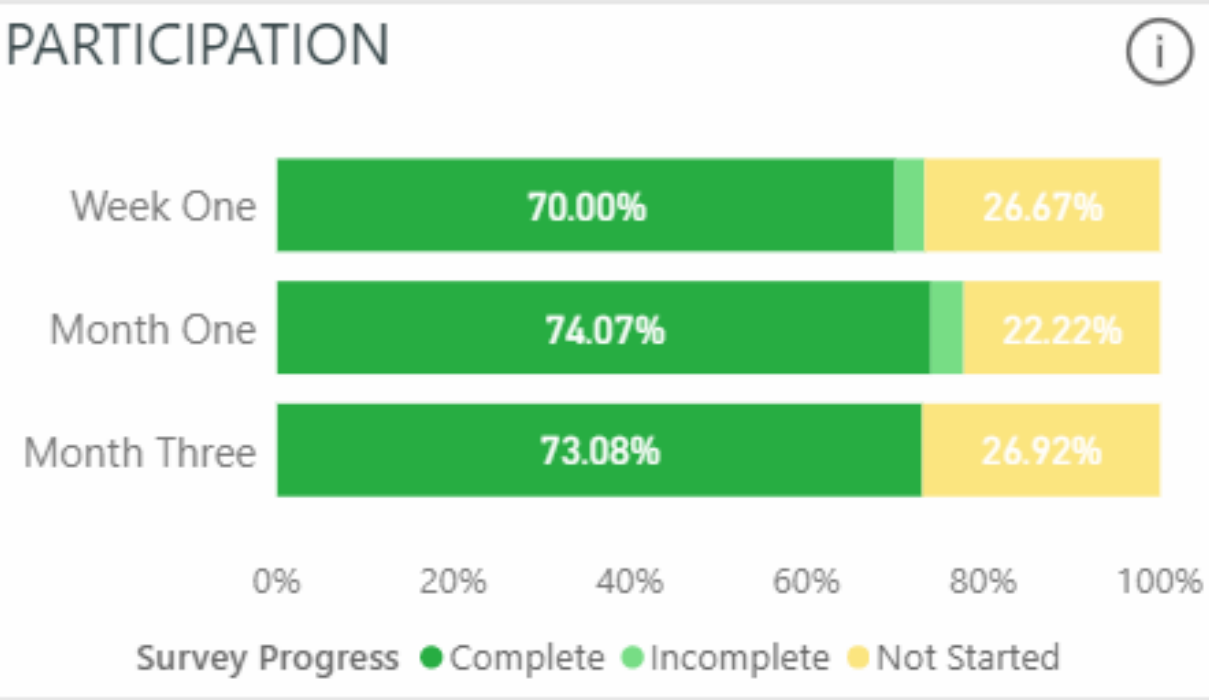
Design Thinking Process



NorthStarMetric

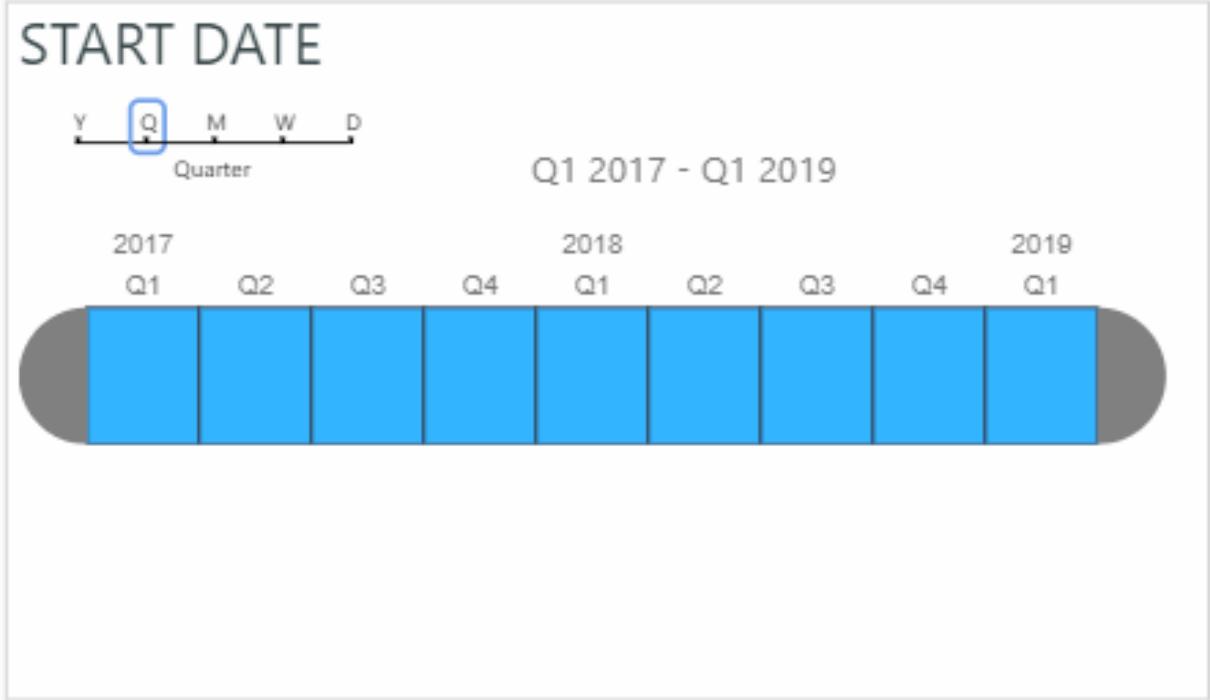


Onboarding Cycle



SCORES

Pulse	Scores
Week One	
My interview experience at Acme, Inc. was positive and well-organized.	64
My manager has explained what is expected of me.	78
My onboarding has given me tools and information to be successful in my role.	60
Month One	
I have everything I need to be successful in my role.	58
I have ongoing, high-quality 1x1s with my manager.	40
I understand the reward and benefits that are available to me at Acme, Inc..	55
The job I am doing is a good match for what I was expecting when I joined Acme, Inc..	65
Month Three	
I have high quality conversation with my manager about my development since joining Acme, Inc..	47
I have ongoing, high-quality 1x1s with my manager.	50
My first months at Acme, Inc. have exceeded my expectations.	45



Heat Map

Comparison: Company Overall

Breakout: Department

	Company Overall	Engineering	Finance	HR	Manufacturing	Marketing	Sales
Responses	4,285	141	38	31	248	35	126
Engagement	76%	0	0	+1	-2	-2	+4
I feel proud to tell people where I work	74%	+4	-8	+4	0	-14	+2
This company motivates me to go above and beyond in my role	78%	+3	+9	+6	-4	+2	+5
I see myself working at this company in two years time	73%	-1	-2	+4	-4	-2	+8
I would recommend Tread as a great place to work	79%	-3	+2	-8	+1	+6	+2
Company Strategy	77%	-1	-1	+3	-1	+5	+2
Autonomy/Empowerment	63%	-4	+4	0	-1	-2	+1
Career Progression	63%	-1	+8	-3	-1	0	+2

OVERALL

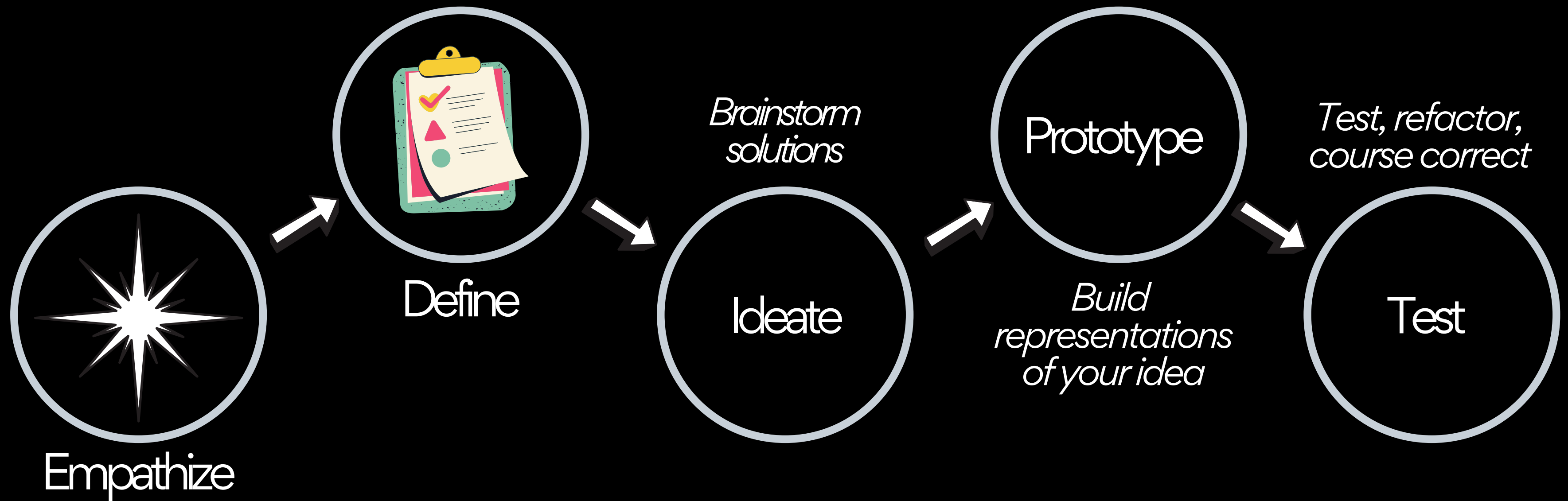
SCORES

INDIVIDUAL

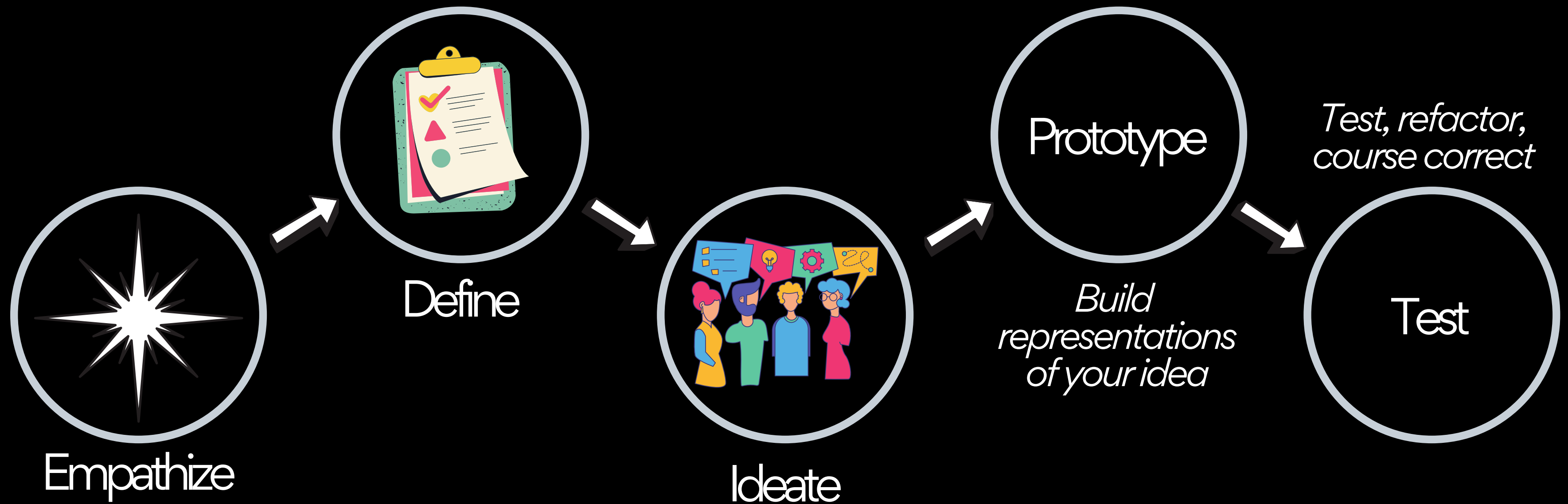
QUALITATIVE

SNAPSHOT

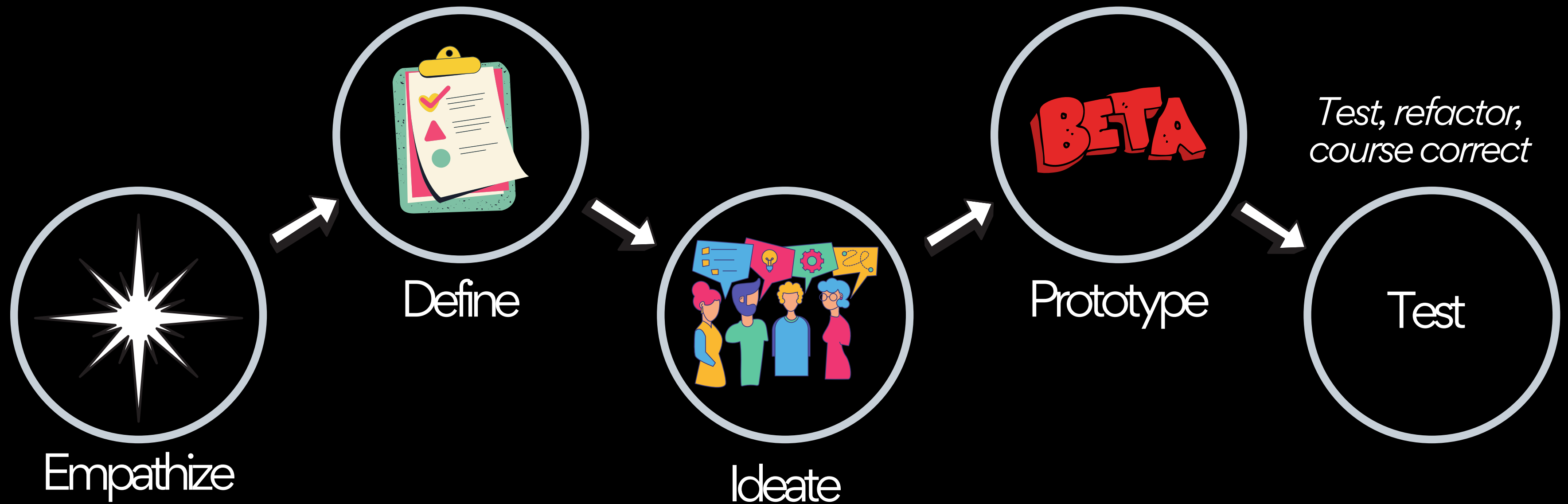
Design Thinking Process



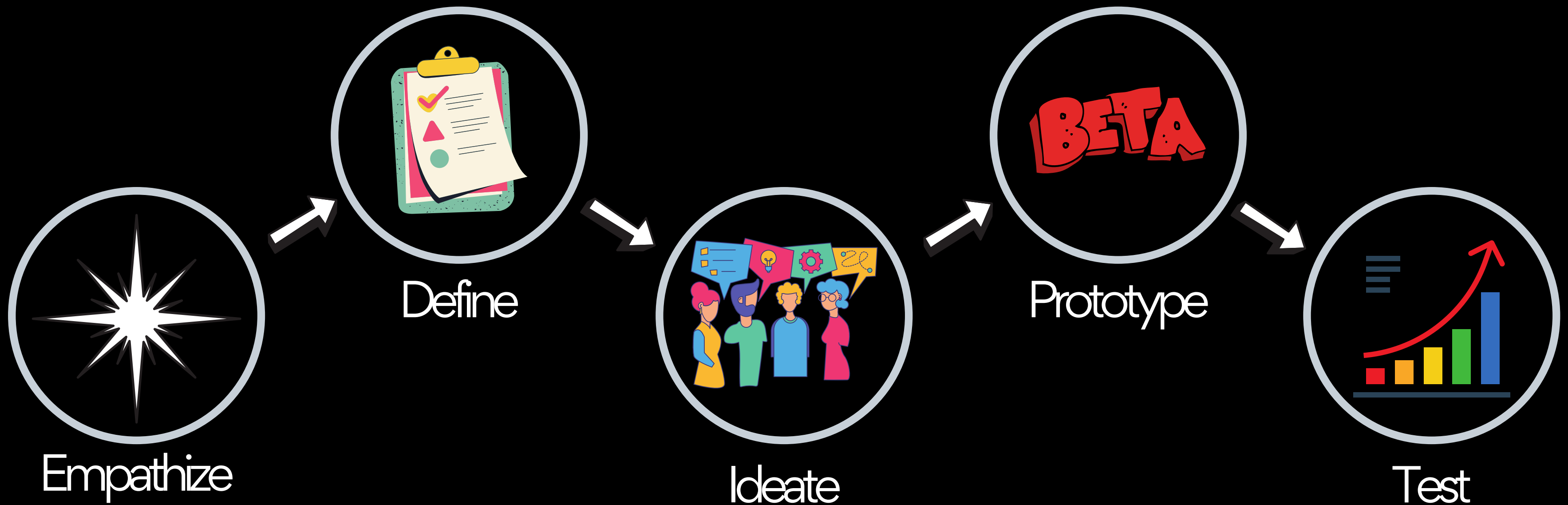
Design Thinking Process

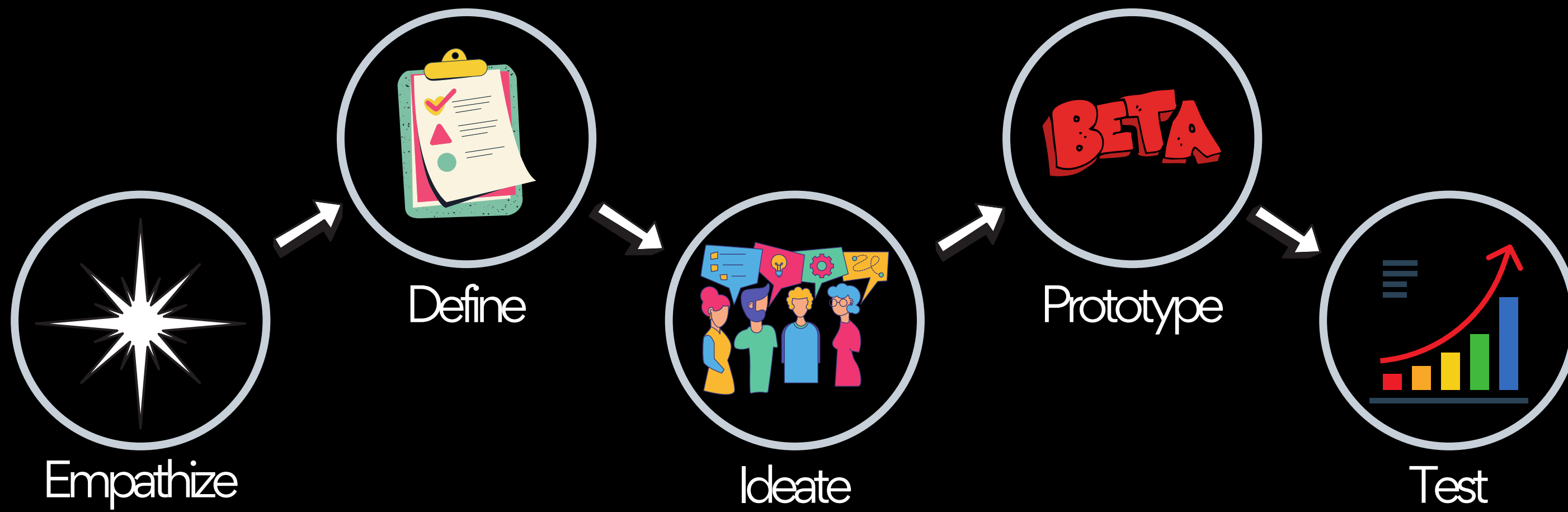


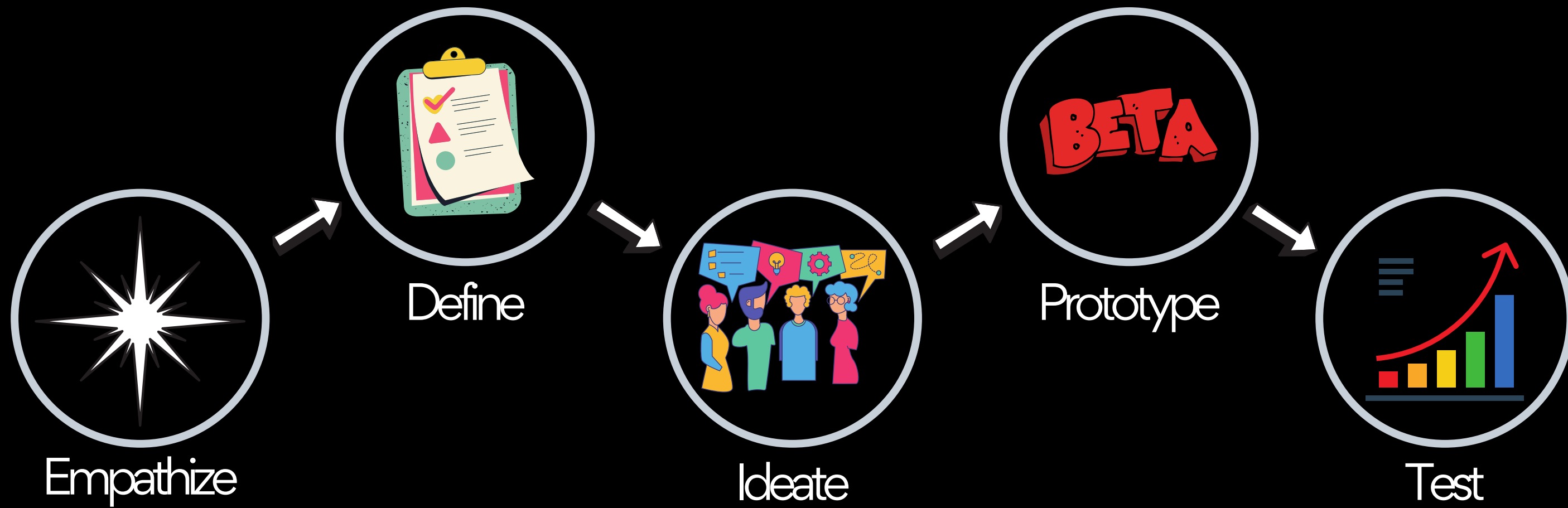
Design Thinking Process



Design Thinking Process







Good Luck!!

ben@ITXM.com

