RED BEAR: ENTERPRISE CULTURE EVOLUTION · DATA SHEET · B · SIGNAL INTAKE

What people experience, kept only as a pattern

What people experience never reaches anyone who can act on it, and what does reach them is attributable. Intake codes every submission to catalogue aspects on arrival and discards the text.

KEY POINTS

- Seven source families: stories, a monitored mailbox and a public page carry text a person chose to submit; project outcomes, decision records, HR case categories and collaboration metadata carry categories and headers only
- Coded on arrival: names redacted, the author replaced by unit and period, the text discarded; nothing an employee wrote is retrievable by any role afterwards
- A family is enabled only after the consultation record, the impact assessment and the staff notice cover it; enabling or disabling one closes the gate again
- Floors of at least five for scores and ten for free text, raisable per tenant and never lowerable; the administrator who configures a source sees no content

What it is

Signal intake is where what people experience reaches the product, and where the product proves it keeps only the pattern. An employee writes a story about something that happened in their work, chooses the group it concerns and the aspects they think it touches, and submits it anonymously by default. On submission the story is coded to catalogue aspects and categories, names are redacted before coding, the author is replaced by unit and period, and the text is discarded. The employee receives a receipt stating what was kept and what was thrown away, with a number no role can resolve to a person.

The monitored mailbox and the public feedback page work the same way. The other four families never carry text at all: outcome rates, decision records with or without rationale, HR case categories with volume and cycle time, and collaboration headers such as after-hours share and cross-unit density, never bodies.

The pain point

A listening tool that staff distrust measures nothing. Microsoft removed user names from Productivity Score within days; Barclays ended a desk-time trial after a staff revolt; CNIL fined Amazon France Logistique for per-worker tracking that aggregation would have served. Each case shows the same mechanism: an employee's model of a tool is set by its most intrusive feature, and intent statements do not update it. A coaching feature inherits the trust of the data layer beneath it.

So intake is built so that the intrusive feature cannot exist. Text is coded and gone before any analysis runs. The floor is enforced in the data layer, so no screen and no grant can reach below it. And no family reads anything until the people whose signals it carries, and their representatives, have been told what it reads, what it discards and how long it keeps the aggregate. A signal read before that record exists is a defect, not a launch task.

How it works

Three families of submitted text. Share a story lets any employee write a narrative and choose the group and aspects; anonymous is the default, and a signed submission carries the author only as far as the connector, where unit and period replace it (FR-SIG-01, FR-SIG-02). The public feedback page holds each post in a moderation queue where the programme lead sees it once, before coding, to redact a missed name or route content that belongs with HR, an allegation about a person, a grievance, a safety report, as a proposal to the HR partner instead of a culture signal; a routed post never enters a finding (FR-SIG-03). The monitored mailbox is one address the organisation publishes for the purpose; the product refuses to connect any other, discards sender and attachments, and replies automatically with what happens to the message (FR-SIG-04).

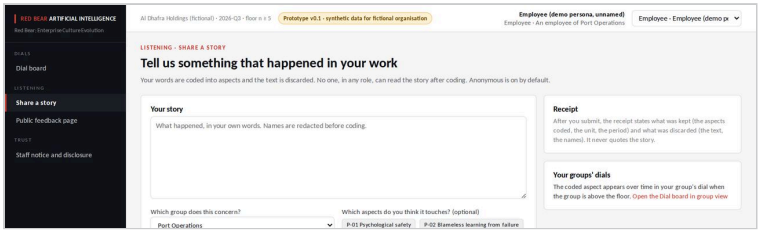
Review without text. Intake and coding review shows the programme lead the coded records for their granted scopes: aspects and categories, coding confidence, unit, period and counts. The lead may accept, re-code or discard; every action is recorded, and a re-code changes a code, never a text, because there is no text to show (FR-SIG-05).

Configuration without content. Source configuration lets the system administrator enable or disable each family, and refuses, naming the missing record, until the go-live gate is open for that family. It shows connector health, last read, counts read and discarded, the floors in force, and for each family the fields read and the fields discarded, generated from the same configuration that drives the connector and the staff notice, so the three cannot drift. It shows no story, no message, no coded record, no dial (FR-SIG-06 to FR-SIG-09). Every pipeline run proves the discards with the platform's refusal tests, and the last result is shown.

What you get

Capability	What it does	Requirements
Share a story	Narrative, group and aspects; coded on arrival; anonymous by default; a receipt that never quotes the story	FR-SIG-01, FR-SIG-02
Public feedback page	Moderation before ingestion; names redacted; HR matters routed as a proposal, never coded	FR-SIG-03
Monitored mailbox	One published address; body coded, sender and attachments discarded; automatic disclosure reply	FR-SIG-04
Intake and coding review	Coded records by aspect, unit and period; accept, re-code or discard; never text after coding	FR-SIG-05
Source families behind the gate	Enable only when consultation, DPIA and notice cover the family; a change closes the gate	FR-SIG-06
Floors per family	At least five for scores, ten for free text; complement suppression and time windows always on; never lowered	FR-SIG-07
What is read and what is discarded	Per family, as applied, proved by the refusal tests on every build; connector health without content	FR-SIG-08, FR-SIG-09

Screens



S-05 Share a story: Share a story: the employee chooses the group and the aspects, submits anonymously by default, and receives a receipt of what was kept and what was discarded. Prototype render on synthetic data for fictional entities.

RETURN ON INVESTMENT

The measure this pillar carries is **signal trust** (ECE-CF-01 KPI-05): participation in the calibration pulse and stories submitted per hundred staff per window, across the organisation, never per unit below the floor and never a target for managers to drive, since driven participation is gamed participation. What intake makes possible is a story family that gives the dials their qualitative texture and their earliest warning; case categories and outcome rates that are costly to fake; and a listening channel staff can use because they were told, before it opened, what it keeps.

Platform engines

Intake consumes the Red Bear Platform's Workplace Culture Analysis engine for coding on arrival and the refusal tests (RBP FR-WA-03, FR-WA-09, FR-WA-13), the Organisation Information Gathering engine for submitted content (RBP FR-OG-02, FR-OG-05), the Connectors service (RBP FR-CN-02, FR-CN-04, FR-CN-05) and the Privacy and aggregation service for de-identification, floors and the gate (RBP FR-PA-01, FR-PA-02, FR-PA-03, FR-PA-09). Platform behaviour is specified in the platform functional specification, not here.