

MOLIMM

Employee Engagement Survey

2020

Notes

The answers to the multiple choice questions can be found in Figure 1. The means and the difference between the UG and MOLIMM score are found in the legend.

Many participants wrote extensive answers to the open questions (which is great, thanks!). To ensure anonymity and for clarity, we rewrote parts of the answers and divided them into categories.

If you feel that your answers have not been represented properly or if you have any other questions, please let us know.

Multiple Choice Questions

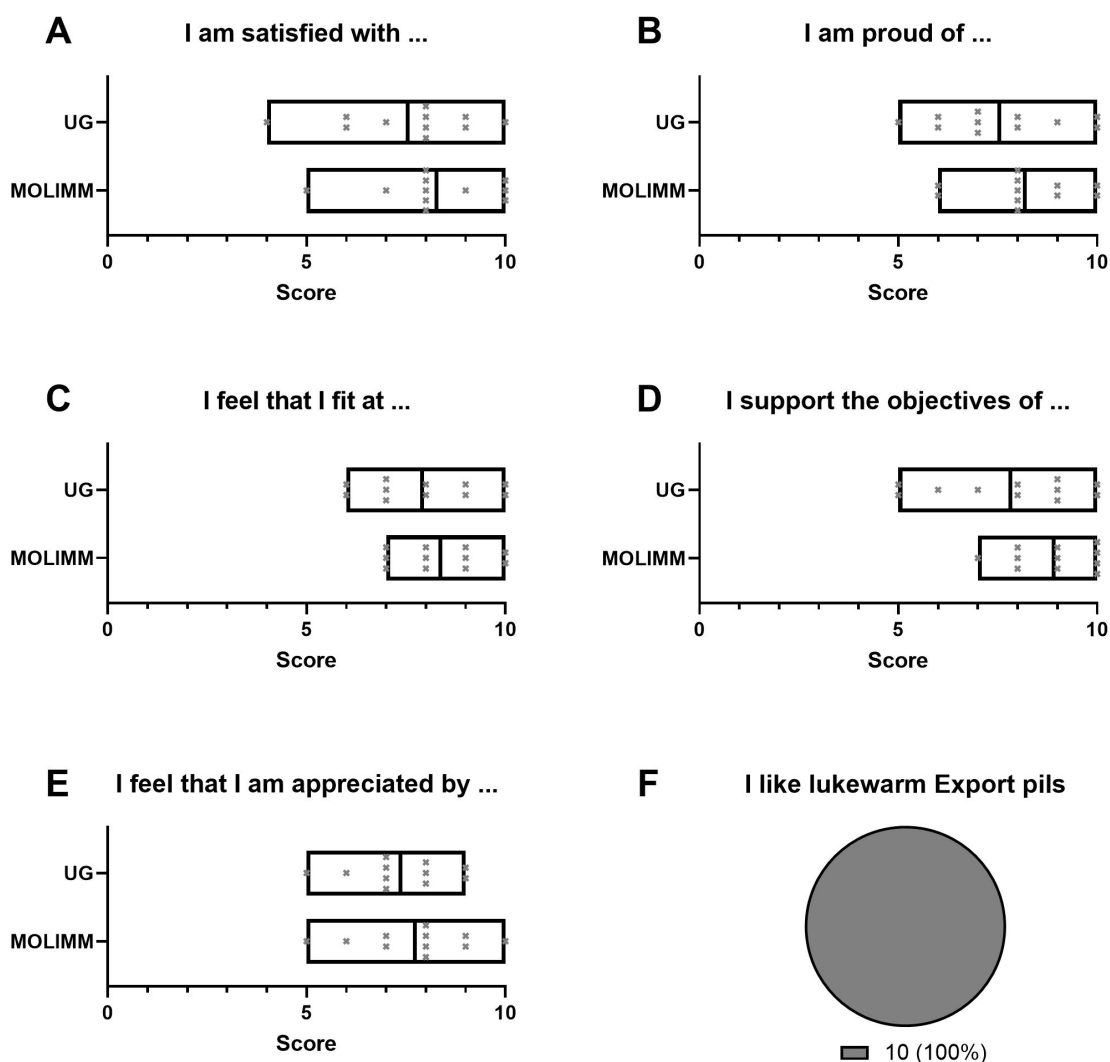


Figure 1 The results of the multiple choice questions. The mean values are **A** 7.6 (UG) vs 8.3 (MOLIMM), +0.7; **B** 7.6 (UG) vs 8.2 (MOLIMM), +0.6; **C** 7.9 (UG) vs 8.4 (MOLIMM), +0.5; **D** 7.8 (UG) vs 8.9 (MOLIMM), +1.1; **E** 7.4 (UG) vs 7.7 (MOLIMM), +0.3. **F** 100% of participants gave the *Export pills* statement a '10'. The only conclusion we can draw from this is that, as expected, people from the MOLIMM lab are awesome.

What can be improved about MOLIMM?

Top-down communication Lab members want to be better informed on 'lab's research, trajectory and updates about publications, new staff, and collaborative efforts'. Also, it is unclear what the objectives of MOLIMM or UG are or should be. Politics should be less important in determining the research agenda. Furthermore, it was suggested that there should be more involvement of all members in decision making, e.g. on lab practices. The power should be not 'just [with] a few lab members (...) but in the hands of all lab members'. This could be promoted by improving the decision-making process during group meetings, where we should 'create conditions (...) where all members are not afraid of sharing their comments/opinions'.

Group dynamics Lab members should be more considerate to each other. There should be 'more open dialogs [and] less secrets'. During meetings, everyone should have the chance to speak their mind, and 'help those out who are not used to speaking up by not interrupting them'. Furthermore, we shouldn't be as competitive towards each other and work more together as a team, since 'we can be competitive to other teams within UG or worldwide'.

Lab practices There were several suggestions to let the lab run more smoothly. We should have more consensus on good lab practices. It was indicated that more supportive staff would be desirable. Communication on small lab practicalities could improve by implementing a work-related whatsapp group (besides our fun group). More active participation in group meetings should be stimulated by discouraging phone use and more explicit enforcement of the time limit during talks.

Group bonding Generally, lab members feel we could do more to become one team. Besides the suggestions mentioned above, group bonding could be further improved by implementing unifying elements, such as a logo or a better name (it was even suggested to use that new name for 'cool logo (...), T-shirts, coffee mugs and other swag'). Furthermore, the feeling of being one group could improve by organizing and participating in more activities together, although that will be easier after Covid.

Is there anything else you want to share?

As evidence of how nice this group already is, this question was mainly answered with sweet remarks ('our lab is very lovely', 'The group is awesome!', 'I like being here'). The group is rewarded with a 'cheers and a smile :)', and there was even a shout-out to Export PILS ('Lukewarm export beer rocks!').