

Q&A about DTU Well-being Dialogues

Why...

Why does DTU choose to work dialogue-based with well-being?

We do this because dialogue, when it works best, is liberating for people's potential across gender, culture and disciplines.

Dialogue about well-being is an integral part of our everyday lives. It is both an essential element of good management and a prerequisite for a healthy collegiality. DTU Well-being Dialogue is a structured dialogue with your colleagues about what is important for your well-being.

The choice to use the dialogues as a tool also meant that anonymous surveys were abolished.

The purpose of DTU Well-being Dialogue is to train the organization in dialogue about well-being in order to support a culture. DTU Well-being Dialogue is an element in strengthening DTU's collaborative culture – and will hopefully also make you wiser about what is important for your own and your colleagues' well-being.

Why does DTU separate well-being and management evaluation?

In 2020, DTU decided to strengthen our attention to both well-being and management. This means that there is now a structure with an annual recurring focus on well-being and management, respectively. In the well-being dialogue, we work with our shared responsibility for well-being (odd years), but leadership dialogue (even years) focuses on what the manager can be turned up and down for in the continued leadership development.

The purpose of DTU Well-being Dialogues is to train everyone to feel confident that we talk more together about well-being. This provides an opportunity for all employees to continuously train to have a dialogue with their own manager about how the connection is between leadership, well-being and performance.

Why are DTU Well-being Dialogues mandatory?

DTU wants everyone to participate in a dialogue-based well-being survey (psychological workplace assessment). Participation is part of our commitment as a stately workplace. In the circular on agreements on cooperation and works councils in the state, it is stipulated that all central government workplaces carry out a survey on employee well-being at least every three years. In agreement with DTU's Cooperation and Joint Consultant Committee, the DTU Well-being Dialogue is held every 2 years. DTU Well-being Dialogue is also used as a method to meet the requirement for a statutory psychological risk assessment.

How...

How can dialogue help strengthen my well-being?

At DTU, we want everyone to feel obliged to take the initiative for dialogue. It has advantages to talk to each other, whether we agree, disagree, or agree to disagree. Dialogue creates momentum and results - a cup of coffee and a question is often a good start.

How are DTU Well-being Dialogues held?

At DTU, the process can be adapted to the individual units' organisation, and DTU Well-being Dialogues can be held in or across academic communities, departments, etc.

On DTU Inside below, the process is described, and you can find inspiration and tools that can help you get started working dialogue-based with well-being.

How does management get a picture of its employees' well-being?

The director is responsible for ensuring ownership for the organisation of DTU Well-being Dialogues, and for setting up a broad, representative working group. The working group is anchored in LSU.

The dialogue-based well-being work draws to a large extent on management commitment and a well-functioning cooperation and working environment organisation. The expectation is that the director will find that well-being is increasingly put on the agenda in both the formal and informal meeting structure that binds the unit together in everyday life.

How does the immediate manager get a picture of the employees' well-being?

The immediate manager is expected to have a sense of the employee's well-being, regardless of whether the DTU Well-being Dialogue is carried out or not. The dialogue-based well-being work means that all managers continuously put their own and the employees' well-being on the agenda and have ongoing bilateral dialogues when needed.

How does DTU's Executive Board assess employees' well-being?

DTU's Executive Board trusts that the director feels obligated by his or her responsibility to ensure a healthy and safe working environment.

The Executive Board expects all employees and managers to have an ongoing dialogue about well-being and to take advantage of the opportunities available at DTU for participation. This means that you as an employee are expected to give your manager and the rest of the organization an active participation and counterplay. In addition, the occupational health and safety coordinator (AMK) has a responsibility to document that the themes that have filled the well-being dialogues are documented. That documentation must be available to everyone.

See the guidelines for the occupational health and safety coordinator (AMK) and the schedule for [the Occupational Health and Safety Coordinator Role \(AMK\)](#) and [Documentation](#) at DTU Inside.

How can I respond anonymously?

You can't, but you are invited to be part of a process that aims to train everyone that we talk together about well-being. We can only act on what we have the courage to say out loud.

If you feel uncomfortable in the dialogue about your own well-being, you can contact your local cooperation and/or occupational health and safety representative, HR, your manager's manager, or DTU's psychological counselling.

At DTU, we do not accept offensive behaviour. At DTU Inside, you can find out about the many contact options available for inquiries and what happens when you contact us where.

How does DTU ensure that a qualified and appropriate dialogue takes place?

DTU Well-being Dialogue is owned by the individual director and anchored in the local collaboration committee. In addition, there is great managerial attention to ensuring a framework that supports an appropriate dialogue about well-being.

How can I comment on the well-being issues that are difficult to talk about?

Dialogue requires practice, and it's not necessarily easy. Similar to the leadership dialogues, it is still necessary to talk about current issues in order to create action.

How does the group leader participate?

It is important to agree on how the settlement will take place before the well-being dialogue is held. As a starting point, Corporate HR recommends that the manager does not participate in the dialogue in the smaller groups, but that the manager is present, welcomes, frames, listens to the summary and appears available to the employees afterwards.

How can I influence my own and others' well-being?

Well-being is something we create together. In an equal dialogue about the group's well-being, trust and courage to find and test new solutions grows. You can contribute to your own and others' well-being by entering into a dialogue about what is important to you.

Who...

Who decides the process and method for my unit?

Hvem deltager i en arbejdsgruppe?

The working group consists of the director of the unit, at least one Leadership representative, the AMK, an AMR, the vice chairperson of LSU and the HR partner.

Who participates in a working group?

The working group consists of the director, at least one management representative, the occupational health and safety coordinator and the health and safety representative (if it is not the same person), the union representative (possibly a representative from the local collaboration committee if there is no TR) and the HR partner.

Who should I talk to about my well-being?

The local working group chooses which groups will hold well-being dialogues together. The working group discusses and decides whether DTU Well-being Dialogue, for example, is carried out in its own section, or whether the unit wants colleagues to meet across different professional groups. In addition, there are factors such as premises, geographical spread, timing, presence, etc.

Who else is responsible for picking up on learning?

The management team acknowledges the proposals that have been made. This will create more opportunities for dialogue and pick up on themes.

The occupational health and safety coordinator documents that systematic work is done with dialogue about well-being. See more under [Guidelines for AKM](#).

The immediate manager has an ongoing dialogue with their own employees. For example, it can be about well-being, performance or competence development. Please note that in our Employee Development Dialogue (MUS) concept, DTU encourages that MUS never stand alone, but are always supported by regular 1:1.