



Open employee feedback

Conversations, not surveys.

The traditional anonymous employee survey makes it hard to build trust.

If you set an expectation that the only way that you can be safe giving feedback is anonymously, you also tell people that feedback is unsafe. This simple idea set off an extraordinary rethink of enterprise feedback - and the tools used to collect it.

Joyous Open Feedback is a completely different way of thinking about enterprise feedback. Traditional systems just do measurement. Joyous makes everyone feel comfortable giving and receiving feedback that sparks action.



The Joyous difference

At Joyous our goal is to make life better for working people. Why?

Because it's important. People spend a huge part of their lives at work. The emotional and physical impact of work extends well outside of working hours: what happens at work doesn't stay at work.

If you make work better, you make life better for people who work. That's where Joyous comes in.



5 I have the technology and equipment to do my job well.

What might help you do your job better?

There's something wrong with my test unit, it's taking me at least an extra 30 min to do an install.

Please stop off at the depot today, I'll give you a replacement. I'm glad you mentioned it!

We can send your current one in for repairs and keep it as a spare.

Great, I'll see you around 4pm.

9 I have opportunities to learn and develop

How could we help you to learn and develop more?

I'd like to sit in on some of the customer calls. I've always wanted to learn more about that.

That's easy! Let's talk about this in our catch up later today.

7 The physical workspace allows me to do my job well

What would you change in your work environment if you could?

We need another meeting room! It's nice the team's grown big but the room didn't grow with us! 🤔

We're just TOO successful! 😄 But seriously, I've called Chris in Facilities, we'll see what he can do.

Open feedback is a different world

- Send stimulating conversation starters instead of ego-bruising ratings.
- Act on individual feedback (because you know where it's coming from!).
- Give leaders expert support for dealing with difficult feedback.
- Get people talking openly about work.
- Be Joyous.



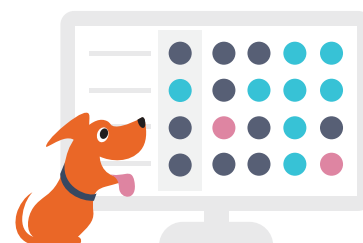
Chats, not questionnaires

No more annual surveys! Answer simple weekly questions using text and photos.



Live feed

See what's happening team by team, and respond to feedback.



Powerful insights

Support big decisions with deep analysis of topics like Engagement, Well-being and Safety.

Get started quickly with our once-weekly conversation-starters on employee experience and engagement. Get the questions.



Create an inclusive and transparent culture

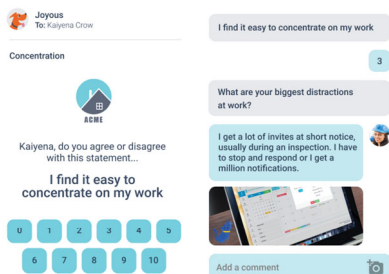
Build trust in a safe place where everyone's voice is heard on the things that matter. Share successes and struggles. Celebrate wins, and get help when needed.

For people at desks and everywhere else

You don't need an email address or a work computer. Joyous is best for large workforces of every kind; professional, agile, shift, unionised, seasonal or mixed.

Nudge leaders in the right direction

It's easy to act on feedback. Get a live feed, thoughtful reminders, and powerful insights for all people leaders



Give feedback

- Mobile friendly web-app
- Intuitive chat interface
- Question and conversation starter library
- Topics including culture, well-being, engagement
- Customisable questions



Respond to feedback

- View employee feedback based on flexible org structure
- Historic view of all feedback
- Respond to feedback and engage staff in performance conversations
- Easy feedback filtering

Culture and Environment	●	●	●	●	●
Fairness and Inclusion	●	●	●	●	●
Well-being	●	●	●	●	●
Engagement	●	●	●	●	●
I find it easy to concentrate on my work	●	●	●	●	●
Time passes quickly when I am working	●	●	●	●	●

Act on feedback

- Live insight feed
- View feedback across the organisation, easily drill down to individual level
- Flexible view permissions
- Heatmaps
- Theme, sentiment and trend analysis

joyoushq.com

For working people

Use any device: there's nothing to download, and no need for a company email address. Joyous is as easy as txt messaging.

Use our chat interface to talk about work the way you want to. Joyous supports text and images.

Joyous' open feedback and conversation starters make it easy to say what's on your mind, invite comments and respond to feedback in real time.

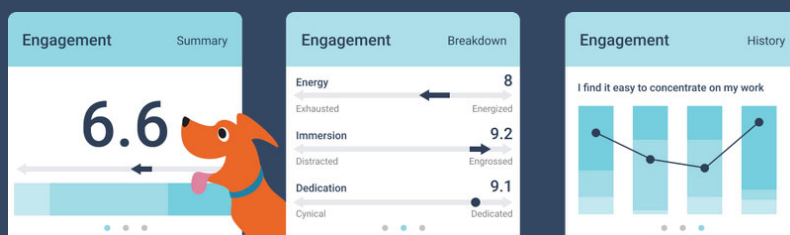
For people leaders

Our live feed means leaders can respond to feedback right away. Ask questions, get clarification or make suggestions to improve work for everyone.

Even with thousands of team mates, feedback doesn't go unnoticed. Intelligent filters help managers organise feedback meaningfully - based on common themes or business areas.

For change leaders

Joyous delivers powerful insights on the big topics. Explore drivers and common themes with unparalleled data drilldown.



“Joyous is a much more meaningful way to get data to the people who can make a difference with it and act on it on an individual level.”



Emma-Kate Greer
General Manager Employee
Experience & Strategy

[View Case Study](#)

