



# Well-Being & Conflict Resolution Survey – March 2021

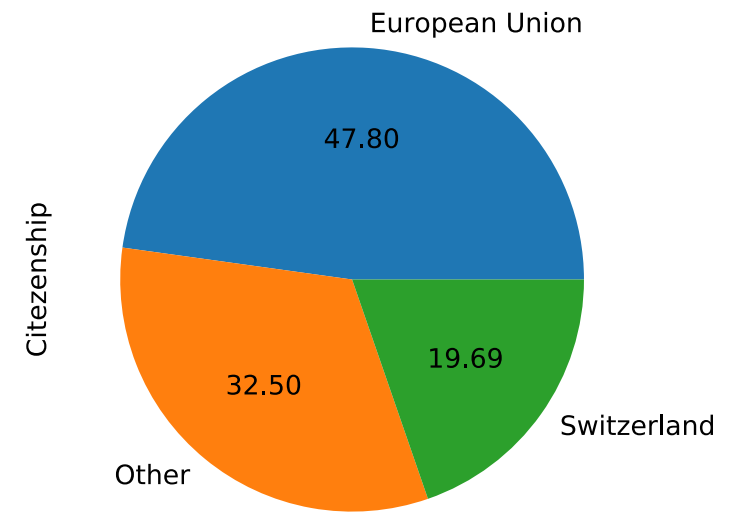
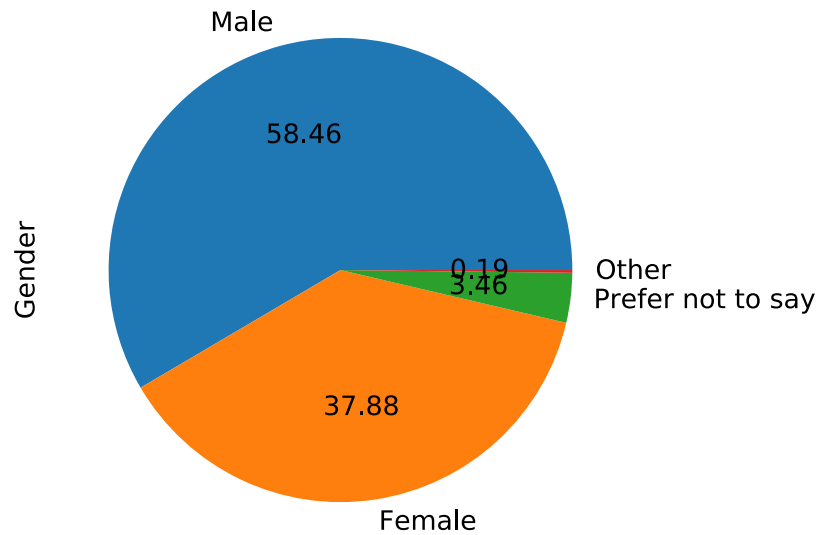
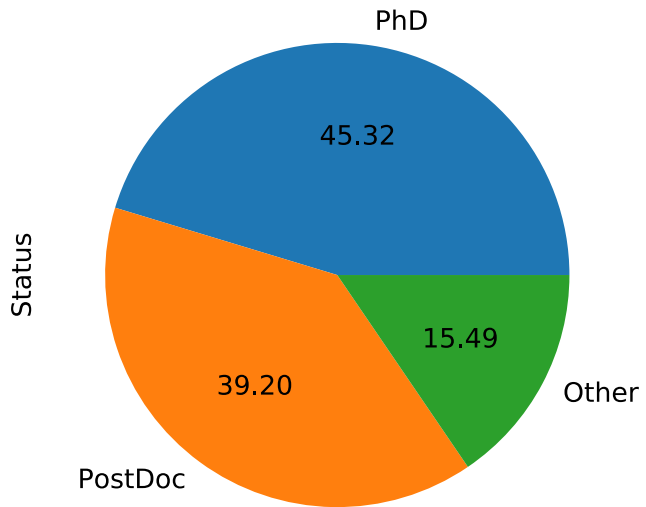


# Overview

- **Purpose** is to assess the following:
  - General well-being
  - Bias/Conflict experience & its effects
  - Resolution strategies
- **Structure:** results are presented by purpose for all respondents and role dependent subgroups (PhDs, Postdocs, Other employees). Correlations between answers are also presented. In the supplementary slides the answers were analysed in relation to conflict experience.
- **Disclaimer:**
  - The survey is performed by initiative and effort of EPDA Well Being initiative and its members
  - This survey is not about facts but about perception
  - Possibility of selection bias in voluntary surveys
  - The purpose of this summary is to share results, not to drive conclusions



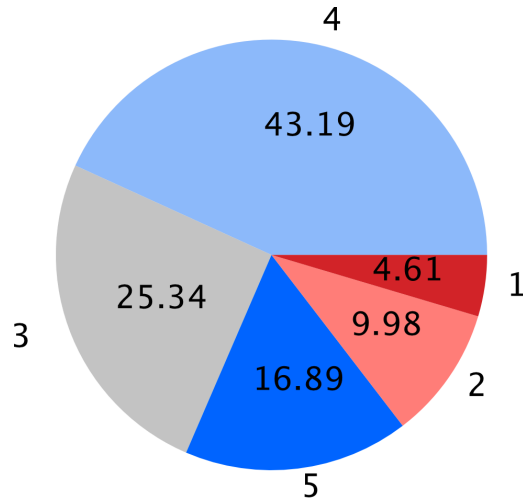
# Outlook of respondents: 523 responses



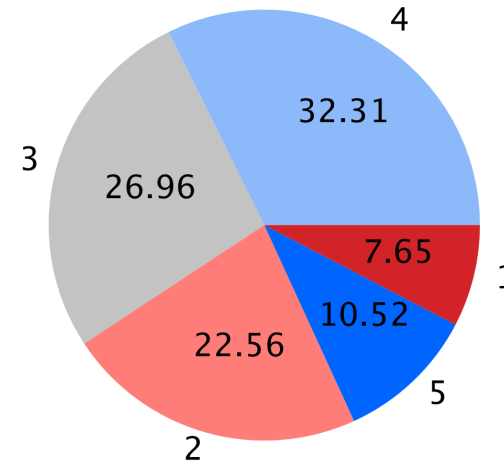


# Purpose 1 – Well Being (all respondents)

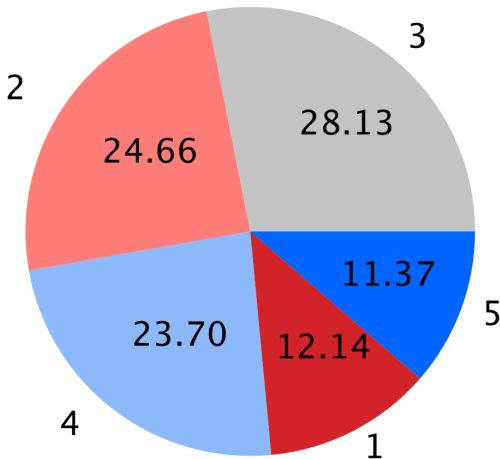
How satisfied you are with work?



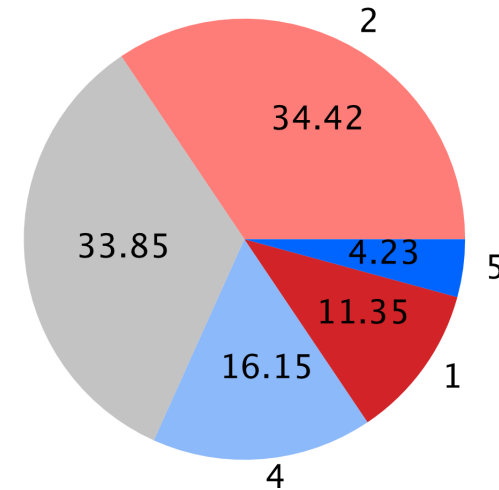
With work life balance?



How work affects you Mental Health?

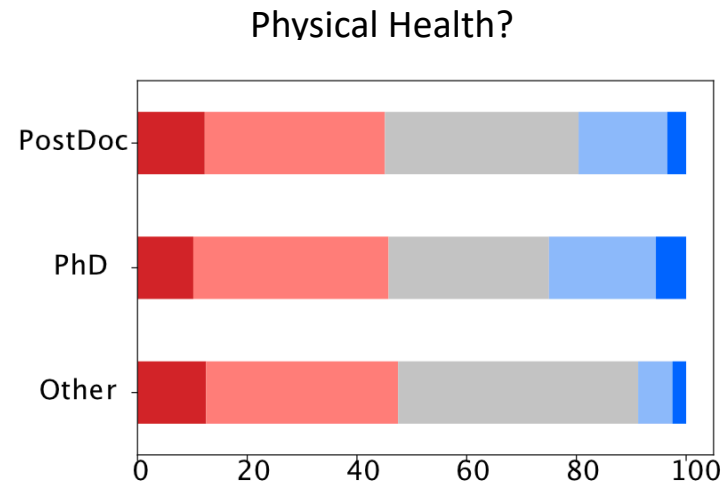
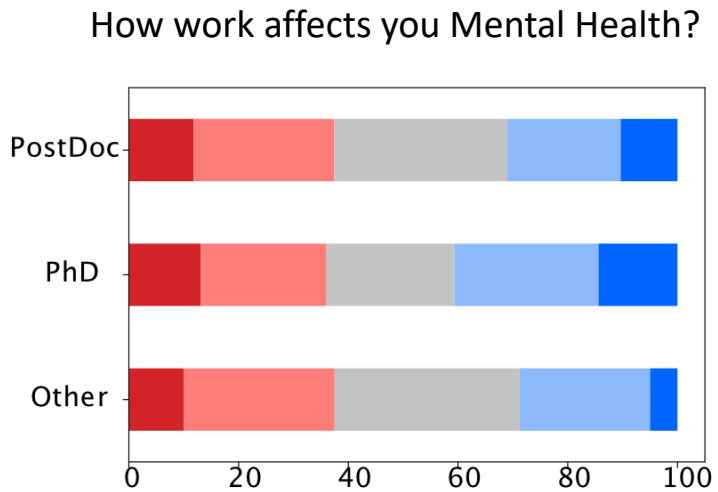
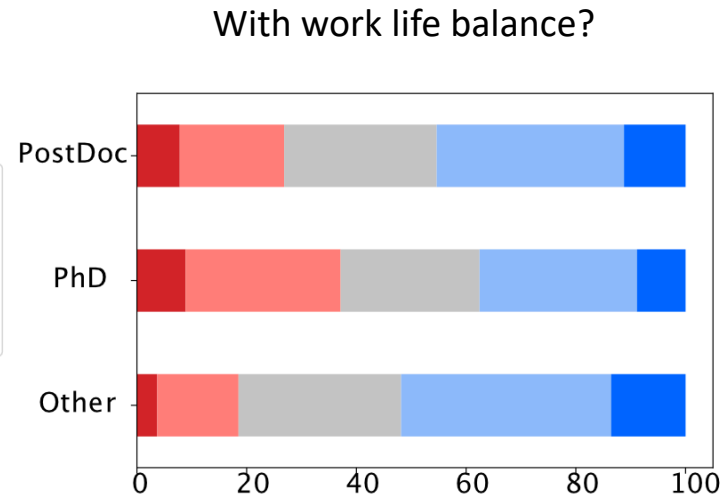
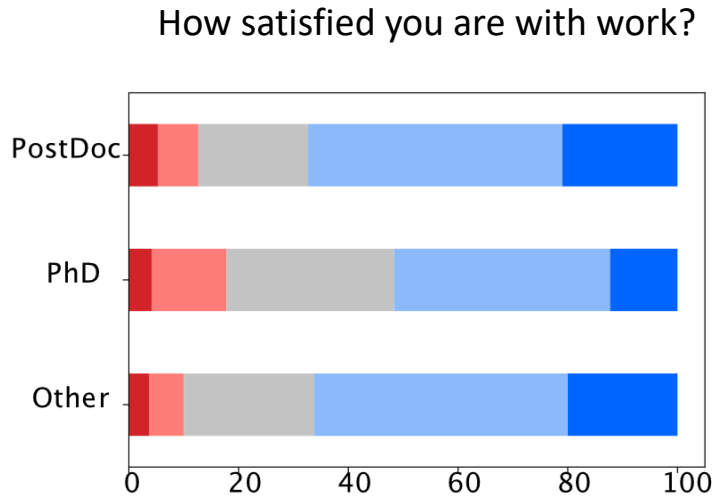


Physical Health?





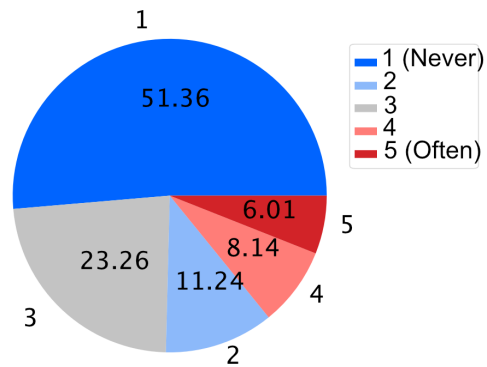
# Purpose 1 – Well Being (grouped by position)



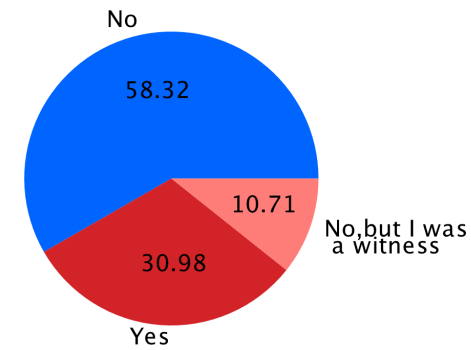


# Purpose 2 – Conflict/Bias Experience (all respondents)

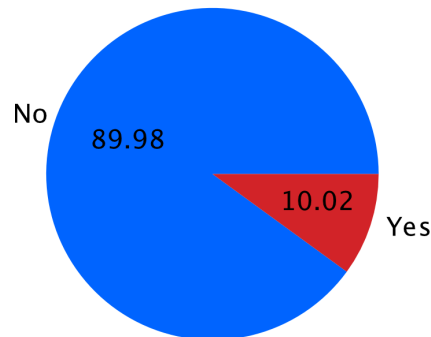
Do you feel your peers have a bias towards you because of your identity?



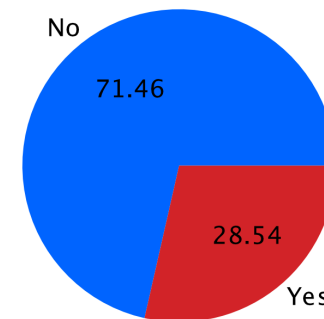
Have you ever been in a conflict at work?



Due to stress, I find myself venting out at my colleagues/initiating conflict?



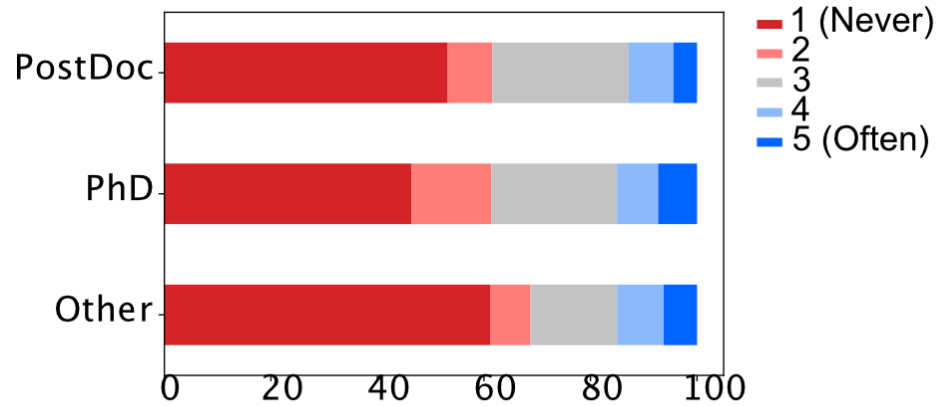
Are you aware about the different platforms within EPFL for support and mediation?



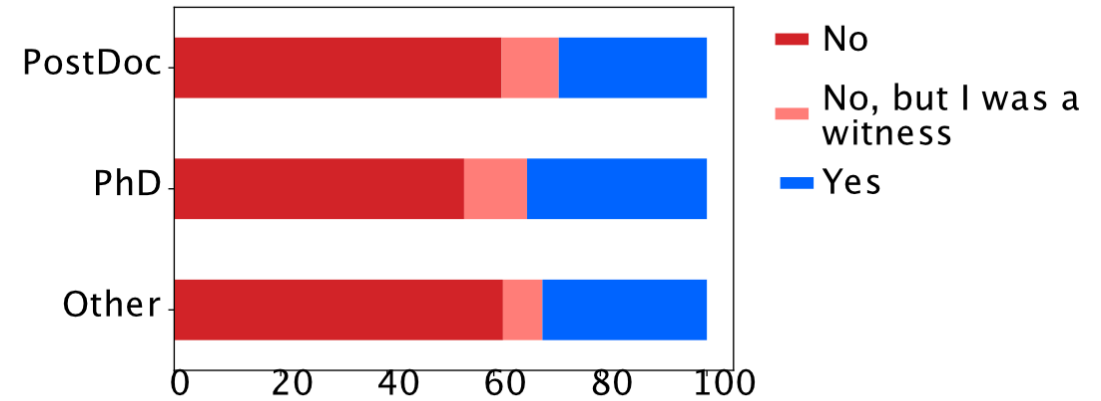


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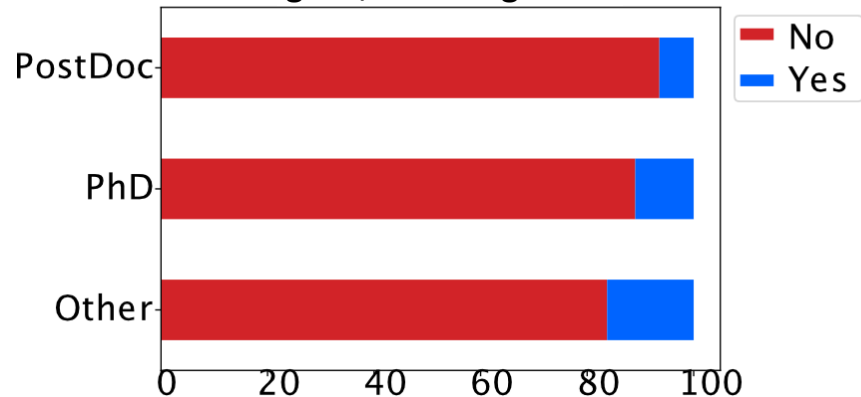
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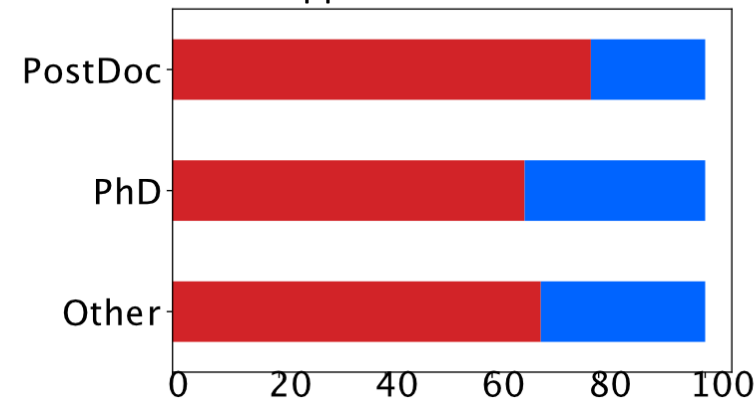
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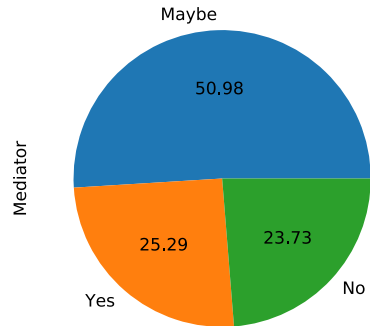
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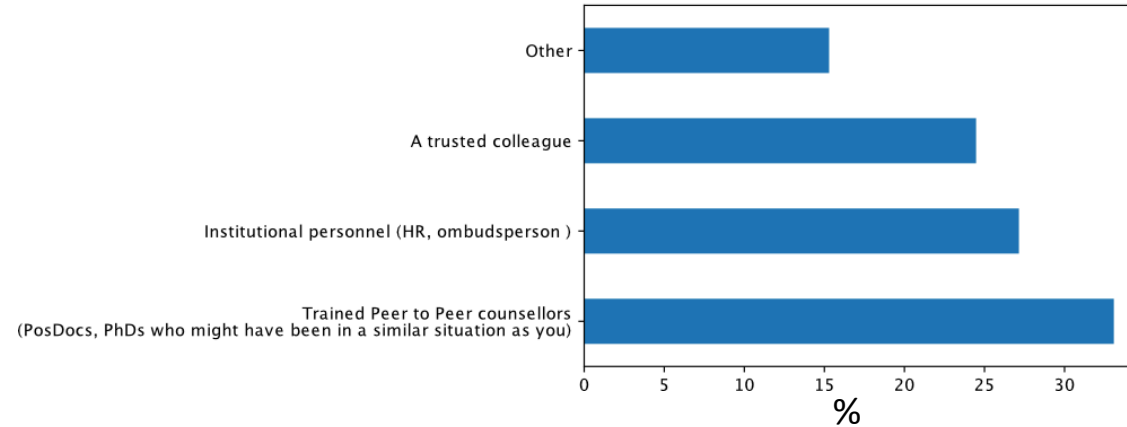


# Purpose 3 – Conflict Resolution (all respondents)

Would a mediator help?



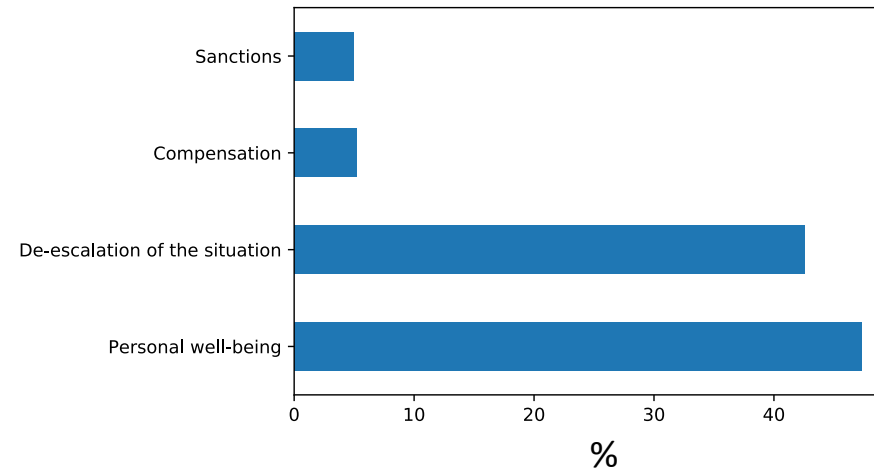
What's the best type of mediator?



Most important qualities of a mediator?



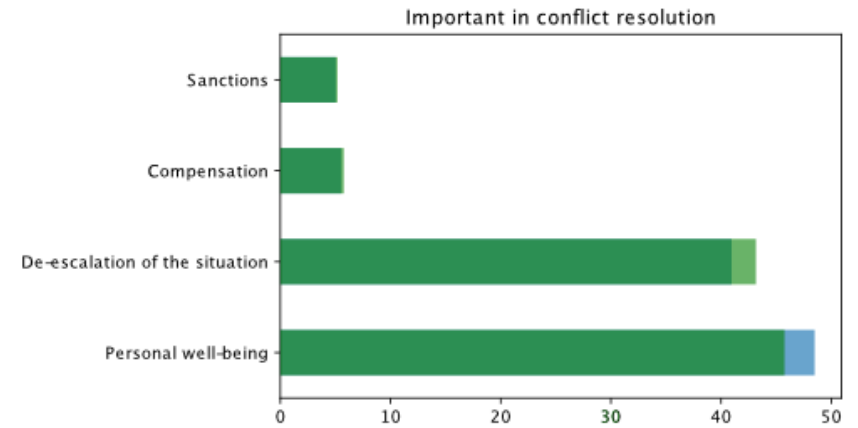
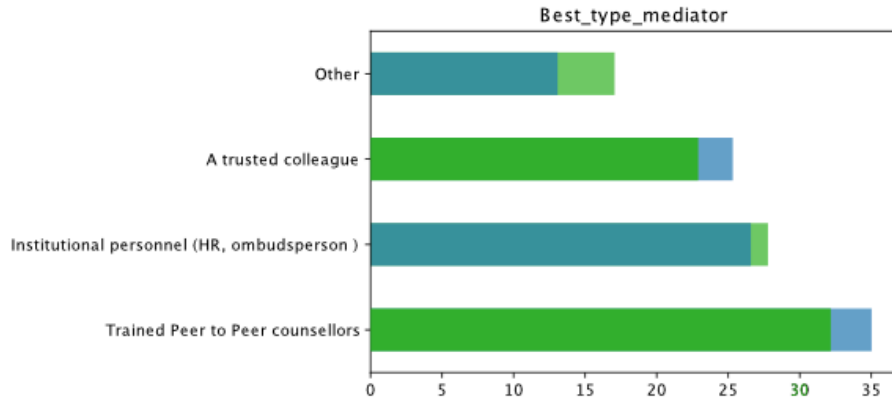
What's important in conflict resolution?



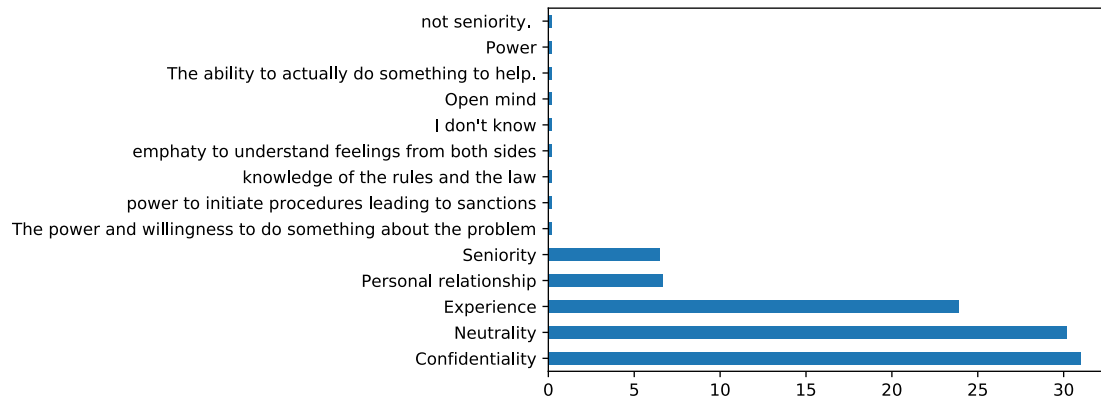




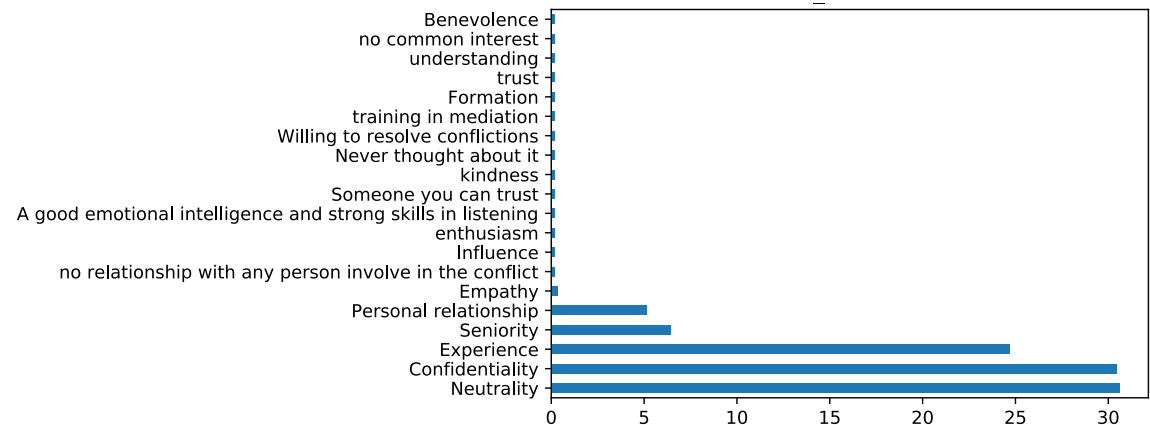
# Purpose 3 – Conflict Resolution (PostDocs and Phd)



## PostDoc

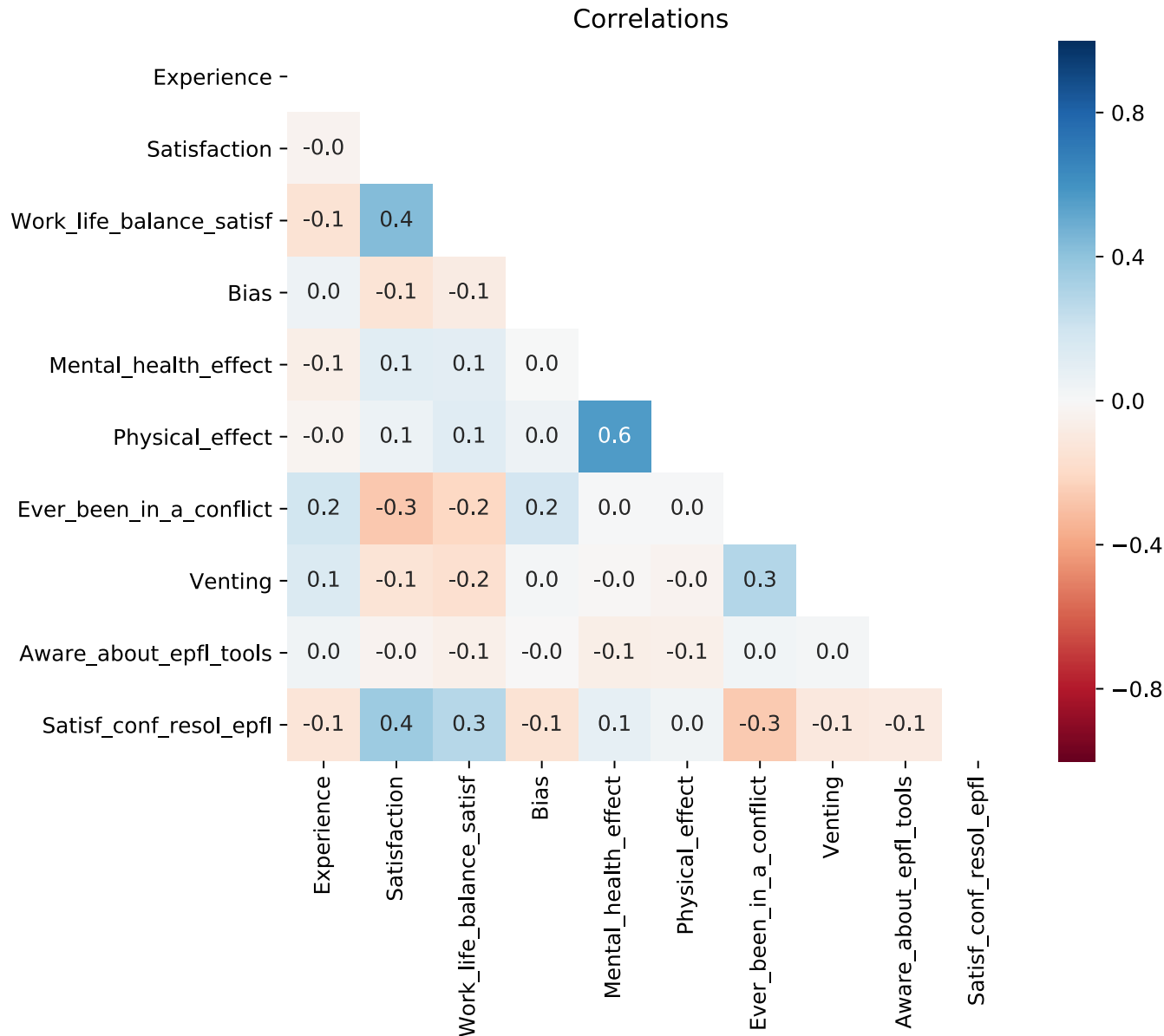


## PhD





# Correlations

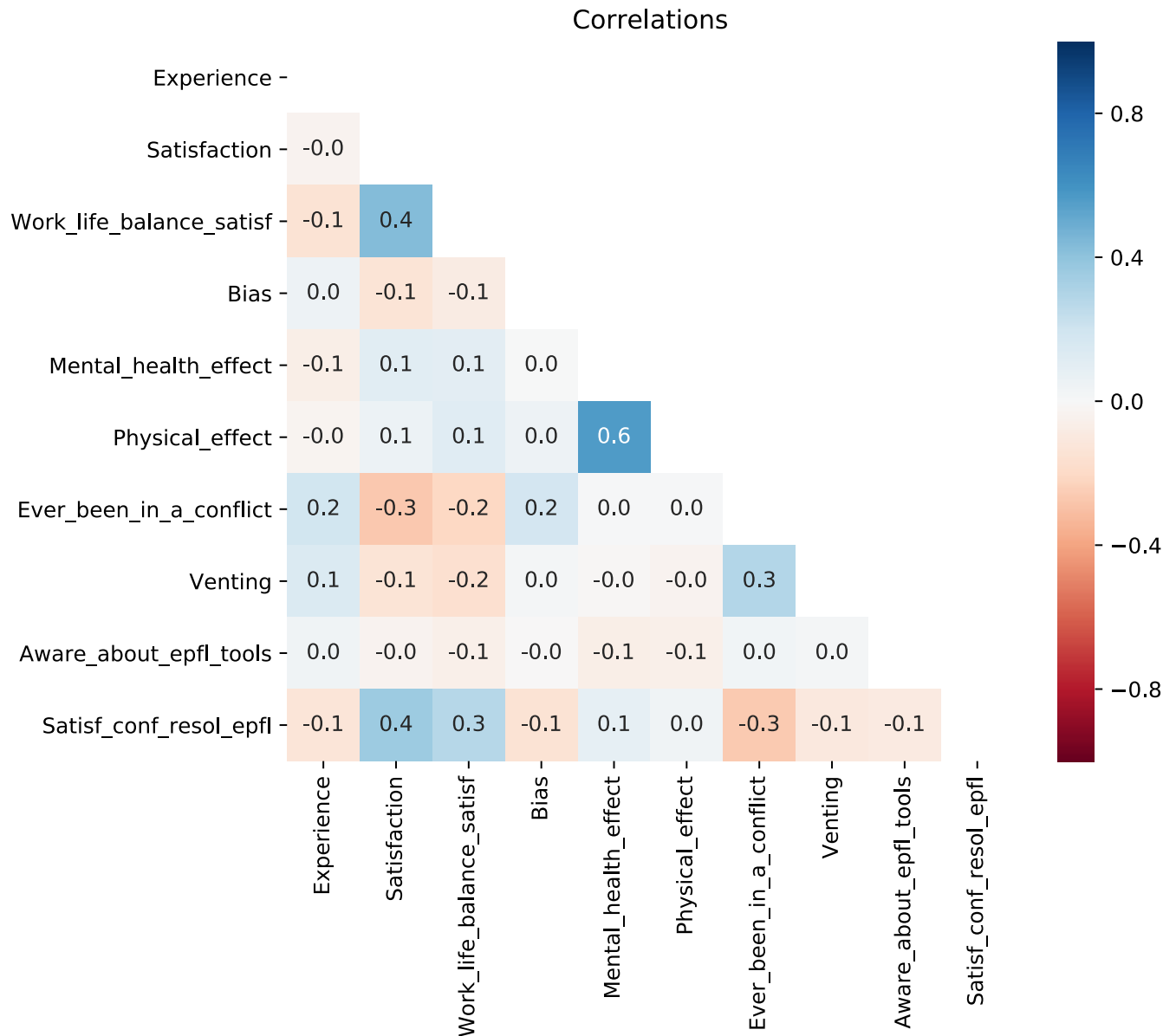


## • Positive Correlations

- Physical <->Mental Health
- Satisfaction with work <-> Work-life balance
- **Satisfaction with EPFL conflict resolution <-> Satisfaction with work, work-life balance**
- Conflict experience <-> Venting
- Conflict experience <-> Bias
- Conflict experience <-> Work Experience



# Correlations



- **Negative Correlations**

- **Conflict experience <-> Satisfaction with epfl conflict resolution**
- **Conflict experience <-> Satisfaction with work, work-life balance**
- **Venting <-> Worklife balance**



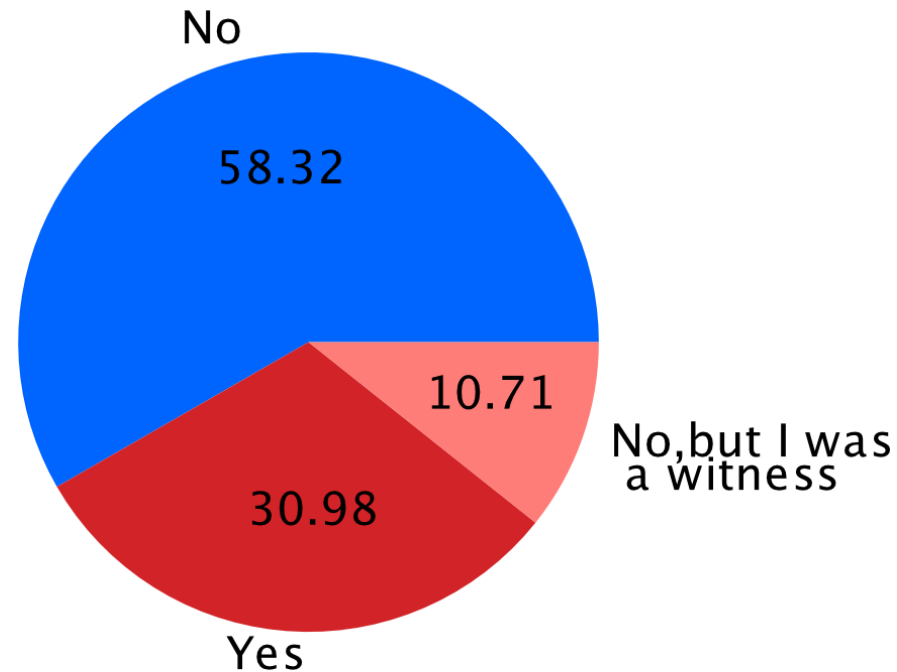
# Summary

- Well-Being:
  - ~ 15% are not satisfied with work (PhDs are less satisfied than Postdocs and other personnel)
  - ~ **30%** have indicated **poor work life balance** (~40% for PhD)
  - ~**40%** indicated **poor effect** of work **on mental** and ~**50% on physical health**
- Bias/Conflict experience
  - ~ **40%** are **subjected to biased perception** in total, and ~55% of PhD
  - ~ **40%** had experience **conflict situation** (~50% for PhD)
  - ~ 10% are venting out on their colleagues/initiation conflict in stressful situations
  - ~**71%** are **not aware about EPFL tools** to cope with conflict
- Conflict resolution
  - Most preferred type of mediator is **Trained Peer to Peer (i.e. PostDoc or PhD)**
  - Most important qualities in the mediator are: **Neutrality, Confidentiality and Experience**
  - The best outcomes of conflict resolutions are synergetic : **De-escalation and Personal well-being**
  - **Conflict at work** has prominent connection with the **work satisfaction** and **work life balance**



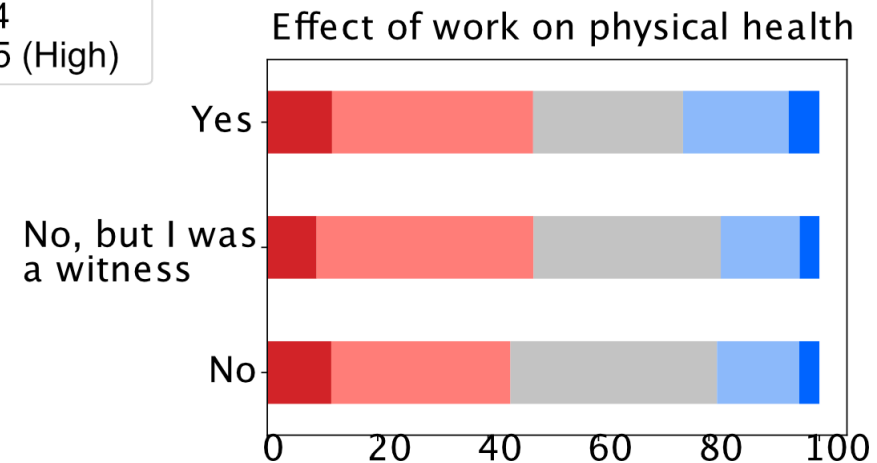
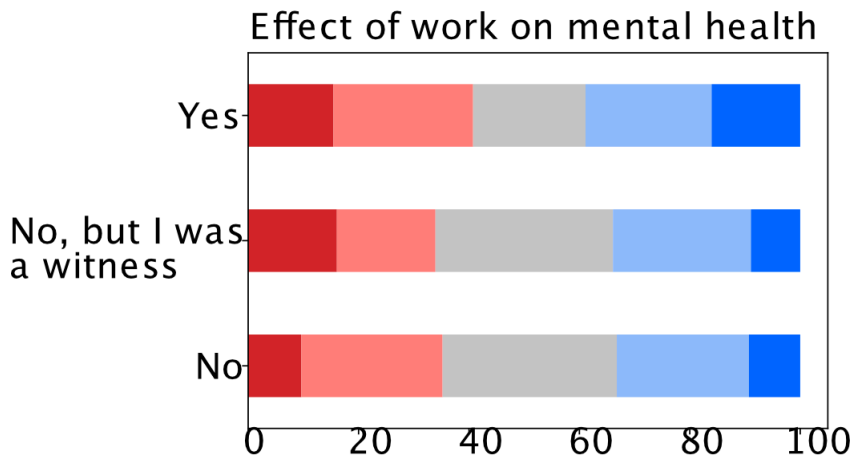
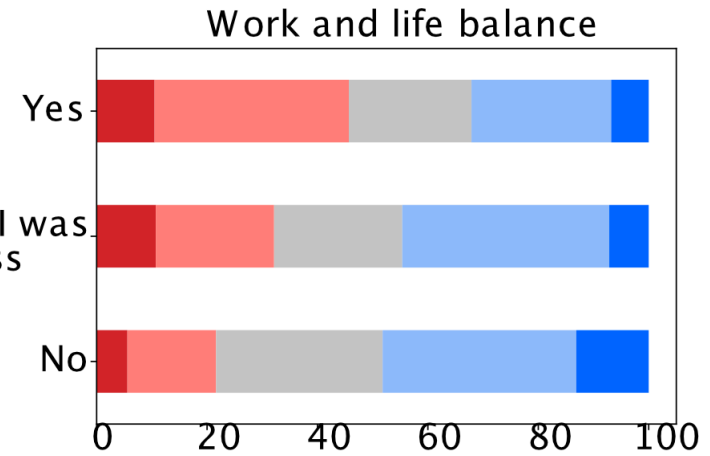
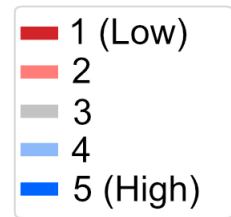
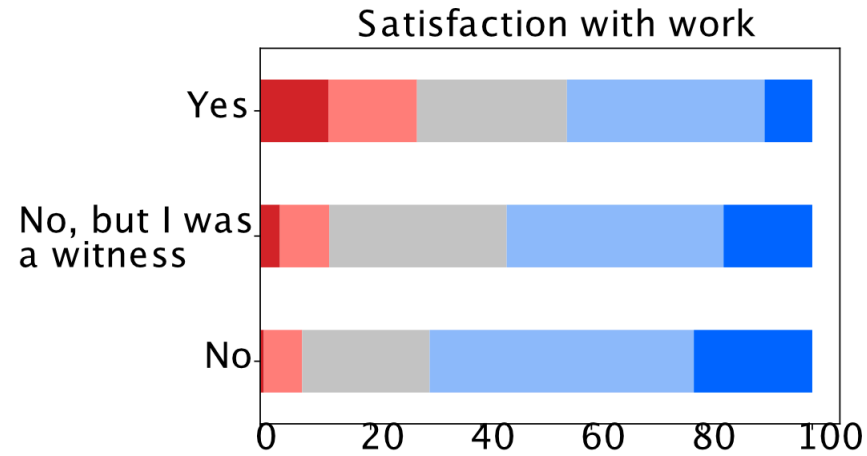
# Supplementary : Focus on the conflict experience group

Have you ever been in a conflict at work?



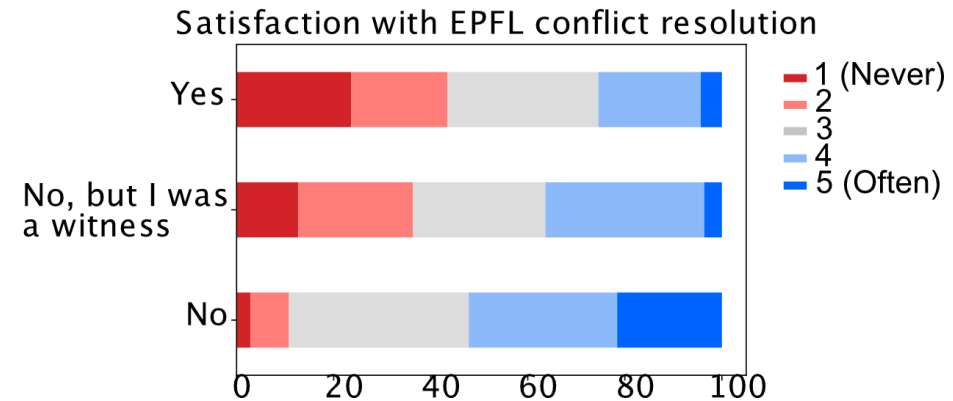
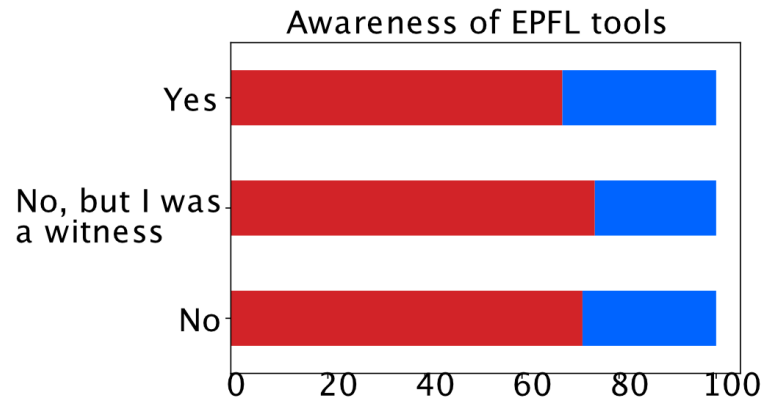
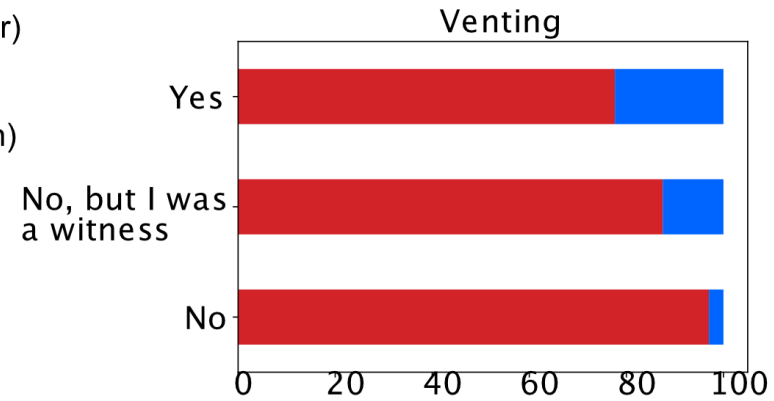
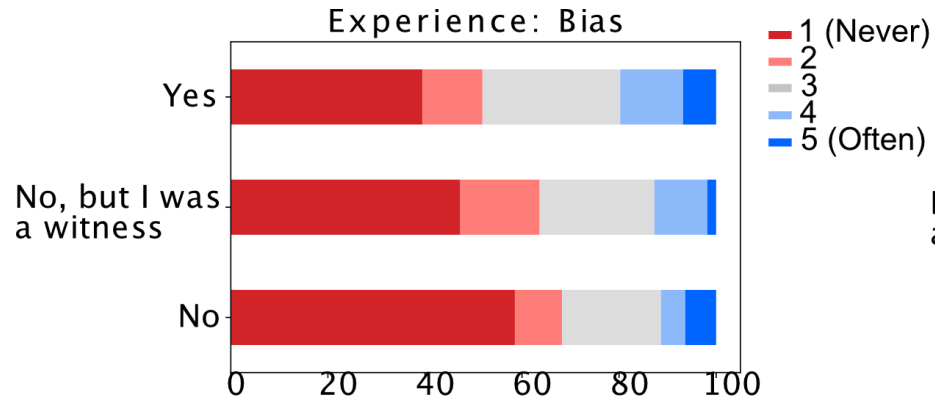


# Well-being: by conflict experience





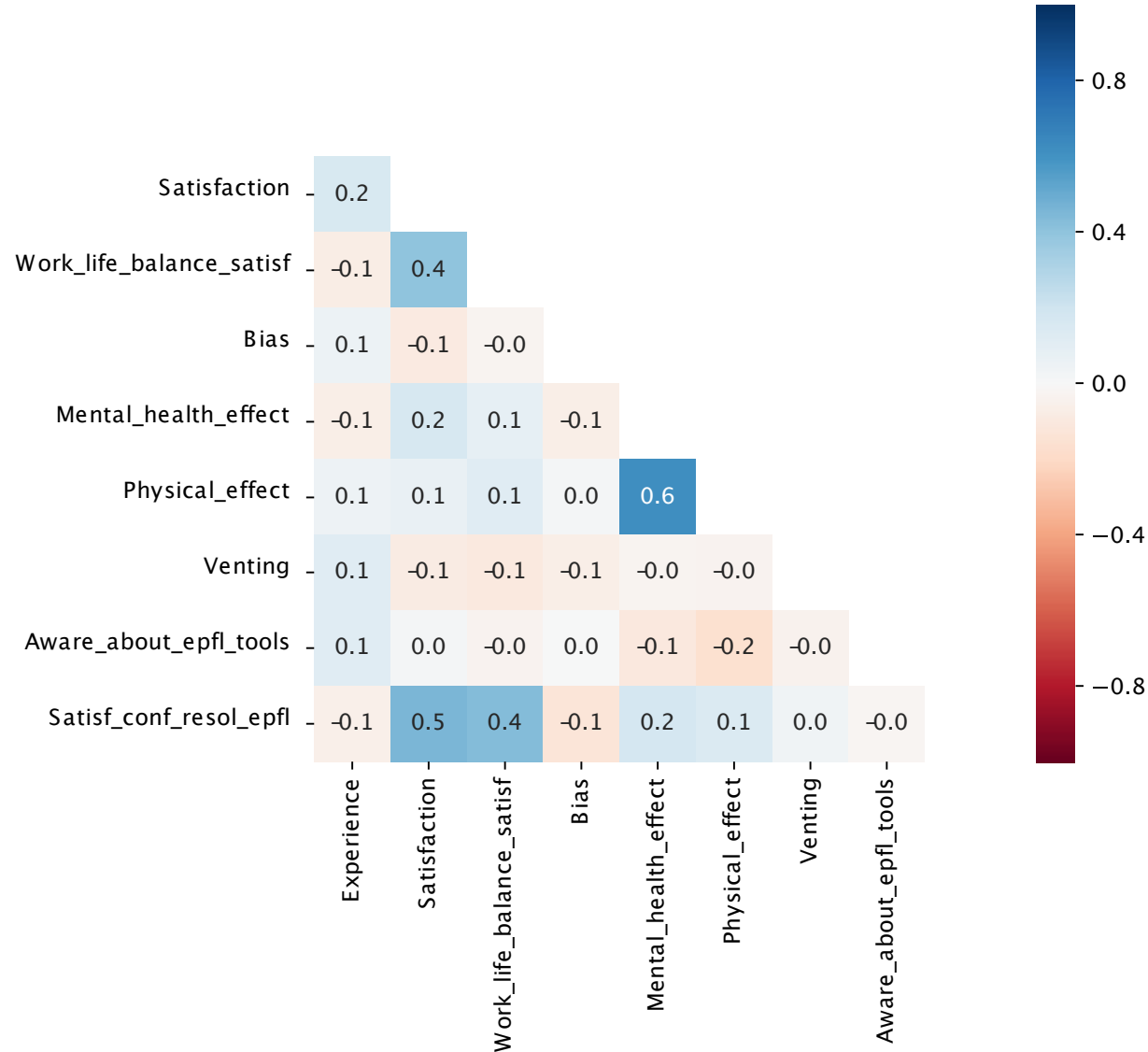
# Conflict/Bais : by conflict experience





# Pair relations between answers: for conflict experience

Correlations



Increased correlations:

- Satisfaction with EPFL conflict resolution <-> Satisfaction with work, work-life balance
- Satisfaction with EPFL conflict resolution <-> Effect of work on mental health