

BLUE SKY ANALYTICS

Workforce Intelligence · Labor Risk Advisory

EXECUTIVE BRIEF

SentimentIQTM

Workforce Intelligence Platform

The only workforce assessment built specifically to measure union vulnerability through indirect inference, delivering decision-grade intelligence before a petition, not after.

6

Workforce dimensions measured

90%+

Average participation rate

100%

Anonymous by design

14 days

Average deployment window

WHAT CLIENTS RECEIVE

Intelligence that changes what leadership does next.

A SentimentIQ engagement delivers a six-dimension workforce risk profile, prioritized by facility, department, and supervisor, with a root cause analysis that identifies the specific operational conditions driving vulnerability. Leadership receives a findings brief and a concrete gap-close roadmap with assigned actions and timelines. Not a score. A plan.

ENGAGEMENT DELIVERABLES

Six-Dimension Sentiment Report

Scored across Management Effectiveness, Communication Quality, Pay & Benefits, Safety, Work Experience, and Union Sentiment Index.

Department & Supervisor Ranking

Risk stratified by organizational unit. Identifies exactly where vulnerability is concentrated, not just that it exists.

Root Cause Analysis

Operations-lens diagnosis of the conditions driving low scores. The source, not just the symptom.

Gap-Close Roadmap

Phased action plan with specific owners and timelines. Executable the morning after the debrief.

Designed for NLRA Compliance

100% Anonymous

Mobile-Accessible

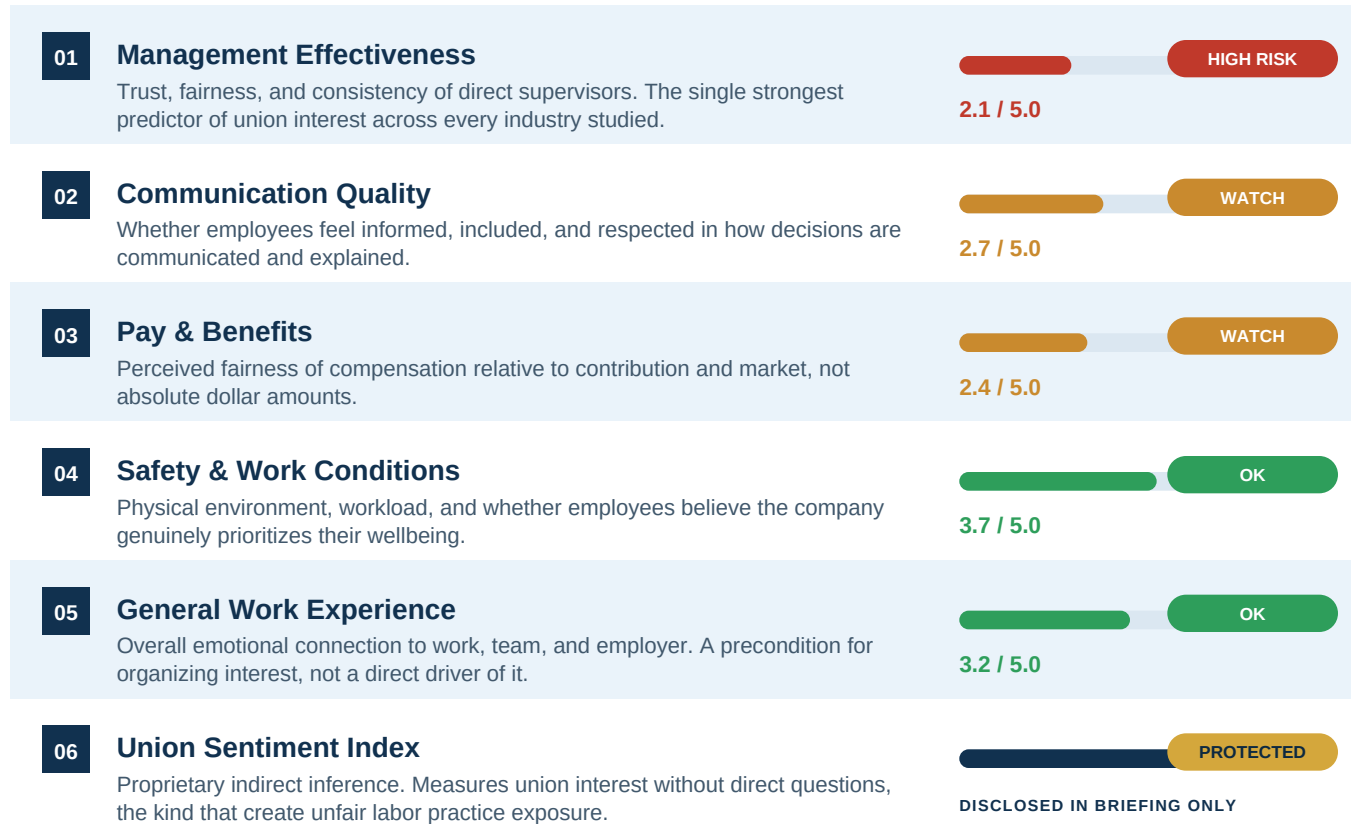
Distributed Deployment

Live Participation Tracking

THE SENTIMENTIQ FRAMEWORK

Six dimensions. One complete risk picture.

Every organizing campaign traces back to a breakdown in one or more of these dimensions. SentimentIQ measures all six simultaneously, weighted by their predictive relationship to union organizing interest.



Sample scores shown for illustration. Actual scores reflect your workforce data and are delivered in the full findings report.

HOW IT WORKS

01 Roster Intake

Secure roster received from HR, employee IDs and contact information only.

02 Anonymous Deployment

Each employee receives a unique, untraceable access code. No app. No login.

03 14-Day Completion Window

Employees complete on their own time across all shifts and locations.

04 Analysis & Findings

Responses processed through the SentimentIQ model. Full leadership debrief.

WHY BLUE SKY ANALYTICS

Built for union vulnerability, not general engagement.

Most platforms measure satisfaction. SentimentIQ measures the conditions that produce organizing campaigns.

Indirect inference by design.

No direct questions about union sentiment, the kind that create ULP exposure. Protocols designed for NLRA compliance.

Distributed by design.

No email infrastructure, app downloads, or location-specific hardware required. Works across any footprint.

8 RESPONDENT FLOOR

No results are reported for any group smaller than eight respondents. Participation tracking and response data are separated at the system level, and raw responses are deleted within 12 months. Full protocol: blue-skyiq.com/data-security

Request a Confidential Briefing

A 30-minute conversation costs nothing. What you learn may be the most valuable intelligence your leadership team receives this year.

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