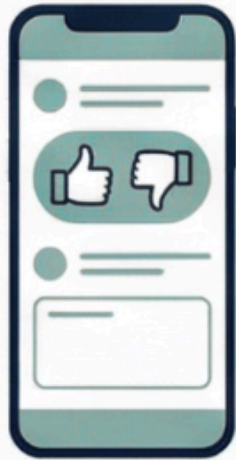


The Beacon Index

1. Text message sent with 5 simple questions



A fast weekly pulse using 5 research-based questions.

Employees respond in seconds via SMS or link (thumbs-up/down + optional comment).

Designed to detect early signs of psychosocial pressure and workplace conditions.

2. "Why These 5 Questions Matter"



Workload & Pressure – detects job demand spikes.



Support & Communication – shows whether teams feel backed by leaders.



Clarity & Planning – identifies confusion, rework and coordination issues.



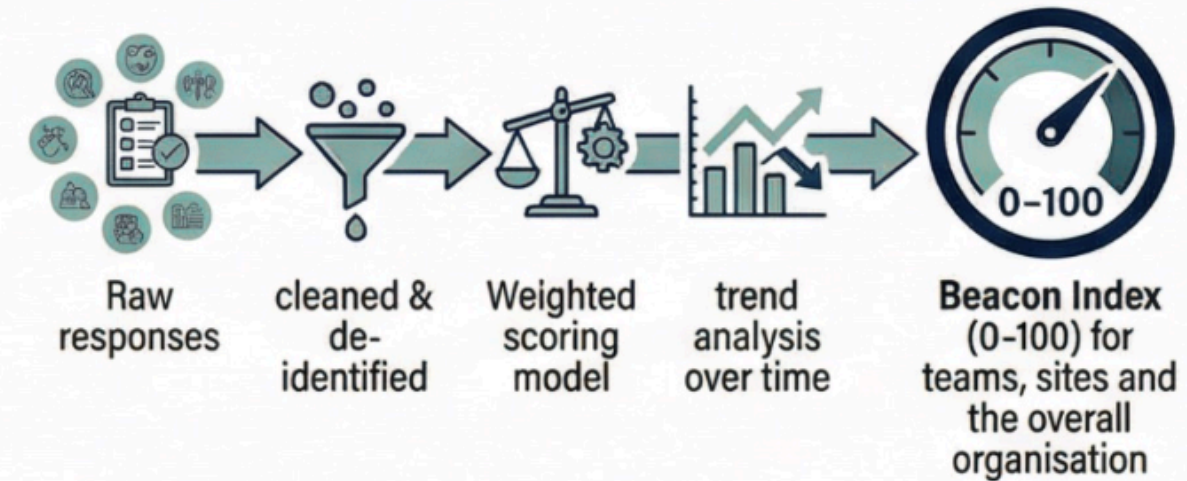
Team Climate & Respect – captures psychological safety signals.



General Well-being/Sentiment – quick indicator of how people feel about work this week.

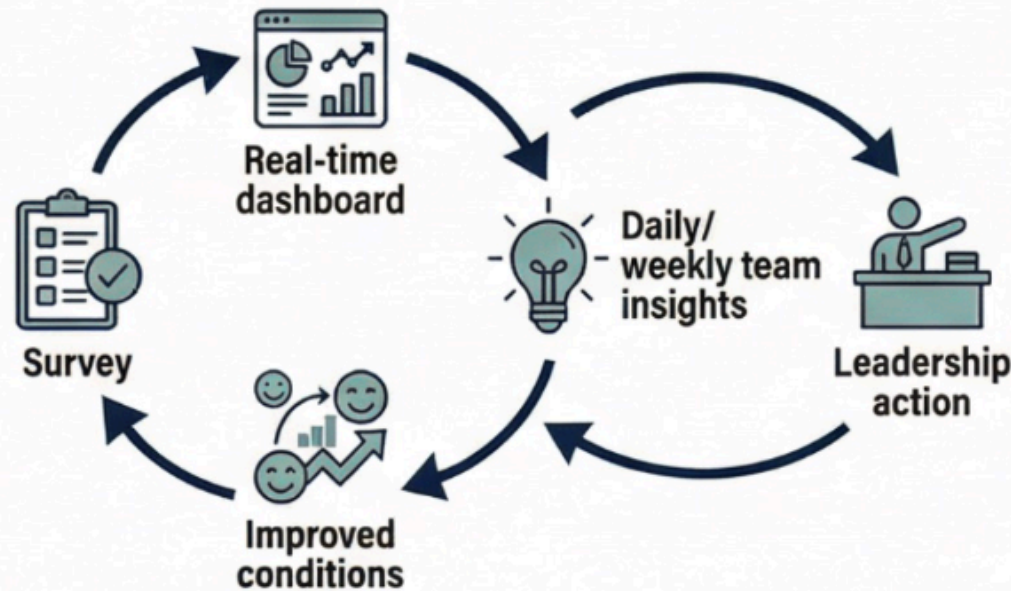
Note: Questions map to ISO 45003 risk factors and evidence-based psychosocial drivers.

3. "How the Beacon Index Is Created"



Scores highlight emerging risk, hotspots and positive patterns before issues escalate.

4. "Feedback Loop to Leaders"

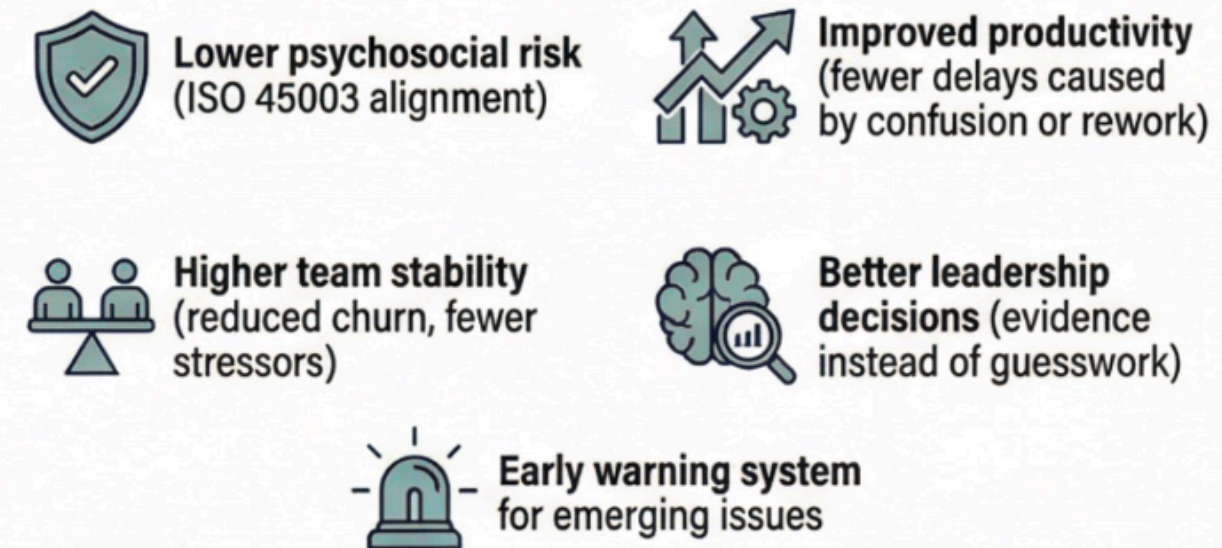


Leaders receive clear insights: hotspots, comments, trends, week-on-week movement. Early detection means leaders act sooner and target only the areas that need support. Focus on conditions, not individuals.

5. "What Leaders Learn From This"

- Which teams are under pressure
- Where communication or support is slipping
- Whether planning, sequencing or role clarity are breaking down
- Patterns of recovery or decline week-to-week
- Whether actions taken are actually working
- How psychosocial risk is trending across sites

6. "How This Drives Better Results"



Structured measurement. Defensible evidence. Built for governance.