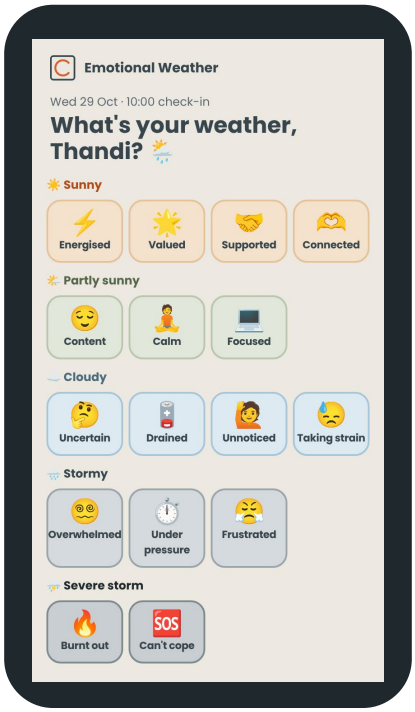
CIRCLE & SQUARE

WHEN PEOPLE SHIFT, BUSINESSES MOVE.

EMOTIONAL WEATHER APP

Your dashboards show results. This shows you what drives them.

For over 20 years Circle & Square has worked on the gap between what gets measured and the behaviour that drives performance. The Emotional Weather App makes that gap visible every day: how your people feel, where strain is building and which teams need support, before it shows up in your results.



NOT EVERYTHING THAT MATTERS SHOWS UP IN A REPORT

What you can't see is costing you.

Disengagement, strain and burnout build quietly long before they show in your results. Now you can see them coming.

01 · SEE

Make the unseen noticeable

Quick check-ins show how every team is really doing, and who has asked to talk.

02 · UNDERSTAND

Lead with insight

Spot what's behind the weather early, have the right conversations, and give every employee a voice.

03 · ACT

Focus where it matters

Every team is different. Our data-led recommendations help you give each one the support it needs and see the impact on the dashboard.

WHAT HR AND PEOPLE LEADERS GET

1. **Early warning.** Overwhelm, burnout and "can't cope" are flagged the same day, not at next year's survey.
2. **Plain-language insight.** "Most check-ins were Valued, but 1 in 5 chose Overwhelmed, mainly in Customer Service."
3. **The human pulse through change.** Leaders at every level can mark a restructure, new targets or a team change on the trend and see how people respond.
4. **Fits your structure.** Start with one team, one department or the whole organisation, with a view for each level.
5. **No voice is also a message.** See what percentage of each team is checking in, and where people are going quiet.

BUILT FOR TRUST

- Each check-in is seen only by the employee, their team leader and the head of department.
- Alert emails are discreet: the details stay safely inside the app.
- Senior leaders see summaries, never names.
- Consent before the first check-in; designed with POPIA in mind.

Sunny	Partly sunny	Cloudy	Stormy	Severe storm
Thriving	Steady	Flat or unsure	Under strain	Needs help now

Every storm starts as a cloud.

Book a 30-minute demo for your leadership team.

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EMOTIONAL WEATHER APP · PRICING

Simple pricing. The more people, the lower the rate.

One monthly fee per person for the app, plus the level of Circle & Square support that suits you. All amounts are in rand, excluding VAT.

1 · THE APP

1 – 50 people	51 – 100 people	101 – 250 people	251 – 500 people	501 – 1 000 people	1 001+ people
R55	**R53**	**R51**	**R49**	**R47**	**R45**
per person / month	per person / month	per person / month	per person / month	per person / month	per person / month

Everyone in your organisation pays the rate for your band. You never pay less than the top of the band below, and a minimum of 10 people is billed. Pay the year upfront and save 10% on the app, plus 5% on Base 2 consulting.

2 · CIRCLE & SQUARE SUPPORT

Base 1

2 hours a month of consulting

R4,400

per month, plus the app

The app plus 2 hours a month to interpret your results and suggest interventions (R2,200 per hour).

Base 2

4 hours a month of consulting

R7,920

per month, plus the app

The app plus 4 hours a month of consulting with your leaders and teams (R1,980 an hour).

Base 3

8 hours a month of consulting

R14,312

per month, plus the app

The app plus 8 hours a month of consulting with your leaders and teams (R1,789 an hour).

Extra consulting hours can be added at R2,200 an hour whenever you need them.

3 · ONBOARDING

R8,800 once-off

Giving people a voice only matters if someone listens. Before go-live, we equip up to 20 of your leaders and stakeholders to understand why their response matters and how to respond effectively. We also set up your structure, check-in times and emotions.

EXAMPLE · 200 PEOPLE ON BASE 2

App: 200 × R51 = R10,200

Base 2 support: R7,920

Onboarding (once-off): R8,800

First month R26,920 then R18,120 per month

Paid yearly upfront: R209,248 (10% off the app, 5% off consulting)

12-month agreement. Prices exclude VAT and are valid for 30 days from the date of your quote. Ask us for a tailored quote.

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Ask us for a quote for your organisation.

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