

HR17 · STEP 2 · INTERIM

Engagement Survey Insights & Actions

## Validated Signal Map

---

Cross-reference of engagement survey patterns and exit themes, separating convergent and divergent signals before action planning.

### ABOUT THIS DOCUMENT

This is a **sample** deliverable from the **Engagement Survey Insights & Actions** workflow (HR17) in AGASI AiOS. It shows the expected structure and tone. All names, numbers, and facts are **fictional**.

---

# Validated Signal Map

**Organisation:** Northbridge Advisory Partners

**Compiled by:** HR Analyst, People & Culture

**Date:** Current planning cycle

**Inputs:** Engagement survey results (current wave), Exit Theme Summary (HR15 output / HR17 input pack), organisational benchmark data

## Purpose

Cross-reference engagement survey patterns with exit interview themes. Each signal is classified **Convergent** (both sources agree), **Divergent** (sources conflict or one is silent), or **Survey-only** / **Exit-only** before actions are drafted in the Engagement Improvement Plan.

## Validated signals

Signal ID	Survey indicator (summary)	Related exit theme(s) (HR15)	Classification	Confidence	Notes
SIG-1	Compensation & Benefits weak in Data & AI Advisory (49% vs sector ~68%)	Theme 1 Below-market compensation (Senior Consultant)	Convergent	High	22% external offer gap cited in exit; survey shows same practice low on comp dimension
SIG-2	Career Development firm-wide weak; HR Systems 42%, Risk & Compliance 48%, Data & AI 51%	Theme 2 Unclear career progression (2 of 3 exits)	Convergent	High	Strongest regression beta in benchmark pack
SIG-3	Workload & Resources weak in HR Systems (44%)	Themes 6 Under-resourcing; 7 HRIS data / dual platform	Convergent	High	Exit cites two-analyst workload; survey matches
SIG-4	Culture & Belonging mixed; fragmentation in free text	Theme 5 Post-acquisition fragmentation	Convergent	Medium-High	Two exits + survey narrative
SIG-5	Management Effectiveness low in Risk & Compliance (58%)	Theme 8 Insufficient management availability	Convergent	High	Exit cites absent Practice Head cadence
SIG-6	Onboarding completion 63% firm-wide vs 92% target	Theme 4 Poor or absent onboarding	Convergent	High	Associate exit is exemplar case
SIG-7	Communication dimension scores high (75%) but operational comms complaints in free text	Theme 9 Lack of team cohesion (partial)	Divergent	Medium	Requires pulse check — plan action 14
SIG-8	Digital & Technology practice low response / restructure noise	(No direct exit in current three-exit batch)	Survey-only	Low	Defer re-survey per improvement plan

## Exits without a primary survey twin (this batch)

Exit theme	Reason
Theme 3 Role misalignment	Surfaced in HRIS and Risk exits; partially reflected in Career Development and Management themes in survey — treat as supporting SIG-2 / SIG-5 rather than standalone survey dimension
Theme 10 Strong direct team relationships	Positive retention factor; no survey weakness — classify as <b>Exit-only (positive)</b> for retention messaging, not a risk flag
Theme 11 Exit data utilisation	Process gap; <b>Exit-only</b> — track via quarterly exit review action

---

## Handover rules

---

- **Convergent** signals (SIG-1 through SIG-6) may drive prioritised actions in the Engagement Improvement Plan without additional validation.
  - **Divergent** SIG-7 requires a short pulse before committing resources.
  - **Survey-only** SIG-8 waits for re-fielding.
- 

## Traceability

---

Signal IDs map to **Engagement Risk Flags** and action rows in the Improvement Plan. Exit quotes remain anchored in the Validated Exit Themes and Exit Theme Summary documents.