

Sereno

Measure the social climate, with anonymous campaigns.

What it is for

Sereno measures the **social climate** through short, anonymous campaigns. Everyone answers, results only show **aggregated**, above a response threshold. They read by dimension and unfold from the team to management, up to the whole company, and are tracked from one campaign to the next. It runs in your browser, with no install, and no data is sent anywhere.

Three roles

EMPLOYEE Answers the questionnaire anonymously and reviews their own responses from past campaigns.	MANAGER Reads their team's climate aggregated, never an individual answer, and unfolds it by department.	HR / MANAGEMENT Runs campaigns, defines categories and questions, describes the organisation and sees everything.
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A campaign cycle, step by step

01 Create campaign	02 Answer	03 Participation	04 Close	05 Results	06 Action plan
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Only one campaign is active at a time; results are published on close.

Getting started

- 1 Define the barometer**
Categories, questions per category, measurement mechanic and anonymity threshold, in Settings.
- 2 Open a campaign**
Create then open the campaign. Only one can be active at a time.
- 3 Answer**
Everyone rates the questions per theme, adds an eNPS and a comment. Editable while the campaign is open.
- 4 Read the results**
By dimension and by scope: team, department, division, company. Trend between campaigns.
- 5 Close and act**
Closing freezes the results. PDF export of the summary, then an action plan with managers.

Good to know

- ◇ **Threshold anonymity.** No aggregate is shown below a minimum number of responses.
- ◇ **One active campaign.** Past campaigns stay available, frozen.
- ◇ **The manager sees aggregates.** Never an individual answer, even for their own team.
- ◇ **Configurable mechanic.** Dimensions only, with eNPS, or a quick mode, at HR's choice.
- ◇ **Organisation as a tree.** Division, department, sub-team, to read results by scope.
- ◇ **Export and import.** PDF export of the summary, JSON export and import. Trilingual: French, English, Italian.