**Form: Three questions about the work environment**

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| **Three things that work well** | **Three things that can be improved** |
| 1. | 1. |
| 2. | 2. |
| 3. | 3. |

**How to use the form:**

1. Decide what you want to discuss: What part of the psychosocial work environment is the exercise about - e.g., experience of stress, conflicts, influence at work, tone of voice, etc.
2. Each participant fills in the form based on his or her own assessment of the topic.
3. Everyone forwards the form clockwise to the next participant. Now put 1, 2 or 3 lines next to the statement or statements that you think are particularly important.
4. Continue until all forms have been commented on by all participants.
5. Count the result:

* Which positive statements received the most votes?
* Which negative statements received the most votes?

1. Have a joint talk about the result:

* What can we read from what we see?
* What can we do: How can we get more of the good and less of the bad?