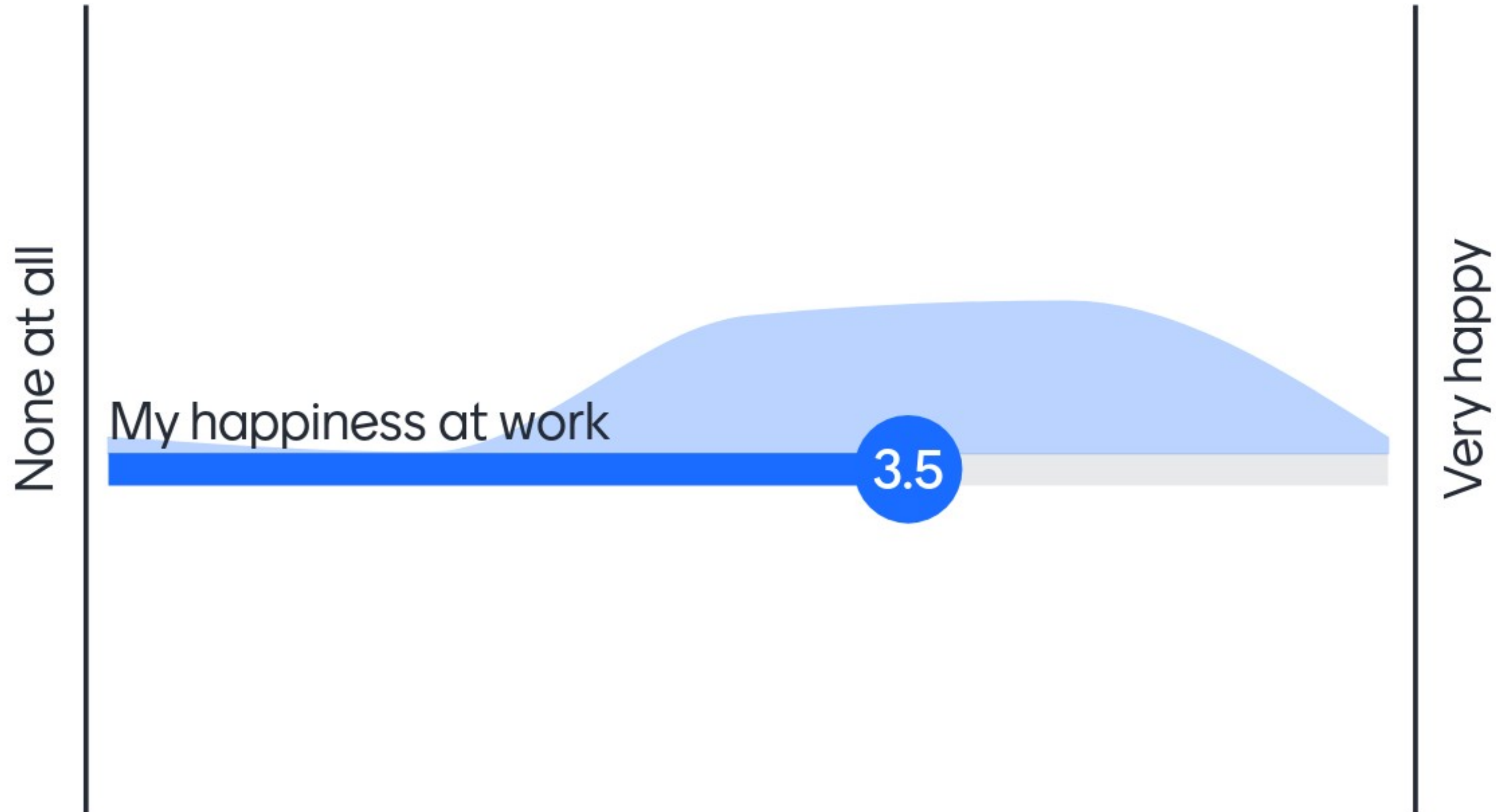
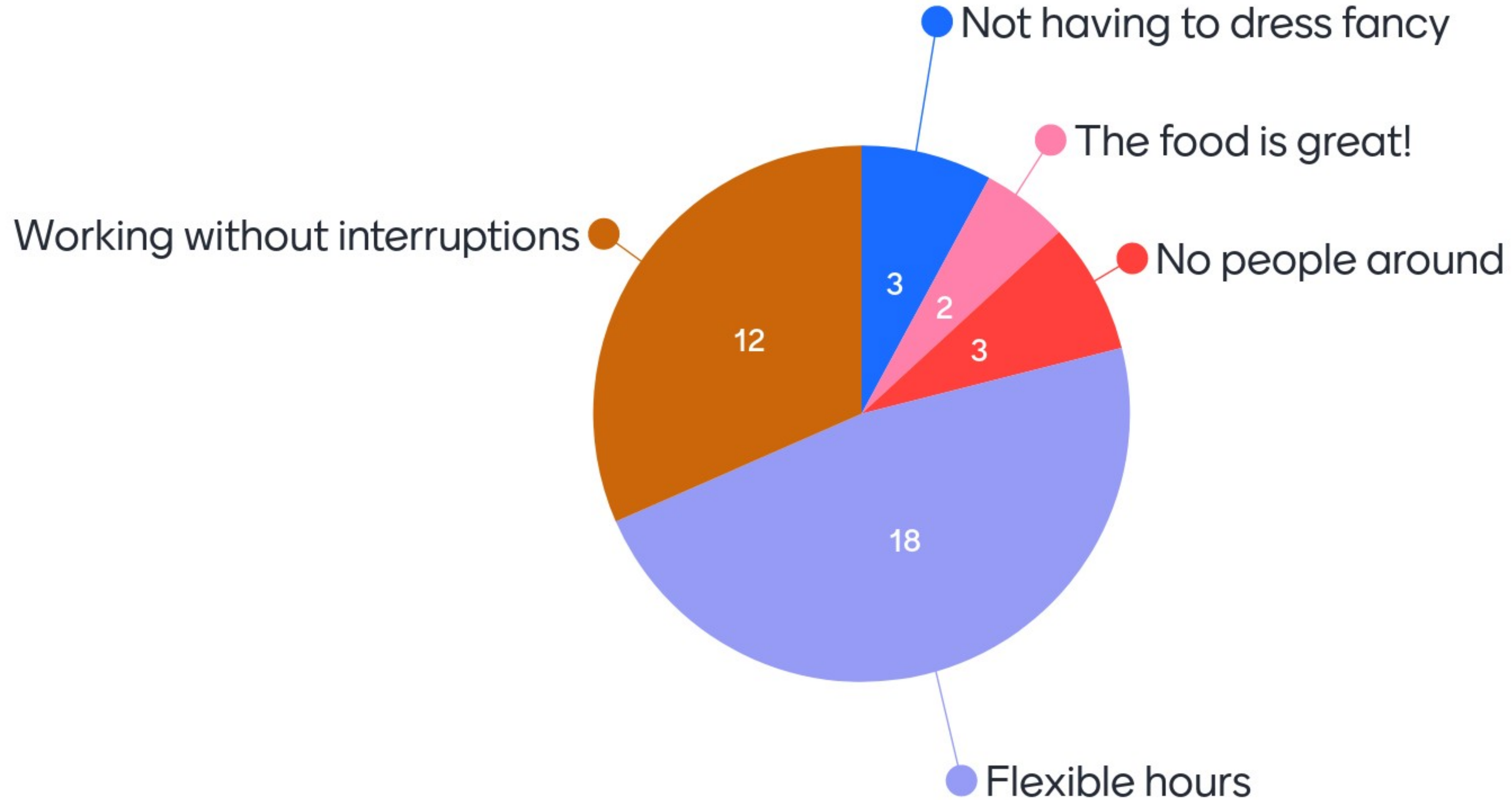


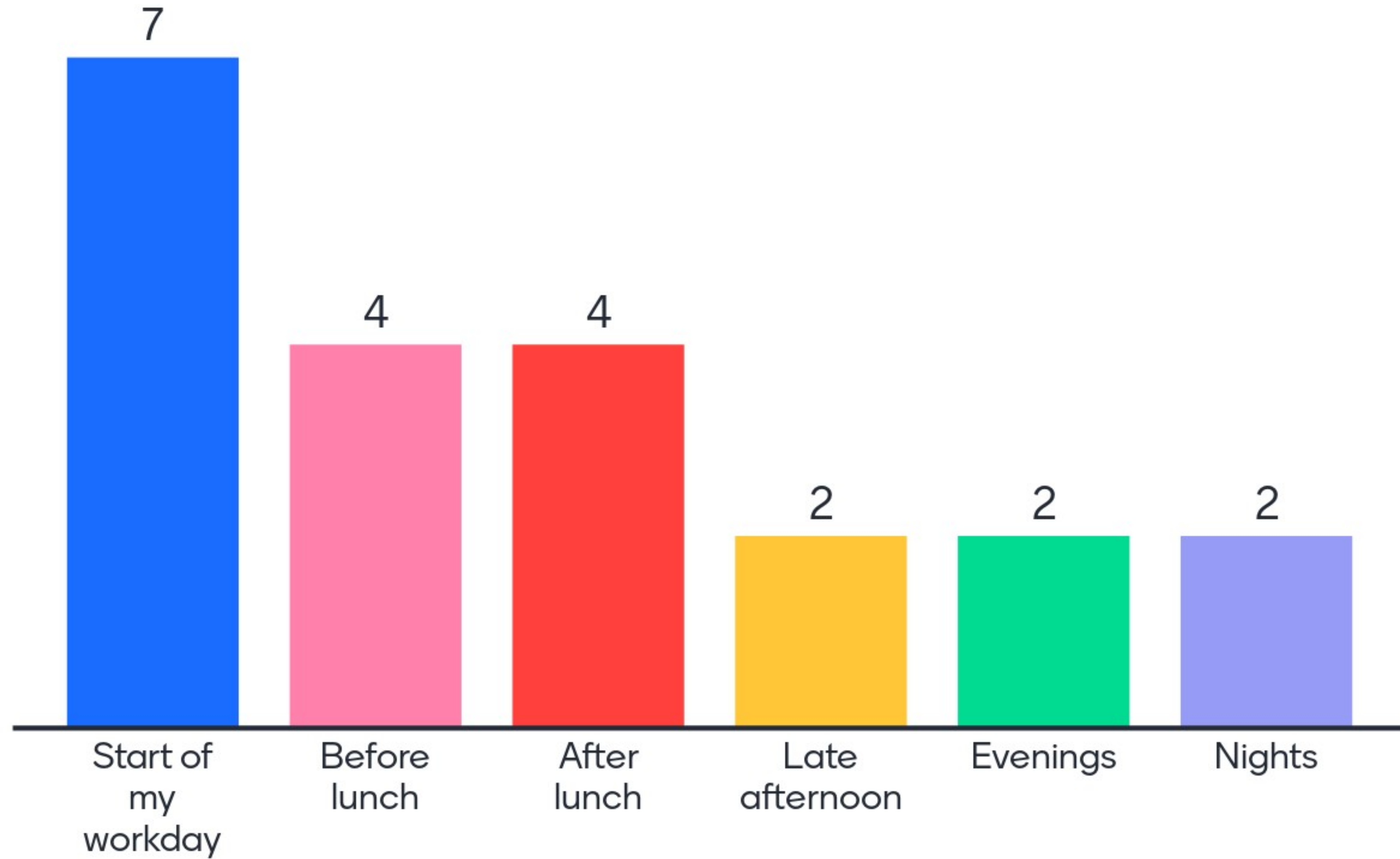
# How happy are you at work - how much "arbejdsglæde"?



# The best thing about working from home?



# When is your Prime Time - your best two hours?





# Working during a pandemic - what worked?

Nearly everything

- Minimal interruptions- I can plan my flow easier- Random tasks not related to work can be done during the day (driving kids to/from institutions)- Better facilities and equipment than in the work place- My own personal free space (garden)

Most works  
Personal communication not so good

We have a full-day phone meeting, which drastically reduces the 'lonely' feeling.

Learning new things

Working from is great but I would like to have one day in the office

Interrupts are almost at 0 - more work are push through the pipe.

Communications improved. Open channel big  
+Communications Works then all at home in my group or then we all at office.

# Working during a pandemic - what worked?

Morning standup meetingteam standupnot so many interruptions / or you can ignore them/answer when it suits you

Daily technical work

\* calm and no disturbenses from other easier from home if you can ignore skype and teams calls then people call when "red"

Avoiding commuting.

\* Flexisibily in working from home\* Acceptance from management in regards to working from home\* Booked chats for sharing information\* Individual knowledge sharing is improved when forced to write\* Minor team session incl dokumentation of agreemen

Far better productivity, same access to colleagues

Friday bar - more, please

Technology challenges aside we have improved in effectiency

Our Morning meetingsFlexible working hoursPositive that the mornings are not that stressed

# Working during a pandemic - what worked?

More productive, as you're able to take charge of your own time and you're able to chose, when you want to interact with people. More flexible hours to make it fit with your day and tasks.



# How to make it work in the future

4 days working from home 1 days working from office

More flexibility between being at the office and at home

Work on recruitments not easy to unboard new people

Flexible hours

Cancel re-boarding :D Or at least minimize days at the office.

Have focus to work/home balance. To easy to work to much

quision is to wide...1 - 2 days at work.

\* Time to breakout sessions\* Still possible to work from home\* Create office rules

Unboarding activities agreed, especially with new colleagues

# How to make it work in the future

Fixet time at the office, minimum ones a week

One fixed day at office for the entire team, possibly 8 hours fixed. Rest free to time and place.

Board of agreed timelines for Prio, QA, Cab etc and visible

Agree when physical meetings are best and plan accordingly

\* Keep daily "morning" meetings in the afternoon/mid-day

Come to office twice a week  
Come to office 4 times a week  
Choose yourself which days fit best for you to be at the office or home  
1 or 2 times at the office a week

Agree with customer on physical presence

Use scrum ways/disciplines in daily meeting

when working from home it would be nice if more people use the camera to get even a better interaction