

Difusr Intelligence Report

Signal Reference Guide

■ Engagement Score

What it measures

How actively and consistently people participate in the breakroom.

Why it matters

Participation is the foundation for detecting meaningful team patterns.

High means...

People are actively contributing, giving stronger confidence in the team's pulse.

Low means...

The team may be disengaged, silent, or hesitant to participate.

■ Participation Gap

What it measures

The percentage of team members who did not post during the reporting period.

Why it matters

A few voices can hide what the majority of the team is experiencing.

High means...

Most of the team is participating and visible.

Low means...

A growing silent majority may conceal important issues.

■ Psychological Safety

What it measures

Whether people appear comfortable expressing thoughts and feelings.

Why it matters

Teams innovate and collaborate better when people feel safe speaking up.

High means...

People appear comfortable sharing ideas, concerns, and humor.

Low means...

People may be filtering themselves or avoiding honest expression.

■ Burnout Risk

What it measures

Stress and fatigue signals detected across anonymous comic activity.

Why it matters

Burnout reduces engagement, retention, and execution quality.

High means...

Pressure is increasing and workload should be reviewed.

Low means...

Stress levels appear manageable.

■ Leadership Clarity

What it measures

How clearly leadership direction is reflected in team expression.

Why it matters

Clear direction reduces uncertainty and improves execution.

High means...

People understand priorities and expectations.

Low means...

Teams may be experiencing confusion or mixed messages.

■ Trend Risk

What it measures

Whether overall team health is improving or declining over time.

Why it matters

Trends often reveal change before major issues become visible.

High means...

Recent patterns suggest improving team health.

Low means...

Signals point toward increasing organizational risk.

■ Manager Effectiveness

What it measures

How leadership behaviors encourage participation and trust.

Why it matters

Managers have the biggest day-to-day influence on team climate.

High means...

Managers are creating healthy conditions for expression.

Low means...

Managers may need to improve communication or support.

■ Operating Risk

What it measures

Overall friction caused by workload, ambiguity, and stress.

Why it matters

Operational friction slows execution and decision making.

High means...

Processes appear stable with manageable friction.

Low means...

Hidden friction may impact delivery and morale.

■ After-Hours Activity

What it measures

How much activity occurs outside normal working hours.

Why it matters

Persistent after-hours work may indicate unhealthy boundaries.

High means...

Boundary pressure or workload may be increasing.

Low means...

Work appears to remain within healthy working hours.

■ Peer Recognition

What it measures

How often people celebrate wins and appreciate each other.

Why it matters

Recognition strengthens belonging and retention.

High means...

A culture of appreciation is visible.

Low means...

People may not feel their contributions are noticed.

■ Cross-Team Collaboration

What it measures

How frequently different teams interact.

Why it matters

Strong collaboration helps break organizational silos.

High means...

Teams are sharing knowledge across boundaries.

Low means...

Teams may be operating in isolation.

■ Momentum

What it measures

Whether participation is increasing or slowing over time.

Why it matters

Momentum helps predict future engagement.

High means...

Participation is accelerating.

Low means...

Engagement may be losing energy.

■ Quiet Drift

What it measures

Whether the silent portion of the team is growing.

Why it matters

Silence is often the earliest organizational warning signal.

High means...

Silence is shrinking and more people are engaging.

Low means...

More people are quietly disengaging.

■ Cognitive Load

What it measures

Estimated mental workload reflected in team expression.

Why it matters

High mental load affects focus and decision quality.

High means...

People may be overloaded.

Low means...

Mental workload appears sustainable.

■ Agency & Control

What it measures

Whether people feel they can influence their work.

Why it matters

A sense of control improves motivation and resilience.

High means...

People feel empowered to make decisions.

Low means...

People may feel stuck or powerless.

■ Social Belonging

What it measures

Signals of inclusion, connection, and team support.

Why it matters

Belonging directly influences retention and wellbeing.

High means...

Strong social bonds are visible.

Low means...

Connection between teammates may be weakening.

■ Emotional Granularity

What it measures

How specifically emotions are expressed.

Why it matters

Specific emotions provide better insight than generic reactions.

High means...

The team communicates emotions with clarity.

Low means...

Emotional expression may lack useful detail.

■ Empathic Orientation

What it measures

How much care and understanding people show toward others.

Why it matters

Empathy strengthens collaboration and trust.

High means...

Supportive behaviors are common.

Low means...

The team may need more peer support.

■ Meaning & Purpose

What it measures

Whether work is connected to impact and shared purpose.

Why it matters

Purpose increases engagement and resilience.

High means...

People see value in their work.

Low means...

People may feel disconnected from impact.

■ Ambiguity Tolerance

What it measures

How well uncertainty appears to be handled.

Why it matters

Modern teams constantly work with change and uncertainty.

High means...

People adapt comfortably to change.

Low means...

More communication and clarity may be needed.

■ Rumination Risk

What it measures

Whether unresolved frustrations keep repeating.

Why it matters

Repeated unresolved issues often become larger problems.

High means...

Recurring issues appear limited.

Low means...

The same frustrations may be persisting.

■ Humor Coping

What it measures

Whether healthy humor is helping relieve stress.

Why it matters

Humor can be a healthy way to process pressure together.

High means...

Humor is helping build resilience.

Low means...

Stress may not have a healthy release outlet.