

Services & Analysis Overview

Independent employee listening for European employers. We run protected, anonymous employee surveys inside your company, analyse the results independently, and show you exactly what to fix before your best people start looking elsewhere.

WHAT WE DO

- **Independent listening partner**

CanarySpill sits between employees and leadership. We design the questions, collect protected feedback, and deliver a consultant-authored readout — not a self-serve survey tool.

- **Anonymous by design**

Employees answer with a shared company access code — no name, email, or login. Identity is separated from answers and never shown to employers.

- **Minimum cohort reporting**

Results are only ever reported in groups that meet an agreed privacy threshold. Groups below that threshold are suppressed automatically, and free-text comments are screened for identity clues before anything reaches leadership.

THE ENGAGEMENT

- **1. Design the listening programme**

We define the questions, privacy threshold, audience, and reporting scope with your leadership team.

- **2. Collect protected feedback**

Employees answer with a shared company access code. Identity is separated from answers and never shown to employers.

- **3. Analyse what matters**

We test themes across leadership, culture, reward, wellbeing, inclusion, and psychological safety.

- **4. Act with confidence**

Your team receives a clear evidence pack, facilitated readout, and prioritised retention actions.

What every report contains

Every engagement produces the same depth of evidence, tied to something you can act on this quarter.

ANALYSIS INCLUDED IN EVERY ENGAGEMENT

- **Theme & question scoring**

Mean, median, and full response distribution for every question, grouped into six assessment themes.

- **Cohort gap analysis**

Where scores diverge by department, tenure, position level, and office — privacy-suppressed below the agreed threshold.

- **Priority attention flags**

Sections, cohorts, eNPS, and pay movements below a healthy range are surfaced automatically, not left for you to spot in a table.

- **Pay fairness by cohort**

Median compensation and year-on-year movement by department and level, alongside how fair pay feels to the people living it.

- **Score trends over time**

For repeat engagements, how a company's scores are moving — improving, flat, or declining — programme to programme.

- **Portfolio benchmarking**

How a company's scores compare to what we typically see across our wider portfolio, by theme.

- **Protected employee comments**

Free-text pros, cons, and improvement suggestions, screened for identity clues, with automatic recurring-theme extraction.

- **eNPS & psychological safety**

Promoter/detractor breakdown and how safe people feel raising concerns without fear of consequences.

EVERY REPORT CLOSES WITH

An executive evidence brief, theme and driver analysis, cohort gap and retention-risk view, eNPS and psychological safety, pay fairness by cohort, protected employee comments, and prioritised 90-day recommendations — a decision document, not another dashboard.

GET STARTED

Request an assessment: www.canaryspill.com

This document is illustrative — actual scope is agreed with your team before any programme begins.