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Wellbeing Report Demo

Selection of slides from the first report you'll get using Wellbeing Scan.

Demo

The Greenest Company | 1. 12. 2020

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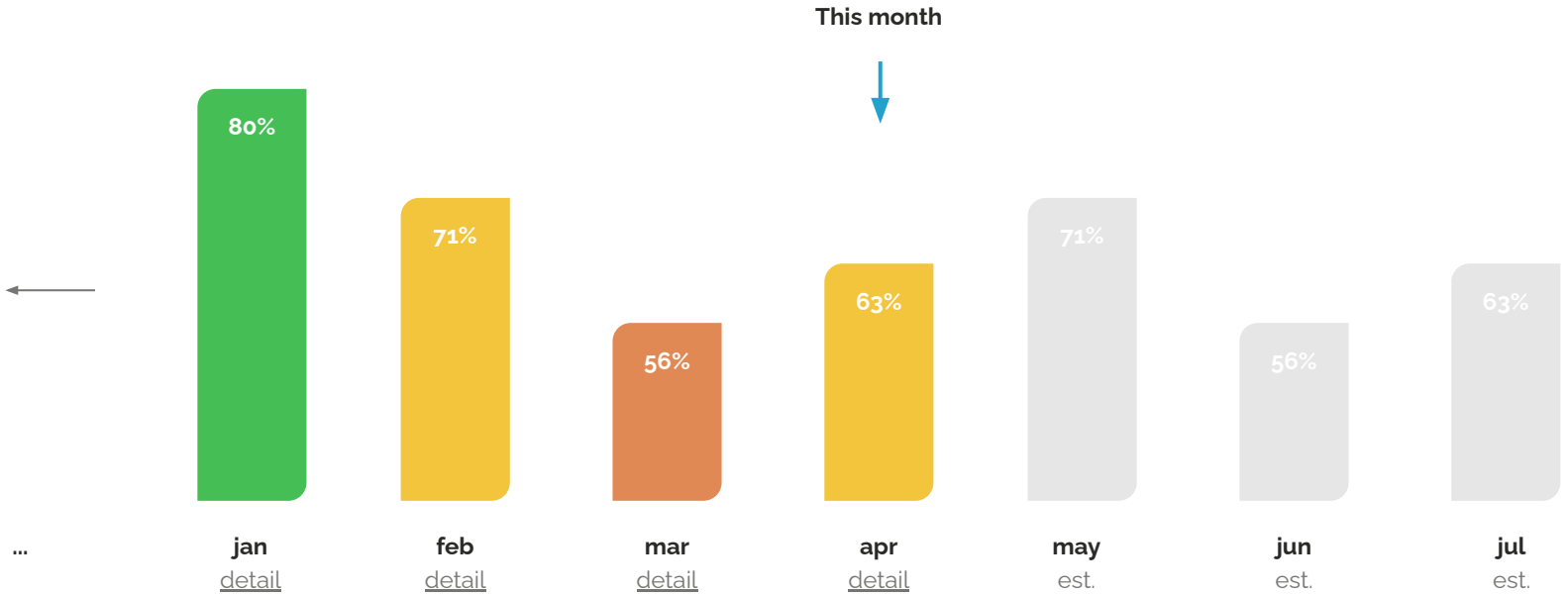
Wellbeing Score

What is the overall wellbeing in your company this month?



Culture

67% **Shared values**
Similarity in values | Ø 76%

70% **Relationships**
How people interact | Ø 71 %

66% **Popularity**
People recommend you | Ø 73 %

71% **Burnout Factor**
Workload level | Ø 73 %

81% **Benefits**
Perks & snacks | Ø 75 %

Activities

61% **Deep work**
Opportunities to focus | Ø 67 %

37% **Relax**
Opportunities to relax | Ø 63 %

52% **Creativity**
Opportunities to create | Ø 64 %

46% **Learning**
Opportunities to learn | Ø 58 %

70% **Meetings**
Value of meetings | Ø 92 %

Environment

63% **Noise**
Acoustics quality | Ø 67 %

88% **Design**
How people feel there | Ø 82 %

80% **Ergonomics**
Desk & chair quality | Ø 79 %

93% **Tidiness**
Cleanliness | Ø 80 %

77% **Socializing**
Opportunities to socialize | Ø 72 %

% = feedback from your company
Ø = average on the market
barva = comparison to the market

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What needs your attention

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Wellbeing Dashboard

Culture

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Insights from your employees for learning

*I like the **learning opportunities** but we could have **more time for in-depth seminars** on new technologies and trends*

*As a research scientist, the most important for me is **ability to study** state of the art papers and attend conferences. And we get budget for that.*

*Most important for me are the **learning opportunities**. There's even an **employee education programme** for that.*

*There is **no time for self-improvement or learning**, only answering emails. Not what I expected.*

*The tech and management got stuck in the 90s, you basically **unlearn stuff** at this position*

*Was here for an internship and I **learned a lot** from the industry and applied processes.*

Other topics

Deep work | Creativity | Relax | **Learning** | Deep Work | Burnout...

Insights from your employees for deep work

*The noise, I am **long term unable to concentrate** and dive deeply into work. Open offices are great for teams that need to work together and depend on it. **This should be distinguished.***

*sometimes is **too cold to focus***

***Open space** - easy to be distracted.*

*I cannot use **separate room for phone calls** when I need it. People from different areas (floors) come here to call as well, so **these rooms are busy.***

*too large open space with **too many people**, noisy at times, it is **not possible to concentrate**, it is extremely tiring*

*Noise from others (**no noise cancellation in headphones. Hearing doors slam, colleagues talk** etc.*

Other topics

Deep work | Creativity | Relax | Learning | **Deep Work** | Burnout...

Insights from your employees for relax

*The **absence of a resting zone**, or any place / activities where a person can during working time next to ine thoughts. **Comfortable seats** / any locations on NAP futbalek / **ping pong***

***No sofa or arm chair** to lay my tired body on*

*There are **no places for napping***

*I want one **cool comfy chair** to sit at when I'm not working*

*It's okay with the relax zones, but we should **get coach or fatboy**.*

*I am not happy with the relax zones, we should **have a little place for taking naps**.*

Other topics

Deep work | Creativity | **Relax** | Learning | Deep Work | Burnout...

Biggest problems and their impact

Biggest problems

1. Most employees wouldn't recommend you
We measured a low NPS*. It suggests that most employees wouldn't recommend their friend a job in your company.

2. People don't like open-space
Employees often mention a lack of places to focus and relax in solitude because of the shared open-space that tends to be overcrowded.

3. People in IT lack creativity in their work
Many people in the IT department mentioned a desire to get more tasks where they could use their ideas to make something new.

→

Impact

1. Hindered hiring potential
Low NPS signals higher risk of fluctuation among employees, and that they won't share job opportunities among their friends.

2. Lower productivity
When people can't focus without interruptions, their work suffers.

3. Wasted potential for innovation
People are willing to use their creativity in projects but don't get a chance to do that. It wastes their potential and cause them to leave if it doesn't change.

*Net Promoter Score (viz wiki)

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What can you do about it

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Recommendations for higher productivity and satisfaction

Ordered by impact

How to increase productivity?

1. Add dividers to create privacy in open-space
You can lower the FTE per meter squared, or partly divide your open-space into zones.

2. Add acoustic walls into open-space
The options are acoustic walls, green walls, or at least rearranging the open-space to create more quiet places.

3. Organize more informal meeting events for people
Out of work events build a stronger company culture. People sometimes need a gentle push to go for a beer.

How to increase satisfaction?

1. Add live plants into the workspace
Plants improve the quality of air and mood of your employees.

2. Pick a high-quality coffee supplier
Tea and coffee quality often ranks high in things people like in their workplaces and it's relatively cheap.

3. Organize brainstorming session for the IT department
Create opportunities for employees to contribute with their ideas to how your products and services work.

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For data enthusiasts

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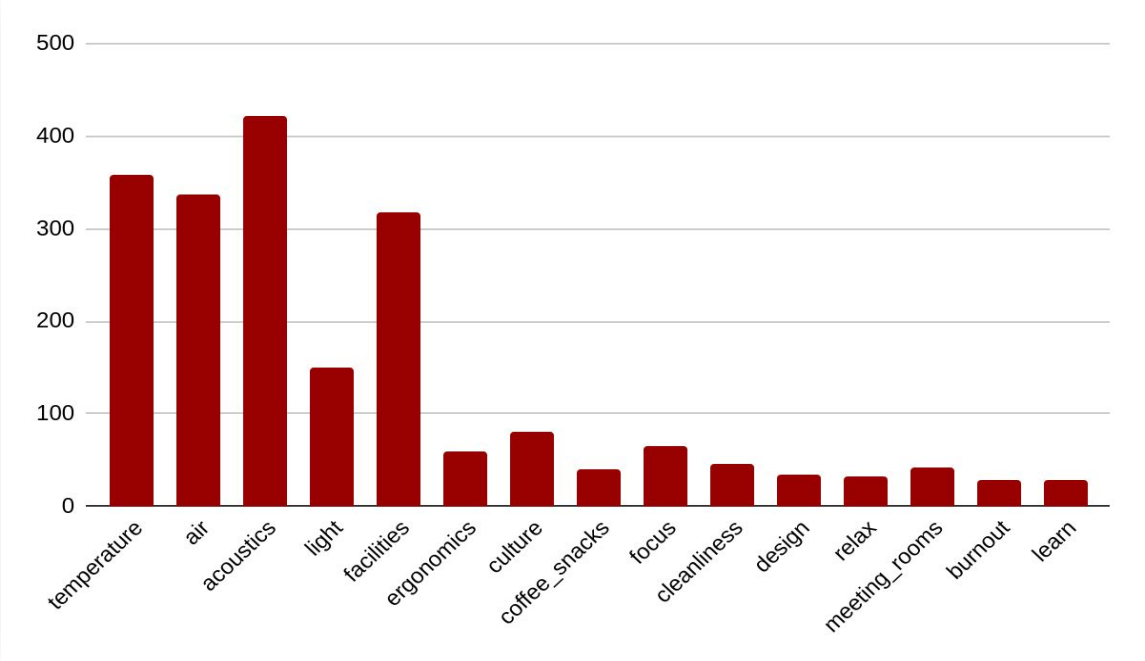
What has the biggest negative impact on your company right now?



What is trending on Slack in the channel IT

Other channels

Overall | Marketing | **IT** | Business | Management | Operations | Call Centrum...

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Would like to talk about this?

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“One does need freedom, sunshine, and a little flower.”

Hans Christian Andersen