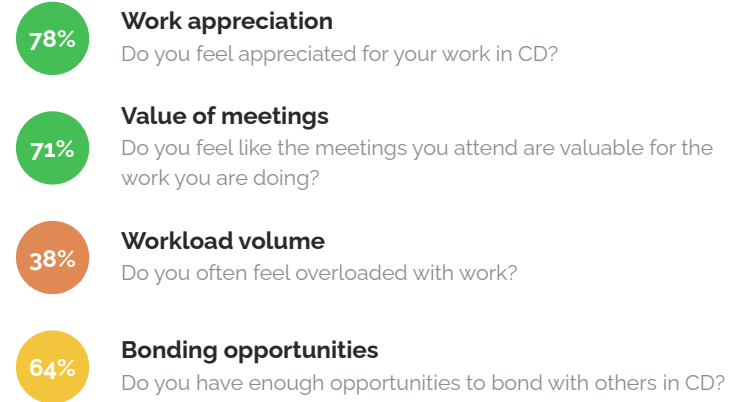
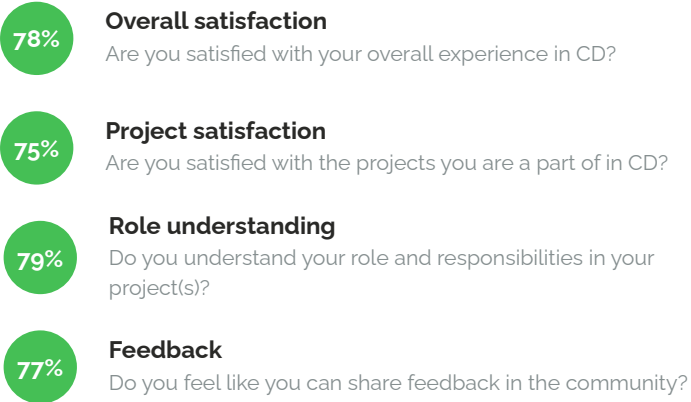




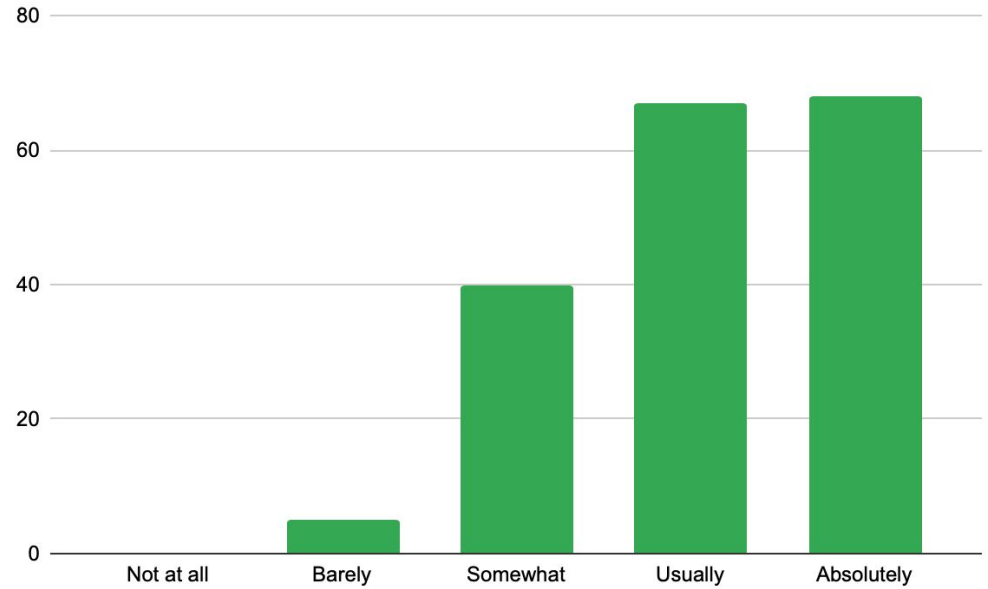
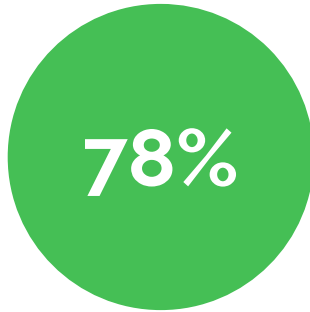
Wellbeing Report

Made with  for wellbeing at work.

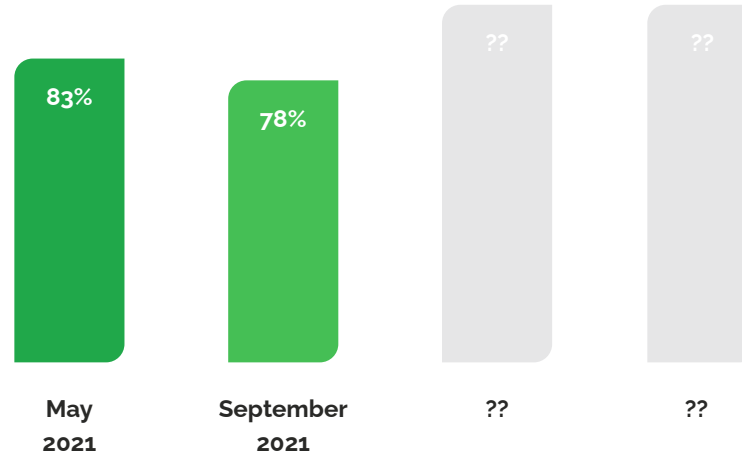
Česko.Digital



Are you **satisfied** with your overall experience in Cesko.Digital?



Are you **satisfied** with your overall experience in Cesko.Digital?



Are you **satisfied** with your overall experience in Cesko.Digital?

What makes people **happy**

Support of people

New people, new opportunities

Overall information and communication

Community and new experiences

The community. The projects that make sense. The education events. And most of all - the opportunity to learn something new even as a junior in a particular field.

Zapojení ve smysluplném projektu, nápomocná komunita, super tým, výborná atmosféra, prostor pro další rozvoj.

Kamarádké prostředí, pomáhání si navzájem

Participace na věcech, které jsou s přesahem a potkávat fajn lidi, kteří smýšlejí podobně

Velká komunita, která si navzájem pomáhá a mění Česko k lepšímu. Také jsou zde zajímavé webináře.

Are you **satisfied** with your overall experience in Cesko.Digital?

What makes people **happy**

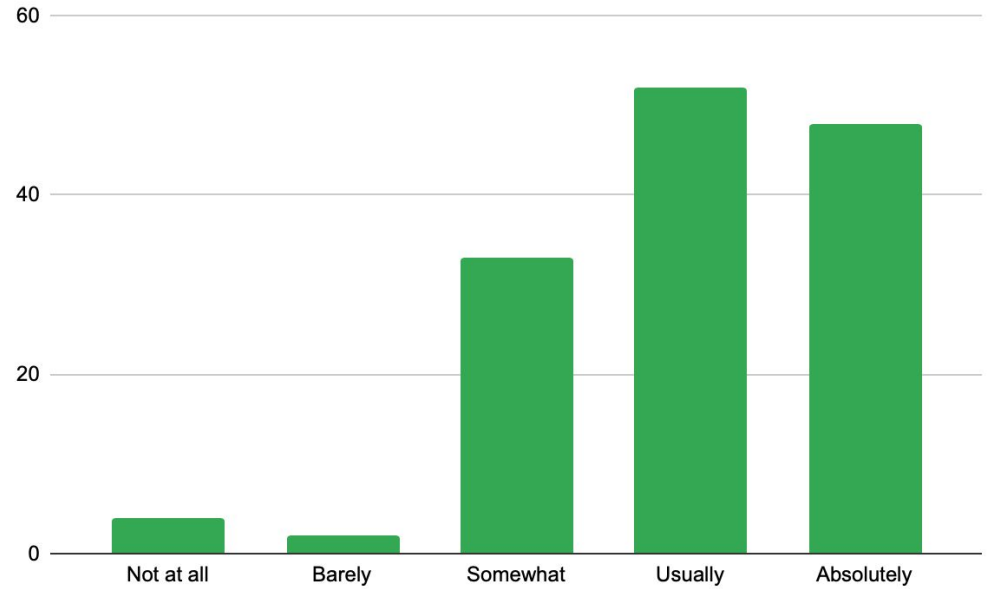
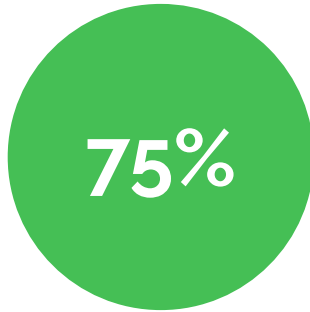
Výměna know-how a zkušeností

Otevřená, sympatická a chápající komunita,
která vidí pomoc ostatním jako své poslání

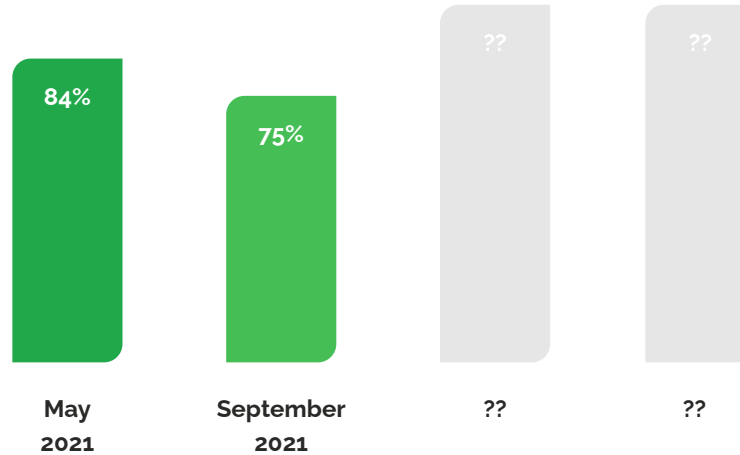
Možnost rozšiřovat své pracovní pole o další
témata

Skvelí ľudia a práca, ktorá ma baví.

Are you satisfied with the **projects** you are a part of in Cesko.Digital?

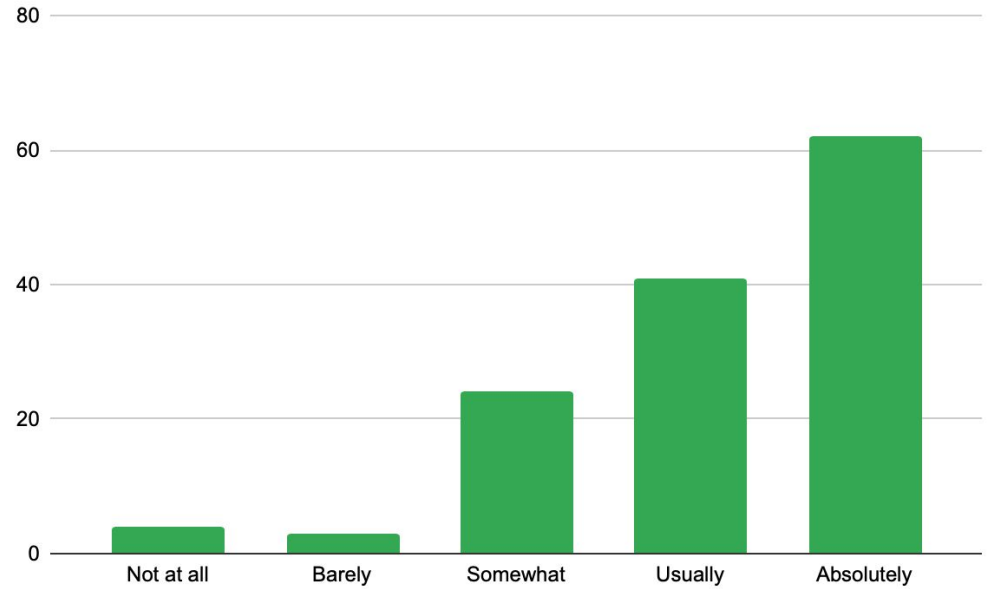


Are you satisfied with the **projects** you are a part of in Cesko.Digital?

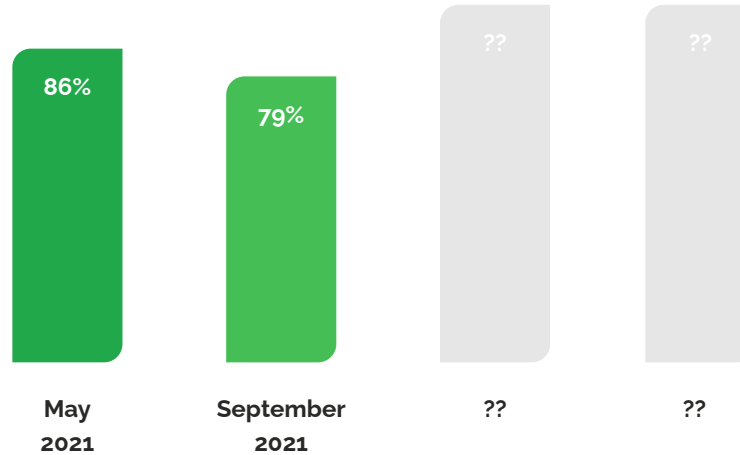


Do you understand your **role** and **responsibilities** in your project(s)?

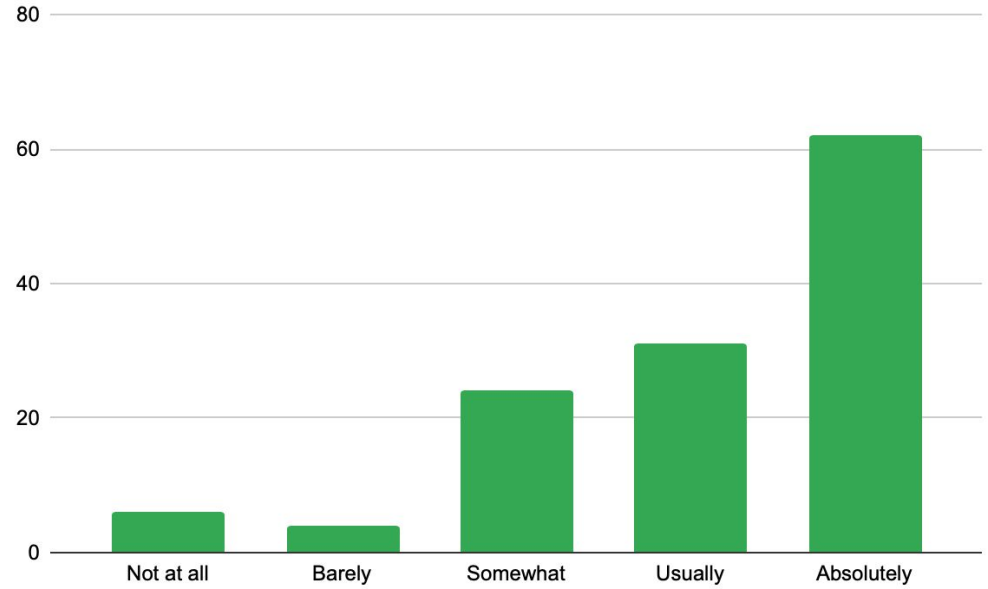
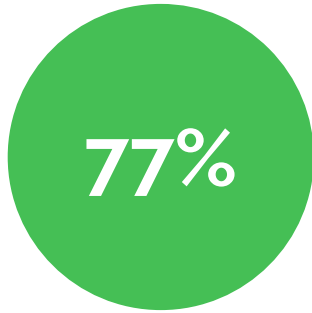
79%



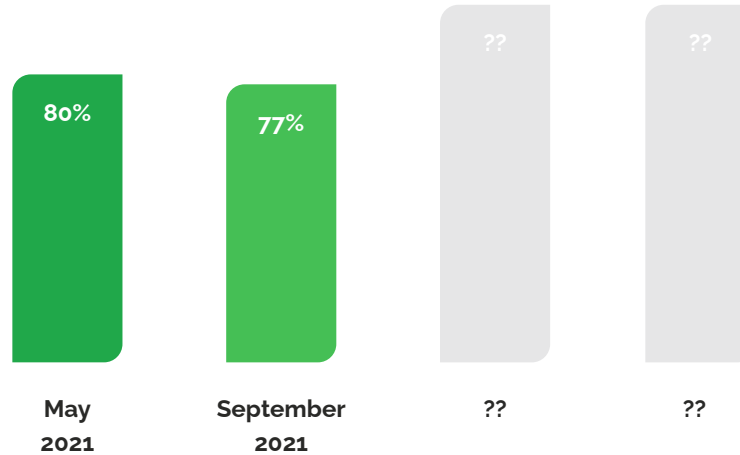
Do you understand your **role** and **responsibilities** in your project(s)?



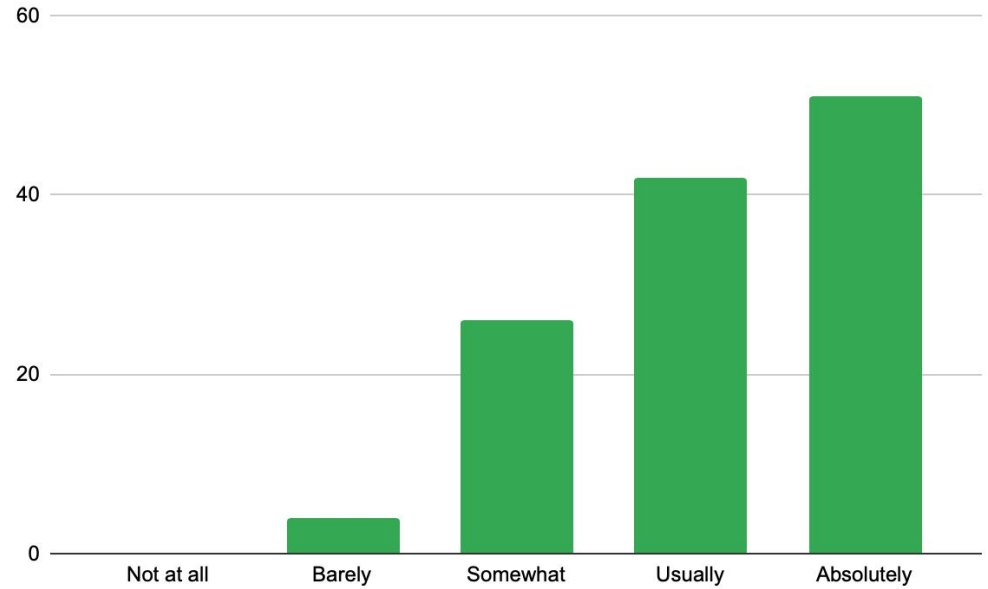
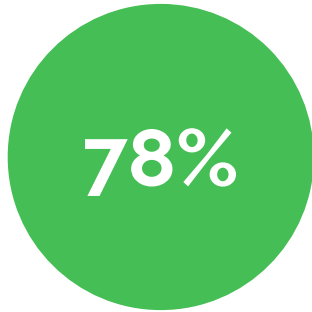
Do you feel like you can share **feedback** in the community?



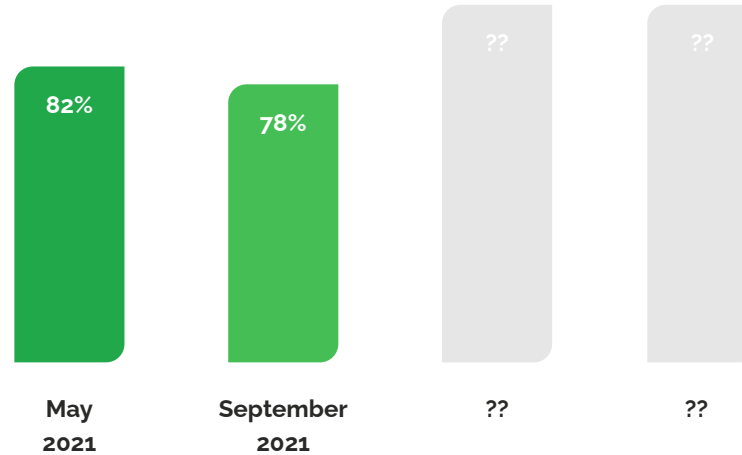
Do you feel like you can share **feedback** in the community?



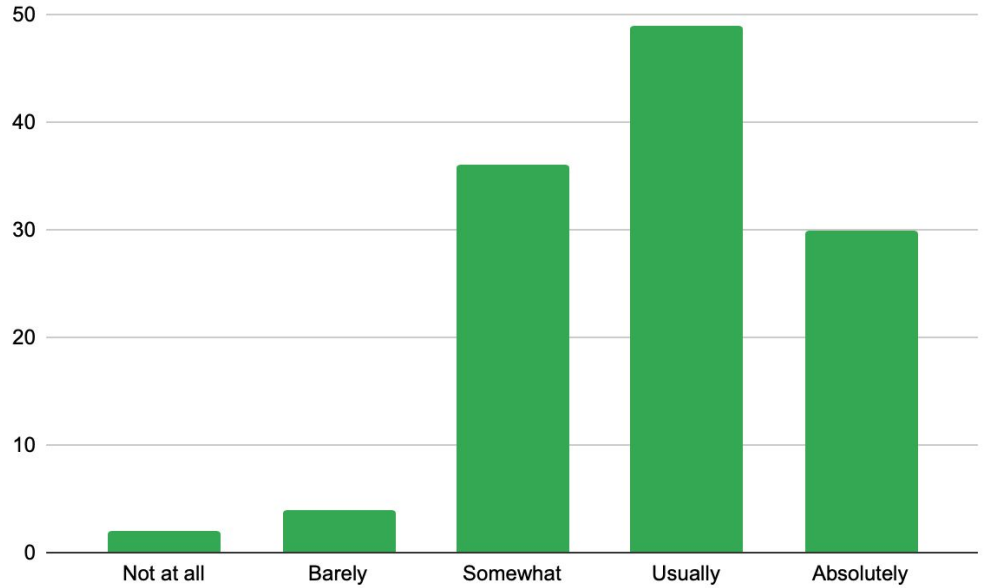
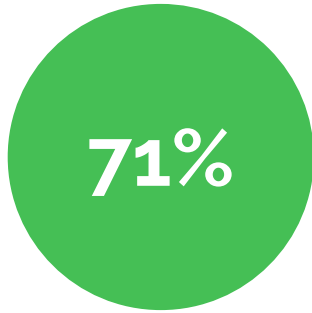
Do you feel **appreciated** for your work in Cesko.Digital?



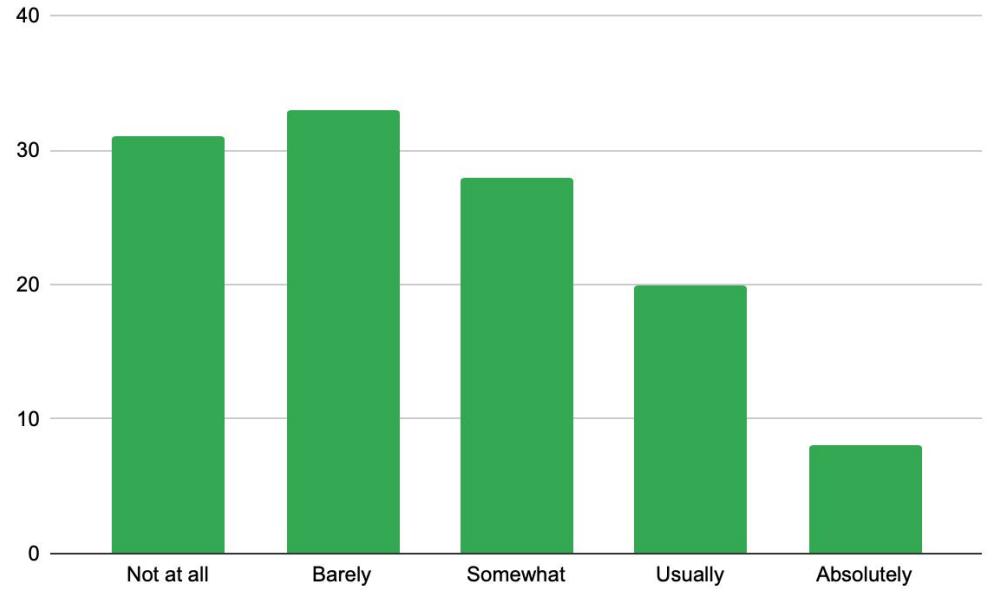
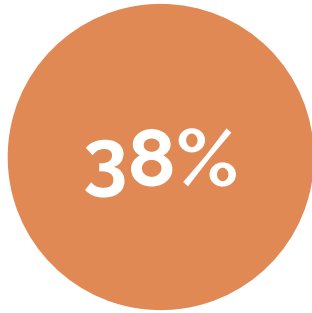
Do you feel **appreciated** for your work in Cesko.Digital?



Do you feel like the **meetings** you attend are valuable for the work you are doing?

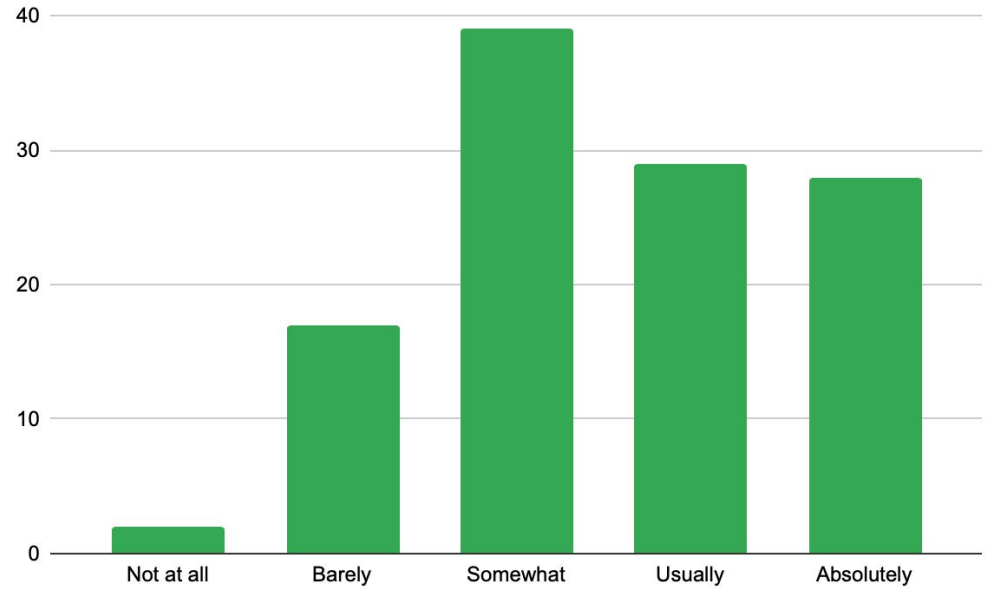


Do you often feel **overloaded** with work?

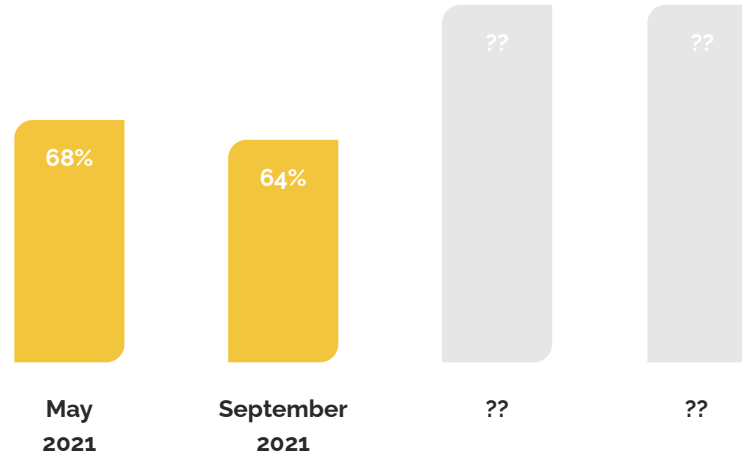


Do you have enough opportunities to **bond** with others in Cesko.Digital?

64%



Do you have enough opportunities to **bond** with others in Cesko.Digital?



What is the **biggest problem** in Cesko.Digital that should be fixed right now?

Change management

Building more effective communication tree.
Slack is already very overloaded.

Česko.Digital should use GitHub organisation and its issue system for all developer opportunities. It is very hard to find one time only opportunity to help at Slack or any other tool (Jira etc.).

Roztříštěnost, mnoho projektů, mnoho priorit a také neustále personální proměny.

From what I have opportunity to notice (from afar, so take it with big reserve) is that as the role of people change in the project (strecha duševního zdraví), it leads to loss of traction and it takes a lot of time that know how has to be transferred to new people. but i can be mistaken as i do not see inside this.

Těžká otázka - z mého nynějšího pohledu asi netrpělivost, roztříštěnost a možná velká očekávání? Něco co se špatně identifikuje a léčí a přitom je to zaryté v DNA č.d

Clear structured communication and web

What is the **biggest problem** in Cesko.Digital that should be fixed right now?

Product delivery

A long term survival of projects

Příliš mnoho notifikací, které jsou noise.

I feel that newcomers don't feel properly the size of organization. I am in contact with few people, I see others on slack but I guess there are lot more.

Sometimes there are more meetings than work getting done.

Not enough senior people in the leadership team.

Nálož práce, pevnejšie stanovené procesy, lepší onboarding a aktivizácia dobrovoľníkov.

Dostatek zajímavých projektů

Clearer onboarding for newcomers

What is the **biggest problem** in Cesko.Digital that should be fixed right now?

Motivation of volunteer developers

I have not been following the Cesko.Digital Slack channel for the past four weeks because there was a lot on my plate. Right now, I would like to start helping in the community again but I do not know where to start. There were some organization changes in the marketing and core team. And I am just a little bit confused right now about what projects are in progress, where and how I can get involved.

Sometimes I feel there are some communication problems and stuff get lost in translation. It may be a result of remote cooperation and I do not have any solution, unfortunately. Deduce less, ask more, maybe.

Unclear mission and vision

Když jsem se podílela na projektech, občas bylo trochu únavné množství těch zoom meetingů a callů, kterých jsem se účastnila - bývalo jich hodně. Ale chápu, že jde asi o neefektivnější způsob, jak se spojit a dohodnout se na všem potřebném..

The in clarity in competencies of the Core team. As a member of the project I do not know what they can help me with and what is the process

What is the **biggest problem** in Cesko.Digital that should be fixed right now?

Portál dobrovolníka, dlouhodobé financování, jasný strategický směr

More opportunities for senior folks, informal debates, interesting tech, more opportunities for matching with NGOs...

Too many juniors and no seniors on projects (začni učit). Bad leadership with no goals, total mess (newsie).

We need to establish cooperation with Slovak, German, Austria etc. IT volunteers around us ASAP to move IT volunteers cooperation to the next step -> Europe citizens and their needs., , Switching some Slack channels, Wiki pages, websites to English will be important first step to say Hello Europe, we are here. How can we help with Europe citizens needs?, English is global used language for ICT segment.

Málo osobního kontaktu v rámci kmenového týmu

Communication with clients/NGO

I am not sure where to put my energy

Response time from certain members, I don't like waiting for weeks for a specific piece of material I need to be able to do my part of the work. I think that project managers should require faster actions from the members. I know that I and most of the other members are volunteers, but if the project is delayed because of one person, I am pretty sad about it.

What made you **happy** at Česko.Digital in the last 3 months?

Community and my team

Some major achievements on the projects, successful events, great cooperation with some volunteers. Many things make me happy in Česko.Digital.

Rozšiřování základního týmu a spouštění dalších skvělých projektů.

Meeting co-workers, seeing a big step on the project I worked on

More developers coming to the project

Proactivity

Zajímavé webináře

přínos mé práce projektu

Skvělé duše v komunitě a to, že se daří propagace aktivit projektu a tak i šíření jeho mise, no a také vzdělávací webináře, které jsem shlédla.

What made you **happy** at Česko.Digital in the last 3 months?

možnost vyjádřit nesouhlas a být součástí změny

Smysluplná práce

Communication

Pro mě je projekt v Česko.digital prvním projektem, který nebudu mít sama do šuplíku. (jsem samouk) Jsem moc ráda, že jsem se mohla zapojit v super týmu, přijali mě dobře, spolupracujeme. Prostě mě ta práce na projektu baví :slightly_smiling_face: taky potěší, když mě někdo z týmu pochválí, že jsem něco vyřešila dobře.

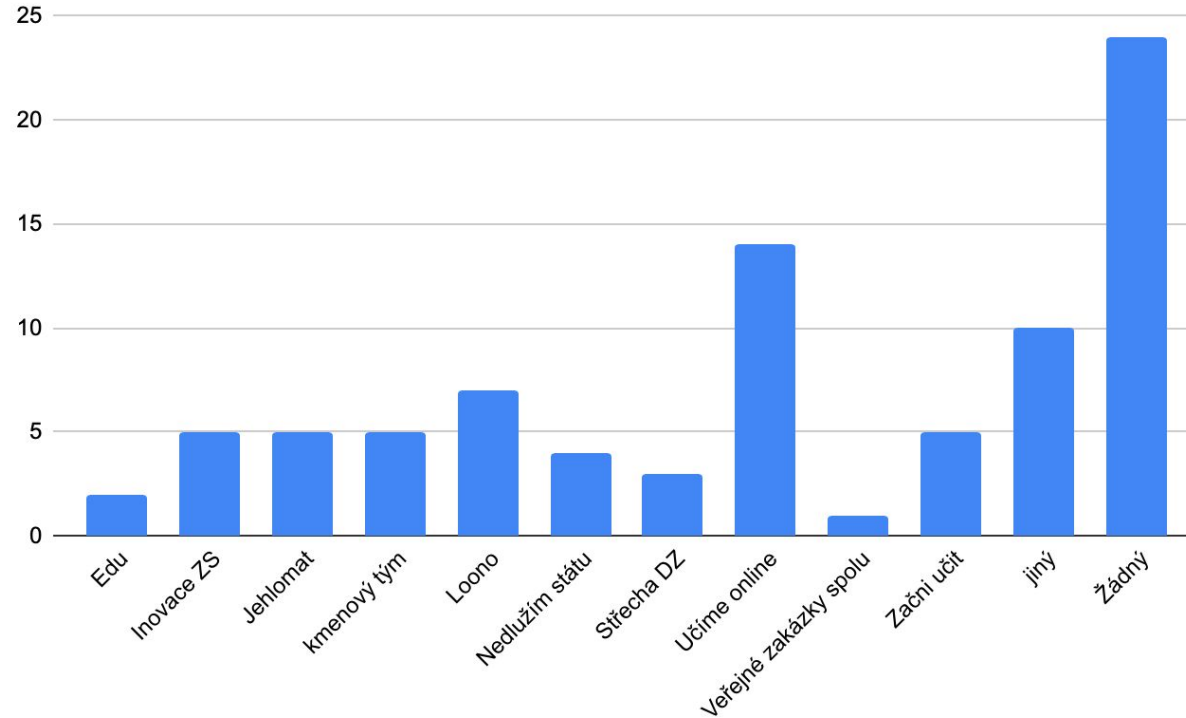
Hackathon v Brně

Most of the people here are just amazing and just insanely helpful, I appreciate this a lot.

I was happy to see new version of Nedlužim Státu website.

Project Inovace zpravodajství, co-operation with people across C.D on various topics, WebExpo participation

85 people answered this question (out of 180 answers in total)





“Jenom žít nestačí. Člověk potřebuje slunce, svobodu a kytičku.

Hans Christian Andersen

Would like to talk about wellbeing in your company?

Michaela Sandtnerová

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The Greenest Company

Prague, Czech Republic

www.grnst.co