How long are you an employee for your company?

//

I am working for this company since 2002.

Due to the personal information in the interview I rather not name the name of this company.

I am hired out from my company to another company, and I am most of my time working in the building of the company whom is hiring our division from the other company.

//

What did you study?

//

I studied BHO bedrijfsinformatica at the hanzehogeschool in Groningen.

//

Did you have any experience with games on the pc or console?

//

Yes, I started with a game called cave. It was a text based game on a unisys mainframe.

The game consisted of tunnels, you had to gather items like sticks, which you needed to go further in the cave. The goal was to get out of the cave.

//

Was there a learning goal in the game?

//

No there was not. The game was just for fun. And since it was in the 80's it was not a impressive game.

//

Did you play any other games?

//

I did only do some pac man. And a game called Leisure shuit lary. I am not really a gamer so I did not spend many time playing games.

Relationships.

How is the relationship with your manager?

//

Good, But I don't see him very often. It might be at most five times each year. That is because I am on a custom location. He gives me a lot of freedom. Which is important within my line of work. The most and best ideas will come in my breaks.

//

which grade would you give for the communication with your manager and coworkers?

//

Communication coworkers: 7

Manager: 8

I find it more difficult communication with colleges because some of my colleges do not know enough about certain subjects. I have a very intelligent manager so I find communicating with my manager easier.

//

Do you share your office?

//

I share with two people at the Customers office, And I have a flexible place at my boss.

I only come to the flex to ask for help and meetings with my team manager. So I am not very often on my flex workplace.

//

Can you talk to someone within your company about personal issues?

//

Yes we can. Normally we can talk to the manager, but there is someone who needed a little bit more help and the manager arranged a psychologist for him. This coworker is been struggling with his weight a lot.

//

Is there any form of bullying on the work floor?

//

Jokes have been made but not in the negative sense. Six years ago a college had a bit of experience on the work floor with bullying. But we as a team did something about this.

//

Stress

do you feel any stress while working?

//

Sometimes, and I had a burnout few years ago.

Trigger of burnout: One of my colleges who did a lot of work got a burnout. The manager ask me to take a part of his job. Half a year later I was the one who was going down.

It had to do with to much work with to little people.

Everyday you did a little bit but more work came in, than you did, so it would pile up.

I got An argument with a college about this. And a third person was going down, so I think the manager was ordered to do something about it.

But that is not the only reason why I got a burnout , I am also a perfectionist which contributed to this issue.

//

Does the company have any resources to release you from stress?

//

The only thing in the building are showers. So you could do some sports. At my company we have a part with resting seats. Its no problem to have a break.

I can do with my hours what I want to do as long as I deliver my work. That is not for everybody. The nature of my job allows me to do this. The best idea's come in the break.

Don't think about the problem than it will solve it self.

//

Exhaustion:

How long do you work each week?

//

I work 40 hours each week.

//

Do you have much energy after a workday?

//

Last year not much. I have to study a lot at home to solve problems at work. And I am not paid for those hours. Studying is a part of my work, it's the nature of the job.

//

Could better communications between coworkers improve your energy after work?

//

The colleges with the administration are not eager to study a whole lot themselves. They rather ask first and then look for it themselves. When this is improved I would have more energy after a workday.

//

|Reflection

Does work work have effect on your mental health?

//

My mental health would be better if I didn't have to work. In my case is more about my age and diabetic problems. I don't have to work at night anymore, because of the diabetics. A long time ago I worked in shifts at night. After that I had some problems with sleeping. It influenced my mood in a bad way.

//

Does the relationship with your coworkers affect your mental health?

//

There is one college that doesn't want to improve and the rest is at their best. A big part of the frustration is that employes don't have enough skill. And my experience is that this can not be improved.

//

Does your company try to improve relationships between coworkers? And how do they do that?

//

What we did in the past, we went in a group to solve puzzles while hiking. This was not organized by the company it self tho. Around two times each year we have diner with colleges.

//

What do you think about a game with a leaderbord to improve relationships?

//

A leaderbord might have a negative effect. Some people will not participate and you will have a big list of losers. And a list of winners and it will split up.

//

Do you have any tips for me?

//

Use a intra-net where you don't have to participate but just offer information as an employee to introduce your game so the game isn't forced on the employee.

If something has a positive effect in the first week, the next week it will have a different effect because its not new anymore. So you have to change the game every time and offer the game in a different way. And it also can't be obvious that it is made to improve mental health.

//