The HR Outcomes Dashboard Data Cheat Sheet
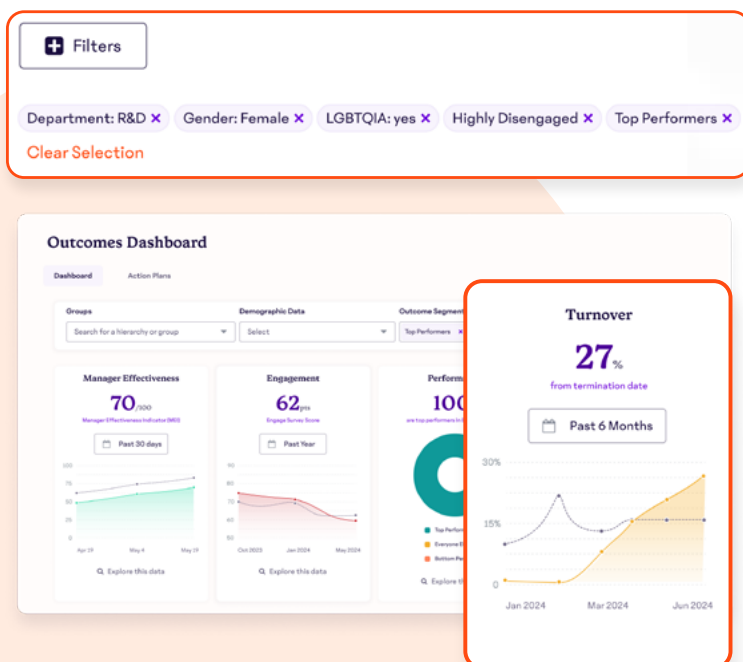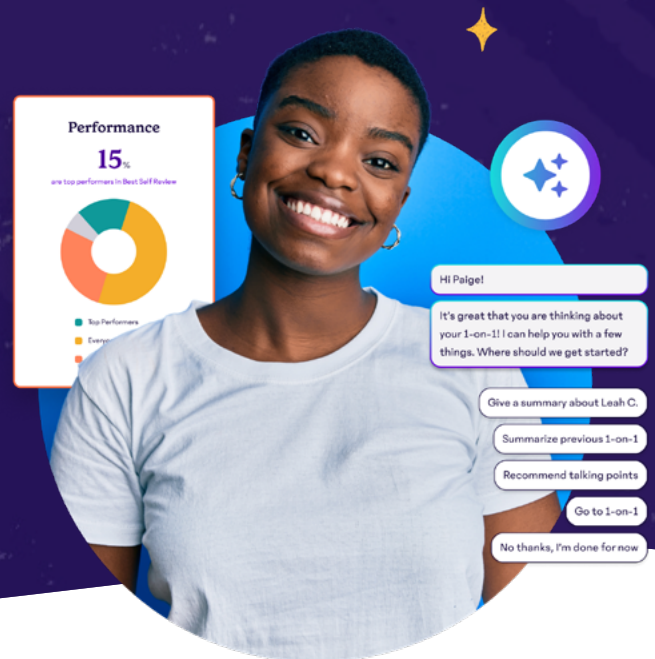
Unlock the power of your people data, take strategic action, and track impact – all with the power of AI.

Performance

15%

are top performers in Best Self Review

- Top Performers
- Everyone

Hi Paige!

It's great that you are thinking about your 1-on-1! I can help you with a few things. Where should we get started?

- Give a summary about Leah C.
- Summarize previous 1-on-1
- Recommend talking points
- Go to 1-on-1
- No thanks, I'm done for now

Filters

Department: R&D ✕   Gender: Female ✕   LGBTQIA: yes ✕   Highly Disengaged ✕   Top Performers ✕

Clear Selection

Outcomes Dashboard

Dashboard   Action Plans

Groups
Search for a hierarchy or group

Demographic Data
Select

Outcome Segment
Top Performers

Manager Effectiveness
70/100
Manager Effectiveness Indicator (MEI)
📅 Past 30 days

Engagement
62pts
Engage Survey Score
📅 Past Year

Perform
100
are top performers in...

- Top Performers
- Everyone
- Bottom Pe...

🔍 Explore this data   🔍 Explore this data   🔍 Explore ti...

Turnover

27%
from termination date

📅 Past 6 Months

30%

15%

Jan 2024   Mar 2024   Jun 2024

✦ ## Turnover Data, Demographic Attributes & More

Leverage turnover data and employee demographics to identify patterns in performance, engagement and retention, plus the factors driving them.

- Connect your HRIS to 15five using the **HRIS Connector**

✦ Engagement Data

Enabling employee engagement data helps you understand engagement at the company, department, or team level, and slice and dice the data however you want to identify strengths and areas to take action across any demographic. Plus, compare progress over time and against other companies in your industry with benchmarking.

TO GET STARTED, SIMPLY RUN AN <u>ENGAGEMENT SURVEY</u>.

- There are a variety of options to meet your organization's needs. We recommend using the core EngageSurvey + Manager Effectiveness Survey + eNPS, which include a total of 68 questions and gives a holistic view of employee engagement, manager effectiveness, and net promoter score.

Engagement

68 pts

Engage Survey Score

📅 Past Year
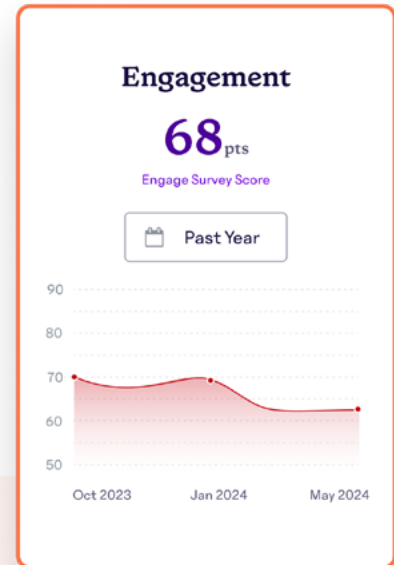
✦ Manager Effectiveness Data

With 15Five's <u>Manager Effectiveness Indicator (MEI)</u>, you can easily see which managers are excelling and which managers need support in specific areas, and take action before issues impact the organization. MEI offers a holistic view of how effective your managers are, how they are impacting bottom-line metrics, and what you can do to help them improve.

Manager Effectiveness

74 /100

Manager Effectiveness Indicator (MEI)

📅 3 months

THE MANAGER EFFECTIVENESS INDICATOR INCLUDES DATA FROM MANAGER BEHAVIORS IN 15FIVE AND, OPTIONALLY, DATA FROM MANAGER EFFECTIVENESS ASSESSMENTS.

- Include the <u>Manager Effectiveness Assessment</u> in your next engagement survey

- Include the <u>Manager Effectiveness Assessment</u> in your next performance review

✦ Performance Designations

Connect data about your high performers, low performers, and everyone in between, to understand more meaningful insights and take action where it matters the most. In your next performance review, leverage one of the following:
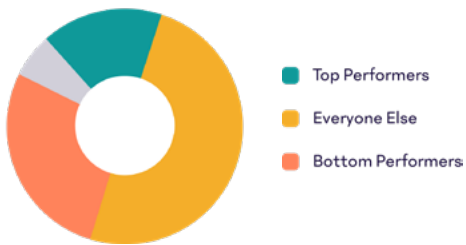
PERFORMANCE RATINGS+

- [Help Center Article](#)

- [A guide](#) for strategically leveraging Performance Ratings+

AN OPINION SCALE QUESTION IN THE MANAGER REVIEW

- We recommend leveraging one of the [15Five PMA questions](#)

- Or adding a straightforward performance designation question like 'My overall assessment of [Name]'s performance during this review period was…'

NEED MORE HELP GETTING STARTED?

CONTACT EMPOWER@15FIVE.COM