Feedback Pulse

What anonymous survey reporting protects

Check collection, processing, and reporting separately before telling employees what anonymous mode means. A reporting threshold limits some disclosure risks. It cannot stop every way a person might be identified.

1. Collection

Invitations identify recipients

FeedbackPulse uses recipient records linked to employee accounts to send invitations and track completion. Select and check anonymous mode before launch. Anonymous mode is not universal by default.

2. Processing

Stored answers retain a recipient link

Stored answers remain linked to the recipient and survey context. Removing names from reports does not remove that stored relationship. Anonymous reporting is not a promise that the system never knows who responded.

3. Reporting

Identity fields are removed from anonymous results

Standard results for an anonymous survey run remove recipient names and account details. Individual response pages are blocked. Results require at least three completed responses; department eNPS groups below three are suppressed.

What administrator access means

Administrators can view surveys in their organization, but anonymous reporting still applies its privacy gates. That access does not mean the standard report names each respondent. Administrators can also manage named recipient lists for recurring survey schedules. Separately, the stored response-to-recipient relationship remains in the system. Confirm operational access and retention with your organization before making a disclosure promise.

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Check the context before sharing

Three responses do not make every comment safe

Synthetic example: an eight-person team has three responses. A report can meet the numeric minimum, yet a comment about the only person on a particular shift can identify its author. Summarize the issue without quoting the detail. Avoid filters or repeated comparisons that let someone isolate an answer. Withhold a risky view or comment even when a count permits reporting.

Peer reviews follow different rules

Two completed anonymous peer reviews is the usual aggregate threshold. An employee-nominated cycle with at least three requested peers can expose partial results after one completed review. Exact rating distributions require five valid numeric ratings for that question. Missing or ineligible answers do not count toward that distribution. Role, release, and visibility controls still apply. These rules must not be described as the survey's three-response rule.

Confirm these four points before launch

1. Which mode is selected, and what invitation and completion information is retained?

2. Who can view reports, manage recipient lists, or access stored data through operational processes?

3. Which group and question-level results are withheld, and who checks comments for identifying detail?

4. How will you explain retention, follow-up contact, and the separate peer-review rules if reviews are also running?

Complete the report audience and People contact, verify the selected survey mode, and have the survey owner review the disclosure before sending invitations.

Use the disclosure text and full explanation on the resource page:

feedbackpulse.com/resources/survey-anonymity-thresholds

Product behavior checked in FeedbackPulse source on October 4, 2026. This is a source-code check, not verification of your production configuration, operational access, or legal classification. General sharing guidance is editorial advice.