

Functional Capability	Free Execution Survey Solution	Premium Execution Survey Solution
Standard survey items and questions. PhD-validated items to assess Strategy Communication, Business Alignment, Results & Reinforcement, Organizational Integrity, and Employee Engagement.	√	√
Non-standard survey items. Additional customer-specific survey item development and inclusion.		√
Demographic management system. Manage employee demographic and other data for detailed reporting; individually tagged responses.		√
Auto-extract. Extract employee demographic data from customers' SuccessFactors solutions.		√
Employee-provided demographics.	√	
Simple, web-based survey.	√	√
Paper-based survey, scanning services, mail services, etc.		√
Templates for survey launch (e.g., survey invitation email).	√	√
Consulting services to ensure successful launch and participation.		√
Notification management. Daily notifications of survey response rates.		√
Standard reporting. Results by department, location, role, tenure, and gender only.	√	√
Detailed reporting, including comment analysis; company specific "cuts" e.g., compa ratio, performance level; psychometric analysis.		√
Insights & recommendations. Executive sessions to provide insights and promote executive action.		√
Ad hoc consulting. Add-on consulting to further engage with organization and drive action/results.	√	√

Success = Strategy + Execution™