

Welcome to The Fearless Report 2025

Join the world's largest psychological safety benchmarking initiative to empower organizations with insight and impact

By participating in The Fearless Report 2025, your organization joins a global initiative to better understand and improve psychological safety at work. You'll receive a custom report that highlights your organization's strengths and opportunities, while also contributing anonymous data to a landmark benchmarking study.

Rest assured: your organization's results will remain strictly confidential and will never be shared or displayed in a way that could identify you, outside of the report you receive.

By registering through The Fearless Organization Scan website your organization is participating in The Fearless Report 2025. Definitions: throughout this document you and your organization are referenced as "Organization" and "You/Your". For extra clarity, we use the information that you provided in the registration form as our contract partner.

Rules of engagement

By joining The Fearless Report 2025, your organization will receive a custom report based on a psychological safety survey completed by your employees. Your organization's anonymized data will also contribute to our global benchmarking report.

To protect anonymity:

- No personally identifiable information (PII) will be collected.
- Each organization receives a unique survey link.
- Responses will be stored securely and only analyzed in aggregate.

You are responsible for:

- Distributing the survey link to at least 75 employees and driving participation
- Warranting that the survey goes to your organization's employees only and is answered by your employees as honestly as possible

The Fearless Organization Scan is responsible for:

- Securely collecting and processing data in accordance with our [data security statement](#).
- Delivering your organization's report after receiving enough participation (at least 50%).
- Ensuring GDPR-compliant data handling.

Project set up and safeguards

The project runs without any personal identifiable information such as email address, phone number, ip address, etc. of participants. We only store the responses to the survey questions and demographic questions, together called Items. Your survey participation is invited by using a unique survey link, this ensures maximum anonymity and confidentiality.

Participants will respond to a series of Likert Scale questions about their organization, their team, and their demographic information. The (demographic) grouping questions for The Fearless Report 2025 are:

- Country of origin
- Level
- Function
- Team's Diversity of Expertise
- Team Decision Making
- Work Environment
- Relationship Quality
- Turnover Intention

The Fearless Organization will provide an organization-wide report with this information and will use this data as part of our larger benchmarking report after all data has been collected.

We're excited to welcome you and your Organization to The Fearless Report 2025. We look forward to a meaningful collaboration and the insights that will emerge.

This collaboration agreement is governed by Dutch law. Disputes on the contents and execution of this Data Processing Agreement will be settled by the Court in the district where The Fearless Organization Scan has its registered office.

Badge of participation is only delivered upon completion of the survey by at least 50% of the expected amount of participants.

Approved by

Your organization at the moment of registration

and

The Fearless Organization Scan
Bright Instruments B.V.

on June 16st 2025

Managing Partner
Sander Hoeken