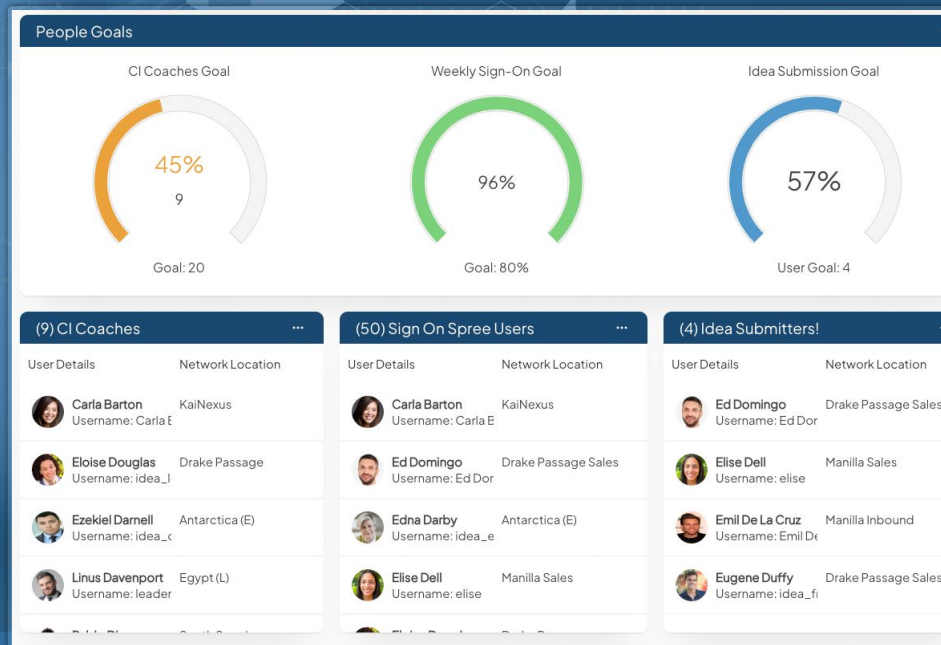


## People Goals

Track, Motivate, and Visualize Engagement.



## What Are People Goals?

People Goals are a type of goal in KaiNexus, designed to help you track how many people in each Location meet criteria you define, whether that's logging in, submitting ideas, completing projects, or any other metric tied to user activity.

There are two types of People Goals:

- **People Count Goal:** Track the number of users at a Location who meet your selected criteria
- **People Percentage Goal:** Track the percent of users at a Location who meet your selected criteria

Just like Item and Impact Goals, People Goals are set per Location and visualized with Goal Widgets.

## Why People Goals Matter?

Continuous improvement thrives when people are actively engaged. People Goals give organizations the ability to set expectations, monitor participation, and drive behavior at every level of the network. Whether you're aiming to boost idea submissions, increase engagement, or recognize involvement, People Goals make success visible and actionable.

With People Goals, you can:

- Encourage participation by setting clear, location-specific targets
- Reinforce improvement culture by recognizing progress
- Turn abstract engagement into measurable outcomes

## How it Works in KaiNexus

1. **Choose Your Metric:** Define what it means for a person to "meet the goal"—e.g., submitted 3+ improvements, completed a training, logged in weekly
2. **Set the Goal:** Assign a Goal Value for each Location—either as a fixed number (Count) or percentage of users (Percentage)
3. **Track Progress:** Add a Goal Widget to your Boards to visualize how each Location is doing
  - a. See Goal Value, Current Value, and % to Goal
  - b. Use Location Filters to quickly switch views across different parts of your organization
  - c. Customize the widget to match your visual preferences

