

(Please copy your answers and bring them to your one-to-one interview)

The survey of the psychosocial work environment is filled in individually, a combination of the replies being used as the basis for a review in the task force at a workplace meeting.

Date

Name (optional)

WORK CONTENT

1. Are your duties interesting and meaningful?
2. Can you influence the pace of work?
3. Do you consider your work load reasonable?
4. Can you complete your duties within your normal working hours?
5. Do you regard your duties as monotonous?
6. Have you encountered a threatening or violent situation in the last year?
7. Do you take your job home to such extent that it adversely affects your leisure time?
8. Have you encountered a threatening or violent situation in the last year?

Yes	Yes, to some extent	No, hardly	No, not at all
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WORK ORGANIZATION

1. Do you have clear goals for your unit?
2. Do you know what powers and responsibilities you have?
3. Do you have the opportunity to influence the way your work is planned and carried out?
4. Do you have the chance to use your talents, abilities and knowledge in your work?
5. Do you work part-time although you would prefer to work longer hours?

Yes	Yes, to some extent	No, hardly	No, not at all
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ATMOSPHERE

1. Is the work arranged in a way that enables you to cooperate and establish good relations with your colleagues?
2. Do you get help and support from your colleagues if you have problems at work?
3. Do you feel a pleasant atmosphere and feeling of solidarity with your colleagues?
4. Do you feel that you are treated with respect by your colleagues?
5. Do you give other colleagues praise for good work?
6. Do you discuss openly any difficulties in getting along with colleagues and differences of opinion at work?
7. What sort of feelings do you usually have when starting work?
Tick one of the boxes:
 - feel glad and satisfied at the idea of stimulating work
 - have quite a positive feeling before starting work
 - neither positive nor negative feelings
 - feel certain unease before starting work
 - feel very uneasy before starting work

Yes	Yes, to some extent	No, hardly	No, not at all
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DEMANDS OF THE JOB

Can you live up to the expectations that are made of you:

- by the employer
- by the consumer
- by colleagues
- by yourself

Yes	Yes, to some extent	No, hardly	No, not at all
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MANAGEMENT

1. Do you receive praise and constructive criticism from your boss?
2. Do you receive help and support from your boss when you need it?
3. Do you feel that you are treated with respect by your boss?
4. Does your boss deal well with clashes and conflicts?
5. Is your boss open and responsive to suggestions for changes?
6. Does the boss discuss things with your team before decisions are made that concern the team?
7. Do you have follow-ups to ensure that what has been decided is really done?

Yes	Yes, to some extent	No, hardly	No, not at all
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SKILLS ENHANCEMENT

1. Have you had a development interview with your boss during the last year?
2. Do you have an individual skills enhancement plan?
3. Do you have the chance of professional development and/or in-service training?
4. Do you have purposeful workplace meetings?

Yes	Yes, to some extent	No, hardly	No, not at all
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WHAT I WOULD PARTICULARLY LIKE TO BRING UP AT A WORKPLACE MEETING:

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OWN COMMENTS:

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