



Survey tool



BYSTANDER INDEX

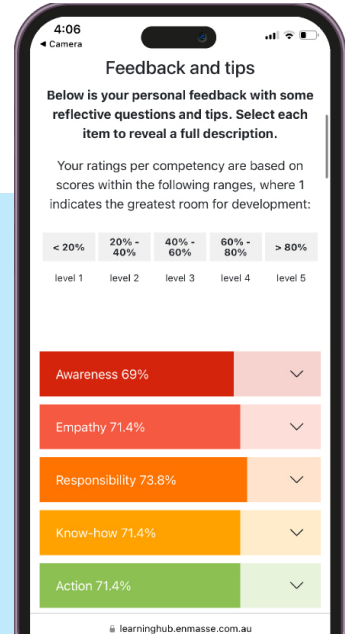
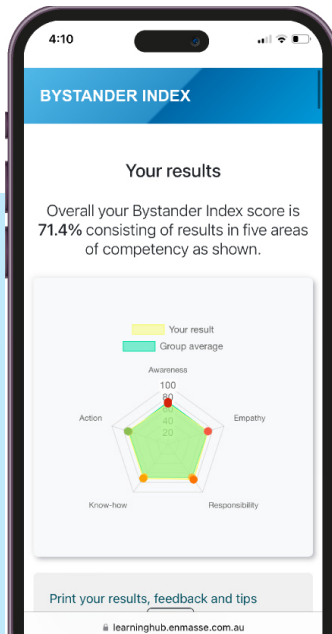
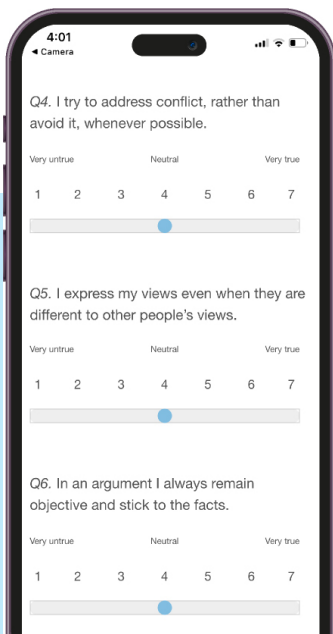
Bystander Index is an anonymous 15-minute survey that provides instant feedback – to both individuals and the team as a whole – on their readiness and confidence to intervene as active bystanders in the workplace.

Understand where your organisation is placed on the journey to promote respectful behaviours and diversity, equity and inclusion at work through this easy-to-deploy, combined self-evaluation / self-paced learning tool, a world first in digital behaviour change.

Available via direct link or hosted on our platform alongside relevant resources, Bystander Index has been designed for use before and/or after a training program on respect or DEI to help obtain a baseline picture and measure subsequent shifts.

Personalised results and recommendations are instantly generated, with the option for participants to email themselves a unique link to their full results. At organisation level, we offer a full report with de-identified results and insights per participating cohort.

Based on survey logic and insights formulated by Jessica Pryce-Jones, founder of the Oxford-based iOpener Institute of People and Performance and an author and speaker on the science of happiness at work, Bystander Index measures and provides high-level tips and strategies on five evidence-based factors known to influence bystander action and inaction.



Enmasse Bystander Interventions Training: optional program

Phase 1

Survey [15 mins]

Bystander Index

Phase 2

Workshop [2 hrs]

Optimising respect as an active bystander (+ team results debrief)

Phase 3

Elearn [20 mins]

Optimising respect as an active bystander (refresher)

Phase 4

Survey [15 mins]

Bystander Index and follow-up team report

The tool can be used stand-alone, in conjunction with your existing training initiatives, or as part of our Enmasse blended program on bystander interventions (above), with the option to customise key messaging, e.g. 'Upstanders'.

Competencies and learning outcomes

Bystander Index measures and provides tips and action items on:

- **Awareness**

The level of awareness when it comes to noticing or receiving knowledge of a problematic (adverse behaviour) event, either through prior understanding or experience.

- **Empathy**

The ability to identify that there is a problematic behaviour issue and to interpret the situation as one that requires intervention and/or support, including the capacity to see situations from another's perspective.

- **Responsibility**

The extent to which one's own obligation to intervene to address problematic behaviour is accepted, recognising the impact individual contribution can make, not just for the person impacted but for the culture as a whole.

- **Know-how**

The capacity to recall and apply best-practice knowledge when intervening or providing support.

- **Action**

The demonstrated tendency to speak up or step up to address problematic behaviour, which includes taking proactive steps both in response to and in prevention of the behaviour.

[Click here](#) or scan below for an anonymous demo.



Talk to Enmasse today about a program tailored to your people.

✉ Email enquiries@enmasse2.com

☎ Call (AU) +61 3 9429 8441 | Call (UK) +44 7774 319 802

👉 Visit enmasse2.com

