

How is a participant's anonymity ensured?

For us it goes without saying that your answers will remain anonymous. Neither the HR department nor a superior is able to see the answers provided by staff. This is particularly important in order to obtain informative and honest answers and to give the participants a feeling of security and trust.

Each participant has to be assessed by at least two colleagues; however, it would be better to combine two small departments to obtain meaningful results.

Each participant automatically receives an e-mail invitation containing an initial password (provided that the wildcard **Initial password** is used). This password is not stored anywhere and is only intended to be used for the first login when the user is requested to allocate a new password.