



# What's New in GideonSoft 2020 Release 2

We're happy to introduce the latest GideonSoft release. Along with the performance enhancements and various bug fixes, we have added new exciting designs, changes, and features. The following lists the highlights:

## New! Continual Progress Review (CPR)

Start on the same page, stay on the same page, and avoid surprises.

The CPR was designed to facilitate intentional communication and help you know your people better, whether or not you work in the same physical location! This is no task or project manager, but a helpful tool for leaders that want to stay engaged with the people they lead. Purposeful performance and development dialog between the leader (e.g., Supervisor) and the led (e.g., Team Member) is a *life-giving* process for high performing organizations!

### Feature

**Job Manager** ... This is where all Jobs are created and shared (as templates). A title, description and typical responsibilities are outlined.

### Feature

**Position Manager** ... Turn a Job into a unique Position designed to connect a Supervisor to an Employee. The Supervisor can use the Position Manager to modify Responsibilities for this Employee, schedule future meetings, and set reminders.

The screenshot displays the 'Existing Positions' section on the left, listing roles like Software Engineer I, II, III, and Guru I. The main view is for 'Software Engineer III', showing details such as Category (3), Description, Position Title, and Assignment (Person: BANNERB, Supervisor: BERNARDA). A 'Responsibilities' list is visible on the right, including tasks like 'Analyze the needs of the user' and 'Develop separate elements of a...'. The interface includes search filters, a 'Change Assignment' button, and 'Save as Draft' and 'Publish' buttons at the bottom right.

*The Position Manager organizes everything in one place!*

## Feature

**Interactions** ... Oftentimes team members are not comfortable coming to their supervisor. The CPR was designed to help facilitate this process. Notifications for Check Ins and Appraisals appear on an Employee's timeline and help prevent too much time passing between communication.

The screenshot shows a notification titled "Showing All Items" with a "(change)" link. The notification content asks: "Need to schedule a **Check In** with **BERNARDA**?" and provides two main options: "No, all is good!" and "Yes, let's talk. Select one or more topics below." The "Yes" option includes checkboxes for "Career goals", "Priority clarification", "Needed time/resources", "Personal", and "Other". Below the checkboxes is a text input field with the placeholder "Please enter a response (required)" and a "Respond" button. The notification is timestamped "Just now" and "9:00 AM". A yellow double-headed arrow is overlaid on the left side of the notification card.

*Reminders for Check Ins and Appraisals help keep everyone on track!*

## Feature

**Position Profile** ... Ongoing notes from Check Ins and Appraisals are saved and available for review by the Supervisor or Employee at any time, along with the Employee's Responsibilities, Commitments, Goals and Objectives.

The screenshot shows the "CPR Activity" interface. At the top, there are three tabs: "CPR Activity" (selected), "Responsibilities", and "Goals". Below the tabs is a "Filter" dropdown menu set to "Select...". The main content area displays a list of activities:

- 9/28/2020 Check In [Skipped]
- 9/25/2020 Appraisal [Submitted]
- 9/24/2020 Check In [Confirmed]
- 9/24/2020 Check In

*The CPR organizes dialog and activity for review at any time*

# Report Subscriptions

**Reports come to you!** ... Report designers can now subscribe themselves or others to a Custom Person or Custom Group report, and schedule them to be emailed as needed.

Design

**Flexible scheduling** ... Have GideonSoft send daily, weekly or monthly reports; select the day of the week/month and time of day; choose when to start and stop the subscription.

Feature

**Customize the email content** ... The subject and body can also include dynamic text replacements for the report name or organization/ module/ instance name.

Feature

**Customize the recipient list** ... send to specific email addresses or select one or more Roles of GideonSoft users.

Subscription Details ×

Name

My Schedule Active?

Report Delivery Options

Report Processing Options

Scheduling Options

Daily

Sunday  Monday  Tuesday  Wednesday  Thursday  Friday  Saturday

08:00AM

Subscription Start: 08/04/2020 Subscription End:

[← Previous](#)

[Cancel](#) [Save](#)

*Flexible scheduling options for reports*

# Survey Reports

**More Powerful Survey Analytics** ... This new report type displays aggregated or individual responses from a survey with more configuration options.

Design

**Start from the Survey or the Report** ... Report designers can link directly to a survey and build from there. Survey designers can also add a Survey Report as part of the survey design process.

Change

**Control which filters the user can access** ... Quickly add Assessor, Target, Date, Tag (New!) filters for the viewer.

Change

**Pre-Question Tag Filters** ... new to Survey Analytics and Survey Reports; reports can filter by Pre-Questions. Works in Summary or Individual response mode.

Feature

**Customize output on a question by question basis** ... display a question as a chart, as a table, or just hide it!

The screenshot displays the 'Peer Survey (Fall) [Unpublished]' report in the Report Designer. The main report area shows a title bar with a bar chart icon and the text 'Peer Survey (Fall) Report'. Below the title bar are two dropdown menus: 'All dates...' and 'All targets...'. The main content area displays a question titled 'Team Fit - Role awareness; teammates before self; interpersonal style' with 20 responses. The responses are shown in a table with columns for the respondent's name and a score. The 'Report Settings' sidebar on the right includes a 'Display Mode' dropdown set to 'Summary Only', and several filter options: 'Assessor Filter' (off), 'Target Filter' (on), 'Date Filter' (on), 'Tag Filter' (off), and 'Hide items with no responses' (off). There is also a text field for 'Text to display when no sessions exist' containing 'No surveys were found to analyze.' The 'Question Customization' section shows a list of questions with eye icons to toggle visibility: 'Team Fit - Role awareness; teammates interpersonal style' (on), 'Toughness - Physically resilient; menta aggressive' (on), and 'Confidence - Poise: competitive: comm.' (on).

Respondent	Score
Ernest Bennett	3.8
Harold Hill	3.8
Jack Perkins	3.8
Jason Carpenter	3.8

*Designing a new Survey Report in the Report designer*

# Quicker and Easier Variable Management

Design

**Add a new score wherever you're working ...** Easily create a new score while designing a survey, report, spreadsheet or observation!

Design

**And do it quickly and easily ...** Select one or more sources, tell GideonSoft what to do with the data (average, count, sum, etc), name it and save. Use the new variable right away!

Design

**Easily review or edit multiple variables at once ...** We've added a new overview of all variables for quality assurance or simple review when designing a Survey or Observation Event.

Create New Variable

Source(s) >> Method >> **Finish** Advanced (Variable Manager)

**Summary** [Preview output](#)

Create a score variable that calculates the **Average** based on:

**Survey: Coach Attribute Assessment (N1)**  
Dependability - Game discipline; consistency; personal discipline  
Personal Drive - Strong physical work ethic; strong mental work ethic;  
motivated to be the best

**Survey: Peer Review (N1)**  
Dependability - Game discipline; consistency; personal discipline

**Label:**

**Name:**  ...

**Description:**

← Previous Next → Cancel Create and Use

*Creating a variable in GideonSoft has never been easier!*

# Miscellaneous Improvements

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Design

**Visibility of Objects** ... Now you can display objects on your Instance home page. Objects also now have their own profile page!

Change

**Import Goals more easily** ... From the Add New Goal dropdown as well as the Goal Worksheet.

Change

**More focused display using 360 relationships** ... Filter the Roles that can be selected within a Survey, Report, or Observations by 360 relationship.

Feature

**Feedback Library macros** ... easily add 'macros' to Feedback Rules.

Feature

**Enhanced auditing** ... more thorough logging on all levels of GideonSoft for better troubleshooting, including the ability to export.

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