



SITUATION LABS INC

Team Sentiments Weekly Report

A place when you need that moment.

PREPARED FOR

Corporate Operations Team

February 12 - May 12, 2026

MOMENTS

13

CONTRIBUTORS

2

ENGAGEMENT

48/100

0 Surveys · 0 Forms · 0 Followups

CONFIDENTIAL · EXECUTIVE USE ONLY

Team Pulse Key Numbers

At-a-glance metrics from the last 90 days.



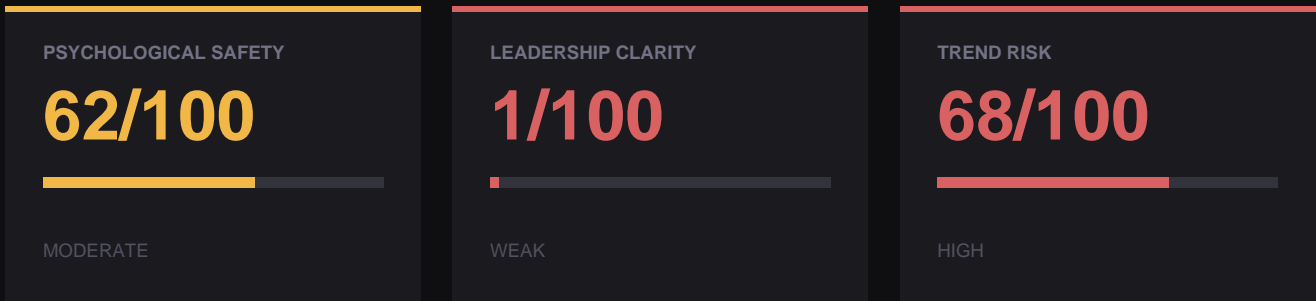
Corporate Operations Team Leadership Signal:

Team expression active. 2 contributors created 13 moments this window.

Biggest opportunity: activating the silent majority (87%).

CIO Priority Lens

What changed. What it means. What to do.



WHAT CHANGED

- Team expression is increasing
- 87% silent segment remains the largest signal
- 85% after-hours activity suggests boundary pressure

WHAT IT MEANS

The team may be positive, but participation is concentrated. CIOs and HR should treat silence as the real signal.

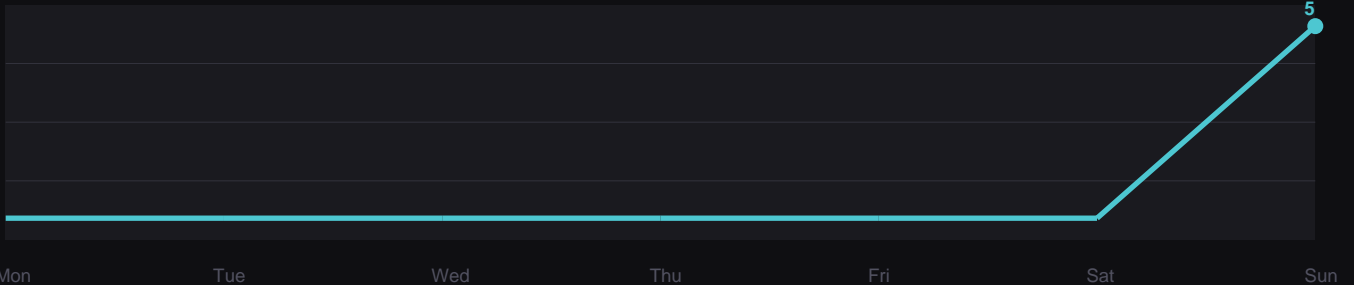
WHAT TO DO

- Activate the silent majority with one lightweight weekly prompt.
- Review after-hours expectations and workload boundaries.
- Continue reinforcing peer recognition.
- Use cross-team activity as a positive culture bridge.

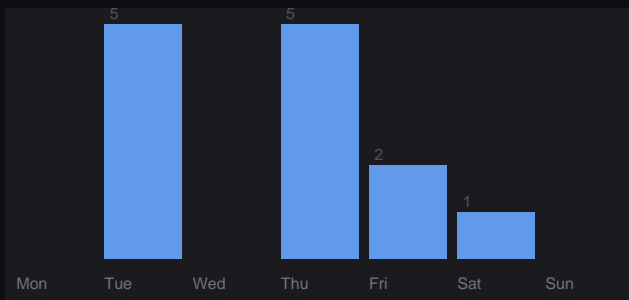
Signal & Trend Analysis

Activity patterns last 90 days

7-DAY ACTIVITY TREND



DAY-OF-WEEK DISTRIBUTION



Peak: Tue

ENGAGEMENT SCORE

48 / 100

NEEDS ATTENTION



PARTICIPATION GAP



HIGH GAP: Most team members are not posting. Activate the silent majority.

Risk Signals & Behavioral Alerts

Early warning indicators - last 90 days

Burnout Risk ELEVATED	Stress and fatigue signals above threshold.
Participation Gap HIGH	87% of Corporate Operations team silent. High disengagement risk.
Engagement Direction GROWING	+100% this week vs prior.
After-Hours Posting 85%	85% of posts outside 8am-6pm. Boundary erosion risk.
Sarcasm Signal 0%	LOW: Expression appears authentic.
Peer Recognition 10%	Low recognition. Teams that celebrate together stay together.
Cross-Team Collab 92%	Culturally magnetic.

All signals are anonymous aggregates. No survey was sent. No individual identified.

Sentiment & Visual Archetypes

AI-powered classification last 90 days via GPT-4o Vision

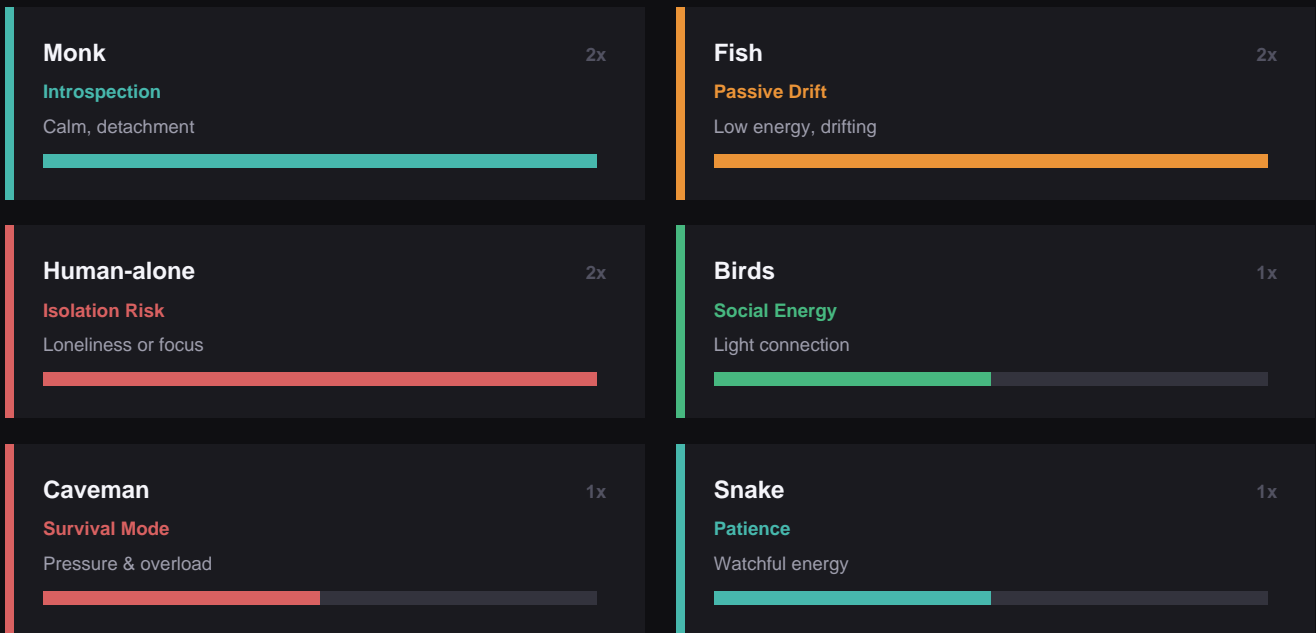
TEAM ENERGY MIX



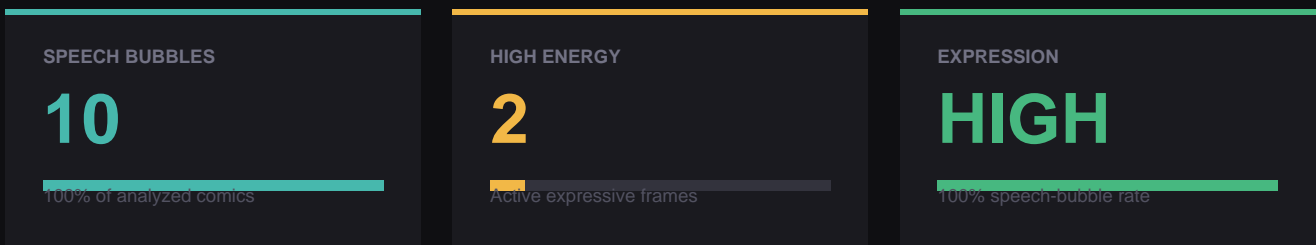
Positive 30% Neutral 0% Stress 30% Fatigue 20% Reflective 20%

Dominant: Positive (30%)

CHARACTER ARCHETYPE DETECTION

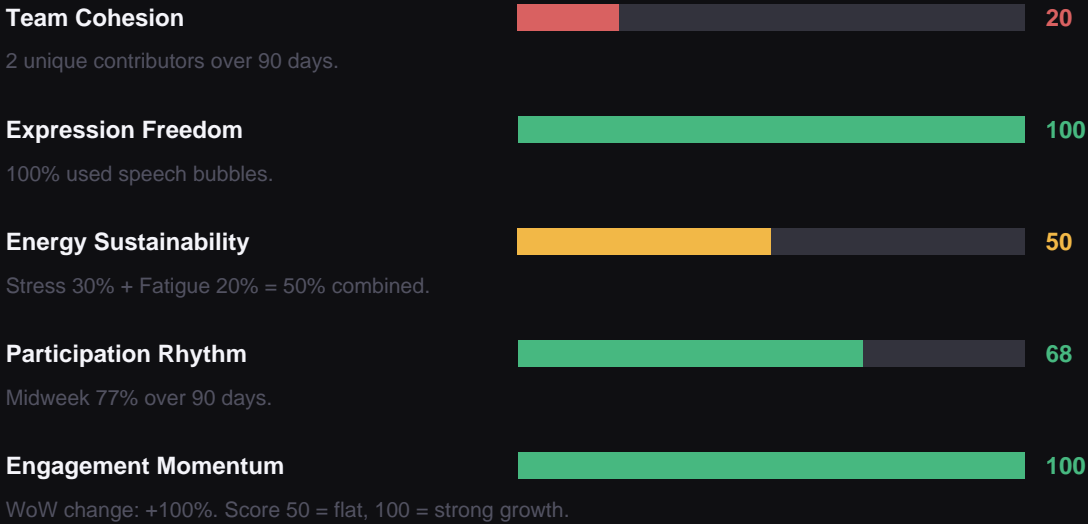


COMMUNICATION SIGNALS



Cultural Health Scorecard

Composite signals last 90 days



OVERALL CULTURAL HEALTH

68 / 100

HEALTHY CULTURE

RECOMMENDED ACTIONS

- Monitor workload. Stress + Fatigue at 50%.
- Activate silent segment (87%).
- After-hours posting 85% review expectations.
- Continue reviewing the breakroom weekly.

Weekly Signals Summary

At-a-glance behavioral intelligence last 90 days

Engagement Score
Moderate 13% team active **48**

Burnout Signal
ELEVATED 50% stress+fatigue load **50**

Silence Gap
HIGH 87% not posting **13**

Cultural Health
HEALTHY CULTURE 68/100 composite score **68**

NARRATIVE

Over the last 90 days, 2 contributors on the Corporate Operations team shared 13 moments in the breakroom.

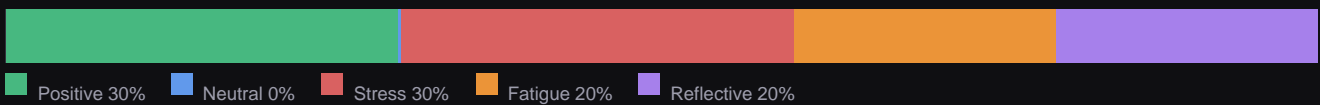
Burnout risk is ELEVATED monitor workload.

Cross-team collaboration: HIGH (92% of posts from other teams).

Peer recognition rate: 10%. Recognition signals map to retention and belonging.

Peak activity: Tue. After-hours: 85%.

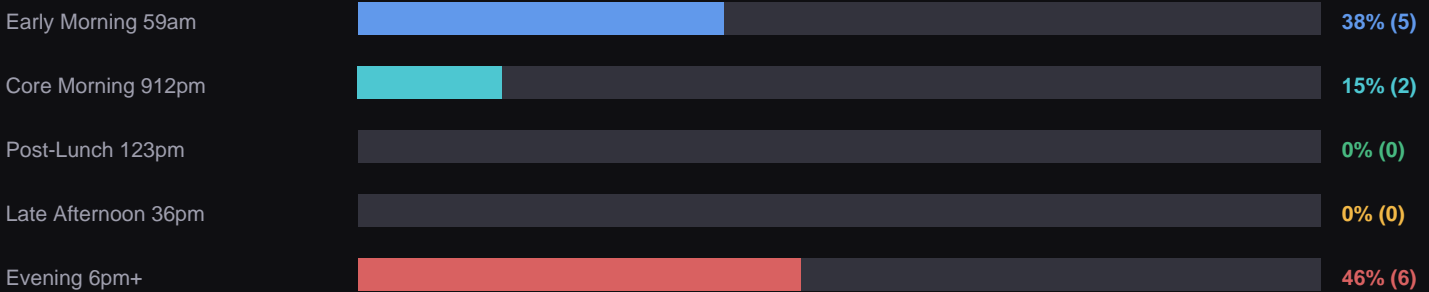
ENERGY MIX



Voice & Temporal Intelligence

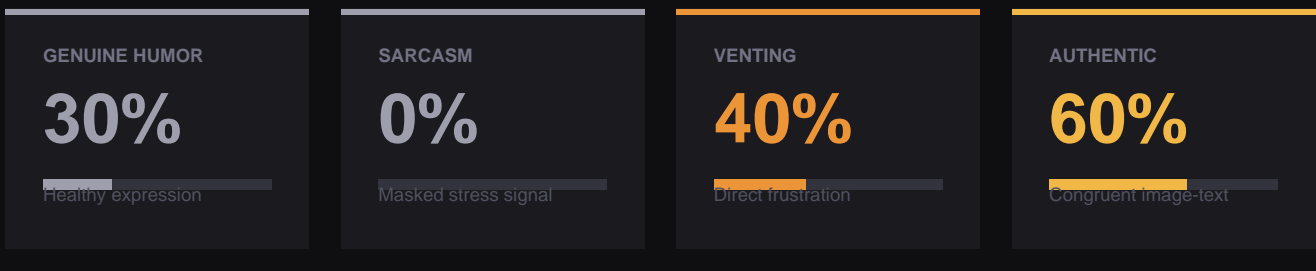
Speech bubble analysis, emotional authenticity, time-of-day patterns

TIME-OF-DAY POSTING PATTERN

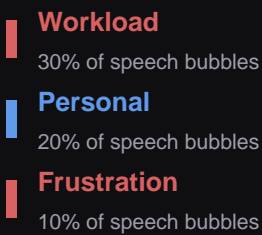


ALERT: 85% of posts outside work hours potential boundary erosion.

EXPRESSION STYLE & AUTHENTICITY

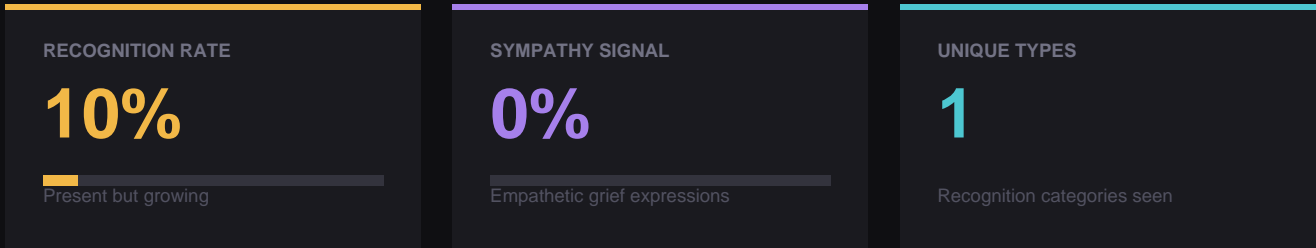


SPEECH BUBBLE TOPICS & TONE



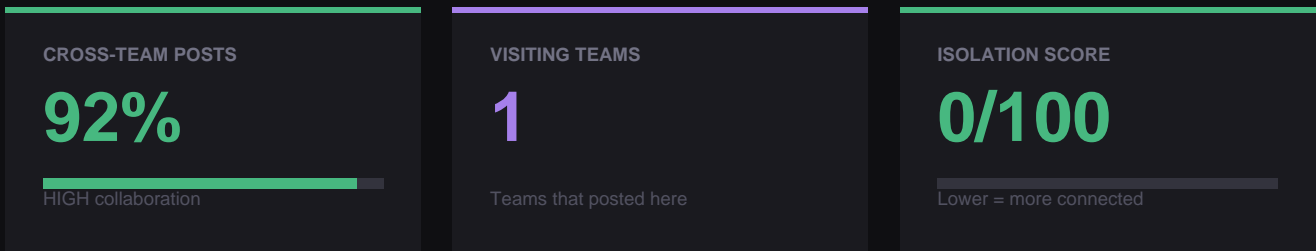
Recognition & Cross-Team

Peer recognition signals and team collaboration



Recognition types: achievement (1x).

CROSS-TEAM COLLABORATION INDEX



TOP VISITING TEAMS

spFu3vDAC1cmcBvsA8LJ	92%
12 posts (92% of breakroom activity)	

Deep Signals

6 research-backed anonymous behavioral signals from breakroom comic expression

Emotional Inertia Index

Mood stuck? Healthy teams show weekly variance. Locked mood = depression precursor signal.

100/100

HIGH

Cynicism Escalation Detector

WHO ICD-11: cynicism appears BEFORE exhaustion. Rising masked expression = pre-burnout.

40%

HIGH / STABLE

Contributor Dropout Rate

Previously active voices going silent. Prolonged social withdrawal linked to depression.

0%

LOW (2 vs 1)

Humor Drift

Shift from light to dark humor. Progressive darkening matches clinical escalation pattern.

DARKENING

HIGH RISK

Weekend Recovery Score

Are Friday posts light (decompressing) or heavy (carrying stress)? Resilience indicator.

15/100

WEAK

Quiet Drift

Silent segment growing? Quiet quitting is socially contagious in collaborative teams.

-13%

LOW / SHRINKING

ALL SIGNALS ARE ANONYMOUS AGGREGATES. No individual is identified. No survey was sent.

Emotional Weather Map

Real-time team sentiment forecast last 90 days

EMOTIONAL FORECAST

Storm Warning

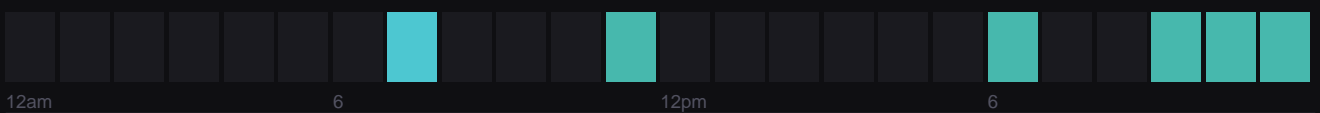
Stress 50% Positive 30% Reflective 20%

SESSION SENTIMENT MIX

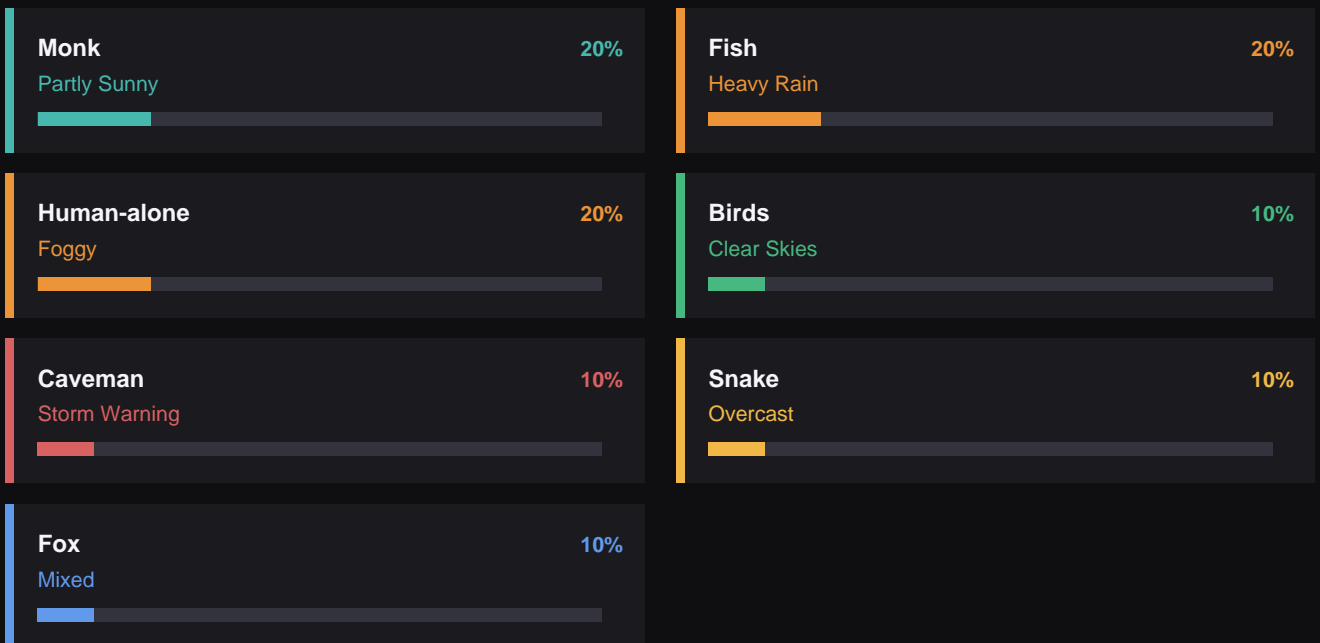


Positive 30% Neutral 0% Stress 30% Fatigue 20% Reflective 20%

TIME-OF-DAY POSTING HEATMAP



ARCHETYPE WEATHER — SIGNAL BREAKDOWN



Team Resilience Score

How fast does this team recover from emotional stress events?

15 / 100
FRAGILE



RESILIENCE COMPONENTS

Weekend Recovery Score

Friday archetype lightness



Stress Recovery Capacity

Inverse of combined stress load



Humor Quality Index

Light humor ratio vs sarcasm



Emotional Inertia Inverse

Lower inertia = faster recovery



Quiet Drift Resistance

Team stays engaged after stress



WHAT THIS MEANS

Fragile resilience signals detected. Stress events are not clearing between weeks. Emotional inertia is high and humor is darkening.

RESEARCH BASIS

Koval & Kuppens (2010/2024): emotional recovery speed links to wellbeing. Fredrickson (2001): positive emotions build resilience. Frontiers Public Health (2021): humor interventions reduce stress carry-over. All signals derived anonymously.

Contagion Mapping

Does stress spread between teams through the breakroom? Tracked anonymously.

CONTAGION RISK

HIGH CONTAGION RISK

12 cross-team posts Stress load 50% Isolation score 0/100

CROSS-TEAM POSTS

92%

HIGH collaboration

ISOLATION SCORE

0/100

Lower = more connected

STRESS LOAD

50%

Combined signal

CROSS-TEAM BRIDGES DETECTED

spFu3vDAC1cmcBvsA8LJ Corporate Operations

92%

12 posts (92% of breakroom) Monitor sentiment of cross-posts vs team baseline.

WHAT CONTAGION MAPPING REVEALS

Positive contagion:

Visitors post lighter humor than the host team baseline. Visiting teams bring positive energy.

Stress contagion:

Visitors consistently post darker humor. Emotional stress is being imported from another team culture.

Why it matters:

A team receiving consistent stress imports may experience burnout acceleration even if their own culture is healthy. No survey has ever measured this.

Source: Hatfield et al. (1993) emotional contagion; Barsade (2002) affective contagion in workgroups; Dilchert HRM (2025) quiet quitting contagion. All signals anonymous.

Difusr Culture Index

Anonymous peer benchmark across 3 organizations

What is the Difusr Culture Index?

Your org's anonymous behavioral benchmark. Derived passively from breakroom comic patterns across 3 organizations. No surveys. Percentiles show where you sit vs peers.

Cross-Team Collaboration

You: 0% Median: 0%

0th

percentile

DISCONNECTED

Below peer performance

Burnout Resilience Score

You: 52/100 Median: 12/100

67th

percentile

CONNECTED

Above peer performance

Peer Recognition Rate

You: 0% Median: 0%

0th

percentile

DISCONNECTED

Below peer performance

Engagement Consistency

You: 16/100 Median: 6/100

67th

percentile

CONNECTED

Above peer performance

Quiet Drift Resistance

You: 51/100 Median: 67/100

0th

percentile

DISCONNECTED

Below peer performance

OVERALL CULTURE INDEX POSITION

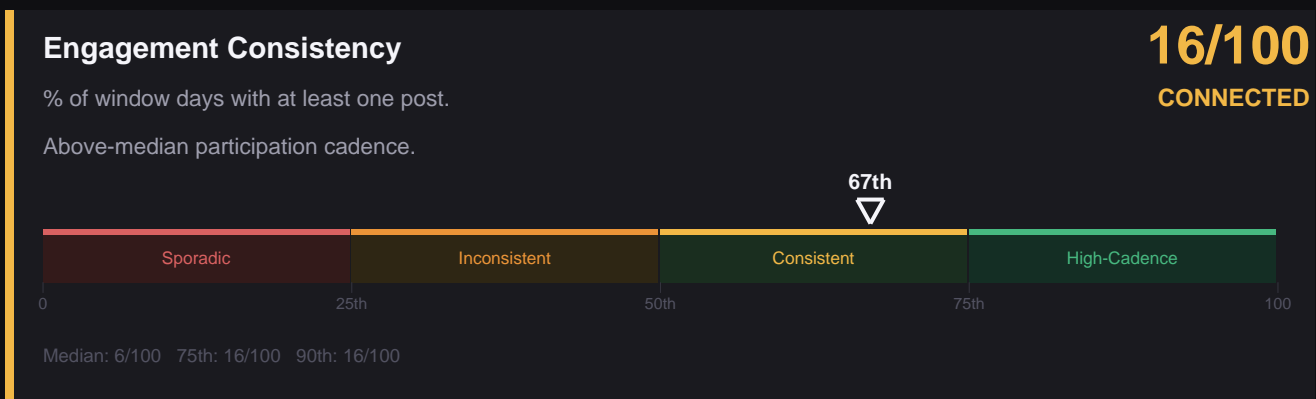
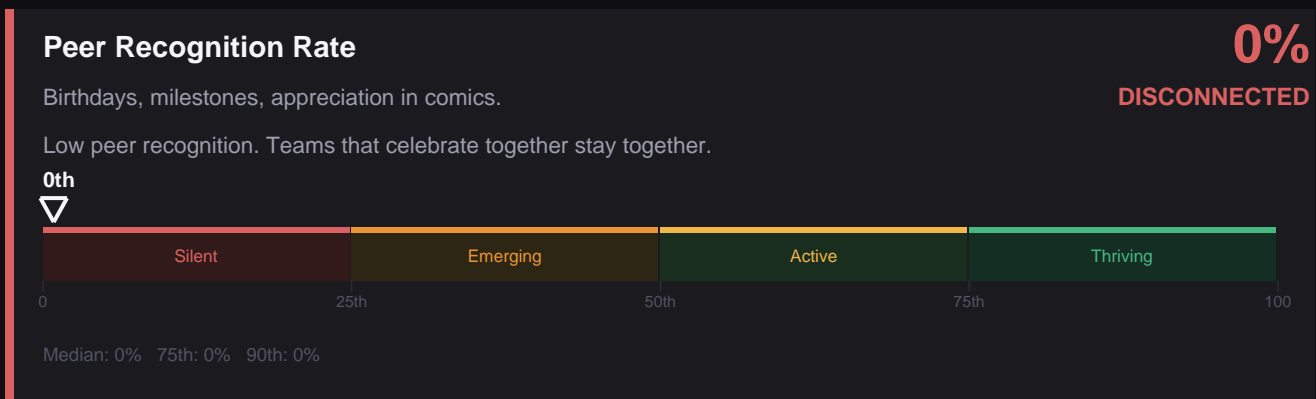
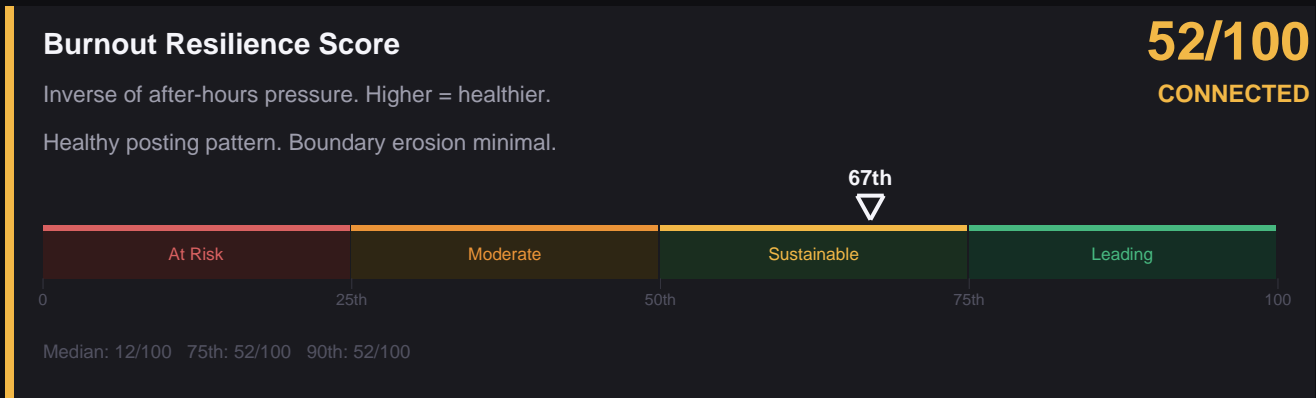
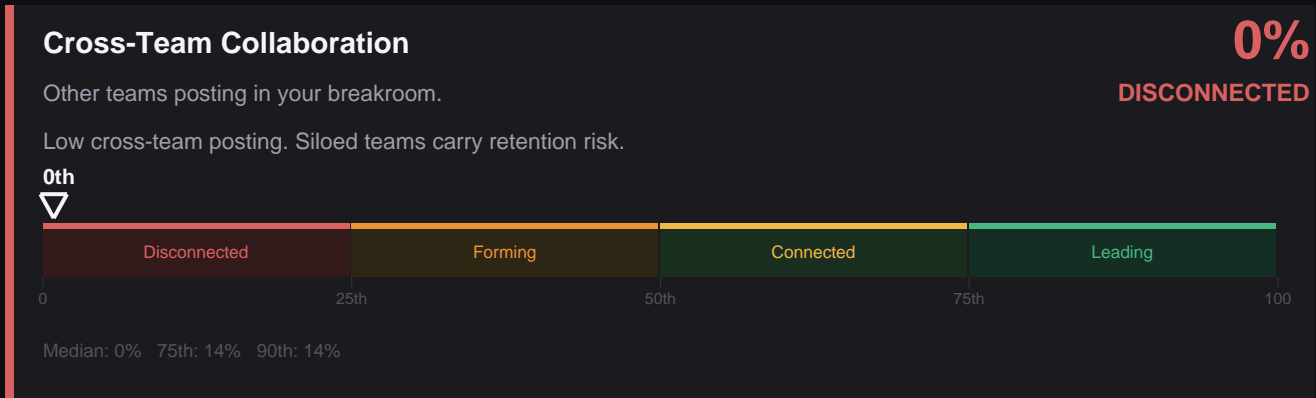
27th Percentile

FORMING At peer/industry levels

Based on 5 passive behavioral signals across 3 anonymous organizations. No surveys required.

Signal-by-Signal Benchmark

How Corporate Operations compares to 3 anonymous organizations on each culture signal.





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