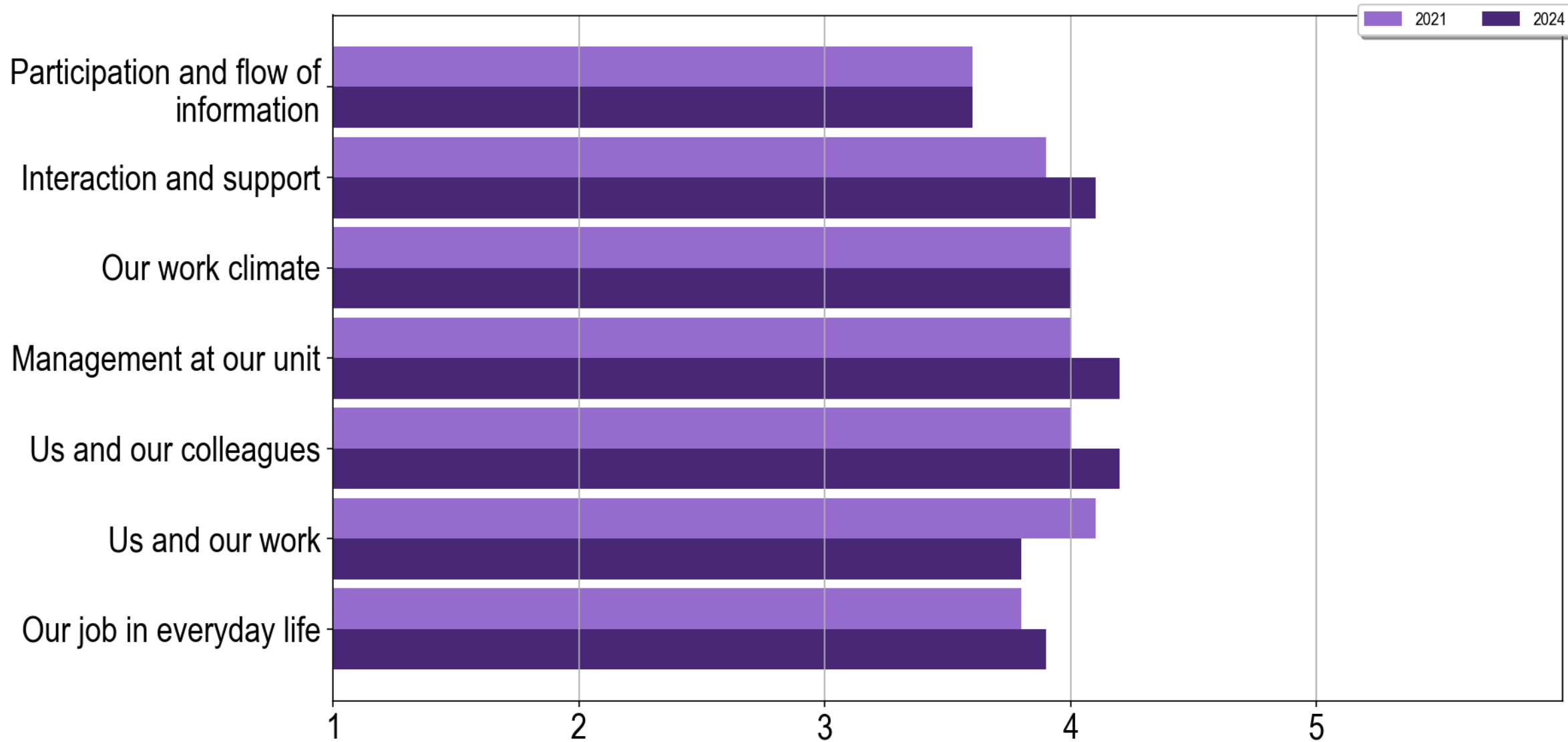


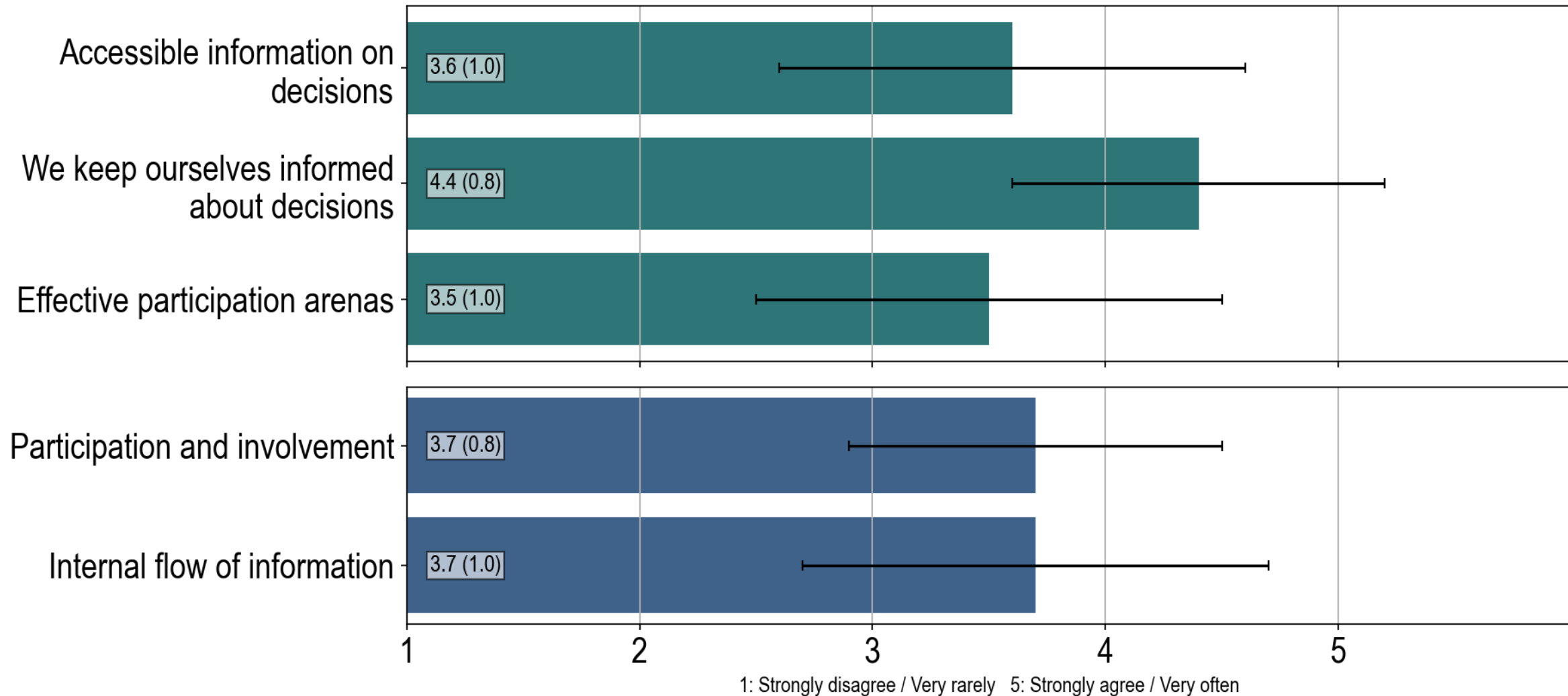


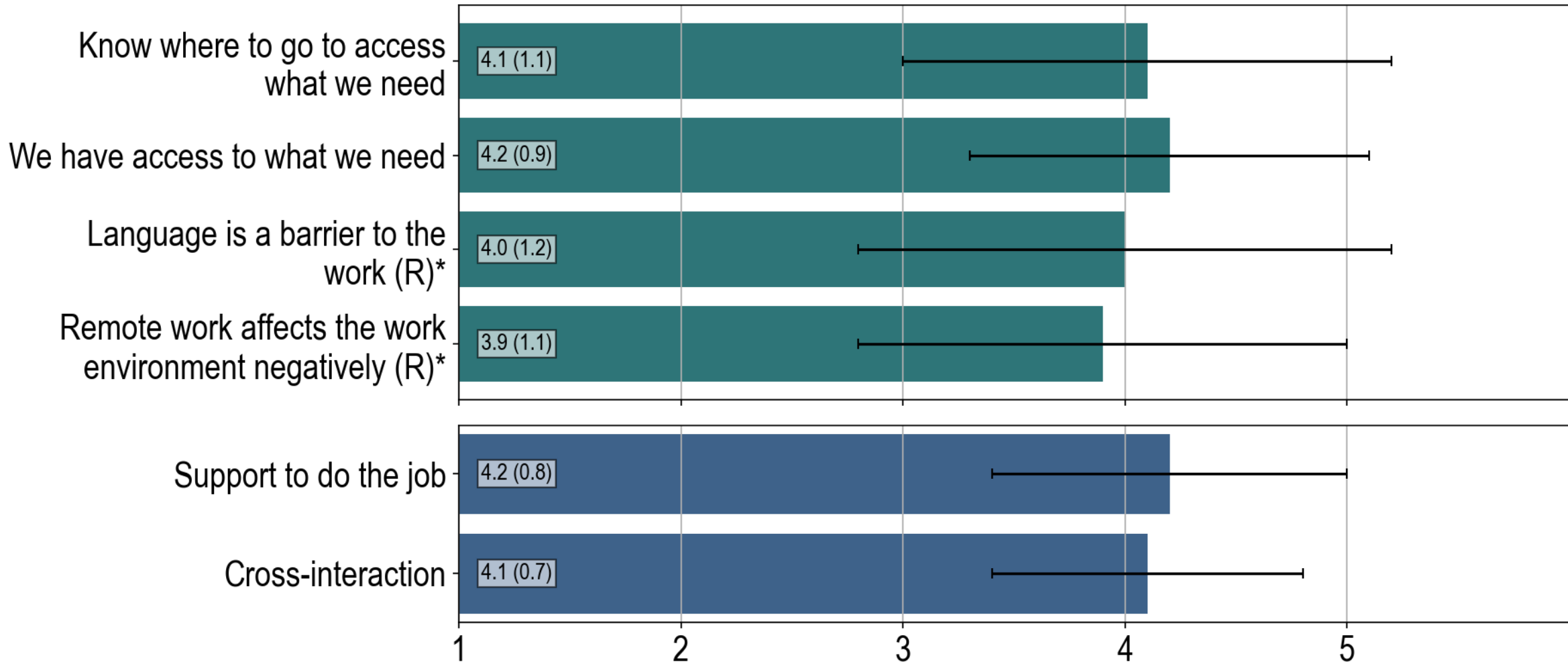
In-depth review of the results from the survey for
Det teologiske fakultet

Development in Our Work Environment



Participation and flow of information

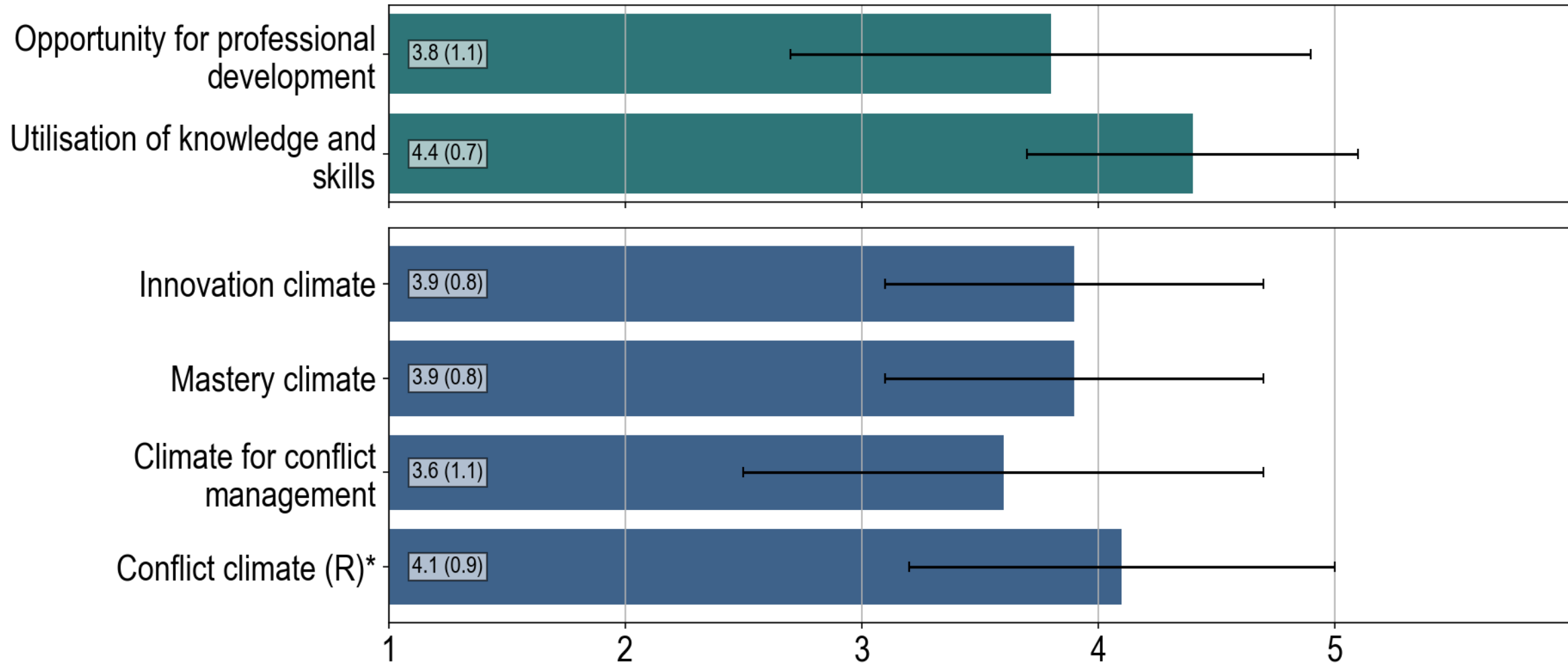




*These questions were originally negatively formulated, here they are reversed so that a higher score represents a positive outcome

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

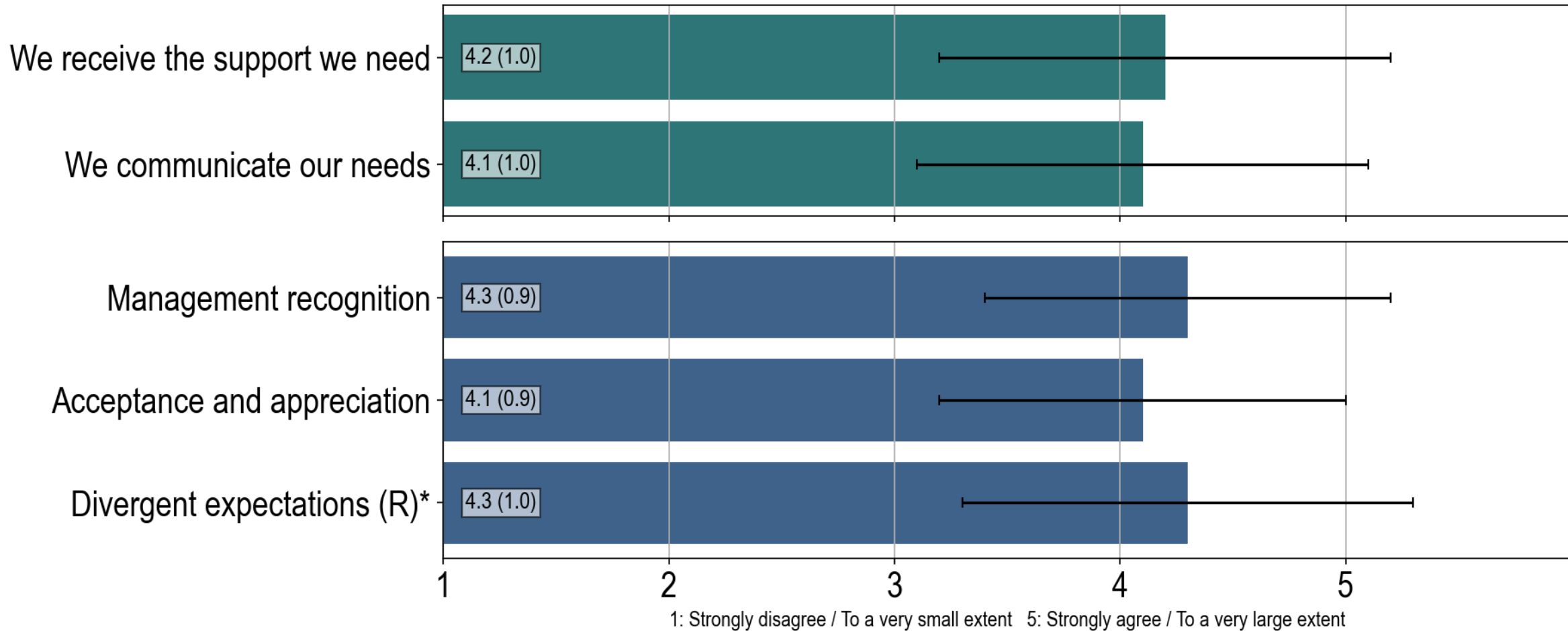
Our work climate



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

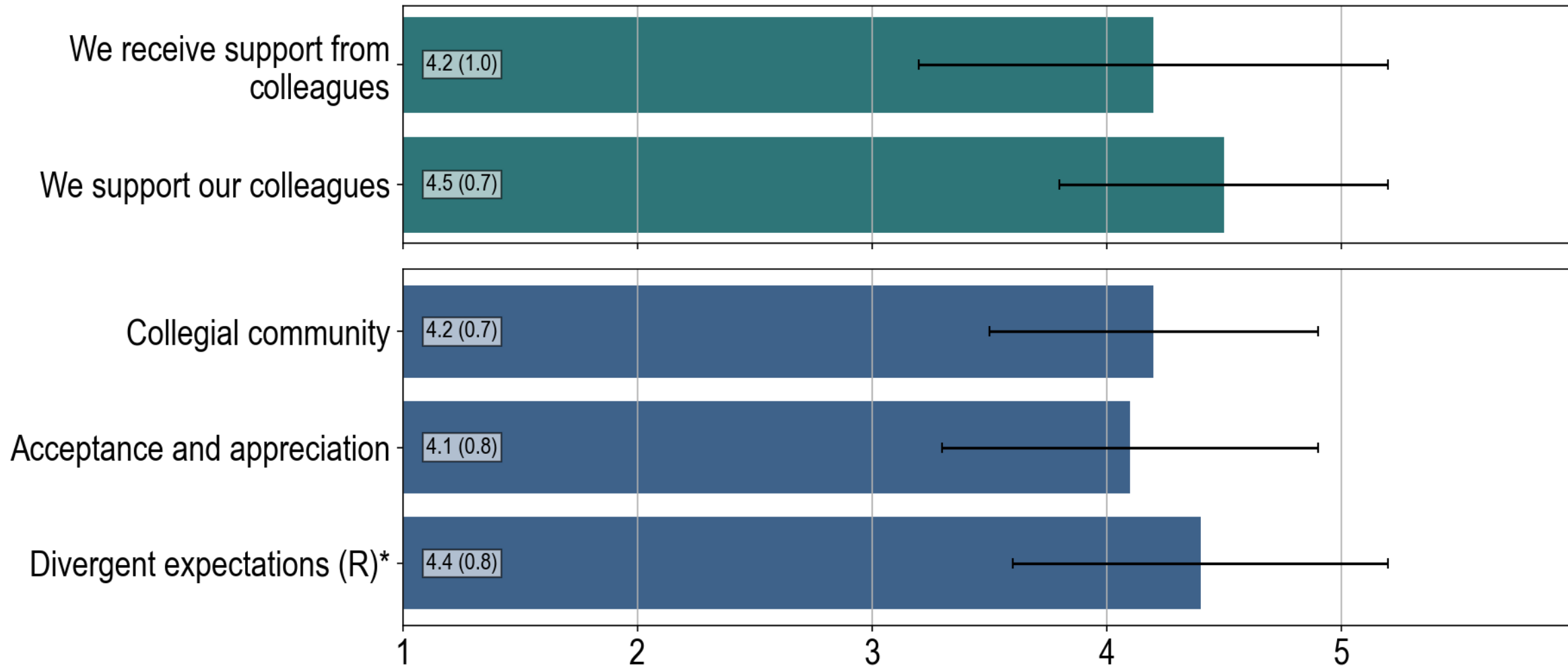
1: Strongly disagree / To a very small extent 5: Strongly agree / To a very large extent

Management at our unit



91.5 % states that they had an appraisal interview in the last year, and **83.7 %** experienced it as useful or very useful.

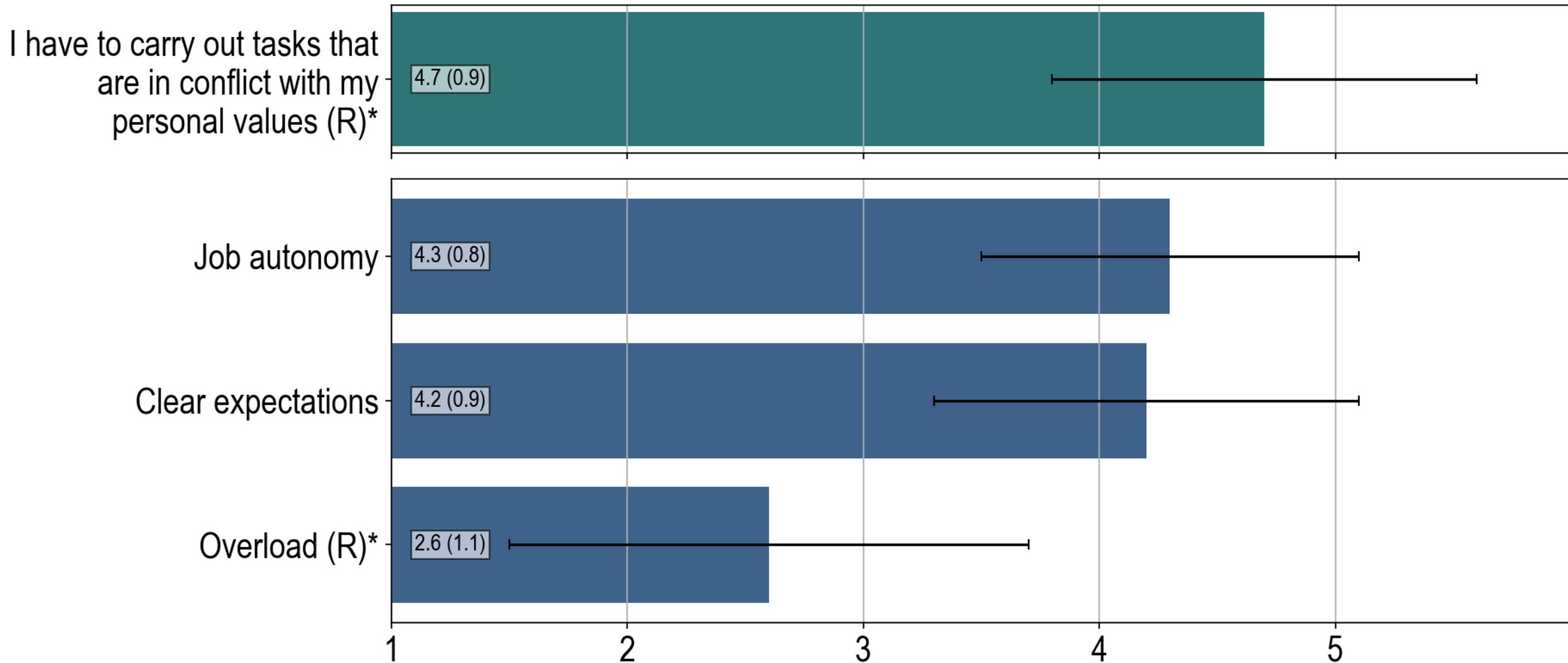
Us and our colleagues



*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

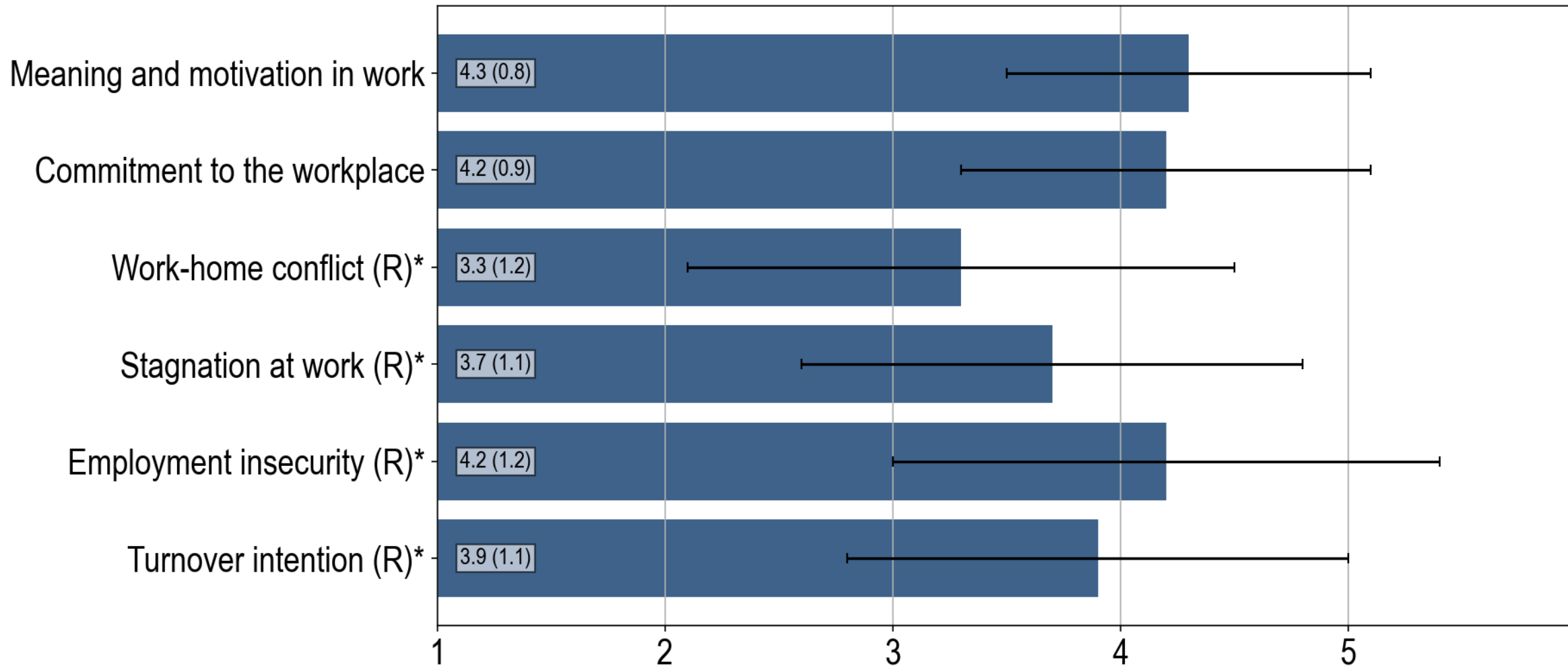
Us and our work



*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



*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

Management of Adverse Incidents

We know what to do in case of unacceptable behavior: Towards ourself **83.0 %**, towards others **83.0 %**.

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

