

THE COMPARISON PEOPLE ASK FOR MOST

How the Clairsyn diagnostic differs from an engagement survey

An engagement survey measures how people feel about working here. The Clairsyn diagnostic asks governance, leadership and employees the same questions about the organisation, and shows you precisely where they describe it differently. Here is where the line sits.

	ENGAGEMENT SURVEY	CLAIRSYN DIAGNOSTIC
Who is asked	Employees. The board is usually not asked at all	Governance, leadership and employees, identically
Question set	Written for employees	One instrument, the same questions for all three groups, at every tier
What it reports	How people feel, often benchmarked against other organisations	Where the three groups describe the organisation differently
Cadence	Continuous or annual	A baseline, then re-measured when something has changed
Price	Per employee, per year	Per assessment, from USD \$249
Usually commissioned by	HR or People and Culture	A board, a chief executive, or a chair

WHAT WE DO DIFFERENTLY

We ask the board. Almost no engagement survey does, which makes the organisation's most consequential group the one nobody measures.

One instrument for everybody. Comparison only means something when the question is identical. Asking directors about strategy and staff about wellbeing gives you two datasets that cannot sit next to each other, whether you start at Threshold or go into the full diagnostic.

We report the distance, not the score. A pillar scoring 3.4 tells you little. Governance scoring it 4.1 while your people score it 2.6 tells you where to look, and who to talk to.

What we will not claim. Distributed through Threshold, we cannot assure statistical significance, because you distribute it and we cannot verify who responded. Go into the full diagnostic and engagement is representative across the organisation. Either way, we will not present it as an audit, and where fewer than three people in a group answer, we do not report that group separately.

THE QUESTION UNDERNEATH THE QUESTION

Will this add to survey fatigue?

Threshold starts at thirteen questions, about five minutes, once. Share the report with everyone who answered, and it reads as the opposite of fatigue.

Will my executive team think I am duplicating spend?

The comparison that matters is not against your engagement platform. It is against the cost of discovering, eighteen months into a programme, that the organisation was never in a position to carry it.

“ Honest diagnosis, then the right people to act on it, whether that's us or not.

CLAIRSYN

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