

AAU Staff Well-being Barometer 2023

Motivation		
No.	Questions	Response category
1	I feel motivated and engaged in my job	Scale: 6 points: To a very low degree To a low degree To a lesser degree To some degree To a high degree To a very high degree
Work Tasks & Workplace		
2	My work tasks are meaningful	Scale: to a very low degree – to a very high degree
3	In my work, there is an appropriate balance between the demands made and the resources available to me	Scale: to a very low degree – to a very high degree
Interplay of work and personal life		
4	There is an appropriate balance between my energy for work and my energy for personal life	Scale: to a very low degree – to a very high degree
5	There is an appropriate balance between my time for work and my time for personal life	Scale: to a very low degree – to a very high degree
Influence & Development Opportunities		
6	I have influence on important decisions about my work tasks	Scale: to a very low degree – to a very high degree
7	I have influence on how I solve my work tasks	Scale: to a very low degree – to a very high degree
8	I have good opportunities to develop my skills	Scale: to a very low degree – to a very high degree
Change & Predictability		
9	I am sufficiently informed about important decisions, changes and future plans at my workplace	Scale: to a very low degree – to a very high degree
10	I am sufficiently involved in changes in my workplace	Scale: to a very low degree – to a very high degree
Support and backing in the work		
11	I get the support and guidance (e.g. input and/or help from colleagues or management) that I need to do my job	Scale: to a very low degree – to a very high degree
12	There is a trusting collaboration in the workplace	Scale: to a very low degree – to a very high degree
13	I get enough help from my immediate superior in prioritising my work tasks	Scale: to a very low degree – to a very high degree
Recognition		
14	My work is recognised and appreciated	Scale: to a very low degree – to a very high degree
Stress		
15*	How often do you experience symptoms of stress in connection in your work? By stress here is meant a condition in which you feel, for example, tense, restless, nervous, uneasy or have difficulty sleeping at night due to worries.	Response categories: Never, Almost never, Occasionally, Fairly often, Very often
* The following two sub-questions are available if the question is answered "Very often" or "Fairly often". 15		
15a	How long have you been experiencing the symptoms?	Response categories: Less than 2 weeks, 2-4 weeks, 1-3 months, More than 3 months
15b*	Have you spoken to your manager, occupational health and safety representative or union representative about your stress symptoms?	Response categories: Yes No

* The following sub-questions are available if the question is answered "Yes". 15b		
15c	Who have you spoken to about your stress symptoms?	Response categories: Manager Occupational health and safety representative Union representative Colleague/others
Satisfaction		
16	All things considered, how satisfied are you with your job as a whole?	Scale: very dissatisfied – very satisfied
Offensive and abusive behaviour		
17*	In the last 12 months, have you been subjected to physical violence in connection with your work?	Response categories: Yes, every day Yes, every week Yes, every month Yes, occasionally Yes, once No
18*	In the last 12 months, have you been subjected to threats of violence in connection with your work?	Response categories: Yes, every day Yes, every week Yes, every month Yes, occasionally Yes, once No
19*	In the last 12 months, have you been subjected to sexual harassment in connection with your work?	Response categories: Yes, every day Yes, every week Yes, every month Yes, occasionally Yes, once No
20*	In the last 12 months, have you been subjected to bullying, harassment (other than sexual), discriminatory or unacceptable behaviour in connection with your work?	Response categories: Yes, every day Yes, every week Yes, every month Yes, occasionally Yes, once No
* The following four sub-questions are available if the question is answered "Yes". 17-20		
20a	If so, from whom? (you may select more than one)	Response categories: Closest colleagues/management People from other parts of the organisation Students External partners
20b	Have you spoken to your manager, occupational health and safety representative or union representative about your experience of [insert category]?	Response categories: Yes No
20c	Has any effort been made to address it in the workplace?	Response categories: Yes No Do not know
20d	Is [insert category] still taking place?	Response categories: Yes No

* The following sub-questions are available if the question is answered "Yes". 20b		
20ba	Who have you spoken to about your experience of [insert category]?	<p>Response categories:</p> <p>Manager</p> <p>Occupational health and safety representative</p> <p>Union representative</p> <p>Colleague/others</p>