



Learning to Read Your EKG

Novareté is a powerful tool that can surface a lot of great data about your organization. To maximize your potential, here are a few questions to guide you through how to look at the information presented in Novareté. These answers will help drill down to the specific areas in your company – by location, department, or even person.

Forget the blanketed shotgun approach and start focusing your time, resources, and efforts for better results.

Leaderboard

1. Which people are at the bottom of the Leaderboard for the company and in individual groups?

- | | |
|----|-----|
| 1. | 6. |
| 2. | 7. |
| 3. | 8. |
| 4. | 9. |
| 5. | 10. |

2. Do you see any patterns or trends? (Department, age, location, tenure, etc.)

3. What can you do to nurture these people?

4. Which ten people are at the top of the Leaderboard?

- | | |
|----|-----|
| 1. | 6. |
| 2. | 7. |
| 3. | 8. |
| 4. | 9. |
| 5. | 10. |

5. Circle those that are Site Administrators.

6. How can you utilize the engagement of those top ten users to positively influence the rest of the company?



7. How are you recognizing those power users?

8. When filtering by Novareté groups, which leadership members are at the bottom of the list(s)? Why do you think that is and what can you do to help them?

- | | |
|----|----|
| 1. | 4. |
| 2. | 5. |
| 3. | 6. |

Analytics Dashboard - Engagement

1. How many members do you currently have? _____

2. Please fill out the table below to indicate the percent of users participating in Novareté each month (30 days). Did all percentages increase over time?

	Contributions (%)	Participation (%)	Impressions (%)
In the 1 st month			
In the 2 nd month			
In the 3 rd month			
In the 6 th month			
In the 11 th month			
Average			

3. What are the top 3 most engaged groups? Why do you think that is?

- 1.
- 2.
- 3.

4. What are the bottom 3 least engaged groups? Why do you think that is?

- 1.
- 2.
- 3.



5. On average, are 75% of your employees engaged? _____
 If not, what percent are engaged and what can you do to increase this number? ___%

6. On average, do 50% of your employees answer dilemmas?
 If not, what percent do answer dilemmas and what can you do to increase this number? ___%

7. On average, do 25% of your employees contribute?
 If not, what percent do contribute and what can you do to increase this number? ___%

Analytics Dashboard - Alignment

1. Fill in the table to indicate what percent of Dilemma responses were gold in the current and previous 90 days.

	Current 90 Days	Past 90 Days
Executive Team		
Manager		
Organization		

2. What trends do you see?
 1. Do you see the needle moving in a positive direction? _____
 2. Are managers becoming more aligned with executives? _____
 3. Is the organization becoming more aligned with the managers? _____

Analytics Board – Values Mix

1. Which value(s) is the most popular? _____

2. Why do you think that is?



3. What can you do to bring attention to the other, less popular values?

4. Have you used the “Mark as Important” or “Acknowledge” button? _____

5. How has it been helpful?

6. Do you follow up with the people that don’t read the card?

General Information

1. What is the most popular contribution type? _____

2. Have you used Novareté to post follow up information after trainings? _____

3. What is the biggest benefit of using Novarete?

Would you like to share any other comments about Novareté? _____

Thank you for your leadership and investing in a values-driven culture!