

Four quick ones on social capital

Use the form to take a quick measurement of your collaboration and social capital in the store.

1. Distribute the questionnaire and let everyone fill it out (it should not take more than 2 min)
2. Collect the answers and calculate the average.
3. Discuss the result: Why do you think it looks like it does? What are the extremes reflecting?
4. What does it take for social capital to be higher than it is now?

Hent materialet og læs mere på www.detdumærker.dk

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| --- | --- | --- | --- | --- | --- |
|  | Very muchso | To somedegree | Partly so | To a lowdegree | To a very lowdegree |
| 1. Can you trust the messages coming from management? | 4 | 3 | 2 | 1 | 0 |
| 2. Does management trust employees to do a good job? | 4 | 3 | 2 | 1 | 0 |
| 3. Are conflicts solved in a fair way? | 4 | 3 | 2 | 1 | 0 |
| 4. Are the daily tasks distributed in a fair way? | 4 | 3 | 2 | 1 | 0 |

**What the numbers show**

The form has been tested on thousands of employees at many different workplaces. Based on the experiences from the many workplaces, you can interpret your own answers as follows:

0-8 points: Low social capital

8-10 points: Slightly below the average for Denmark

10.2 points: The average for Denmark

10-12 points: Slightly above the average for Denmark

12-16 points: High social capital

In many of the surveys conducted in Denmark, jobs with high social capital have been around 11-13 points, while jobs with low social capital have been around 5-7 points. A difference of 1 point is actually enough for the employees to feel a difference. In practice, a difference of plus / minus 1 point will therefore be important.