



culture**monkey**

25-Point Peakon Alternative Evaluation Checklist

A practical checklist to help HR leaders evaluate employee survey tools and find the best-fit tool for scalable engagement.



Choosing the right employee feedback tool goes beyond just features, it's about finding the right fit for your culture and scale. As engagement goals evolve, so should the tools that power them.

This checklist helps HR leaders confidently evaluate survey tools and align tools with long-term employee engagement outcomes.

1. Onboarding & Support

- ✓ Quick implementation to reduce HR and IT burden
- ✓ Dedicated onboarding team with a clear success roadmap
- ✓ White-glove or self-serve rollout options
- ✓ Responsive customer support and knowledge base access

2. Data Security & Compliance

- ✓ SOC 2 Type II and GDPR readiness
- ✓ Admin-level access controls
- ✓ Anonymity controls with customizable thresholds

3. Survey Strategy & Design

- ✓ Science-backed templates (e.g., eNPS, DEI, onboarding)
- ✓ Fully customizable survey content and logic
- ✓ Lifecycle surveys across onboarding, exit, promotion, and beyond
- ✓ Support for pulse, ad-hoc, and always-on feedback cycles

4. Global Readiness

- ✓ Multilingual surveys
- ✓ Multi-time zone survey scheduling
- ✓ Kiosk, mobile, and SMS delivery options for distributed teams
- ✓ Plug-and-play integrations with HRIS and communication tools

5. Data Security & Compliance

- ✓ Real-time dashboards with drill-down filters
- ✓ Heatmaps by team, manager, or location
- ✓ Sentiment analysis and open-text comment clustering
- ✓ Word clouds for quick theme discovery
- ✓ Benchmarks: internal historical and external comparisons

6. Employee Wellbeing & Engagement Outcomes

- ✓ Anonymous 1:1 feedback and follow-up options
- ✓ eNPS tracking over time with visual comparisons
- ✓ Tools that translate insights into measurable culture change
- ✓ Manager dashboards tailored for meaningful action
- ✓ Sentiment and open text feedback analysis