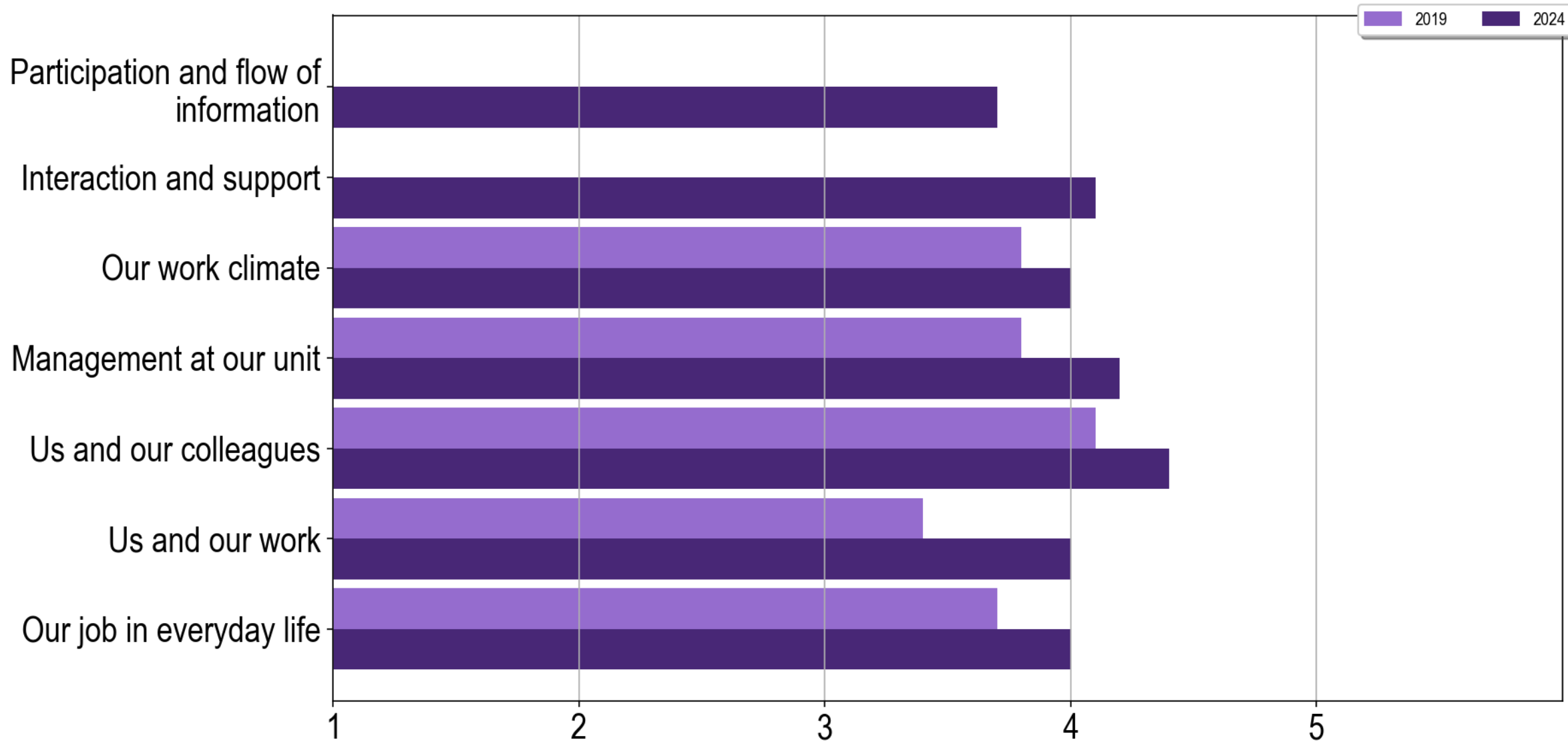


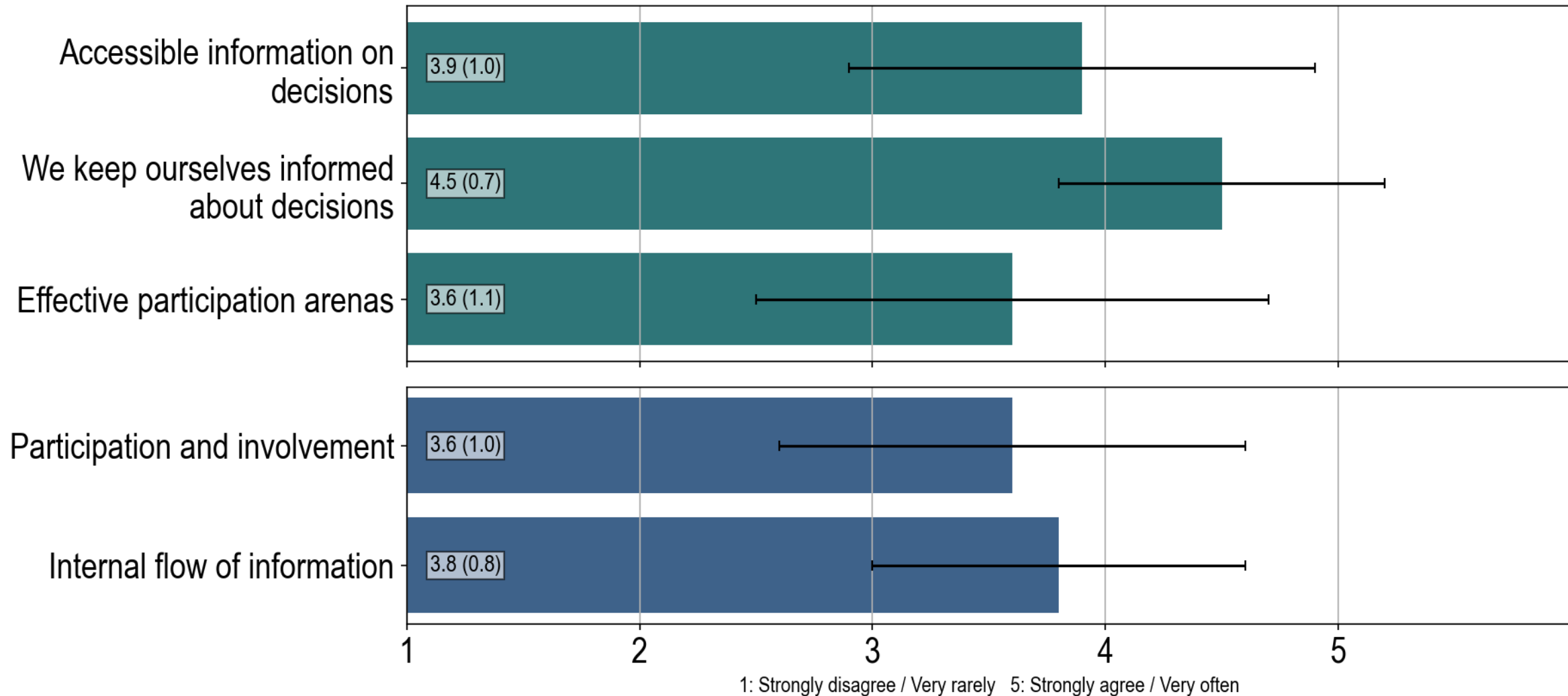


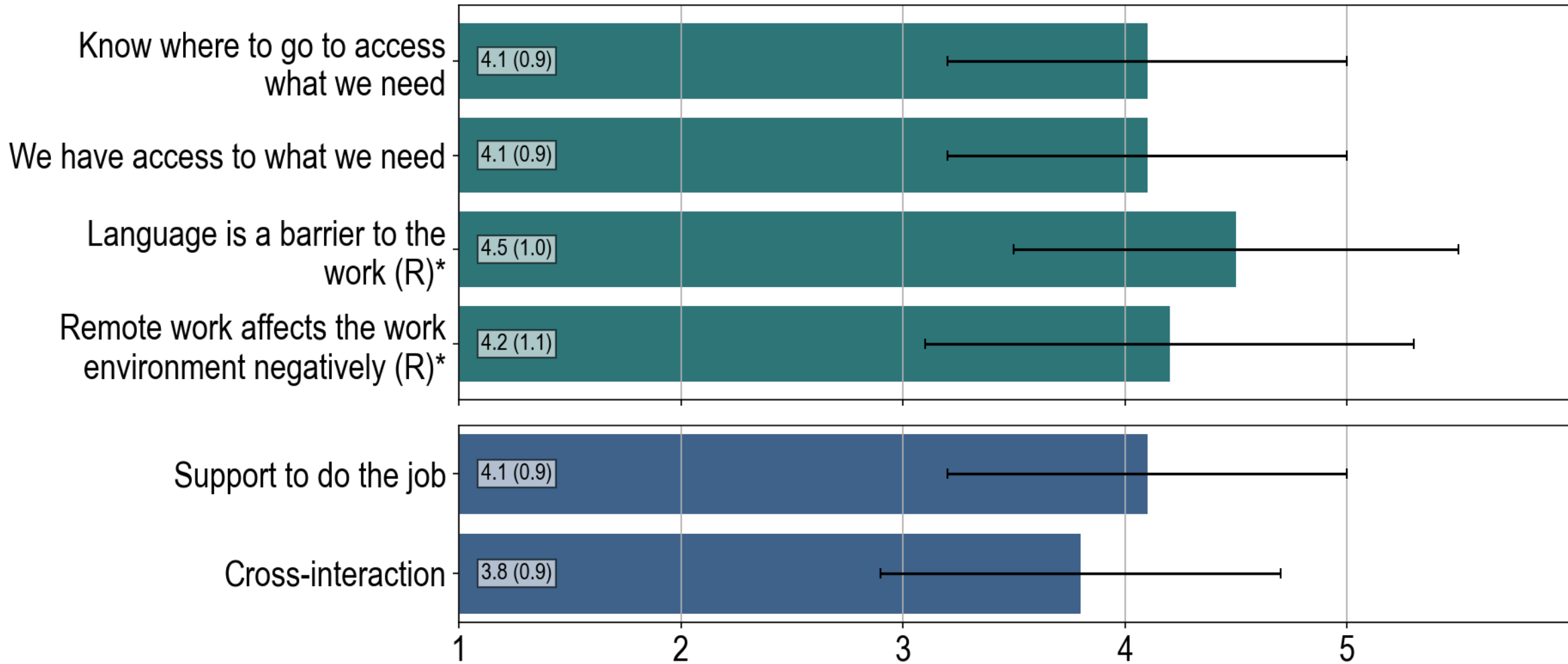
In-depth review of the results from the survey for  
Ledelse og fellesadministrasjon

# Development in Our Work Environment



# Participation and flow of information

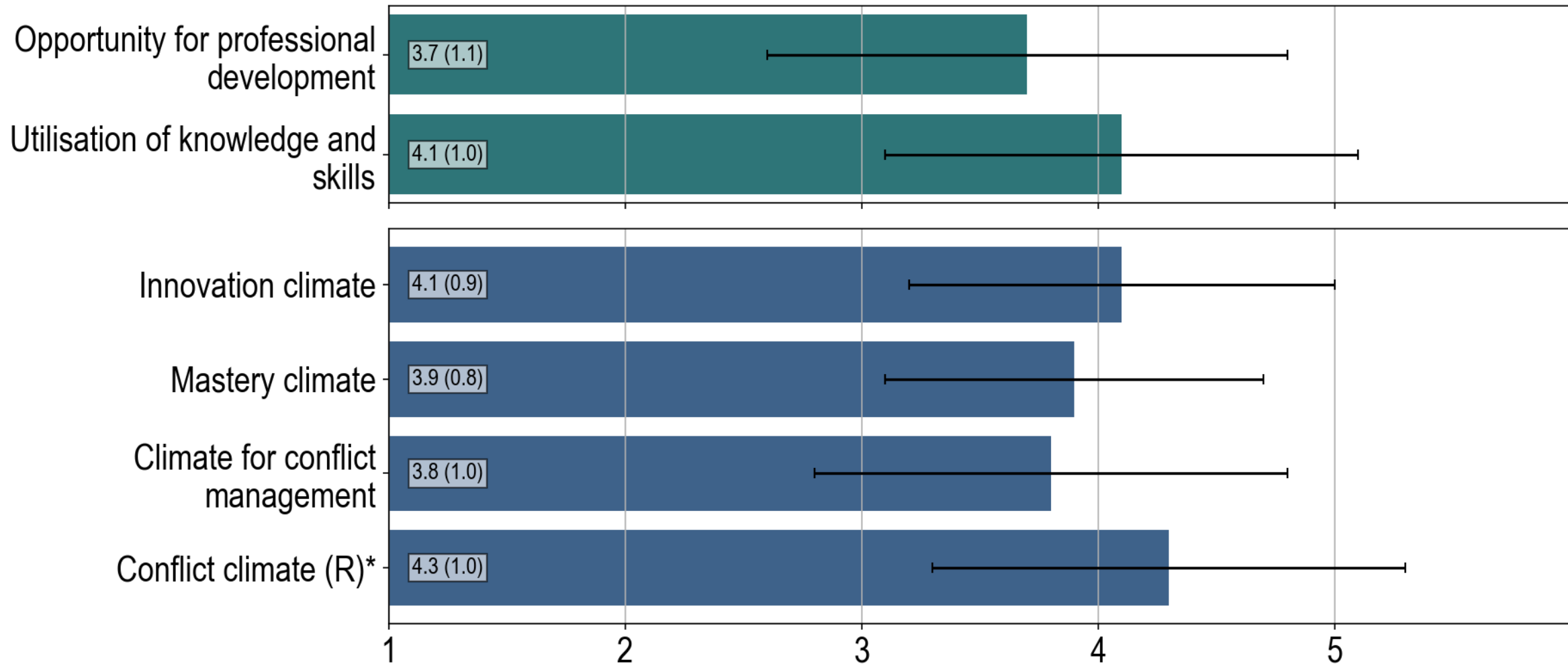




\*These questions were originally negatively formulated, here they are reversed so that a higher score represents a positive outcome

1: Strongly disagree / Very rarely 5: Strongly agree / Very often

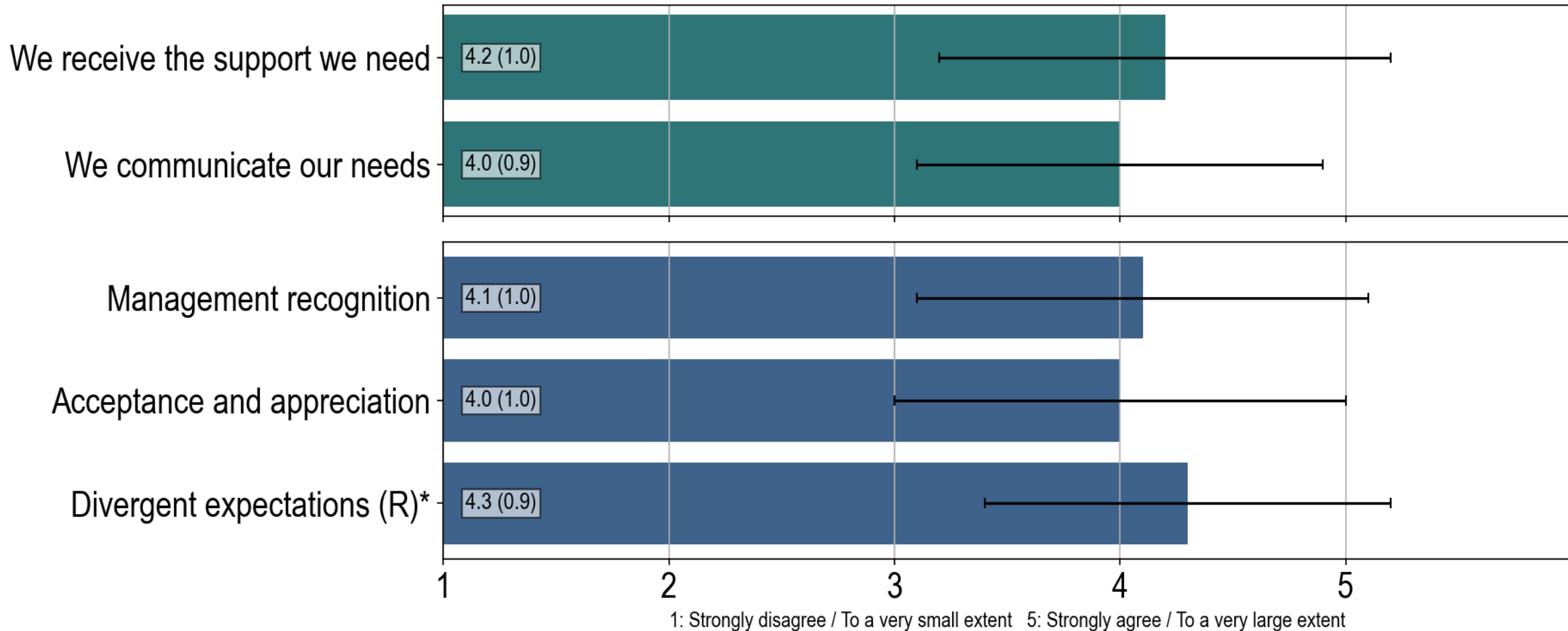
# Our work climate



\*These questions were originally negatively formulated, here they are reversed so that a higher score represents a positive outcome

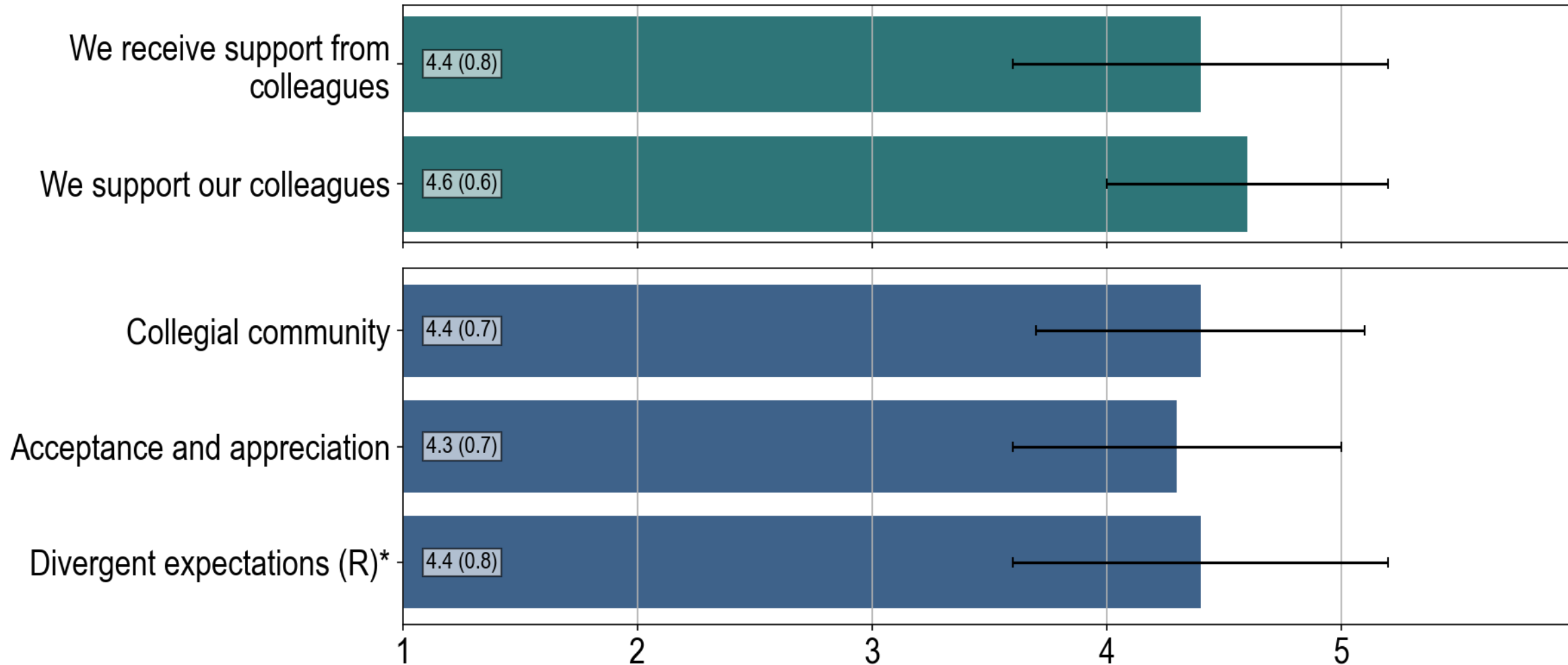
1: Strongly disagree / To a very small extent 5: Strongly agree / To a very large extent

# Management at our unit



**72.2 %** states that they had an appraisal interview in the last year, and **68.6 %** experienced it as useful or very useful.

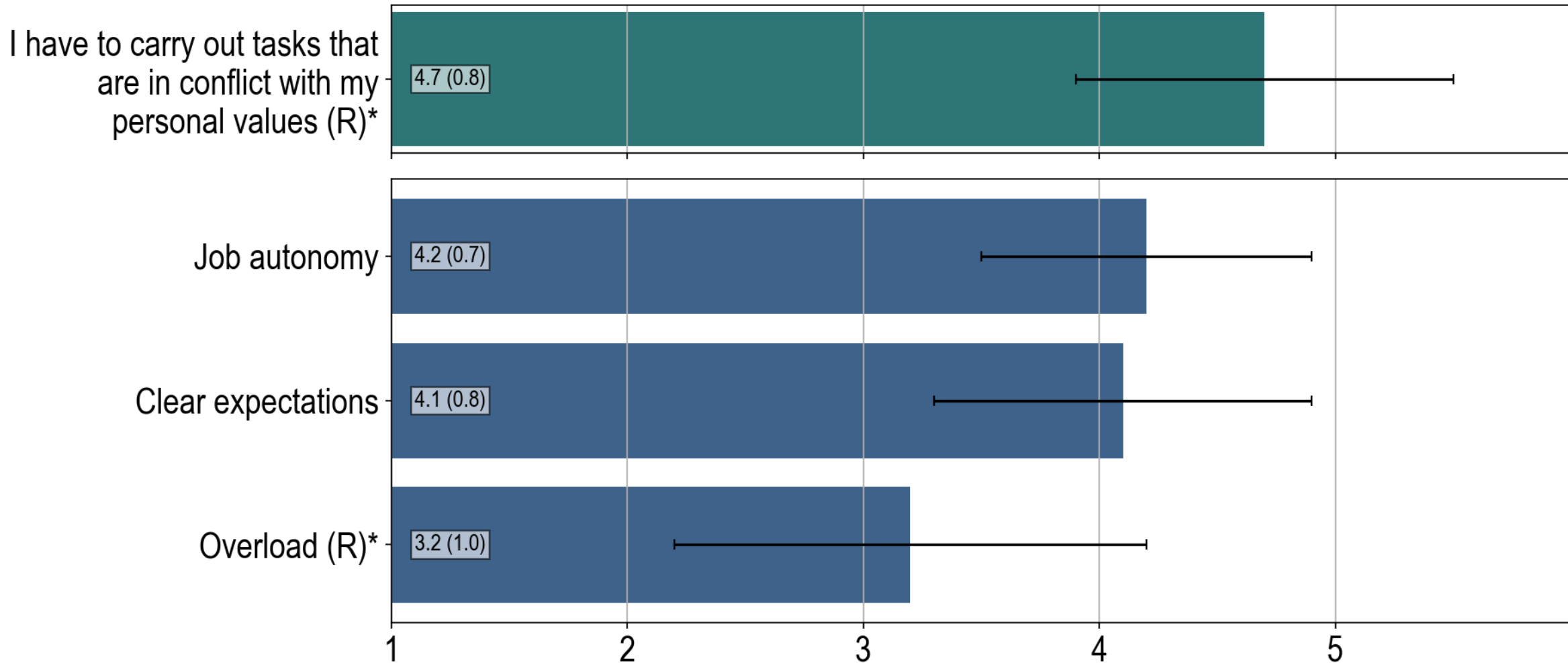
# Us and our colleagues



\*These questions were originally negatively formulated, here they are reversed so that a higher score represents a positive outcome

1: Very rarely / To a very small extent 5: Very often / To a very large extent

# Us and our work

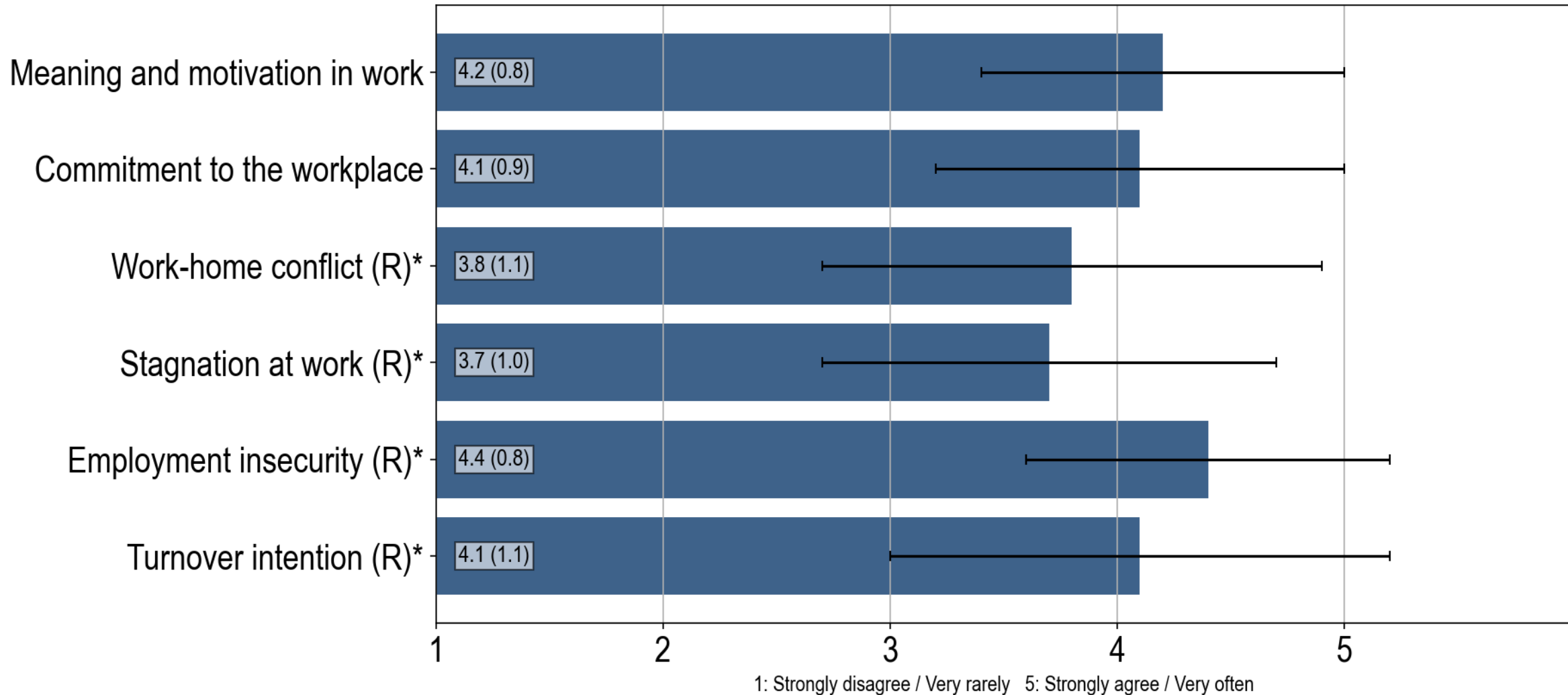


\*These questions were originally negatively formulated, here they are reversed so that a higher score represents a positive outcome

1: Strongly disagree / Very rarely 5: Strongly agree / Very often



# Our job in everyday life



# Management of Adverse Incidents

We know what to do in case of unacceptable behavior: Towards ourself **80.0 %**, towards others **77.3 %**.

**UiO has its own employees, services, and systems for reporting and following you up**

If you wish or need follow-up on your case, it is important that you notify someone.

Inform your immediate supervisor or a higher-level manager.

You can use the university's reporting system called [Si i fra!](#) (Speak-up!)

You can also inform your [safety representative](#) or the [chief safety representative](#)

If you want support or guidance, you can also contact the [Occupational Health Service](#) (BHT). The Occupational Health Service are subject to a duty of confidentiality.

Others who can provide support are [union representatives](#) in your labor union or external professionals with legally mandated confidentiality (e.g., lawyer, doctor, psychologist)

# Our Work Environment Summarized

