# teamecho

Insights

What makes our 'teamecho Insights' question set so special?
It ensures that employees can provide feedback on all topics that are critical to success in an organization.
It was developed and scientifically validated on the basis of the latest scientific findings in work and organizational psychology and relevant standards (especially DIN EN ISO 33430).
The result are 10 categories with a total of 66 questions.
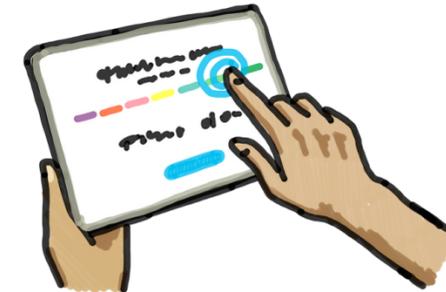
Motivation & Satisfaction

#Satisfaction #Motivation #Commitment #Intent to Stay #Meaningful Work #Employer Recommendation

Motivated, satisfied employees perform better at work. This category provides an overview of those aspects in which motivation and satisfaction are evident.

Leadership

#Satisfaction with the Direct Manager #Appreciation #Employee Voice #Support #Fair Treatment #Feedback #Willingness to Solve Problems #Trust #Communication of Purpose

Studies show: Managers are the driving force when it comes to creating a work environment in which their employees can develop their full potential.

Cooperation

#Cooperation with Colleagues #Appreciation #Communication #Support #Information Flow #Sense of Community

Positive teamwork is one of the most important resources and motivators for employees and therefore a central prerequisite for motivation, health and performance.

Growth

#Professional Growth #Career Opportunities #Learning #Training Opportunities #Sense of Achievement #Resilience

Those who are able to develop themselves further retain ambition and commitment to their work. A sense of achievement motivates and helps to master more difficult tasks with self-confidence.

Fit for the Future

#Future Challenges #Optimisation #Error Culture #Willingness to Change #Digital Tools #Confidence in Digitization

In the ever-changing world of work, it is important to be as well prepared as possible for future requirements. Willingness to change, agility and the successful use of new technologies secure the path to sustainable success.

Wellbeing & Health

#Wellbeing #Health #Balance #Stress Management #Self-Efficacy #Ability to Switch off

People can only develop their full potential if they are healthy. This category therefore provides information on various facets of well-being and health.

Working Conditions

#General Conditions #Workplace #Work Equipment #Remuneration #Social Benefits #Job Security

Success can only last if optimal framework conditions are created. Lack of security or insufficient resources are one of the main risk factors for declining health.

Organization of Work

#Operational Work Organization #Uninterrupted Working #Working Hours #Cooperation between Departments #Work-Life Balance #Possibility to Recover

Poor organization prevents efficient work. It is one of the most common stressors at work and should therefore be constantly improved.

Work Activity

#Occupational Activities #Workload #Empowerment #Role Clarity #Variety #Work Assignments

Work motivation arises above all when work tasks are varied and meaningful, freedom is allowed, requirements are clear and the workload is easily manageable.

Organizational Culture

#Culture #Values #Fairness #Equal Treatment #No Bullying #Participation #Management of the Organization #Corporate Health Management #Corporate Social Responsibility

Shared values strengthen loyalty to the company. Fair framework conditions, an appreciative working atmosphere and ecological & social commitment help employees to be enthusiastic about their jobs long term