



In-depth review of the results from the survey for
Fagavdeling for helse- utviklings- og personlighetspsykologi

The Da Vinci Code

Values (0 to 5) → Labels (bad to excellent)

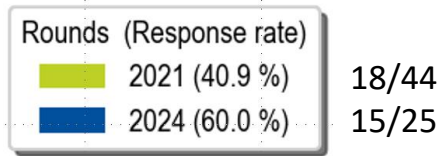
- 3.0 or less (< 60%) = **bad** → Action +++++
- 3.1 to 3.5 (61%-70%) = **limit** → Action +++
- 3.6 to 4.0 (71%-80%) = **good** → Action ++
- 4.1 to 4.5 (81%-90%) = **very good** → Action +
- 4.6 or more (91%-100%) = **excellent** → Action



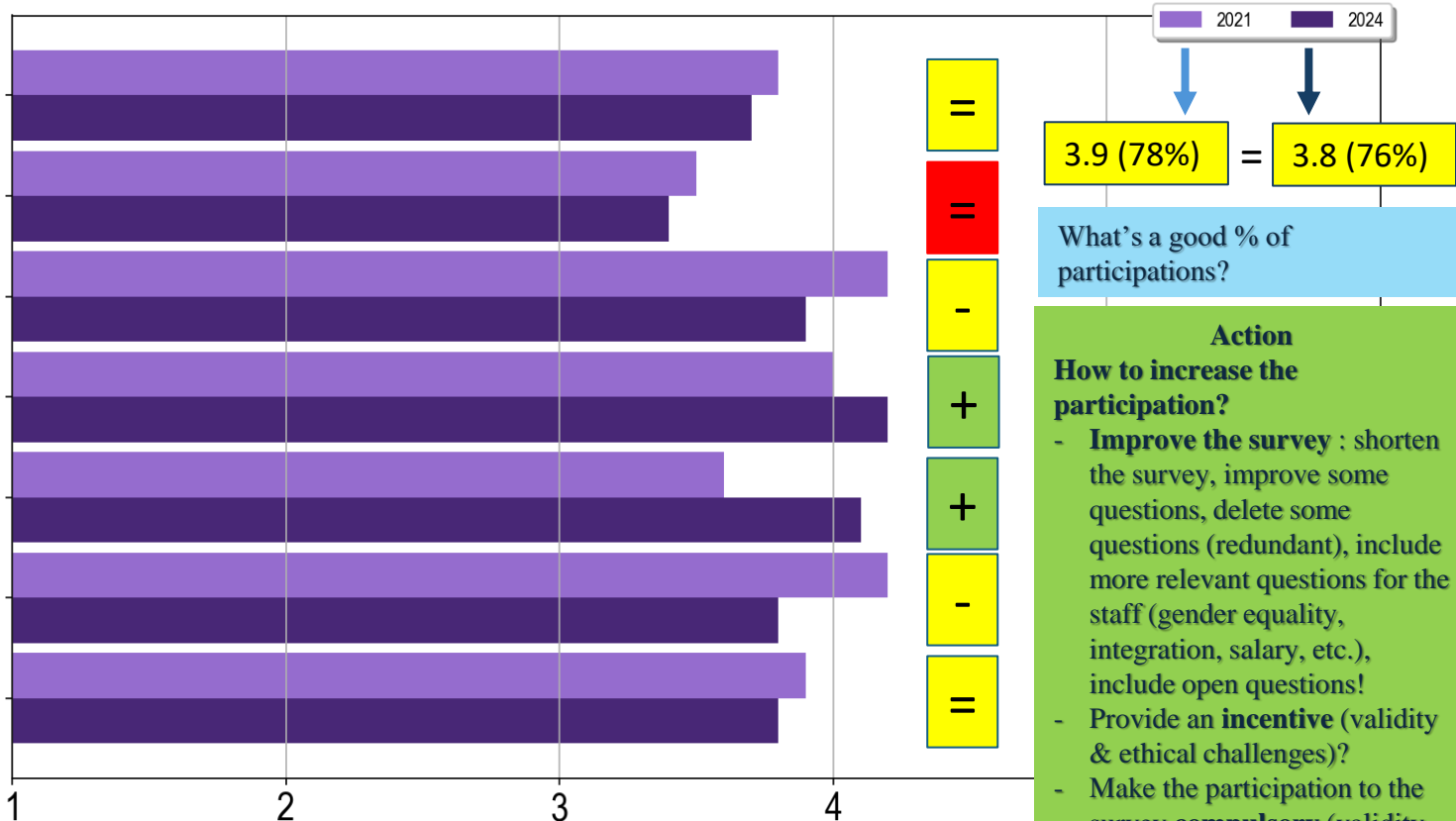
ARK 2021 → ARK 2024



Participation =



- 1 Participation and flow of information
- 2 Interaction and support
- 3 Our work climate
- 4 Management at our unit
- 5 Us and our colleagues
- 6 Us and our work
- 7 Our job in everyday life



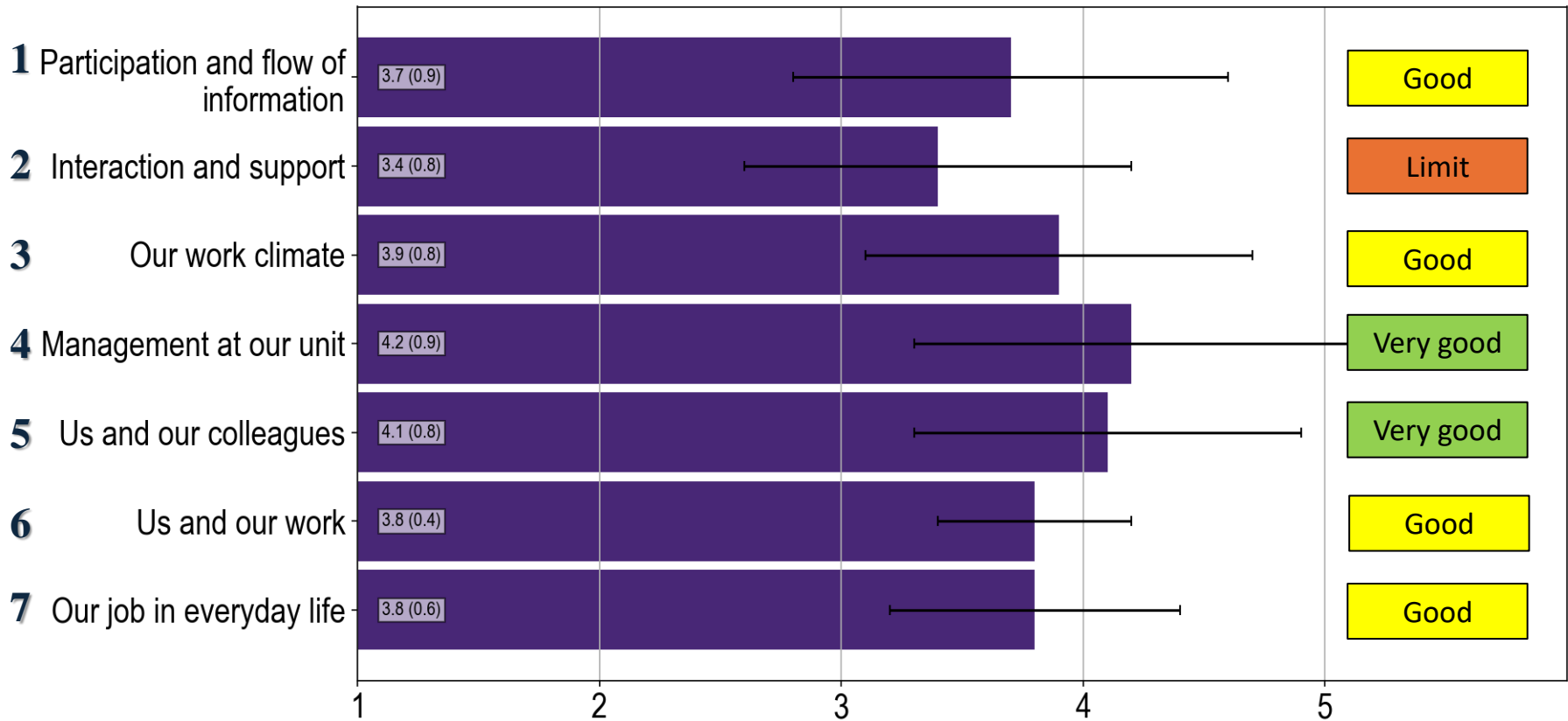
What's a good % of participations?

- Action**
How to increase the participation?
- Improve the survey : shorten the survey, improve some questions, delete some questions (redundant), include more relevant questions for the staff (gender equality, integration, salary, etc.), include open questions!
 - Provide an **incentive** (validity & ethical challenges)?
 - Make the participation to the survey **compulsory** (validity & ethical challenges)?

Values → Labels:
 3.0 or less = bad
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Overview ARK 2024

3.8 = Good (76%) & Individual differences

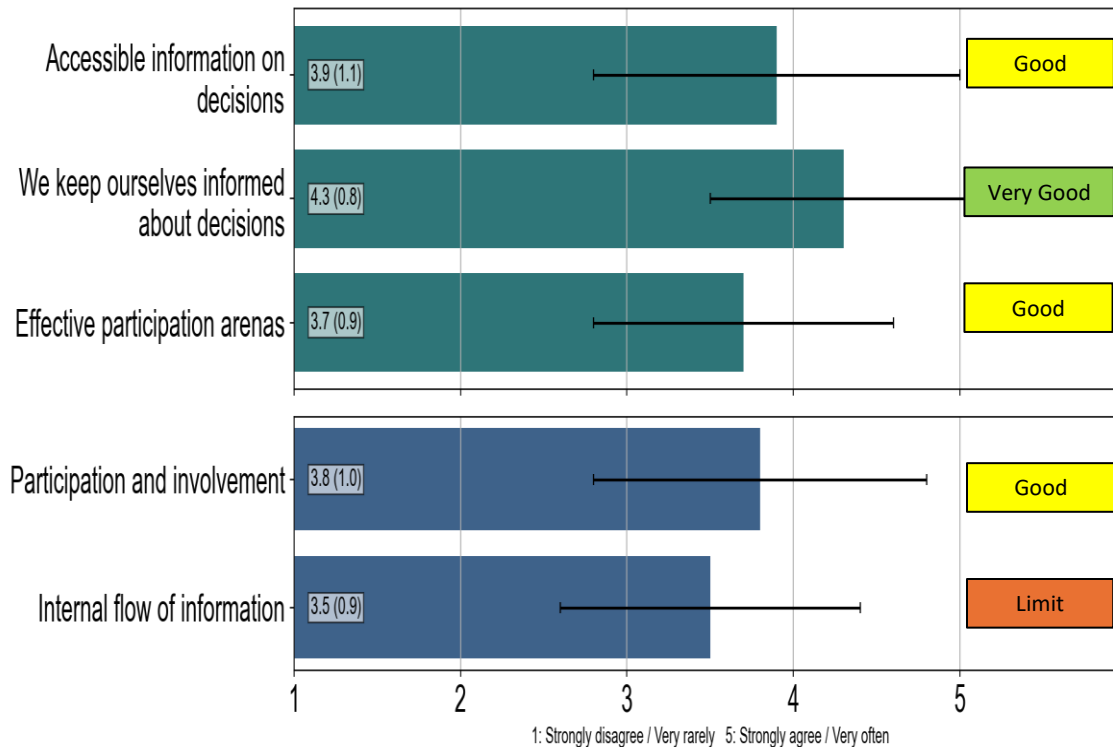


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1. Participation & Flow of information

3.7 = Good (74%)



Participation & Involvement

... only the management is involved in important decisions (R)*: 3.2(1.2) 1 = **Limit**

How is this result problematic? To inform, discuss, negotiate (IDF)?! Does this result have the same meaning for permanent and non-permanent staff?

Internal flow of information

... it is easy to find the information I need to do my job: 3.2(1.0) = **Limit**

Which job? Admin, teaching, research?

... we have good procedures for internal information flow: 3.3(1.1) = **Limit**

Which internal information? What can be done beyond the individual Onboarding Meetings & the distribution of the Minutes of the Section, & PSI onboarding seminar?

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Action

- Develop a **mentorship program for newcomers**. Each newcomer (from Ph.d. to Professor) would have access to an experienced mentor helping them to deal with practical issues related to teaching, research and administration. To make unconscious / implicit knowledge and practices conscious & explicit. Duration (one-year?), TR compensation (10 hours?) & target (all staff employed at least 50%?)
- Develop a **one-day teaching workshop for new and old teachers** in need of upgrade of their (practical) teaching knowledge & skills. Frequency (once per semester?)

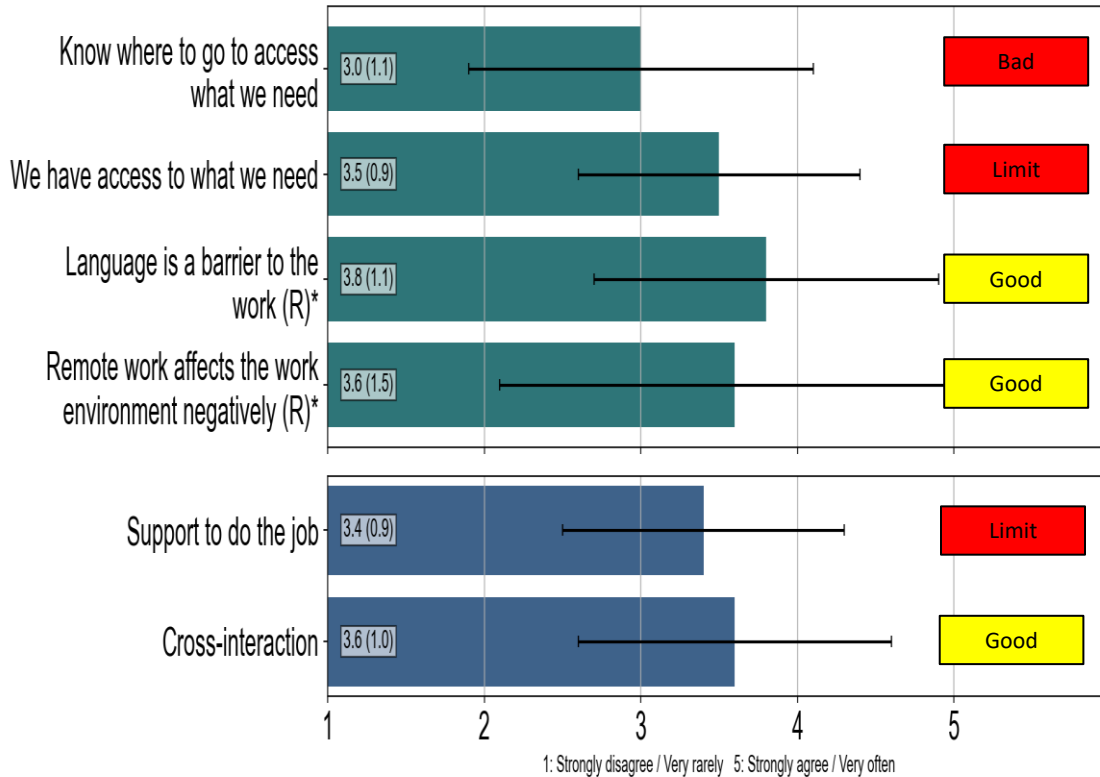
Action

Space to share information & get social support:

- Reunite NEMKO & Forskingsveien
- Improve the lunch space at NEMKO
- Create a lunch space on the 4th floor West wing at Forskingsveien

2. Interaction & Support

3.4 = Limit (68%)



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Language is a barrier to the work

At my unit, language is a barrier in the planning and execution of work (R)*: 3.8(1.1) = **Good?**

Which language? Norwegian, English? For whom? Local, International staff? To be clarified in the next survey.

Know where to go to access what we need

... I know where to go to get access to what I need: 3.0(1.1) = **Bad**

We have access to what we need

... I have access to what I need: 3.5(0.9) = **Limit**

Support to do the job: 3.4(0.9)

... I receive the **technical** support I need: 3.3(1.0) = **Limit**

Action

- Development and implement a **chatbot** specially dedicated to Adm/IT issues.

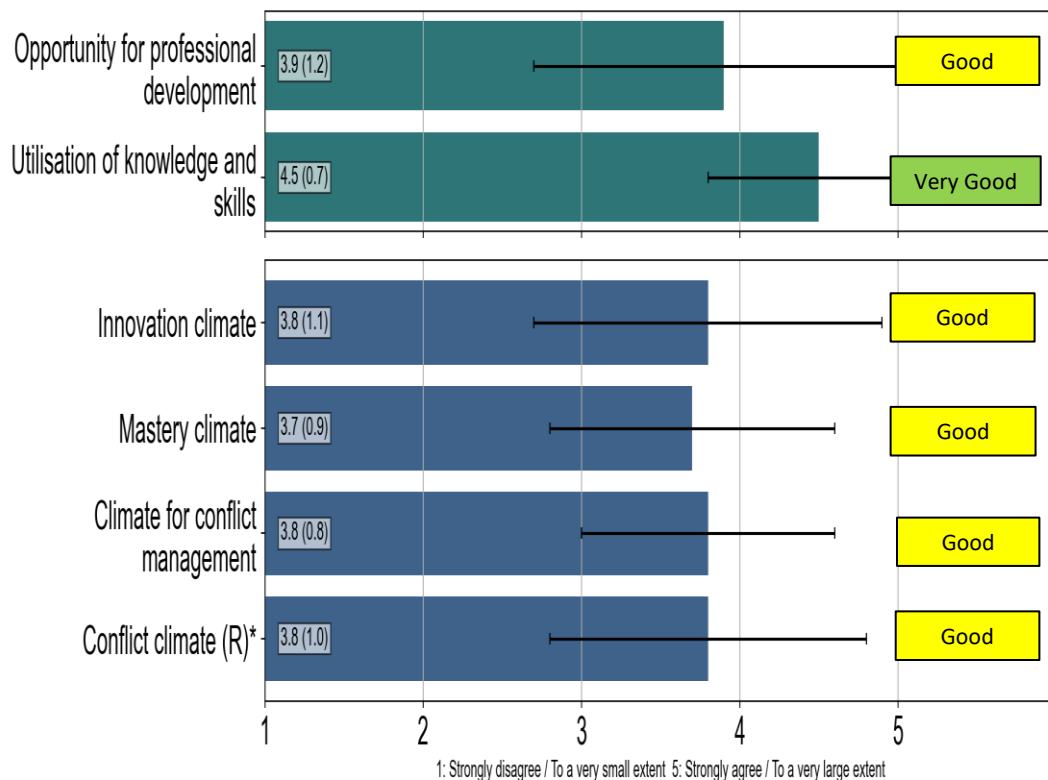
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3. Our work climate

3.9 = Good (78%)



Mastery climate

... learning and development are prioritized:
3.3(1.2) = **Limit**

Climate for conflict management

... difficult issues are addressed as soon as they arise: 3.5(0.9) = **Limit**

Action

- ?
- Survey (nettskjema) to figure out possible actions?

Action

Improve social support & exchanges:

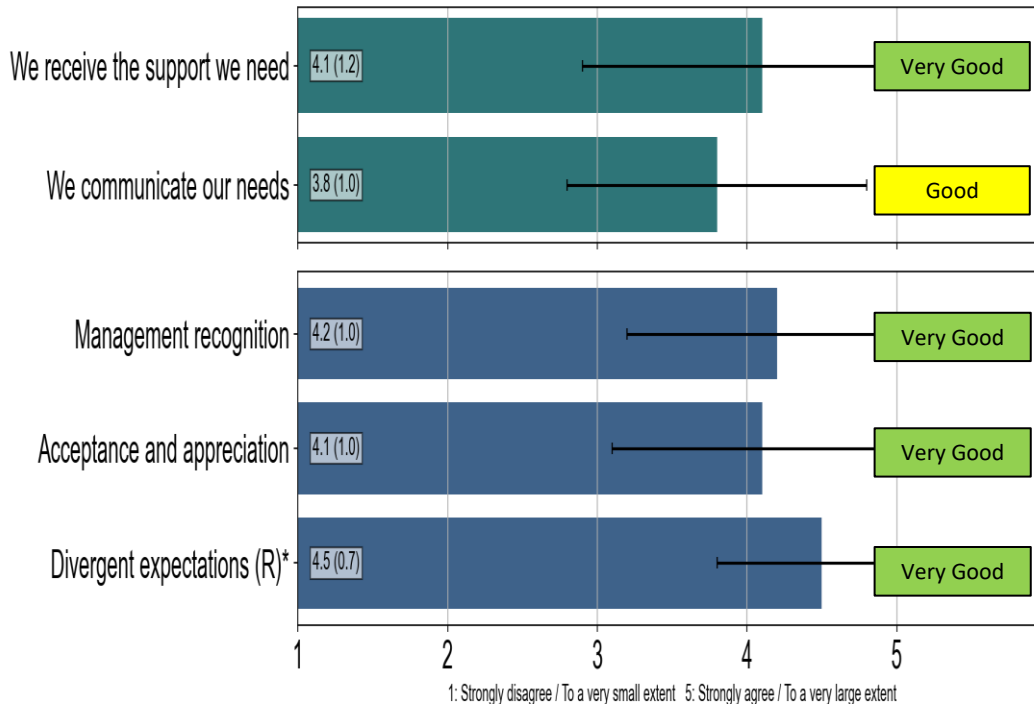
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4. Management at our unit

4.2 = Very good (84%)



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Who is the manager? Project PI, Ph.d. supervisor, Post-Doc mentor, Head and Vice-Head of Section, Head & Vice-Head of Department, etc. To be clarified in the next survey!

44.4 % states that they had an appraisal interview in the last year, and 50.0 % experienced it as useful or very useful.

Is that a good result?

What about the percentage of staff who didn't find the medarbeidersamtale not useful?

How to increase the percentage?

We know what to do in case of unacceptable behavior: Towards ourself 77.8 %, towards others 66.7 %

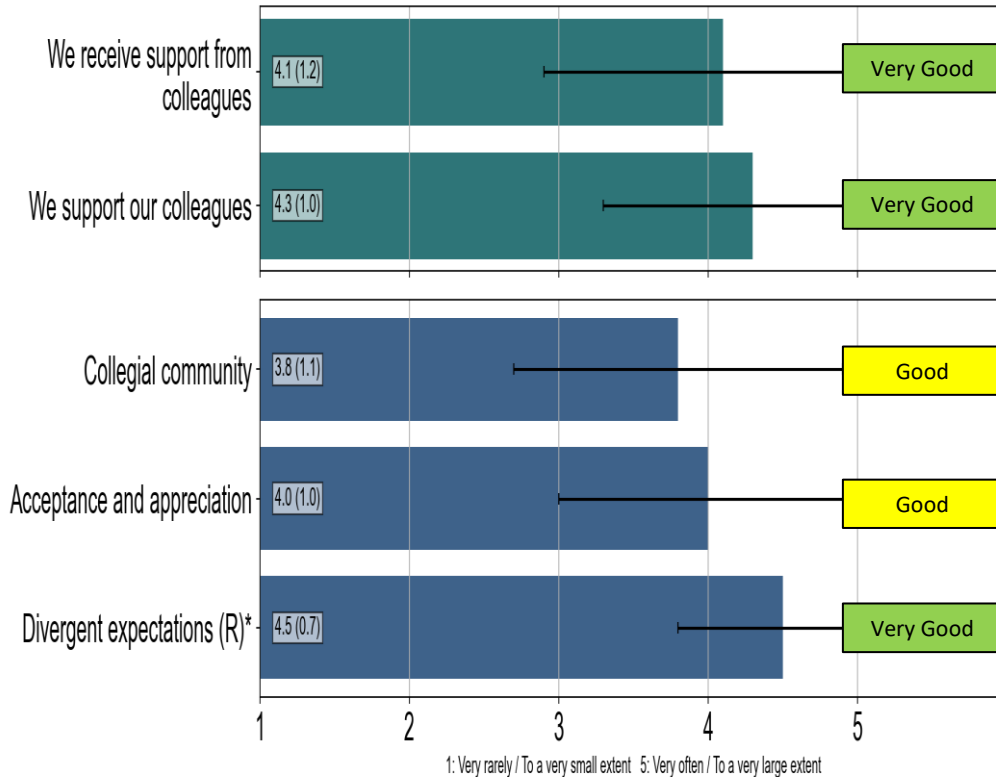
How to increase the percentage?

Action

- Add the following link in the signature of all the leaders at PSI to promote the staff protection:
<https://www.sikresiden.no/en>

5. Us & Our colleagues

4.1 = Very good (82%)



Collegial community

... I feel that I am part of a community of colleagues: 3.4(1.3) = **Limit**

Action

Improve the belonging to a group:

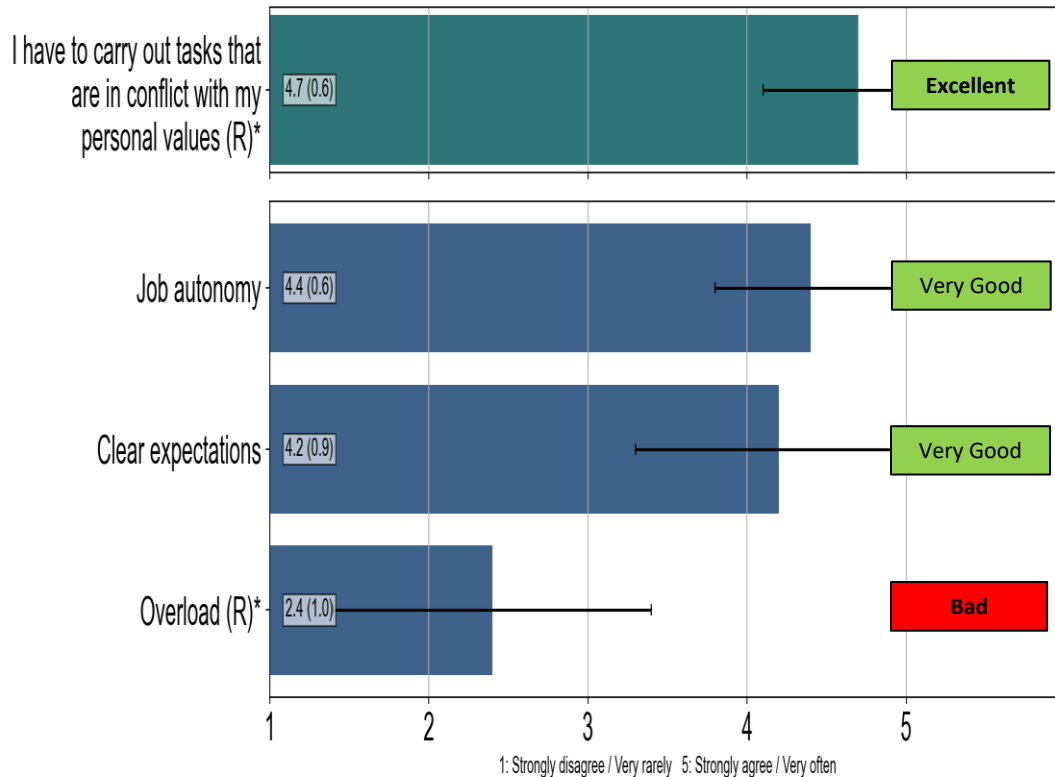
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6. Us & Our work

3.8 = Good (76%)



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Overload

... I have sufficient time to complete my tasks:

2.6(1.2) = **Bad**

... I work under excessive time pressure (R)*:

2.2(1.1) = **Bad**

... I have too much to do at work (R)*: 2.3 (1.1) = **Bad**

Remarks:

- (i) This result is very clear. The staff is overwhelmed by their job (not enough time, too much pressure, too much work).
- (ii) Staff are overwhelmed by their job but still would recommend it to a friend (= 3.8, Section 7)
- (iii) Is that a bad result? Sign of motivation & commitment?

Action

- Increase the number of positions
- Survey (nettskjema) to figure out possible actions?

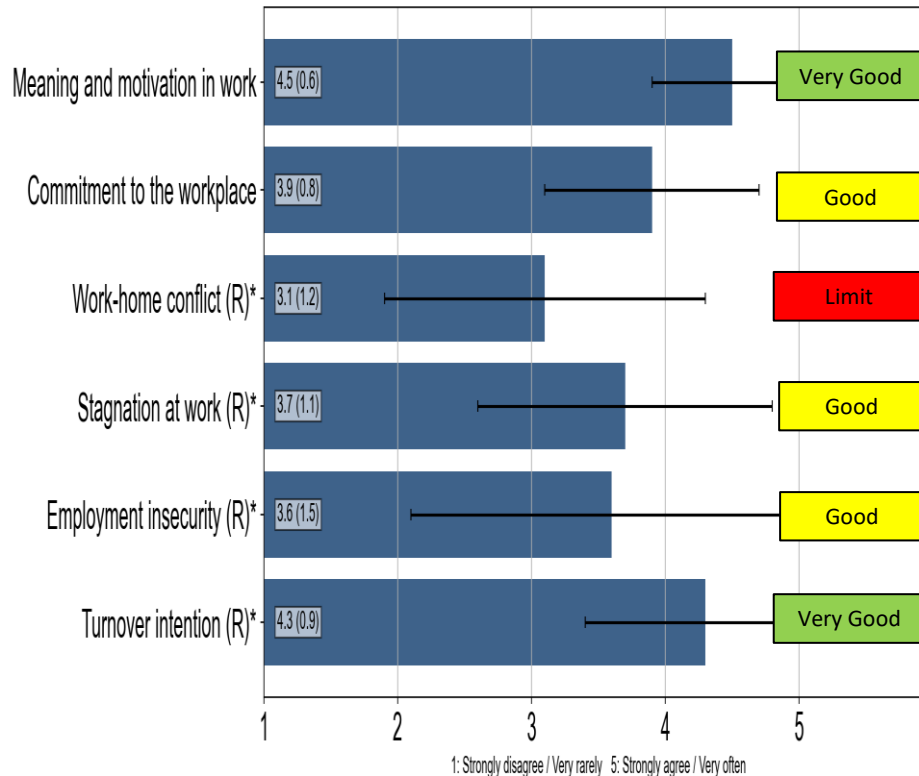
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Improve social support:

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7. Our job in everyday life

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Work-home conflict

... Work-related stress makes me irritable at home (R)*: 3.3(1.2) = **Limit**

... My job makes me too tired to do things that require my attention at home (R)*: 2.9(1.4) = **Bad**

... Concerns or problems at work distract me at home (R)*: 2.9(1.4) = **Bad**

Remark:

This is bad result: **overload** might be interpreted as a sign of commitment & motivation but not when it interferes with private life! **What can be done?**

Action

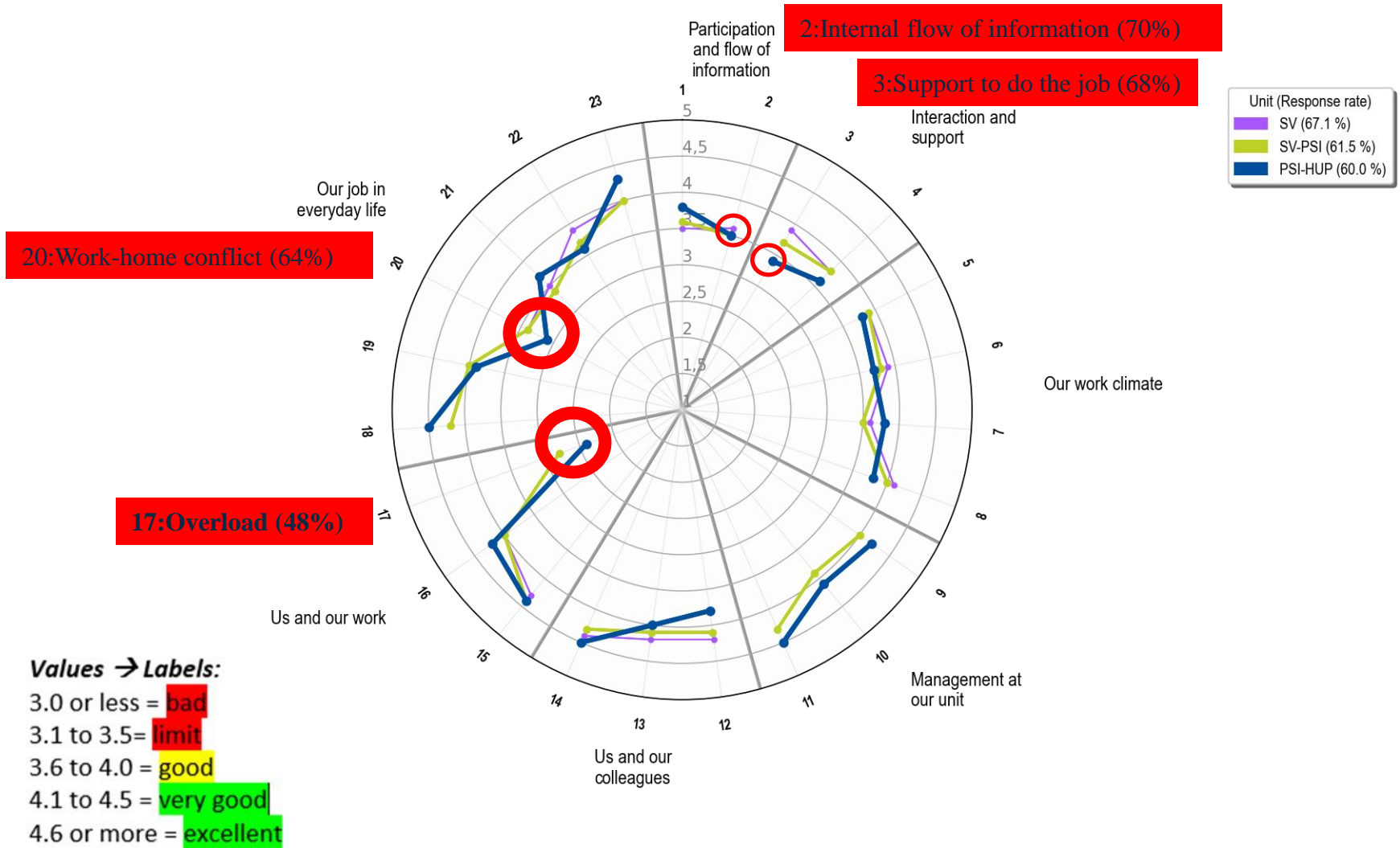
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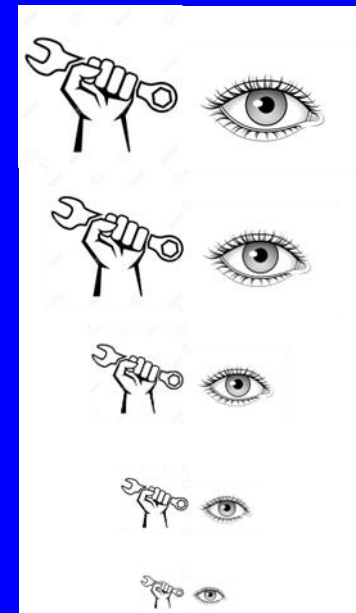
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C. Battled Field



Summary of New Actions



Action
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- Provide an **incentive** (validity & ethical challenges)?
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10 Concrete Actions (new short & long term)

| Problems | Possible Concrete Solutions | | |
|--|---|--|--|
| | Individual | HUP | PSI & above |
| <p>20. Overload & 17. Work-home conflict</p> | <p>1. Voluntary action: Avoid sending or consulting your professional e-mail between 6pm & 8am and during the weekends (+ deactivate the notification function on your mobile)</p> | <p>2, The Head and Vice-Head of Section will stop sending individual or collective professional e-mails to the staff between 6pm & 8am and during the weekend, i.e., Staff are not asked to read or answer professional e-mails outside working hours.</p> | <p>3. New positions: permanent & long-term non-permanent (3-years +). Today:</p> <ul style="list-style-type: none"> • Most of Ph.d. & Post-Doc have completed their teaching duties and > 50% will end of their contract by Spring 2025 • Most of the adjunct staff are ending their contract in either Summer 24 or 25 • Most of the permanent staff have TR surplus > semester |
| <p>3. Support to do the job & 2. Internal flow of information</p> | <p>4. Continue to be generous in supporting & sharing information with your colleagues. 5. Don't hesitate to ask questions or seek for help from your admin and academic colleagues, Supervisor, Mentor, Head and Vice-Head of Section, etc.</p> | <p>6. Fadder program for all newcomers (from Ph.d. to Professors) helping them with to deal with practical teaching, research and administrative issues (2-year retroactive, 10 hours for both) 7. Lunch before each Section meeting to share info, get social support to do the job in an informal setting.</p> | <p>8. Teaching workshop for new & old teachers helping them to develop their practical teaching knowledge and skills (teaching breakfast, one-day, once a semester/year) 9. Renovation of lunch/kitchen space at NEMKO & Forskningsveien (4th floor / West wing) 10. Reunification of NEMKO & Forskningsveien</p> |

ARK 2024 (Work environment) & HUP/Promenta Thermometer 2019-2023 (Well-being at Work)

