

WORKPLACE STUDY

NCC

NORDIC REGION

2015-11-20

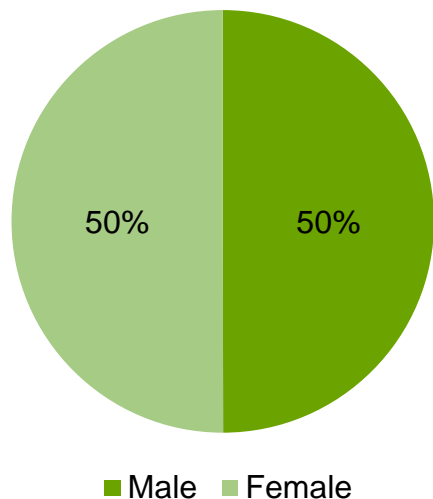
About the survey

- › United Minds has conducted a quantitative survey on behalf of NCC among 4044 people in Sweden, Norway, Denmark and Finland. The distribution of respondents were as follows: 1017 in Sweden, 1010 in Norway, 1001 in Denmark and 1016 in Finland.
- › The focus of the survey is the workplace, consequently, respondents are either employees of a company or run their own businesses. When we say, for instance, “the swedes”, we are then referring to the working population of Sweden.
- › The data was collected between the 28 th of October to the 10 th of November via digital surveys distributed by e-mail through Cint’s online panels.

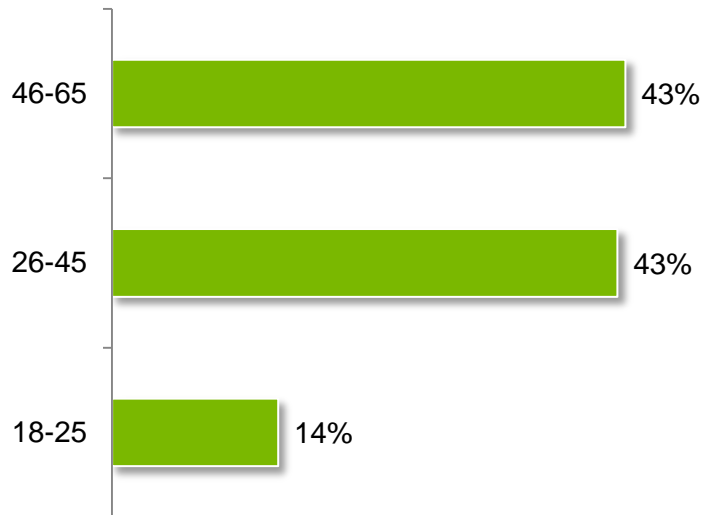
RESPONDENTS

About the respondents

Gender distribution:



Age distribution:

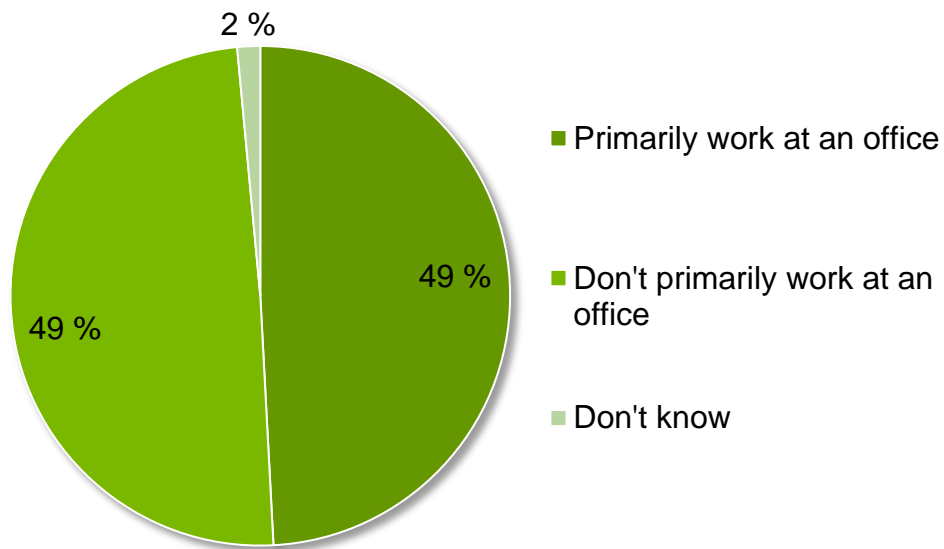


Number of Respondents:



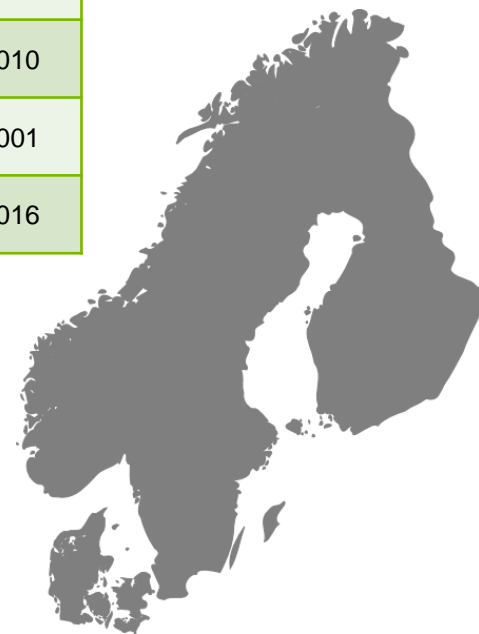
Respondents working situation

Main workplace:



Country:

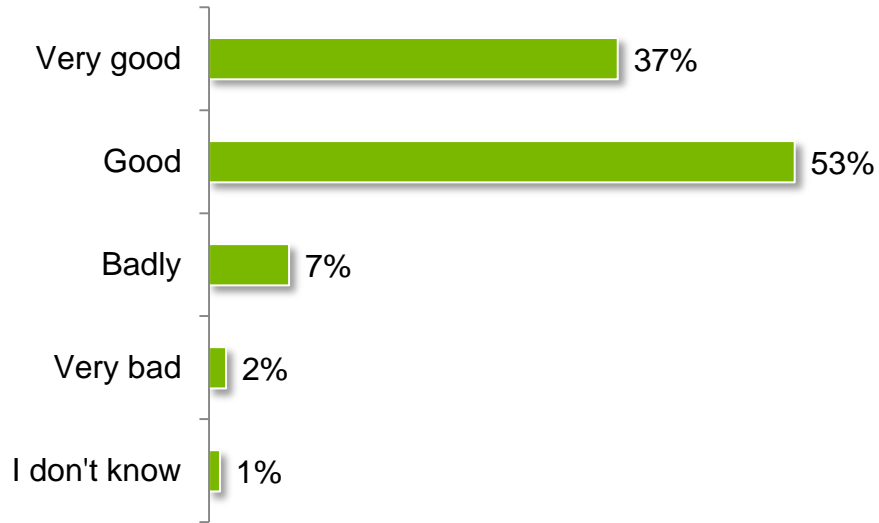
| | |
|---------|------|
| Sweden | 1017 |
| Norway | 1010 |
| Denmark | 1001 |
| Finland | 1016 |



RESULTS

CREATIVITY

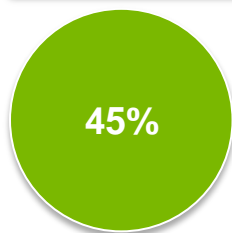
The job satisfaction level is generally high at the Nordic workplaces



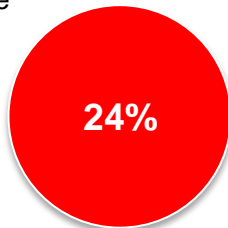
9 in 10 respondents say that they feel good or very good about their job. Only 2 % of the Nordic respondents feels really bad about their workplace.

The satisfaction level differs by country

The most satisfied are the Norwegians, where 45% says they feel very good about their workplace, and 91% are overall satisfied. The least satisfied are the Finns where only 24% says they feel very good about their job. However, 63% says they are feeling good, which mean that 87% says they are overall satisfied.

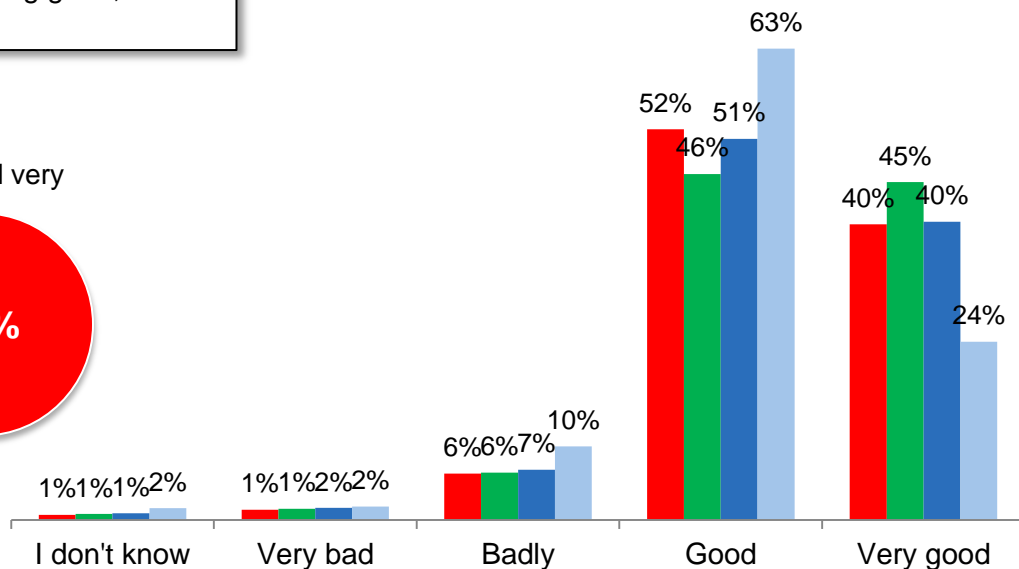


45% of the Norwegians says they feel very good about their workplace

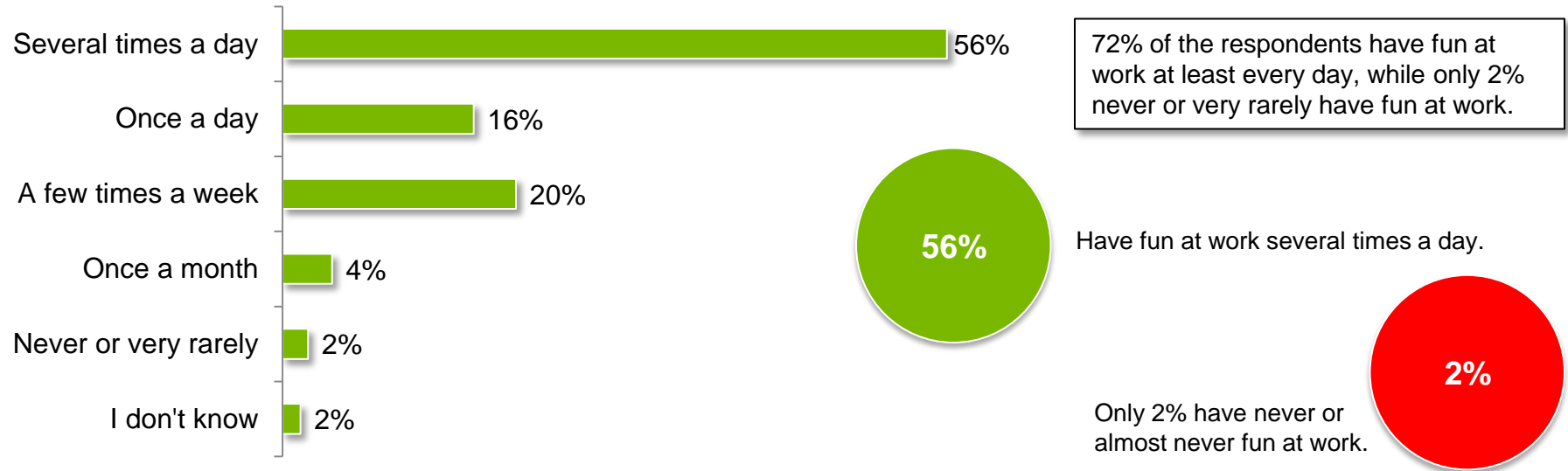


In Finland, the number is only

■ Sweden ■ Norway ■ Denmark ■ Finland



A majority in the Nordic countries have fun at work several times a day

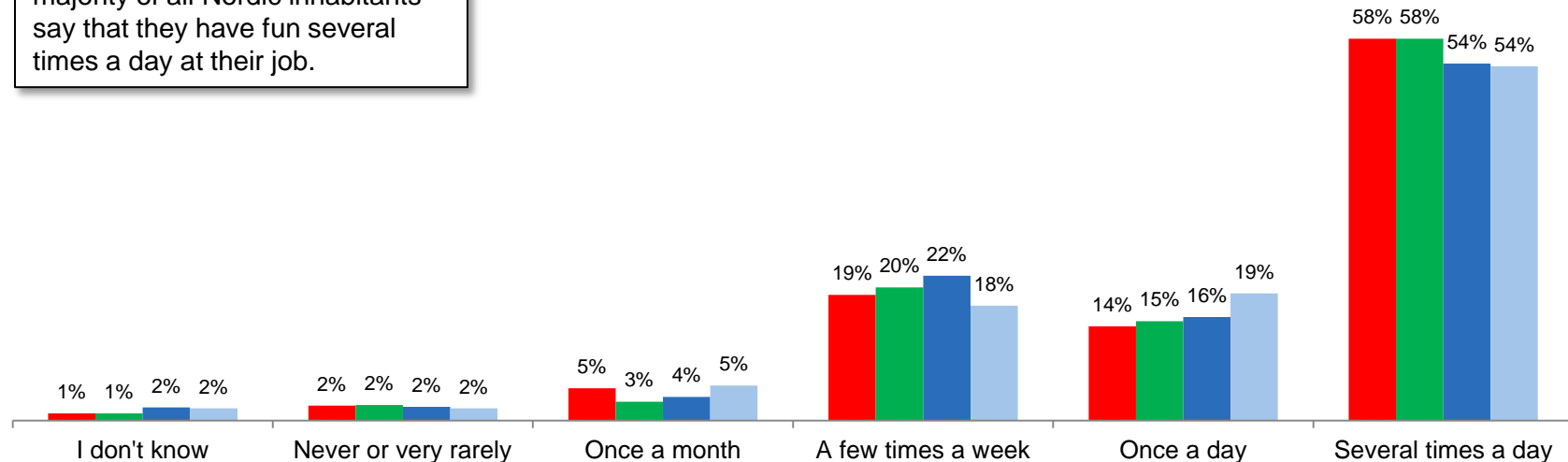


How often do you have fun at work? n=4044

There is little difference between the countries when it comes to having fun at work

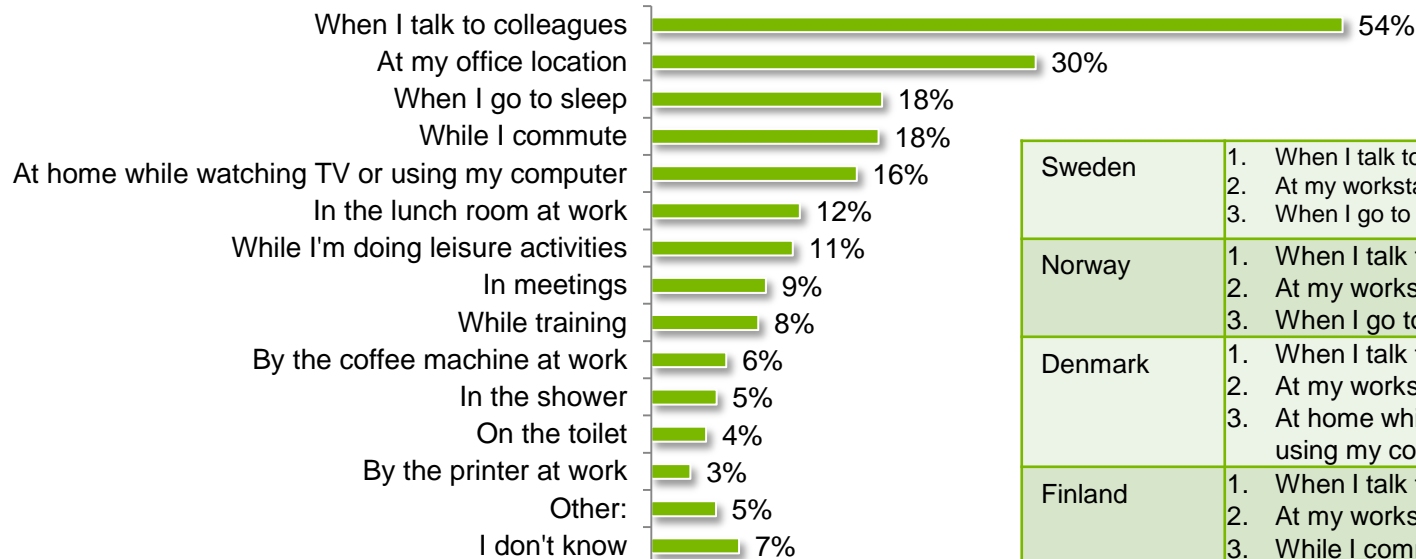
There is very little difference between the countries. A clear majority of all Nordic inhabitants say that they have fun several times a day at their job.

■ Sweden ■ Norway ■ Denmark ■ Finland



Most job-related ideas arise when talking to colleagues

A majority of work-related ideas arise while talking to colleagues or at the workstation, but many ideas also occur outside the workplace.



| | | |
|---------|---|-----|
| Sweden | 1. When I talk to colleagues | 51% |
| | 2. At my workstation | 25% |
| | 3. When I go to sleep | 20% |
| Norway | 1. When I talk to colleagues | 60% |
| | 2. At my workstation | 35% |
| | 3. When I go to sleep | 18% |
| Denmark | 1. When I talk to colleagues | 53% |
| | 2. At my workstation | 29% |
| | 3. At home while watching TV or using my computer | 20% |
| Finland | 1. When I talk to colleagues | 52% |
| | 2. At my workstation | 31% |
| | 3. While I commute | 26% |

Where do you come up with most job-related ideas? n=4044

Good colleagues are the most important aspect of a creative workplace, but there are differences between the countries

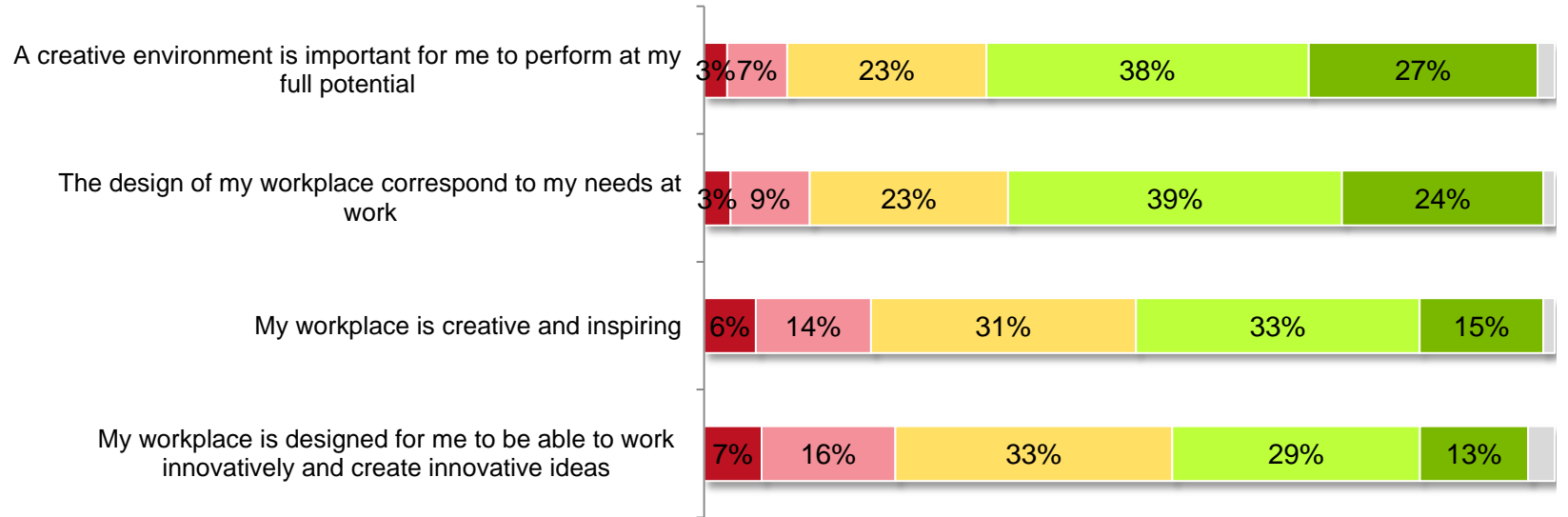


More than half of the Norwegians mention an inspiring environment as an important dimension of a creative workplace. For the remaining Nordic countries, the figure is around 30%.

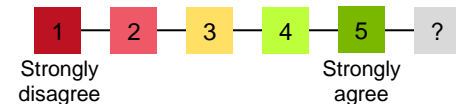
| | | | |
|---------|----|--|-----|
| Sweden | 1. | Good colleagues | 65% |
| | 2. | High ceilings in terms of thoughts and ideas | 39% |
| | 3. | Flexibility | 37% |
| Norway | 1. | Good colleagues | 67% |
| | 2. | High ceilings in terms of thoughts and ideas | 54% |
| | 3. | An inspiring environment | 51% |
| Denmark | 1. | Good colleagues | 60% |
| | 2. | Flexibility | 43% |
| | 3. | High ceilings in terms of thoughts and ideas | 43% |
| Finland | 1. | Good colleagues | 58% |
| | 2. | Flexibility | 48% |
| | 3. | High ceilings in terms of thoughts and ideas | 39% |

Based on your opinion, what characterizes creative workplace? n=4044

65% of the Nordic respondents believe that a creative environment is important to perform their full potential, while only 4 out of 10 respondents' workplaces are designed to encourage innovative work

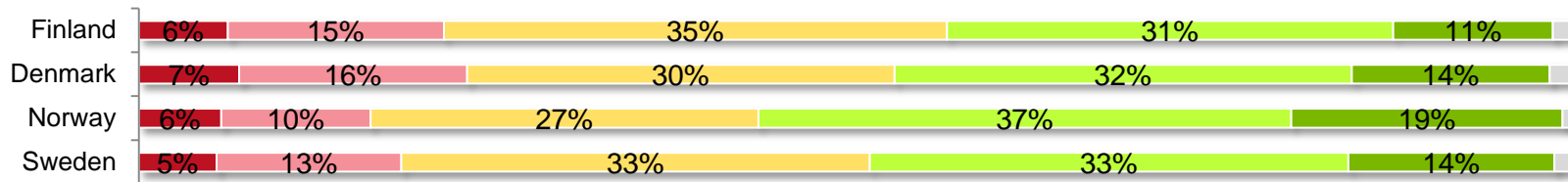


How well do you agree with the following statements? n=4044

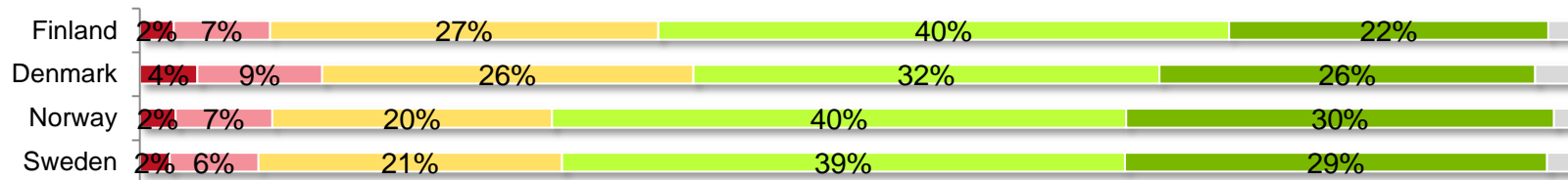


Norwegians are most inclined to say that their workplaces are creative and inspiring

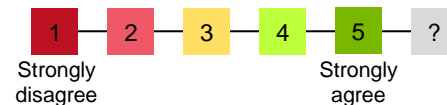
My workplace is creative and inspiring



A creative environment is important for me to perform at my full potential

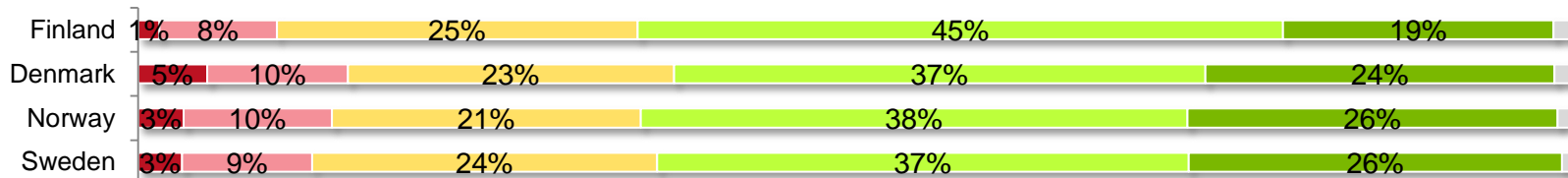


How well do you agree with the following statements? n=4044

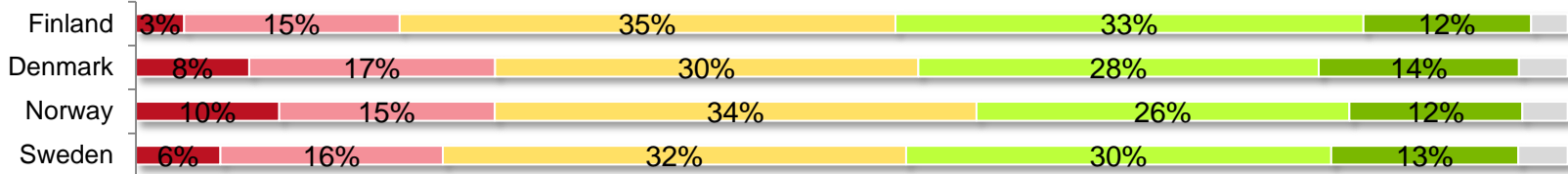


A quarter of Danes and Norwegians does not think that their workplaces are designed to encourage innovativity

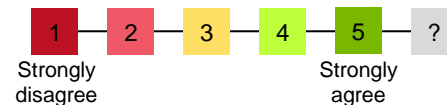
The design of my workplace correspond to my needs at work



My workplace is designed for me to be able to work innovatively and create innovative ideas

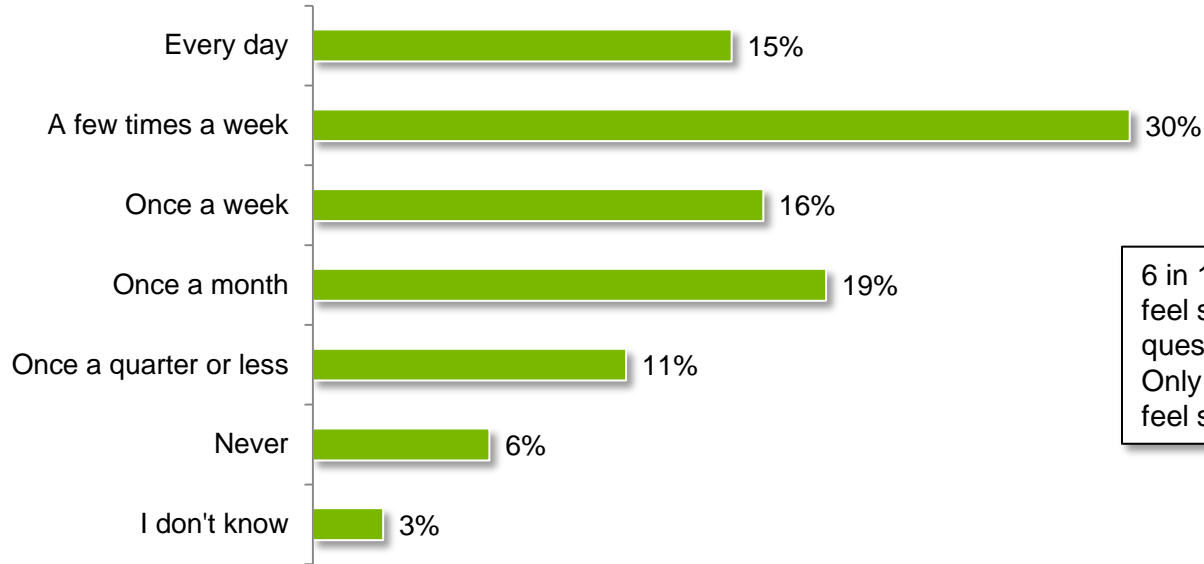


How well do you agree with the following statements? n=4044



STRESS

3 in 5 Nordic respondents feel stressed about job-related issues at least once a week

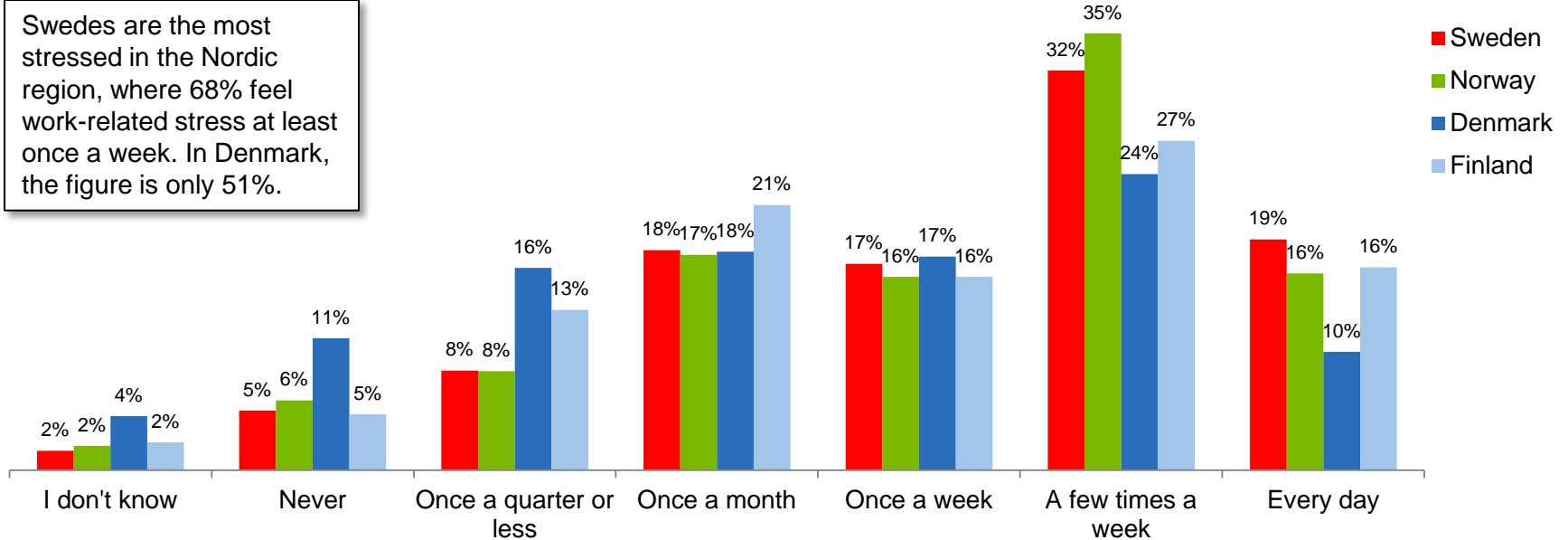


6 in 10 respondents say that they feel stressed about work-related questions at least once a week. Only 6 percent say that they never feel stressed about their job.

How often do you feel stressed because of job-related issues? n=4044

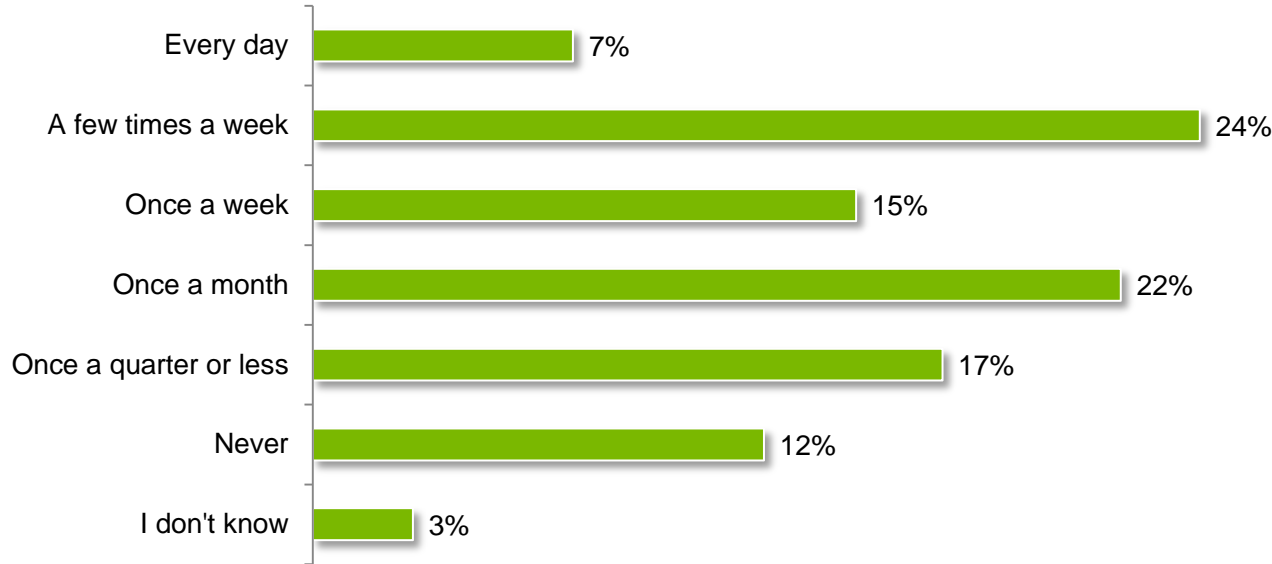
Stress levels vary by country

Swedes are the most stressed in the Nordic region, where 68% feel work-related stress at least once a week. In Denmark, the figure is only 51%.



How often do you feel stressed because of job-related issues? n=4044

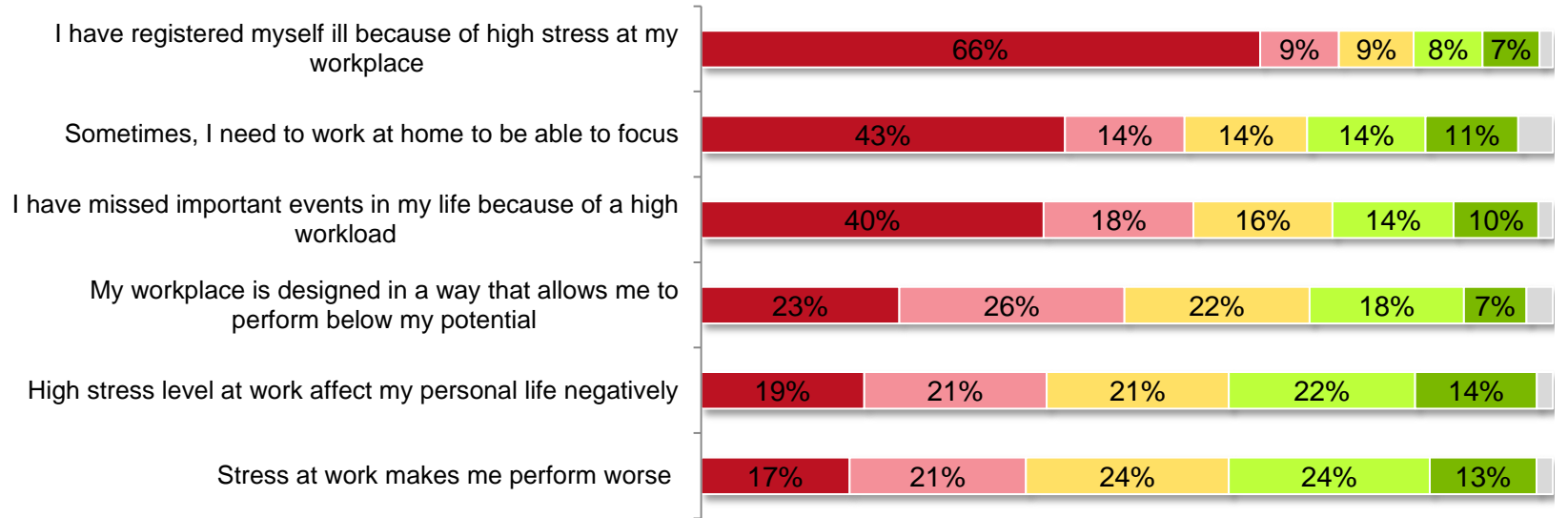
Nearly half of Nordic respondents work overtime at least once a week



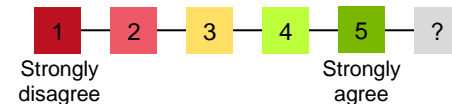
Generally, there isn't any differences in working overtime between the Nordic countries, and there is no direct national differences either.

How often do you work overtime? n=4044

37% perform worse at work due to stress. 36% even say that stress has affected their personal life negatively



How well do you agree with the following statements? n=4044

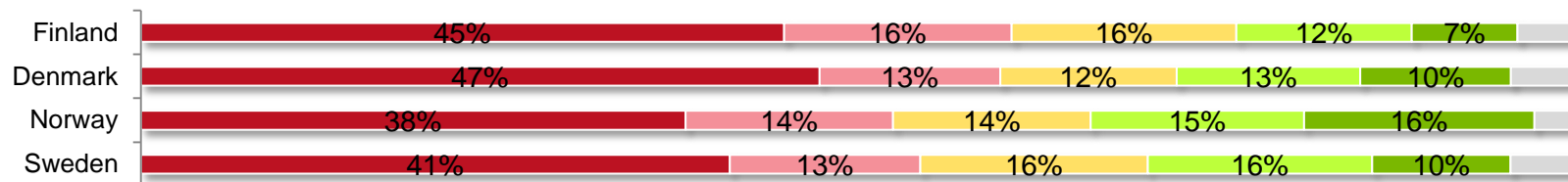


Swedes and Danes are the most likely to register themselves ill because of high stress at work

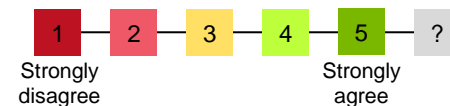
I have registered myself ill because of high stress at my workplace



Sometimes, I need to work at home to be able to focus

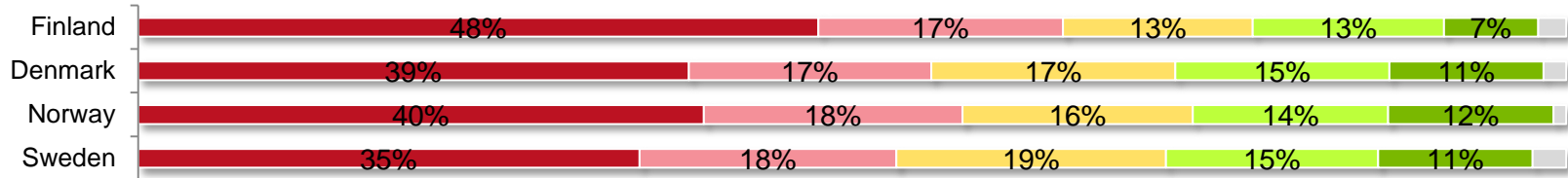


How well do you agree with the following statements? n=4044

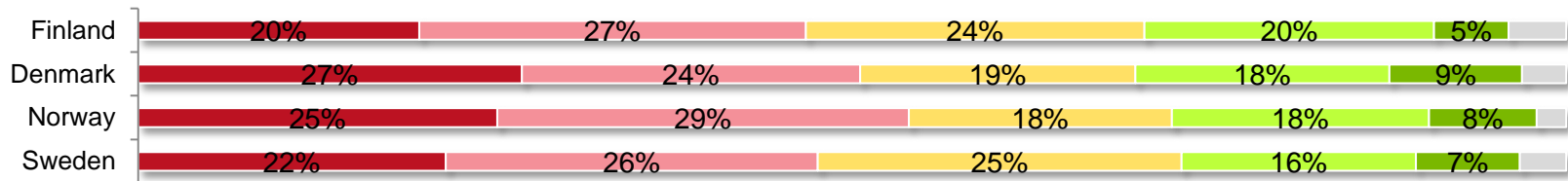


A high workload has made a quarter of both Danes, Norwegians and Swedes to miss out on important events in their lives

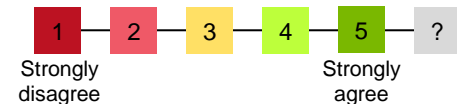
I have missed important events in my life because of a high workload



My workplace is designed in a way that makes me perform below my potential

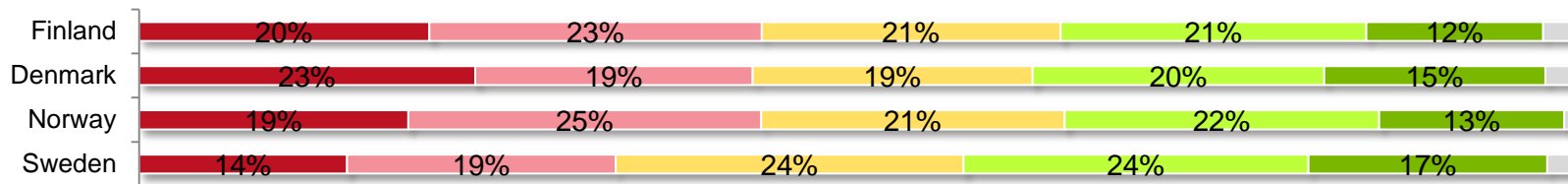


How well do you agree with the following statements? n=4044

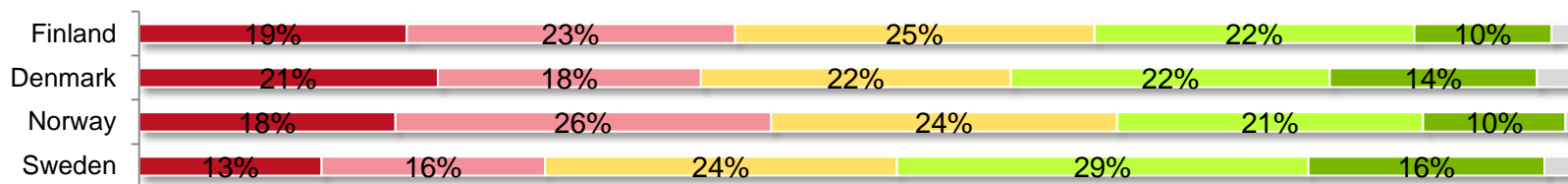


2 in 5 Swedes say that they perform worse at work because of stress

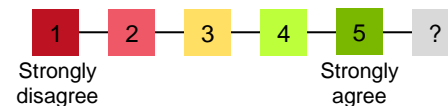
High stress level at work affect my personal life negatively



Stress at work makes me perform worse

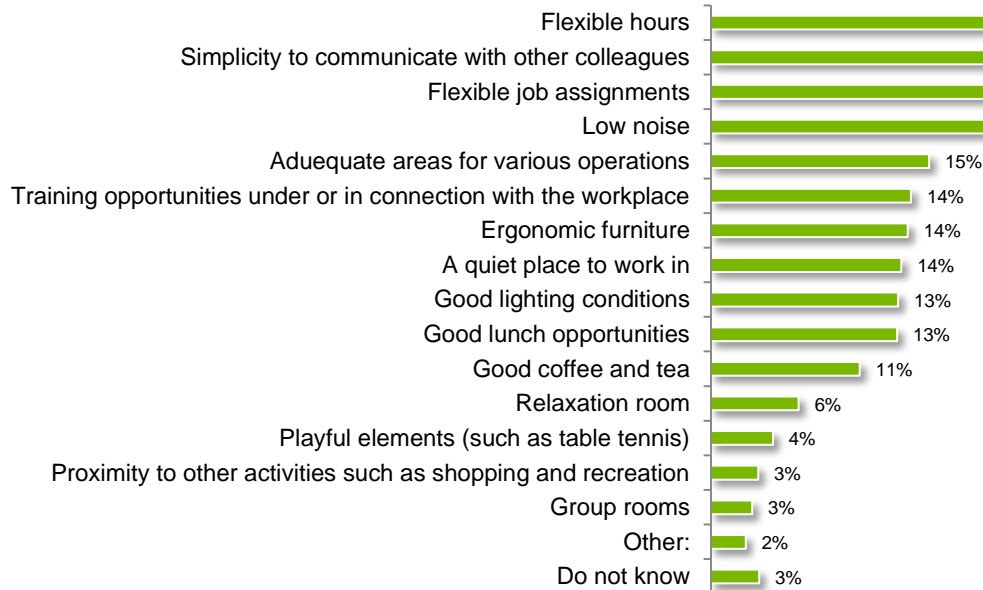


How well do you agree with the following statements? n=4044



PHYSICAL ENVIRONMENT

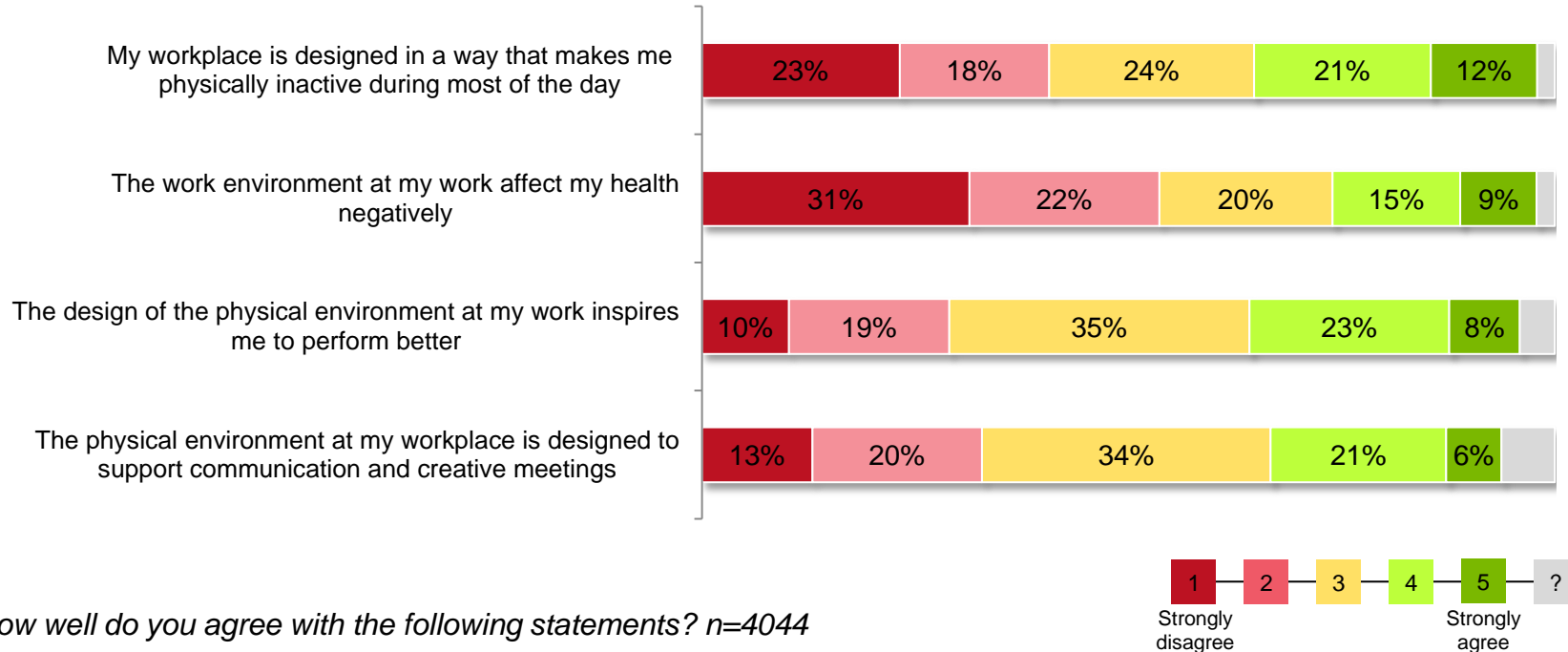
Flexible hours, simple ways to communicate with colleagues and flexible job assignments are the most appreciated dimensions of working environment



| | | | |
|---------|----|---|-----|
| Sweden | 1. | Flexible hours | 36% |
| | 2. | Flexible job assignments | 29% |
| | 3. | Simplicity to communicate with other colleagues | 26% |
| Norway | 1. | Simplicity to communicate with other colleagues | 48% |
| | 2. | Flexible hours | 44% |
| | 3. | Flexible job assignments | 42% |
| Denmark | 1. | Flexible hours | 46% |
| | 2. | Simplicity to communicate with other colleagues | 41% |
| | 3. | Flexible job assignments | 36% |
| Finland | 1. | Flexible hours | 51% |
| | 2. | Simplicity to communicate with other colleagues | 45% |
| | 3. | Flexible job assignments | 36% |

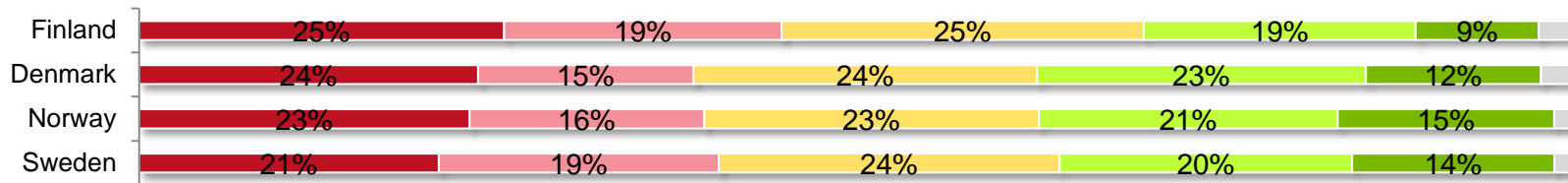
What would you appreciate most in your working environment?
n=4044

Only 27% of Nordic respondents say that their work environment is designed to support communication and creative meetings

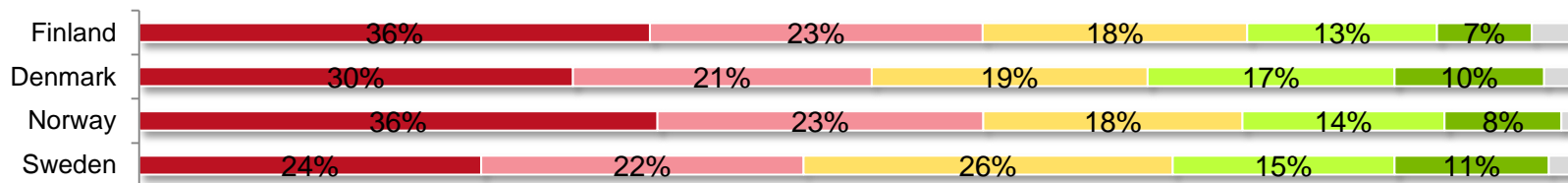


27 % of Danes say that their working environment affect their health negatively

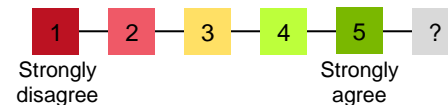
My workplace is designed in a way that makes me physically inactive during most of the day



The work environment at my work affect my health negatively

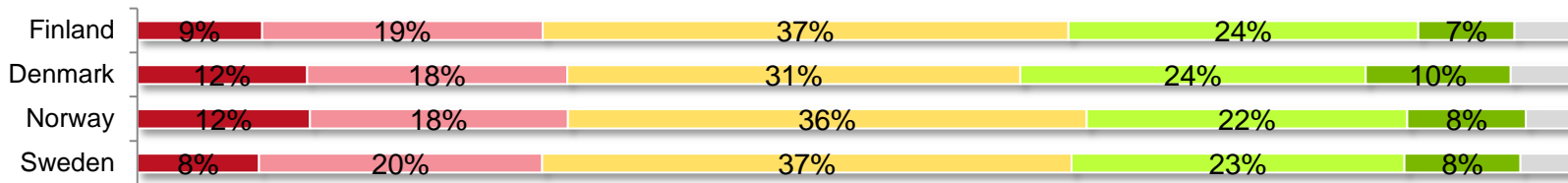


How well do you agree with the following statements? n=4044

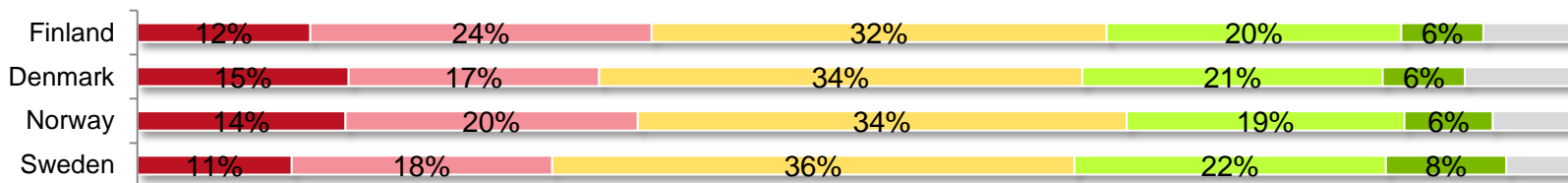


One third of Finns and Norwegians disagree that the physical environment at their jobs is designed to support communication

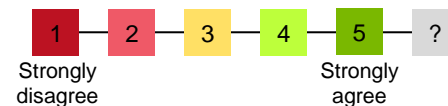
The design of the physical environment at my work inspires me to perform better



The physical environment at my workplace is designed to support communication and creative meetings

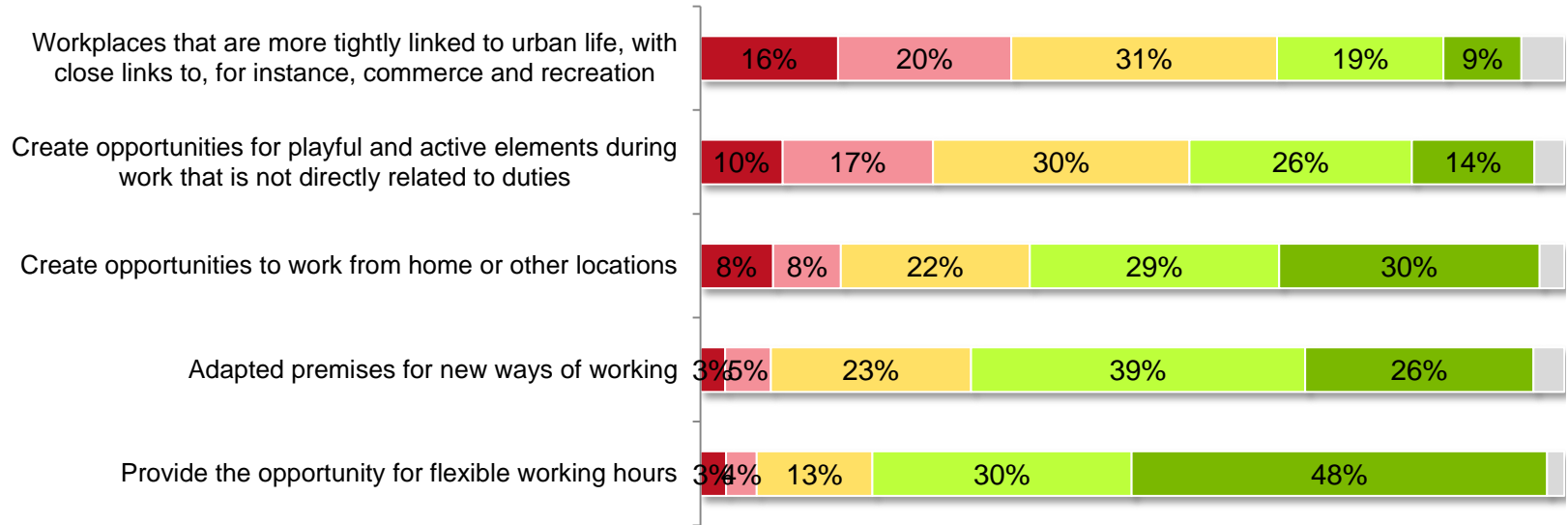


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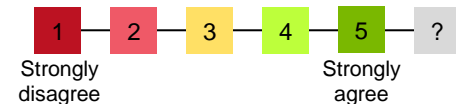


IN THE FUTURE

In the future there will be greater demands on flexible working conditions to inspire people to work well and achieve a high level of well-being

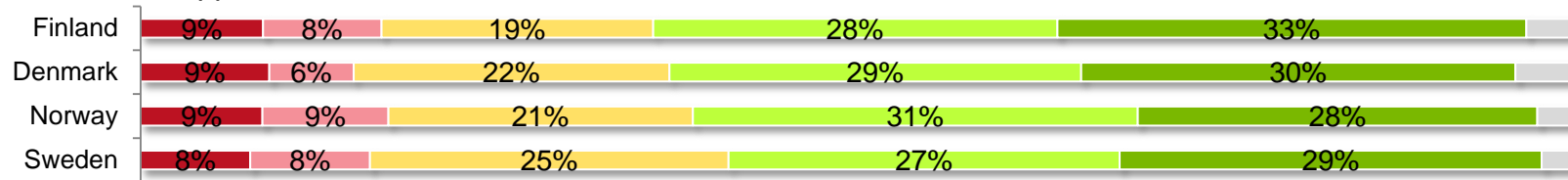


What do you think will be important in future workspaces to get people to work well and be happy? n=4044

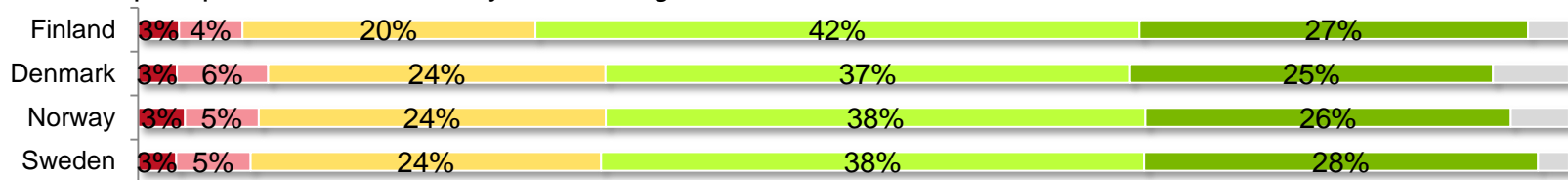


Flexible working hours are predicted to be important for the well being at future workplaces by all countries

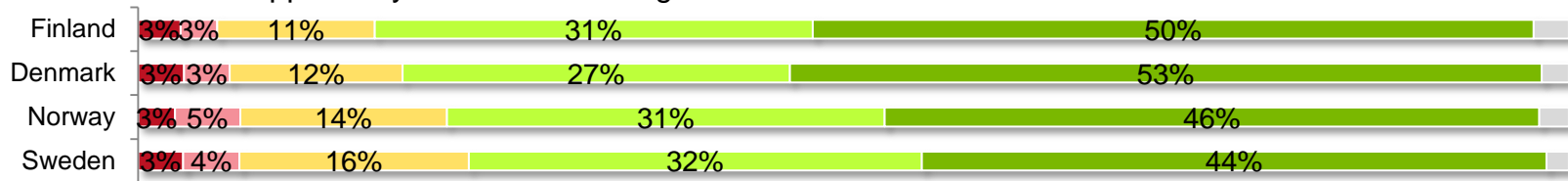
Create opportunities to work from home or other locations



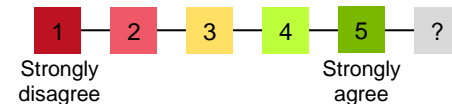
Adapted premises for new ways of working



Provide the opportunity for flexible working hours

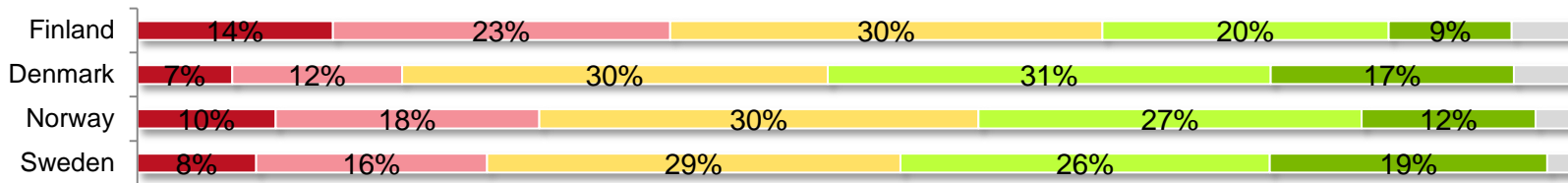


What do you think will be important in future workspaces to get people to work well and be happy? n=4044

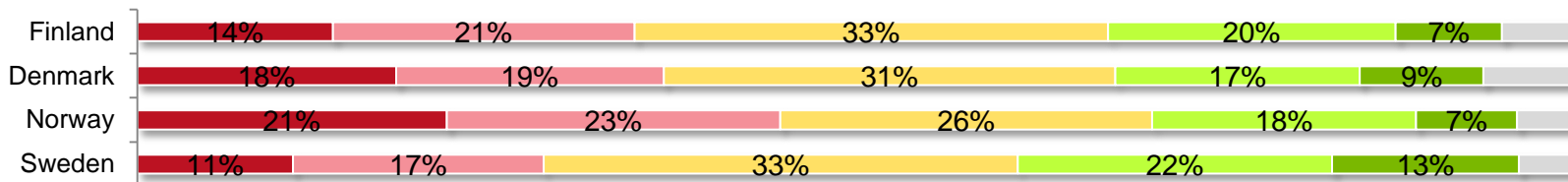


Almost 1 in 2 of Danish respondents say playful and active elements during the workday will be important in the future workplace

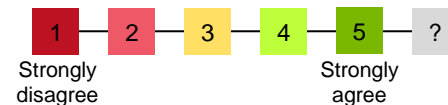
Create opportunities for playful and active elements during work that is not directly related to duties



Workplaces that are more tightly linked to urban life, with close links to, for instance, commerce and recreation



What do you think will be important in future workspaces to get people to work well and be happy? n=4044



SUMMARY AND CONCLUSIONS

Summary

- › People in the Nordic region are generally satisfied with their jobs
- › Good colleagues and flexibility are important for a creating new ideas and characterizes a creative workplace
- › Stress and overtime work characterize the everyday work for many Nordic workers
- › Communication is important, but few workplaces are designed to support it
- › There will be a demand for future workplaces to be more flexible and adapt to new ways of working

People in the Nordic countries are satisfied with their work but there is potential for improvements

IN ALL COUNTRIES IN THE SURVEY PEOPLE ARE SATISFIED WITH THEIR JOBS. AND MORE THAN 7 OUT OF 10 HAVE FUN EVERY DAY AT THEIR WORK.

- › Most satisfied are people in Norway, where 45% feel very good about their job, while only 24% feel very good about their job in Finland.

GOOD COLLEAGUES ARE THE SOURCE TO A GOOD WORKING ENVIRONMENT

- › In all countries, the situation where people come up with most work-related ideas is when they talk to colleagues. And in all countries, good colleagues is what most people (62%) consider to be a feature of a creative workplace. In Norway and Sweden these numbers are slightly higher than in Finland.

THE WORKPLACE IS IMPORTANT FOR PEOPLE TO REACH THEIR FULL POTENTIAL

- › Only 4 out of 10 of the Finnish respondents consider themselves to work in a creative and inspiring workplace, while in Norway, the figure is almost 15% higher. And less than half work in workplaces which are designed for people to work innovatively.

Stress and overtime work is something that is characterizing work for a majority of the workers in the Nordics

MANY ARE STRESSED AT WORK, AND MOST STRESSED ARE THE SWEDES AND THE NORWEGIANS, WHILE THE DANES ARE THE LEAST STRESSED ABOUT THEIR WORK.

- › 68% of the Swedes and 67% of the Norwegians feels stressed at least once a week because of work.

STRESS DO NOT ONLY AFFECT WORK NEGATIVLY, BUT ALSO WORK/LIFE BALANCE

- › More than one third in all countries have been affected negatively both in their private life and their work because of high stress. Swedes are those who state they have been affected most negatively both in their private life and at work by stress among the Nordic countries.

There is a need to improve the communication opportunities at the workplaces

SIMPLICITY TO COMMUNICATE WITH COLLEAGUES IS ONE OF THE MOST APPRECIATED ASPECTS OF THE WORK ENVIRONMENT

- › In Norway, almost 1 out of 2 state that communicating with colleagues is the most appreciated aspect of the work environment, while it is 1 out of 4 in Sweden.

EVEN THOUGH COMMUNICATING WITH COLLEAGUES IS ONE OF THE MOST APPRECIATED ASPECTS, FEW WORKPLACES IS DESIGNED TO FACILITATE COMMUNICATION

- › Only one out of four people work in a workplace that support communication and creative meetings

ONLY ONE THIRD CONSIDER THEIR WORKPLACE DESIGN TO INSPIRE THEM TO PERFORM BETTER

The future workplaces will be forced to adapt to new demands in working conditions

WORKPLACES WILL HAVE TO ADAPT TO A HIGHER FLEXIBILITY AND NEW DEMANDS FROM THE WORKERS

- › 55% think that the workplaces will have to adapt to new ways of working
- › 8 out of 10 agrees that workplaces will have to adapt to flexible working hours.

HOWEVER, THERE IS A RATHER LOW BELIEF IN CONNECTING THE REST OF THE CITY WITH THE WORKPLACE

- › Only 3 out of 10 think that the workplace should become a more integrated part of the city in the future.
- › However, in Denmark, almost 1 out of 2 believe that workplaces should offer more playful elements in connection to the workplace, while it is less than 3 out of 10 in Finland.

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