

ENTERPRISE PULSE™

A highly proven assessment process to collect individual opinion and beliefs

Based on 10 years of research, Enterprise Pulse™ offers a comprehensive and well proven survey system to gather employee opinions on a range of subject areas that are seen to be critical to the overall performance of any organization.

how it works

Enterprise Pulse™ has five key performance factors, each of which has two sub-categories (making a total of ten sub-categories into which survey responses are grouped. These factors and sub-categories are:

- **Vision/Mission** (with sub-categories of 'Leadership credibility' and 'Quality Standards')
- **Focus** (with sub-categories of 'Clarity of direction' and 'Communication Climate')
- **Encouragement** (with sub-categories of 'Freedom to Act' and 'Rewards and Recognition')
- **Co-operation** (with sub-categories of 'Team Relationships' and 'Job Security')
- **Empowerment** (with sub-categories of 'Motivation and Challenge' and 'Growth and Development')

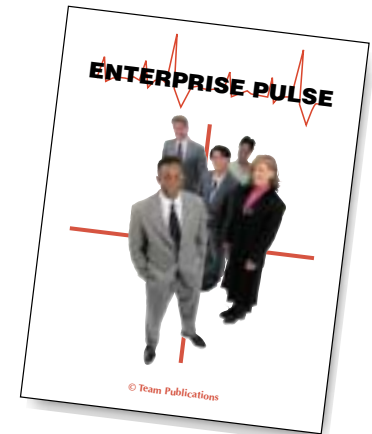
Enterprise Pulse™ plots the overall results of the survey on a circular profile (such as the one shown). This shows the degree of which people feel that the culture and performance of the

organization is positive in progressive quadrants. Effort to improve can therefore be subsequently concentrated on those areas in which the quadrant scores are lowest.

Enterprise Pulse™ is unique in organizational surveys in that it gives every individual a 12 page report that summarizes their own personal scores organized into their categories and with some interpretation notes. Individuals can use this report to compare their answers to those generated by the whole organization.

For the organization as a whole, Enterprise Pulse™ generates a 40 page summary report including detailed feedback on all 10 categories and each individual question. In addition, the report includes aggregated free form comments (where they are offered) and a range of interpretation suggestions to help promote some suggested follow-up ideas.

Enterprise Pulse™ has 70 core questions that remain the same with each survey and are used for comparative reports with the market place. However, the survey also allows each organization to generate up to 10 tailored questions to help focus on short-term or local, important issues upon which people's opinions would be valuable.



The survey also allows up to five custom demography fields to be added to the five generic ones of **age, length of service, gender, profession/function and ethnicity.**

the benefits

Although the Enterprise Pulse™ survey can be completed in paper and pencil booklet form (and entered into the computer system for feedback and reporting), it is most quickly, efficiently and cost effectively used on-line at the **www.profiles-r-us.com** web site. This allows all individuals to complete the survey at work, at home or even at an Internet café. It also allows for the quickest turnaround time, allowing an organization to see overall and demographic results within days of survey input being completed.



Enterprise Pulse™ produces extensive output reports for every individual participant and for the organization as a whole. These reports come straight to screen or can be printed as Acrobat PDF files.

THE COST	
Web based assessment – each person completing the survey	\$10.00
Web based assessment – Collated reports (each)	\$65.00