



How to get a positive company culture from the beginning.

Client Story: XCNT

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XCNT





XCNT

XCNT is a cleantech venture builder.

The four founders of XCNT came together as a multidisciplinary team from different backgrounds. But their experiences from various positions had one thing in common: it left something to be desired. They were tired of fake cultures where employees were made to feel special, but the culture lacked the substance to make a truly great lasting impact.

“When we started XCNT, we knew that we needed to get our culture right, from the very beginning,” said **SEBASTIAN GRAF**, one of the founders. *“We wanted to have a way to track employee wellbeing in a fun yet reliable way.”*

Within six months of launching XCNT in 2019, they found Friday Pulse. At first glance, it seemed a good fit for the company’s values.

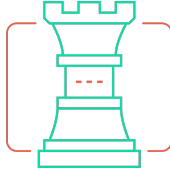


“We tried the platform but stayed flexible to see if there was anything else on the market. After a few months of using Friday Pulse, we found no reason to switch or cancel. It was everything we were looking for.”

Since then, Friday Pulse has been an essential part of the XCNT team. It has helped them through the normal ups and downs of the company and the onset of the pandemic.

“The data from Friday Pulse gives us insights into how our people are doing and lets us know how we can be more supportive.”





The Business Challenge

CREATING A POSITIVE
COMPANY CULTURE FROM
THE BEGINNING.



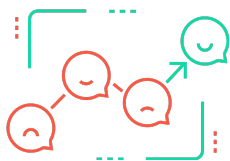
Our Solution

- We implemented weekly pulse checks that tracked employee happiness scores and helped them develop weekly habits.
- The weekly Happiness scores and quarterly Five Ways category scores gave XCNT the data they needed to make informed decisions.
- Sharing wins and shout outs were always a part of XCNT's culture. Friday Pulse made it easier for people to share what they were grateful for during the week.



Impact

- By implementing Friday Pulse and the weekly happiness scores near the inception of the company, the founders of XCNT were able to see how different events in their company's lifespan have impacted happiness scores. This also reduced the impact of the pandemic's circumstances.
- Through happiness scores, they could track whether an initiative was successful and take action before problems became serious.
- Weekly and monthly conversations about happiness scores are a matter of habit at XCNT. These discussions lead to improvements in happiness scores whenever scores drop.



Looking forward

- As the company scales up with employees from around the world, they will be able to see how new people adapt to the company's culture by keeping an eye on wellbeing scores.
- Due to its role as the innovative lighthouse of their parent company's holdings, XCNT is in a position to try new things and experiment with awesome tools. This has allowed them to share their successes in wellbeing with other SMEs that wouldn't have thought they could focus on happiness.



Sebastian Graf

CO-FOUNDER

“*Friday Pulse is a tool that helped us get our culture right from the very first minute we started using it.* We were looking for a way to get access to wellbeing insights that were scientifically backed, and we found that in Friday Pulse.

With its fun questions that allowed our people to express themselves, to its very important questions about culture, we were convinced that this was right for us. It didn't hurt that it was snappy and looked beautiful too.





Friday, don't leave it another day

Book a demo to see how your organization can benefit from measuring and improving happiness – the ultimate people KPI.

HELLO@FRIDAYPULSE.COM →

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