KALISME PRO

Protocol v1.4, 24 November 2026

The pilot protocol, written in advance

The pilots Kalisme offers to organisations test seven hypotheses, written before the first measurement, each with the threshold that would prove us wrong. Their results will be published, whether they prove us right or wrong, aggregated across all the pilots and without ever naming an organisation.

The hypotheses

ADOPTION

Hypothesis	Measure	Refutation threshold	When it is measured
H1 · Activation. A voluntary offer, announced by the organisation, is activated by a significant share of the people it is offered to.	Share of seats activated	Refuted if fewer than 40% of seats are activated at 30 days.	30 days
H2 · Coming back within the week. Someone who opens Kalisme comes back to it within seven days.	Questionnaire (self-reported)	Refuted if, in the 30-day questionnaire, fewer than half of the respondents who say they opened it say they came back within the week.	30 days
H3 · Repeated use. Use lasts beyond the first discovery, without being daily.	Questionnaire (self-reported)	Refuted if, in the 90-day questionnaire, fewer than half of the respondents who say they used it report at least two uses over the past month.	90 days
H6 · Adoption. The fact that the tool is offered by the employer does not put people off trying it.	Questionnaire (self-reported)	Refuted if, in the launch questionnaire, those who say they are “less inclined” outnumber those who say they are “more inclined”.	Launch

PERCEIVED USEFULNESS

Hypothesis	Measure	Refutation threshold	When it is measured
H4 · Perceived value. The scheme is understood to be private, and judged useful by those who have tried it.	Questionnaire (self-reported): average trust and relevance	Refuted if, in the 90-day questionnaire, fewer than 75% of the answers to the trust statements are a 4 or a 5 out of 5, or fewer than 55% of those to the relevance statements.	90 days

BUSINESS MODEL

Hypothesis	Measure	Refutation threshold	When it is measured
H5 · Willingness to pay. An organisation that has seen the pilot goes on to take the paid contract.	Paid contracts taken	Refuted if fewer than 2 of the 3 pilots are followed by the paid contract.	Review of the 3 pilots
H7 · Who pays, and why. The budget is held by human resources or occupational health, on the grounds of care for people, not of a performance indicator.	Reason given for taking the paid contract	Refuted if the organisations that take the paid contract justify it first by a performance or absenteeism indicator, or by a budget with no owner.	Decision to take the paid contract

PUBLICATION RULE

No results are published before the three pilots have ended. Inclusion in the published results is a condition of the pilot: each organisation's anonymous answers are aggregated with those of the others, with no figure specific to it, and without its name unless it agrees in writing. Each employee remains free not to answer.

Measurement

What is measured: the share of seats activated at 30 days, what people report in a voluntary survey without identifiers, run three times (at launch, at 30 days and at 90 days; only the 90-day survey counts for the success criteria), and whether the organisation wishes to continue. Coming back to the app, and how often, is measured by what people report, never by tracking their use.

The organisation sees which seats are activated, never what is done with them. From each survey, it receives only an aggregated summary, indicator by indicator, never below 10 responses.

Two short scales, one of well-being and the other of perceived stress, are added to the launch and 90-day questionnaires only once their usage rights are confirmed. They carry no hypothesis about effects, and the organisation receives nothing from them: their average appears only in the publication covering all the pilots, without naming any organisation.

The success criteria

The success criteria are the five below, at their published thresholds, the same for every pilot: they are signed with the pilot agreement and are not negotiated. They are assessed once only, before the end of the fourth month: against the report of the 90-day survey, which the organisation reads in its portal, and, for activation (C5), against the portal's count at 30 days; Kalisme confirms the result to it in writing, criterion by criterion. If all are met, the paid contract begins, with no further signature, at the applicable rate, for at least the pilot's number of seats and never fewer than 20; for a public administration, it begins only on its written decision. A criterion that cannot be calculated, because it received fewer than 10 answers, counts as not met. The organisation can stop the trial at any time: before the 90-day survey is launched, nothing is owed; after it, the criteria are still assessed. The five criteria, with their threshold:

C1 · Trust. Of all the answers to the trust questions in the 90-day survey, at least 75% are scores of 4 or 5 out of 5. The answer "I prefer not to answer" is not counted, here or in C2 and C3.

C2 · Perceived relevance. Of all the answers to the relevance questions in the same survey, at least 55% are scores of 4 or 5 out of 5.

C3 · Intention to continue. Of the answers to the statement "I would like Kalisme to remain available in the coming months", in the same survey, at least 50% are scores of 4 or 5 out of 5.

C4 · Participation. At least 20% of the people invited answer the 90-day survey, and at least 10 people in all.

C5 · Activation (**never without C1**). 30 days after launch, at least 40% of the seats offered are activated.

None of the following can be a criterion: an activation rate on its own, a volume or frequency of use, a change in the well-being or stress scales, a human resources indicator (absenteeism, sick leave, turnover), or any measure concerning a team, a site or a person.

Hypotheses published on 8 October 2026. No results have been published yet.

The French version is authoritative.

www.kalisme.com/pro/protocole/en/