



SITUATION LABS INC

Psychology Signals

A place when you need that moment.

PREPARED FOR

Corporate Operations Team

February 12 - May 12, 2026

CLIMATE SCORE

47/100

RISK PRESSURE

20/100

COMICS ANALYZED

0

0 Surveys · 0 Forms · 0 Followups

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Psychological Climate Overview

Team-level signals from anonymous comic expression. Not a diagnosis.



PSYCHOLOGICAL SAFETY

Whether team expression looks open, guarded, or suppressed in the breakroom.

50/100

Some guardedness review whether leadership conditions enable honest voice.

COGNITIVE LOAD

Estimated mental load from workload, ambiguity, pressure language, and overloaded patterns.

50/100

Moderate load. Monitor for escalation over the next cycle.

AGENCY & CONTROL

Whether posts suggest people feel able to act, decide, recover, and influence their work.

45/100

Moderate agency. Give teams more visible choices and decision context.

SOCIAL BELONGING

Peer support, shared humor, recognition, and team-bonding cues from comic expression.

45/100

Moderate belonging. One deliberate recognition moment can strengthen this.

Six Deep Signals

Research-informed team-level indicators from comic and speech-bubble analysis.

EMOTIONAL GRANULARITY

How precisely the team expresses distinct emotions versus generic positive/negative.

45/100

Broad expression leadership may be missing the nuance of what the team is feeling.

EMPATHIC ORIENTATION

Perspective-taking, care, support, and concern for others visible in team expression.

45/100

Low empathic signal. Peer support and team-care moments may need intentional activation.

MEANING & PURPOSE

Whether posts connect work to value, pride, achievement, or shared contribution.

45/100

Low meaning signals. Consider reconnecting the team to impact and purpose explicitly.

AMBIGUITY TOLERANCE

How well the team appears to tolerate uncertainty, change, or unclear direction.

45/100

Low tolerance for ambiguity. Increase communication cadence and decision transparency.

RUMINATION RISK

Repeated stuckness, looping frustration, or unresolved stress patterns. Lower is healthier.

35/100

Moderate. Watch for the same theme repeating across multiple cycles.

HUMOR COPING

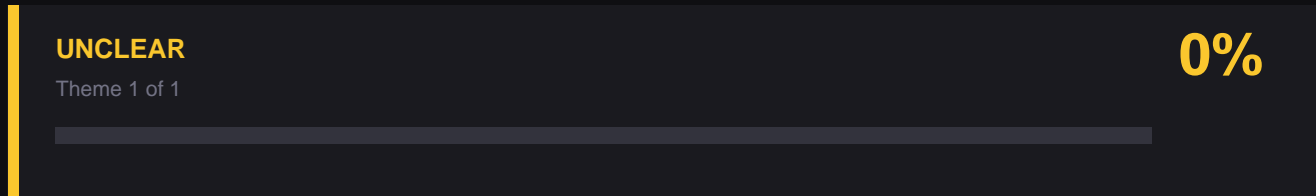
Healthy humor and reframing can help teams metabolize stress without disengagement.

0%

Low humor signal. Stress may be processed without a healthy release valve.

What the Team is Processing

The most common psychological themes detected across sampled comics.



Interpretation: concentrated themes reveal the psychological work the team is doing handling uncertainty, seeking recognition, recovering from workload, bonding socially, or processing management and customer pressure.

Speech Bubble Text as Signal

What the words in team comics reveal about psychological state.

WE-LANGUAGE

How often the team uses "we / us / our" a marker of shared identity and collective coping.

0%

Low we-language. Team may be processing experience individually rather than collectively.

I-LANGUAGE

High "I / me / my" concentration can signal individual burden or personal processing.

0%

Balanced individual expression. No strong isolated-burden signal.

QUESTIONS

Question frequency may show curiosity, ambiguity, or a need for leadership clarity.

0%

Question rate is within a healthy range. No urgent clarity intervention needed.

UNCERTAINTY WORDS

Words like "maybe / unsure / not sure" reveal ambiguity load and unclear direction.

0%

Uncertainty language is low. Team appears reasonably clear on priorities.

POSITIVE EMOTION WORDS

Words of joy, excitement, and appreciation support social connection and recovery.

0%

Low positive emotion words. Recognition and celebration moments may help lift this signal.

NEGATIVE EMOTION WORDS

Can be healthy expression, but sustained elevation signals pressure or unprocessed stress.

0%

Within a normal range. Negative emotion can be healthy when it is expressed and acknowledged.

How the Team Metabolizes Stress

Four coping signals and what each means for leadership response.

RESILIENCE MARKERS

Recovery, reframing, optimism, humor, or movement toward resolution in comic expression.

0%

Low resilience markers. Team may need explicit support, recognition, or recovery time.

HUMOR & REFRAMING

Light humor and reframing create emotional distance from stress without disengagement.

0%

Low humor signal. Stress may be accumulating without a psychological release valve.

SARCASM & VENTING

Can be a healthy release in moderation. Sustained elevation may mask deeper frustration.

0%

Within a healthy range. Some venting is normal and signals psychological safety to express.

RECOGNITION MARKERS

Appreciation, birthdays, wins, congratulations, and social support moments in the breakroom.

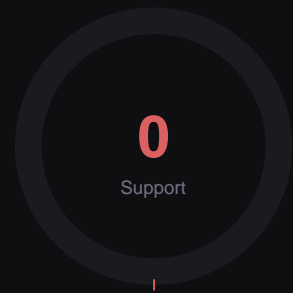
0%

Low recognition. Seed one deliberate kudos or celebration moment this week.

Leadership note: recovery is strongest when humor, recognition, and agency are visible together. Risk rises when high load, low agency, rumination, and guarded expression cluster together.

Belonging & Connection

Team connection, empathy, and support cues from comic expression.



PEER SUPPORT

Signals of team bonding, helping, shared struggle, or direct support in comic expression.

0%

Low peer support signal. Activate one cross-team or team-bonding moment this week.

GUARDED EXPRESSION

A guarded or suppressed signal suggests people may be softening or masking what they feel.

0%

Expression appears relatively open. Maintain the conditions that enable authentic sharing.

BELONGING

Whether breakroom expression suggests inclusion, shared identity, or signs of isolation.

45/100

Moderate belonging. Recognition and shared rituals can strengthen this.

EMPATHIC ORIENTATION

Perspective-taking, care, and concern for others visible across the sampled comics.

45/100

Low empathic signal. Shared rituals, recognition, and vulnerability can rebuild this over time.

What Leaders Should Watch

Four alert signals - each with context, meaning, and a suggested response.

Cognitive Load Manageable

No urgent action needed. Current signal does not show heavy mental load concentration.

So what: Continue monitoring. Load can change quickly with project cycles.

Expression Looks Open

No strong guarded or suppressed pattern detected in sampled comms this cycle.

So what: Maintain the psychological conditions that enable honest expression.

Agency Signal Stable

Posts suggest some ability to act, cope, or influence the work experience.

So what: Protect this agency signals can drop quickly when workload spikes.

Low Rumination Risk

No strong looping or stuck pattern detected in this cycle.

So what: Teams with low rumination tend to process challenges and move forward more quickly.

Why These Signals Are Credible

These signals are informed by established research - not diagnosis.

Tausczik & Pennebaker - LIWC Text Analysis

Supports using word patterns to infer emotion, cognitive style, and social orientation at aggregate level.

Kidd & Castano - Reading Literary Fiction Improves Theory of Mind

Supports the idea that narrative and visual interpretation engage perspective-taking and social cognition.

Barsade - Affective Linkages in Groups

Supports group-level mood transfer and affective contagion in workplace teams.

Fredrickson - The Broaden-and-Build Theory of Positive Emotions

Supports interpreting positive emotion and constructive humor as resilience-building signals.

Kuppens et al. - Emotional Inertia is Associated with Lower Well-Being

Supports tracking stuck mood and slow emotional recovery as psychological risk indicators.

Graphic Medicine - Comics as Medical and Emotional Narrative

Supports comics and visual narrative as credible tools for expressing and discussing emotional experience.

Bibliotherapy for Mental Health and Wellbeing

Supports reflection-based interpretation as relevant to wellbeing contexts while remaining non-diagnostic.



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