

BAM! High employee satisfaction at Friendsurance

Survey shows top results for cooperation, social environment and motivation

29.09.2015 | Katja Nauck | No comments

Working at Friendsurance means being part of a big family and realizing an innovative idea. Our recent employee survey confirms that: Over 93% of the [Friendsurance team](#) members look forward to going to work in the morning. In the following interview with Eirill Eckbo, Head of Human Resources at Friendsurance, you can learn about coworker participation at Friendsurance and what the team thinks about their employer.



„A highly productive company needs a highly motivated team“

Once a year, Friendsurance conducts an **employee survey** to understand what the team members think about their work environment and their team leaders. The results of the recent survey (September 2015) were very positive and showed that the **dedication to the team paid off**. But of course there is also space for improvements – **challenges that the HR team readily accepts to further improve the work atmosphere**.

Katja: “Eirill, how was the survey run and do you think the results are reliable?”

Eirill: „We have conducted an anonymous survey, which our coworkers could fill out as an online survey. As it was an anonymous questionnaire, I assume that our coworkers answered honestly and that we can rely on the results.”

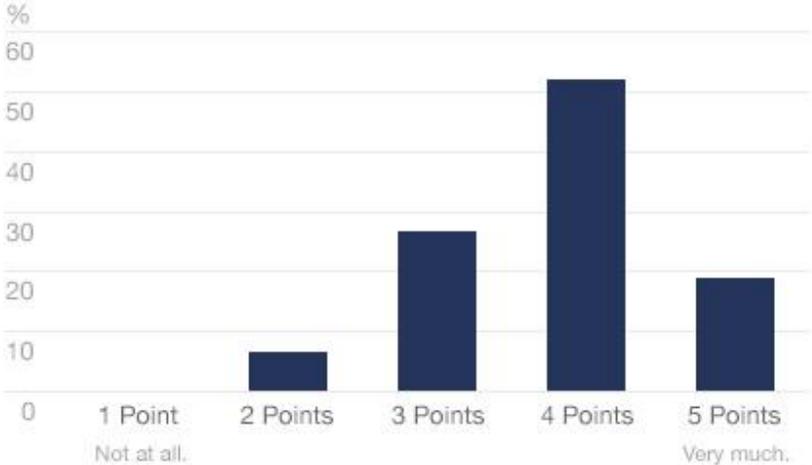
Katja: “What were the most important results of the survey?”

Eirill: „The great main result was that **Friendsurance employees are very happy with their employer:** 93% of the Friendsurance team members look forward to going to work in the morning, they feel well informed about our goals and think that Friendsurance offers them an opportunity to grow professionally. We are **proud of this result** and we are excited to work with so highly motivated people. Also, we appreciate the fact **that 95% of all coworkers would recommend Friendsurance as an employer to friends.**”

I can recommend friends to apply to Friendsurance



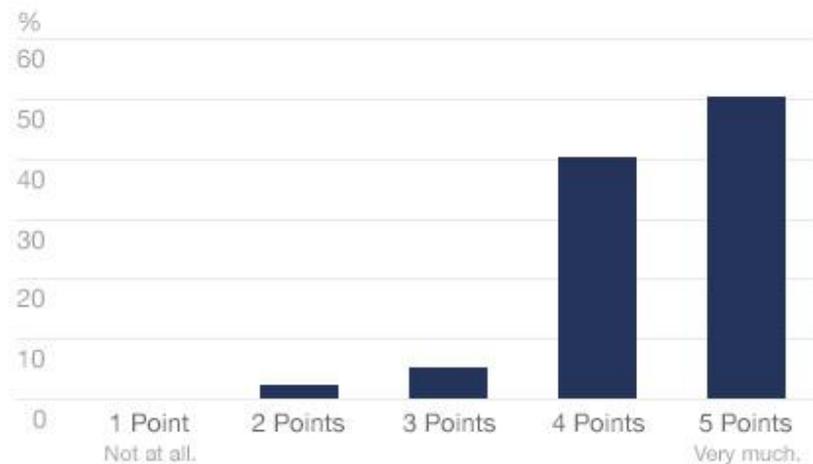
When I get up in the morning, I look forward to go to work



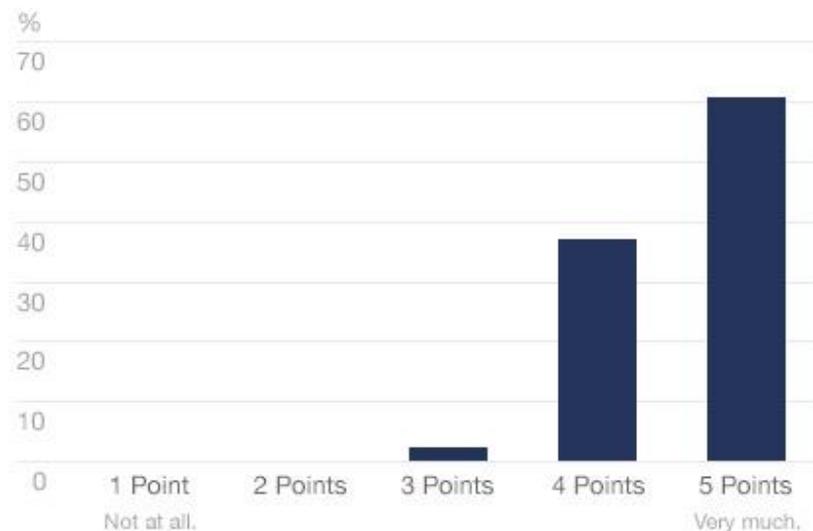
Katja: *“What about the atmosphere within the team?”*

Eirill: „There are good news in that respect as well. 90% of our team members think that the cooperation within the team is good or very good, and **our team spirit is one of the major motivators, together with the opportunities for personal growth and the realization of our vision.**”

My team works well together



It is a good social environment in Friendsurance



Katja: *“Delicate topic: In the survey you also asked about coworkers` happiness with their team leaders. What were the results here?”*

Eirill: „That’s true, we wanted to find out how people feel about their team leaders. Altogether, results were very positive – about **90% of the participants attest their team leader good leader skills, openness, trustworthiness**, a good overview over current processes and the abilities to prioritize and motivate. What we can improve is the amount of feedback coworkers receive from their heads – we scored only moderate here. One of our essential improvement conclusions from the survey is that our team leads need to provide their coworkers with more feedback.“

Katja: *“What kind of improvements are you planning for Friendsurance coworkers in the future?”*

Eirill: „For us, **coworker participation and empowerment** are very important topics and we will start more programs which aim to giving the team members an even louder voice. One important step in June this year was the **introduction of OKRs (Objectives & Key Results)** which make the company’s and each member’s goals very clear. Other actions are regular information about the value of our **Friendsurance Phantom Stock Program** through which coworkers get their share of the company’s success“.

Another source recently confirmed that Friendsurance scores high on employee satisfaction: On the employer rating platform Kununu we made it under the Top 10 of the most popular employers in Berlin and we are proud of it!



Eirill Eckbo (Head of HR) has been responsible for team development at Friendsurance since Friendsurance's beginning.

You would like to become a member of the Friendsurance team? On our [career website](#) you can find further information about us as well as about current job openings. If you have further questions about working at Friendsurance you can leave us a comment [here](#) or [contact Eirill directly over LinkedIn](#).