

STRATEGIC GAP ANALYSIS

Workplace Wellbeing Diagnostic Report — Premix Group

Evidence-based pairwise gap prioritization to guide what matters most and where to start first.

ASSESSMENT BASELINE

Sample Cohort:	Simulated Cohort
Participation:	100.0% Verified
Standard:	ISO 45003 & CSRD S1
Date:	September 2026

1. CRITICAL FOCUS ON

6 Significant Gaps

High employee importance + acute daily operational friction

TOP CRITICAL GAPS	GAP
1. Trust vs. micromanagement (WW23)	+87.0
2. Fair & respectful culture (WW15)	+72.5
3. Focus on what is essential (WW10)	+69.8

2. PROTECT & CELEBRATE

9 Core Strengths

High employee importance + high realized vitality (health score)

TOP CULTURAL ASSETS	HEALTH
1. Peer support from colleagues (WW14)	87.1%
2. Dissent & authentic voice (WW17)	81.5%
3. Team belonging & community (WW13)	81.5%

3. SYSTEMIC ANALYSIS

5 Core Themes

Sorted by urgency (= number of significant operational gaps)

THEME	GAPS / HEALTH
1. Community & Social Support	2 gaps • 57.8%
2. Leadership & Structures	1 gap • 39.2%
3. Workload & Resources	1 gap • 37.6%
4. Safety & Sustainable Work	1 gap • 52.6%
5. My Work & Motivation	1 gap • 62.7%

1. AuraWorkWell™ Prioritization Matrix (4-Quadrant Gap Map)

Plots statements across realized operational performance (X-Axis: Health Score 0%-100%) against employee importance (Y-Axis: Target Ideal 0%-100%).

30 STATEMENTS MAPPED

1. CRITICAL FOCUS (TRANSFORM)

7 STATEMENTS

High importance & currently weak. Key systemic bottlenecks with high employee stakes but inadequate daily execution. Immediate focus for leadership sprints.

- WW23: Trust vs. micromgmt (Prio 80.0)
- WW15: Fair treatment (Prio 72.5)
- WW10: Focus essential (Prio 61.4)
- WW29: Job continuity (Prio 39.4)
- WW16: Safe speaking up (Prio 22.6)
- WW01: Influence work (Prio 17.0)

2. PROTECT (CORE STRENGTHS)

9 STATEMENTS

High importance & currently strong. Realized cultural superpowers and competitive advantages that must be preserved and celebrated during organizational changes.

- WW14: Peer support (87.1% Health)
- WW17: Dissent voice (81.5% Health)
- WW13: Belonging (81.5% Health)
- WW28: Joyful moments (81.0% Health)
- WW06: Achievement (78.3% Health)
- WW25: Anti-misconduct (75.7% Health)
- WW26: Smooth environment (57.5% Health)
- WW19: Role clarity (52.2% Health)
- WW27: Work-life balance (50.1% Health)

3. ACCEPTED WEAKNESS (LOW PRIORITY)

9 STATEMENTS

Low importance & currently weak. Secondary issues and hygiene topics. Avoid overreacting with bureaucratic initiatives where employees do not seek change.

- WW20: Priority clarity (Prio 4.83)
- WW18: Blameless learning (Prio 3.68)
- WW08: Time to do job (Prio 3.24)
- WW30: Proactive fixing (Prio 3.06)
- WW21: Supervisor help (Prio 0.33)
- WW07: Workload
- WW03: Strengths utilization
- WW04: Learning & growth
- WW11: Recovery time

4. CRITICAL ANALYSIS (ACCEPT OR IMPROVE)

6 STATEMENTS

Low importance & currently strong. Areas where performance is high, but employee priority is relatively low. Evaluate whether resources should be maintained or redirected.

- WW05: Meaningful work (93.0% Health)
- WW02: Competence & skill (86.8% Health)
- WW12: Inspiring aspects (71.2% Health)
- WW09: Tools & support (64.9% Health)
- WW24: Say in changes (63.4% Health)
- WW22: Feedback (53.5% Health)

2. Five AuraWorkWell™ Core Themes

5 THEMES • 30 STATEMENTS

Aggregated diagnostic metrics across organizational dimensions sorted strictly by urgency

THEME C • 6 STATEMENTS Community & Social Support 2 SIGNIFICANT GAPS Health score: 57.8% Target ideal: 75.2% Net Deficit: +17.4	THEME D • 6 STATEMENTS Leadership & Structures 1 SIGNIFICANT GAP Health score: 39.2% Target ideal: 47.4% Net Deficit: +8.2	THEME B • 6 STATEMENTS Workload & Resources 1 SIGNIFICANT GAP Health score: 37.6% Target ideal: 30.5% Net Surplus: -7.1	THEME E • 6 STATEMENTS Safety & Sustainable Work 1 SIGNIFICANT GAP Health score: 52.6% Target ideal: 64.4% Net Deficit: +11.8	THEME A • 6 STATEMENTS My Work & Motivation 1 SIGNIFICANT GAP Health score: 62.7% Target ideal: 34.1% Net Surplus: -28.6
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THEME DEFINITIONS & CALCULATION RULES

EXECUTIVE GUIDE

1. What is a "Significant Gap"?

Designated as a Significant Gap if and only if it crosses into the **CRITICAL FOCUS (Transform)** quadrant: Target Importance ≥ Median Target (Top 50% in employee priority) AND Weakness ≥ Median Weakness or Strength < Median Strength. Isolates actionable deficits from minor complaints.

2. Health Score (0% – 100%)

Measures net realized operational strength in daily work:

Health = (Strength% + (100% - Weakness%)) / 2

Averages the percentage of duels won as an active strength with the percentage confirmed free of daily operational weakness.

3. Target Score (0% – 100%)

Represents aspirational employee priority: percentage of Lens 3 head-to-head duels won when respondents answered "Which factor is more important in an ideal, thriving workplace?" Identifies authentic organizational values without budget constraints.

WorkWell Key Terms Glossary & 3–Lens Architecture

Plain-language explanations of core metrics, indices, and discrete choice methodology

Strategic GAP (–100 to +100) GAP = TARGET - HEALTH The divergence between employee expectations and current organizational delivery. A positive GAP (+15 to +75) marks an acute operational deficit where employee needs lead execution. A negative GAP indicates surplus capacity.	Strategic Priority Multiplier NON-LINEAR MULTIPLIER Calculated as Target × max(0, GAP) / 100. Suppresses items with low employee importance regardless of complaints, while compounding areas where high importance meets severe weakness (burnout risks).
The 3–Lens Framework FORCED-CHOICE ARCHITECTURE Lens 1 (Strengths): Present operational assets. Lens 2 (Weaknesses): Daily friction & bottlenecks. Lens 3 (Target Ideal): Strategic values. Forced choice eliminates central tendency bias (3.9/5.0 inflation) common in Likert surveys.	Standards & Regulatory Alignment CSRD S1 • ISO 45003 Directly fulfills CSRD ESRS S1 workforce consultation obligations and ISO 45003 psychosocial hazard identification. Timestamped duel audit trail provides an auditor-ready compliance foundation for European enterprises.

3. Comprehensive Statements Breakdown (Part 1: Ranks 1 – 15)

STATEMENTS 1 – 15

Complete empirical results for all 30 statements sorted by Strategic Priority Score

RANK	CODE	WORKPLACE STATEMENT	THEME	GAP	PRIORITY	TARGET	HEALTH	QUADRANT
1st	WW23	I am trusted to do my job without unnecessary supervision.	Theme D • Leadership & S...	+87.0	80.04	92.0%	5.0% (2/92)	TRANSFORM
2nd	WW15	People treat each other well and fairly here.	Theme C • Community & So...	+72.5	72.50	100.0%	27.5% (55/100)	TRANSFORM
3rd	WW10	I can focus on what is essential in my work.	Theme B • Workload & Res...	+69.8	61.42	88.0%	18.2% (22/86)	TRANSFORM
4th	WW29	I feel secure about the continuity of my work.	Theme E • Safety & Susta...	+47.5	39.42	83.0%	35.5% (39/68)	TRANSFORM
5th	WW16	I feel safe speaking up if something worries me or isn't working.	Theme C • Community & So...	+27.9	22.60	81.0%	53.1% (38/32)	TRANSFORM
6th	WW01	I can influence how I do my work.	Theme A • My Work & Moti...	+27.7	16.95	61.2%	33.5% (49/82)	TRANSFORM
7th	WW19	I know what is expected of me in my role.	Theme D • Leadership & S...	+14.4	9.59	66.6%	52.2% (91/87)	PROTECT
8th	WW27	My work and personal life are in a healthy, sustainable balance.	Theme E • Safety & Susta...	+14.5	9.37	64.6%	50.1% (25/25)	PROTECT
9th	WW26	My workplace is psychologically and physically safe and smooth to work in.	Theme E • Safety & Susta...	+7.5	4.88	65.0%	57.5% (23/8)	PROTECT
10th	WW20	I know which tasks I should prioritize first.	Theme D • Leadership & S...	+13.8	4.83	35.0%	21.2% (27/84)	WEAKNESS
11th	WW18	Mistakes can be discussed openly without looking for scapegoats.	Theme C • Community & So...	+12.7	3.68	29.0%	16.3% (14/82)	WEAKNESS
12th	WW08	I have enough time to do my work properly.	Theme B • Workload & Res...	+10.8	3.24	30.0%	19.2% (5/67)	WEAKNESS
13th	WW30	Problems are addressed proactively before they escalate.	Theme E • Safety & Susta...	+11.2	3.06	27.3%	16.1% (26/94)	WEAKNESS
14th	WW25	Inappropriate behavior and unfair treatment are addressed effectively.	Theme E • Safety & Susta...	+3.8	3.02	79.5%	75.7% (87/36)	PROTECT
15th	WW17	I can voice my opinion even if others disagree.	Theme C • Community & So...	+2.5	2.10	84.0%	81.5% (73/10)	PROTECT

Interpretation Note: Table rows 1st through 7th encompass the entire **CRITICAL FOCUS (Transform)** quadrant. These represent highest executive ROI targets for employee solution crowdsourcing. Health Score details in parenthesis indicate (Strength% / Weakness%).

3. Comprehensive Statements Breakdown (Part 2: Ranks 16 – 30)

STATEMENTS 16 – 30

Complete empirical results for all 30 statements sorted by Strategic Priority Score

RANK	CODE	WORKPLACE STATEMENT	THEME	GAP	PRIORITY	TARGET	HEALTH	QUADRANT
16th	WW21	I receive support and guidance from my supervisor when needed.	Theme D • Leadership & S...	+0.8	0.33	41.0%	40.2% (75/94)	WEAKNESS
17th	WW06	I feel that I achieve important things in my work.	Theme A • My Work & Moti...	-0.3	0.00	78.0%	78.3% (80/23)	PROTECT
18th	WW13	I feel like I belong to the group / team.	Theme C • Community & So...	-1.5	0.00	80.0%	81.5% (67/4)	PROTECT
19th	WW07	My workload is suitable for me.	Theme B • Workload & Res...	-5.5	0.00	10.0%	15.5% (12/81)	WEAKNESS
20th	WW14	I receive help from colleagues when I need it.	Theme C • Community & So...	-10.1	0.00	77.0%	87.1% (94/20)	PROTECT
21st	WW03	I can use my strengths in my work.	Theme A • My Work & Moti...	-11.1	0.00	25.5%	36.6% (32/59)	WEAKNESS
22nd	WW28	There are joyful, enjoyable moments in my everyday work.	Theme E • Safety & Susta...	-13.8	0.00	67.2%	81.0% (65/3)	PROTECT
23rd	WW04	I can learn and develop in my work.	Theme A • My Work & Moti...	-22.8	0.00	25.0%	47.8% (54/58)	WEAKNESS
24th	WW22	I receive feedback that helps me improve my work.	Theme D • Leadership & S...	-30.0	0.00	23.5%	53.5% (19/12)	ANALYSIS
25th	WW09	I have the necessary tools and help to do my work.	Theme B • Workload & Res...	-30.9	0.00	34.0%	64.9% (94/64)	ANALYSIS
26th	WW11	I have enough time to recover from my work.	Theme B • Workload & Res...	-36.5	0.00	0.0%	36.5% (10/37)	WEAKNESS
27th	WW24	I have a say in changes that directly affect my work.	Theme D • Leadership & S...	-36.9	0.00	26.5%	63.4% (47/20)	ANALYSIS
28th	WW12	There are aspects of my work that inspire and energize me.	Theme B • Workload & Res...	-50.2	0.00	21.0%	71.2% (78/36)	ANALYSIS
29th	WW02	I feel competent and skilled in my work.	Theme A • My Work & Moti...	-80.8	0.00	6.0%	86.8% (98/24)	ANALYSIS
30th	WW05	I feel that my work is meaningful and worthwhile.	Theme A • My Work & Moti...	-84.0	0.00	9.0%	93.0% (99/13)	ANALYSIS

CLOSED-LOOP NEXT STEPS: THE 7-DAY RAPID EXECUTION PROTOCOL

PHASE 2: ACT

1. Crowdsourcing (Day 5–6): Frontline employees submit and vote on pairwise solutions specifically targeting the top 7 Transform items.

2. Commit (Day 7): Leadership team holds a 45-minute sprint briefing to fund and approve the top 3 high-impact employee projects.

3. Track (Days 8–90): Approved projects synchronize into the ExecutESG Kanban action planner with measurable CSRD S1 audit trails.

4. Executive Reference Guide & Psychometric Methodology

STANDARDS MANUAL

Complete technical documentation, mathematical models, and decision guidelines

A. SCIENTIFIC FOUNDATIONS: BEST-WORST SCALING (BWS) VS. LIKERT RATING

PSYCHOMETRIC RIGOR

Traditional employee surveys (1–5 Likert scales) suffer from severe psychometric defects: **acquiescence bias** (agreeing with positive statements), **central tendency bias** (scores cluster tightly around 3.9–4.2/5.0 with zero actionable prioritization), and **absence of resource constraints**. AuraWorkWell™ applies forced-choice discrete pairwise duels across 3 distinct lenses (<7 minutes total mobile participation time):

Lens 1: Present Strengths (NOW)
"Which statement describes daily work better right now?" Identifies realized operational capabilities, positive psychological capital, and protective cultural pillars.

Lens 2: Present Weaknesses (FRICTION)
"Which factor is actively working less well?" Pinpoints acute operational friction, energy drains, systemic bottlenecks, and early burnout risks.

Lens 3: Target Ideal (VALUES)
"Which matters more in an ideal, flourishing workplace?" Establishes true strategic weight, intrinsic motivators, and cultural north stars without budget constraints.

B. CORE MATHEMATICAL FORMULAS & COORDINATE SYSTEM

MATHEMATICAL PARITY

1. Health Score (X-Axis: Realized Vitality)
$$\text{Health Score} = (\text{Strength Win-Rate} + (100\% - \text{Weakness Win-Rate})) / 2$$

Standardized to an interval scale from 0% (total operational failure) to 100% (unanimously realized superpower). Combines positive strength realization with confirmed absence of friction.

2. Target State (Y-Axis: Ideal Importance)
$$\text{Target State} = \text{Percentage of Lens 3 head-to-head duels won}$$

Reflects employee consensus on what matters most for human motivation and operational excellence. Ranges from 0% (lowest relative priority) to 100% (unanimous strategic essentiality).

3. Linear Strategic GAP (Deficit / Surplus)
$$\text{GAP} = \text{Target State} - \text{Health Score}$$

+15 to +100: Critical Deficit (Team expectations significantly outpace reality).
-10 to +10: Equilibrium (Operational reality matches workforce expectations).
-15 to -100: Surplus Capacity (Realized health exceeds relative aspirational demand).

4. Strategic Priority Multiplier (Non-Linear)
$$\text{Priority} = \text{Target State} \times \max(0, \text{GAP}) / 100$$

Zero-Importance Suppression: Low-importance complaints receive a near-zero priority score.
Deficit Compounding: High importance + acute weakness multiplies rapidly.
Strength Buffering: Protects surplus assets from false alarms.

C. 4-QUADRANT STRATEGIC ACTION GUIDELINES FOR LEADERSHIP

EXECUTIVE PROTOCOL

1. CRITICAL FOCUS (Transform): High Importance + High Friction. Immediate focus for executive sprints. Frontline teams crowdsource and pairwise rank concrete solutions during Phase 2 (Act). Leadership commits funding and accountability in a 45-minute sprint briefing.
3. CRITICAL ANALYSIS (Accept or Improve): Low Importance + Low Friction. Operational areas with high realized health but modest employee stakes. Evaluate whether current resources should be maintained as hygiene or reallocated toward high-friction transform gaps.

2. PROTECT (Core Strengths): High Importance + Low Friction. Vital cultural superpowers driving talent retention, psychological safety, and employer brand. Must be explicitly safeguarded and celebrated during organizational or leadership transitions.
4. ACCEPTED WEAKNESS (Low Priority): Low Importance + High Friction. Secondary operational friction. Management should resist implementing expensive, bureaucratic company-wide programs where employees do not perceive meaningful business value.

D. REGULATORY STANDARDS COMPLIANCE & PSYCHOLOGICAL THEORIES

AUDITOR-READY

ISO 45003:2021 Psychosocial Risk:
Clause 6.1.2.1 (Workload/Pace), Clause 6.1.2.2 (Cultural Trust), Clause 6.1.2.3 (Role Clarity), Clause 6.1.2.4 (Social Support), Clause 6.1.2.5 (Performance & Feedback).

CSRD ESRS S1 (Own Workforce):
S1-1 (Working Conditions & Fatigue Management), S1-2 (Health, Safety & Psych Safety), S1-3 (Workforce Consultation), S1-4 (Skills, Development & Training).

Psychological Science:
Self-Determination Theory (Autonomy, Competence, Relatedness), Job Demands-Resources (JD-R) model, WHO Healthy Workplace Framework, and Seligman's PERMA+4.