

# Foundations

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## Overview

### Micro-Surveys That Make A Difference

Foundations started in 2020 as a way to gauge and shine a light on unit culture. The baseline came from a study done by Google on high-performing teams and Amazon's Connections program.

Using peer-reviewed assessment questions, Airmen can anonymously give short ~5 question feedback forms from their phone or computer in minutes.

Units can measure their cultural movement against themselves as well as others.

Foundations evaluates culture components such as psychological safety, teamwork, and trust in order to build the leaders and teams we need for the future fight. It's a feedback tool that operates at increased frequency and decreased intensity compared to traditional USAF methods. It's a real time measure of a unit's culture, gives a voice to all Airmen, and provides leaders with actionable data to better inform decisions.

### Features & Capabilities:

- Anyone can use this tool from an Airman Basic to a CFM
- Leaders can use the tool to request feedback from their unit
- Airmen can use the tool to push feedback to their leadership
- The program is currently usable on personal devices and NIPR
- User Interface is also mobile optimized! This means Airmen can give feedback/view results from their phone!
- Has a live dashboard so results can be tracked in real time
- Feedback is 100% anonymous so there is no fear of retribution

- Periodic baseline assessments help identify if the team is moving in the right direction
  - Results can be split into different sections/flights/bases so they can be compared as well as combined so you can get a macro and micro view of the organization
  - Anyone who contributes to the surveys is able to see the results, transparency for all!
  - The Tesseract team is here to help work through the responses and facilitate conversations on how to move forward, together.
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### ***Bottom Line:***

Feedback must happen early and often. To value all Airmen's time, we have to be proactive and empower Airmen at all levels to take ownership in their units culture and ultimately its success. We hope these tools allow you to identify both strong and weak areas in your organization and be even 1% better than before.

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## Upcoming Features!

- **Question Bank Expansion** - We are looking to further our question bank to include questions that better serve leaders and Airmen. This is no easy task and has a lot of nuances, however we are always looking to improve the program.
  - **Resource Library** - So you have feedback now what? We are working to offer more resources once a team identifies an area they would like to work on.
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## *Demo & Onboarding Information*

### **I'm interested, how do I get a demo?**

Please go to our information portal and request a demo [here](#)

### **Sign, me up! How can I onboard my unit?**

1. Submit a [request](#) for Foundations
2. Schedule Your Virtual Onboarding Meeting
3. Request To Deploy A Survey

4. View Your Org's Live Results Dashboard
5. Review Results With Your Org
6. Include Participants In Improvement Plan
7. Back To Step 3 At Your Chosen Pace

When submitting your [request](#), please include the following:

- ☐ Unit Name / Location
  - ☐ Anticipated Number of Users
  - ☐ Number of "teams" you would like to assess
  - ☐ List of POC(s) who will coordinate with the product manager
  - ☐ Your unit's goals
  - ☐ When you would like to start by
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## Foundations FAQs

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### Q: Can we create our own questions?

There is a lot of **science** involved in crafting a **good survey questionnaire**. At this time we do not support custom questions, however as we are looking to improve the program if we have a large enough request we will work to meet your needs.

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### Q: What units are using this tool?

We currently have 30 active units using this tool ranging from a flight to a group, with many more awaiting onboarding!

Over 2200+ active users across multiple Bases and AFSC's

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### Q: How much does it cost?

This program is run through a HAF-funded program so there is **no cost** for units to use these applications at this time.

Compared to a commercial tool, a Squadron would expect to pay around \$15K per year for these capabilities!

### Q: How many responses do these units actually get?

**62%** of users asked to complete these surveys respond, compared to traditional methods that number is huge!

### Q: Is Foundations an App?

Foundations is a website based system that uses Survey Monkey, which opens in your internet browser.

### Q: Where do you see Foundations Long Term?

These are conversations that are happening now. What does Foundations look like if it was Air Force or DoD wide? Would it stay a website? Would it become an app? There are still many questions to be answered and we aim to create the best solution for the total force, so if you have any experience or thoughts please reach out!

Are you a CFM or MAJCOM interested in gathering feedback? (see below)

## 500+ Member Support

As we continue to gather support and data to further our case that micro-surveys should be a tool DoD-wide large, common user bases are key to our success. While on-boarding will take a little longer we fully expect to be able to work with you to meet your needs.

Foundations is currently managed by 1 Active Duty Air Force member. We appreciate your patience. If you are interested in supporting the Foundations effort, please contact us at [tesseract.af.mil](mailto:tesseract.af.mil)

