
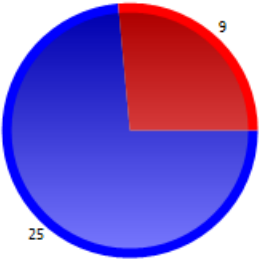












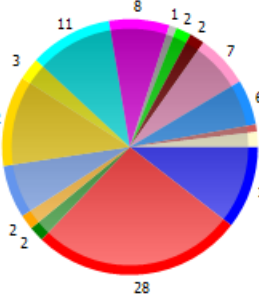
















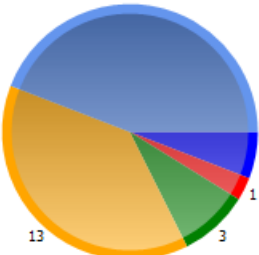






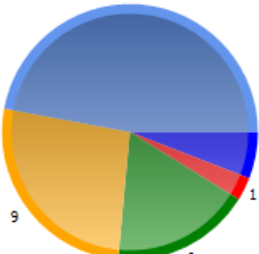













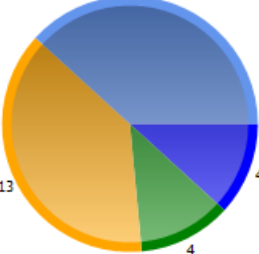






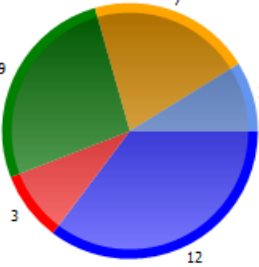






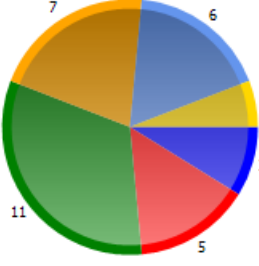













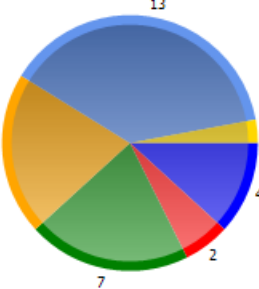







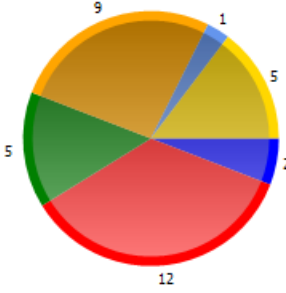





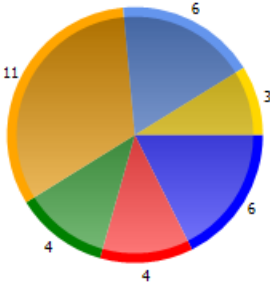






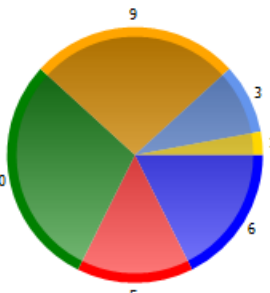






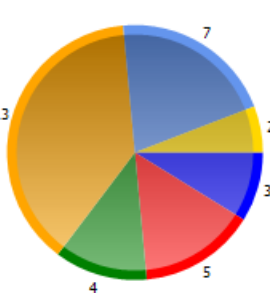














1 Vælg mellem dansk eller engelsk sprogversion: Choose between English or Danish language version:				Antal	Procent	Grafik
1		1. Dansk	25	73,53%		
2		2. English	9	26,47%		
Total			34	100%		
Gennemsnit			1,26			
2 TEKST / BILLEDE CONTENT						
N/A				N/A	N/A	N/A
3 TEKST / BILLEDE CONTENT						
N/A				N/A	N/A	N/A
4 Which employee category were you a part of?				Antal	Procent	Grafik
1		1. Technical employee	0	0,00%		
2		2. Scientific employee	34	100,00%		
3		3. Administrative employee	0	0,00%		
4		4. Ph.d. student	0	0,00%		
5		5. Other	0	0,00%		
Total			34	100%		
Gennemsnit			2,00			
5 Gender?				Antal	Procent	Grafik
1		1. Female	34	100,00%		
2		2. Male	0	0,00%		
3		3. Decline to answer	0	0,00%		
Total			34	100%		
Gennemsnit			1,00			
6 What is the reason you are leaving DTU? (You may choose more than one answer)				Antal	Procent	Grafik
1		1. Looking for new challenges	11	10,48%		
2		2. My contract or project funds ended	28	26,67%		
3		3. There were challenges with cooperation on my team	2	1,90%		
4		4. Desire for more responsibility	2	1,90%		
5		5. Desire for more job security	7	6,67%		
6		6. I expect/hope to return to DTU	12	11,43%		
7		7. Better salary elsewhere	3	2,86%		
8		8. I would have liked to stay at DTU	11	10,48%		
9		9. My personal career goals can be better met somewhere else	8	7,62%		
10		10. There were challenges working with my direct leader	1	0,95%		
11		11. I'm retiring or choosing to stop working	2	1,90%		
12		12. I've been treated unfairly or wrongly	2	1,90%		
13		13. The work culture affects my mental state negatively	7	6,67%		
14		14. I didn't personally choose to leave DTU	6	5,71%		

15	 15. Personal reasons	1	0,95%	
16	 16. Other - please explain	2	1,90%	
Total		105	100%	
Gennemsnit		6,16		
7	How do you rate the culture and workplace at DTU?	Antal	Procent	Grafik
7.1 I have been generally satisfied with DTU as a place of employment				
1	 1. Strongly disagree	2	5,88%	
2	 2. Slightly disagree	1	2,94%	
3	 3. Neither agree nor disagree	3	8,82%	
4	 4. Slightly agree	13	38,24%	
5	 5. Strongly agree	15	44,12%	
6	 6. Don't know	0	0,00%	
Total		34	100%	
Gennemsnit		4,12		
7.2 I have grown professionally while working at DTU				
1	 1. Strongly disagree	2	5,88%	
2	 2. Slightly disagree	1	2,94%	
3	 3. Neither agree nor disagree	6	17,65%	
4	 4. Slightly agree	9	26,47%	
5	 5. Strongly agree	16	47,06%	
6	 6. Don't know	0	0,00%	
Total		34	100%	
Gennemsnit		4,06		
7.3 It is so demanding working at DTU, that it often impacts my private life				
1	 1. Strongly disagree	4	11,76%	
2	 2. Slightly disagree	13	38,24%	
3	 3. Neither agree nor disagree	9	26,47%	
4	 4. Slightly agree	4	11,76%	
5	 5. Strongly agree	4	11,76%	
6	 6. Don't know	0	0,00%	
Total		34	100%	
Gennemsnit		2,74		
7.4 I felt the level of challenges in my position were acceptable				
1	 1. Strongly disagree	4	11,76%	
2	 2. Slightly disagree	0	0,00%	
3	 3. Neither agree nor disagree	4	11,76%	
4	 4. Slightly agree	13	38,24%	
5	 5. Strongly agree	13	38,24%	
6	 6. Don't know	0	0,00%	
Total		34	100%	
Gennemsnit		3,91		
7.5 I experienced negative behaviour from leaders or colleagues that affected my desire to work for DTU				

1		1. Strongly disagree	12	35,29%	
2		2. Slightly disagree	3	8,82%	
3		3. Neither agree nor disagree	9	26,47%	
4		4. Slightly agree	7	20,59%	
5		5. Strongly agree	3	8,82%	
6		6. Don't know	0	0,00%	
Total			34	100%	
Gennemsnit			2,59		
7.6 Cooperation across DTU has been sufficient					
1		1. Strongly disagree	3	8,82%	
2		2. Slightly disagree	5	14,71%	
3		3. Neither agree nor disagree	11	32,35%	
4		4. Slightly agree	7	20,59%	
5		5. Strongly agree	6	17,65%	
6		6. Don't know	2	5,88%	
Total			34	100%	
Gennemsnit			3,41		
7.7 The tone among colleagues and leaders can be hard or hurtful					
1		1. Strongly disagree	10	29,41%	
2		2. Slightly disagree	13	38,24%	
3		3. Neither agree nor disagree	3	8,82%	
4		4. Slightly agree	5	14,71%	
5		5. Strongly agree	3	8,82%	
6		6. Don't know	0	0,00%	
Total			34	100%	
Gennemsnit			2,35		
7.8 At DTU there are equal opportunities for everyone regardless of gender, age and cultural background					
1		1. Strongly disagree	4	11,76%	
2		2. Slightly disagree	2	5,88%	
3		3. Neither agree nor disagree	7	20,59%	
4		4. Slightly agree	7	20,59%	
5		5. Strongly agree	13	38,24%	
6		6. Don't know	1	2,94%	
Total			34	100%	
Gennemsnit			3,76		
7.9 I have developed better work-related skills while employed at DTU					
1		1. Strongly disagree	1	2,94%	

2	2. Slightly disagree	2	5,88%	
3	3. Neither agree nor disagree	5	14,71%	
4	4. Slightly agree	12	35,29%	
5	5. Strongly agree	14	41,18%	
6	6. Don't know	0	0,00%	
Total		34	100%	
Gennemsnit		4,06		
8 Please explain your rating:				
	1.			
9 Is there anything we could do differently to make the job better for the next person?				
		Antal	Procent	Grafik
1	1. Yes	16	48,48%	
2	2. No	17	51,52%	
Total		33	100%	
Gennemsnit		1,52		
10 You are welcome to explain your rating:				
	1.			
11 How do you rate leadership at DTU?				
11.1 Overall, I trust my leader				
1	1. Strongly disagree	3	8,82%	
2	2. Slightly disagree	2	5,88%	
3	3. Neither agree nor disagree	4	11,76%	
4	4. Slightly agree	13	38,24%	
5	5. Strongly agree	12	35,29%	
6	6. Don't know	0	0,00%	
Total		34	100%	
Gennemsnit		3,85		
11.2 Influence on members of management at DTU requires constant and diligent effort				
1	1. Strongly disagree	0	0,00%	
2	2. Slightly disagree	4	11,76%	
3	3. Neither agree nor disagree	7	20,59%	
4	4. Slightly agree	7	20,59%	
5	5. Strongly agree	6	17,65%	
6	6. Don't know	10	29,41%	
Total		34	100%	
Gennemsnit		4,32		
11.3 Department heads and Institute leaders communicate clear expectations on how to build a career at DTU				
1	1. Strongly disagree	2	5,88%	

2	 2. Slightly disagree	12	35,29%	
3	 3. Neither agree nor disagree	5	14,71%	
4	 4. Slightly agree	9	26,47%	
5	 5. Strongly agree	1	2,94%	
6	 6. Don't know	5	14,71%	
Total		34	100%	
Gennemsnit		3,29		
11.4 I feel that leaders see diversity as a resource that can increase innovation and lead to better results				
1	 1. Strongly disagree	6	17,65%	
2	 2. Slightly disagree	4	11,76%	
3	 3. Neither agree nor disagree	4	11,76%	
4	 4. Slightly agree	11	32,35%	
5	 5. Strongly agree	6	17,65%	
6	 6. Don't know	3	8,82%	
Total		34	100%	
Gennemsnit		3,47		
11.5 I have had good communication with my leader about my job development				
1	 1. Strongly disagree	6	17,65%	
2	 2. Slightly disagree	5	14,71%	
3	 3. Neither agree nor disagree	10	29,41%	
4	 4. Slightly agree	9	26,47%	
5	 5. Strongly agree	3	8,82%	
6	 6. Don't know	1	2,94%	
Total		34	100%	
Gennemsnit		3,03		
11.6 I felt that factors other than my own work performance played a large role in my career possibilities at DTU				
1	 1. Strongly disagree	3	8,82%	
2	 2. Slightly disagree	5	14,71%	
3	 3. Neither agree nor disagree	4	11,76%	
4	 4. Slightly agree	13	38,24%	
5	 5. Strongly agree	7	20,59%	
6	 6. Don't know	2	5,88%	
Total		34	100%	
Gennemsnit		3,65		
11.7 My leader was considerate of work/life balance				
1	 1. Strongly disagree	3	8,82%	

2	 2. Slightly disagree	1	2,94%
3	 3. Neither agree nor disagree	6	17,65%
4	 4. Slightly agree	10	29,41%
5	 5. Strongly agree	13	38,24%
6	 6. Don't know	1	2,94%
Total		34	100%
Gennemsnit		3,94	
12	TEKST / BILLEDE CONTENT		
	N/A	N/A	N/A
13	Do you have any good advice you wish to give DTU?		
	 1.		
14	TEKST / BILLEDE CONTENT		
	N/A	N/A	N/A

