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# Employee Survey Results

Norhart - Employee Comments



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## Employee Survey Results

This report contains comments from your employees about what they love at Norhart – and what they'd like to see improved.

We ask each employee 3 of our 47 comment questions based on their individual responses to survey statements. This strategy allows us to dig into the topics that matter most to them or those where their perspective was unique from the rest of your organization.

We grouped the comments by topic and attributed each comment to the employee's department if there were at least 10 responders from that department.

Visit <https://info.energage.com/report-resources> for more information about this report.

# Engagement

- Referral
- Motivation
- Loyalty

Align

Perform

Connect

Coach

The Basics

Regional

I love my job because...

## Norhart Engagement Comments

# Why would you recommend working at Norhart?

### Positive Comments

1. Aside from the benefit of working remotely, Norhart have strong Values that will remind you each day whether personal or work related. Also, leaders are transparent and supportive to each team members ideas and decisions.  
- an employee in Corporate
2. Good pay, good guys, reliable work.  
- an employee in Wall Panels - Eve
3. Benefits, pay and remote work. Remote work is so helpful for me and for many people I know.  
- an employee in Corporate
4. Norhart provides opportunities to learn and enhance skills.  
- an employee in Construction
5. Opportunity do expand your ability.  
- an employee in Construction
6. It's a great place to work.  
- an employee in Corporate
7. Because of the atmosphere.  
- an employee in Construction
8. Crew chemistry.  
- an employee in Construction
9. Work-Life balance  
Excellent team members.  
- an employee in Architecture
10. Great job where you can learn a lot and do something with your hands and be proud of.  
- an employee in Construction
11. Environment/culture way different (in a good way) from competitors.  
- an employee in Construction

## Norhart Engagement Comments

# What makes you hesitate to recommend working at Norhart?

### Improvement Comments

1. The intense workload is the primary factor that makes me hesitant to recommend working at Norhart.  
- an employee in Architecture
2. The economic moment that we are going through right now. The uncertainty.  
- an employee in Architecture
3. Secretive lay-offs. Who knows the future of the company.  
- an employee in Construction
4. Currently with the way the company is struggling to keep people. I'd also say now is not the time to hire people especially with the company reducing the starting wages.  
- an employee in Construction
5. Not knowing the if the company will make it or not. Why would I want to recommend family or friends to come work for a company that could not exist in the future.  
We don't seem to learn from our mistakes and just keep running ahead like they don't exist.  
- an employee in Project Management
6. After we started firing people the morale is terrible use to be a wonderful place to work now I dread going to work everyday knowing we won't be a thing anymore.  
- an employee in Wall Panels - Eve
7. The state of the company and the fear of where we will be in sixty days. Lack of work-life balance. Everyone is working around the clock to save the company and execute tasks. It's the only way to get things done.  
- an employee in Property Management
8. The changing environment.  
- an employee in Wall Panels - Eve
9. It's not a job for coasters! Not everyone I know is highly motivated.  
- an employee in Architecture
10. Job security.  
- an employee in Construction
11. I tried a few weeks in however they were never able to get through, possibly due to how many interviews placed possibly. Overall possibly too many trialed interviews .  
- an employee in Construction
12. There is a far greater push for results and productivity than there is about caring for the individual person.  
- an employee in Corporate
13. I've given this place a near decade and it's given me almost nothing. I used to absolutely love this place and for years I repeatedly shouted this place from the mountaintops. I've given this job so much for so long. Now I'm just slowly being pushed out. I have a family and I can't just slowly see that you're trying to fire me and not prepare. I just started my own company as I get ready for you to fire me, so how can I recommend this place anymore if that's how it treated me. I was the favorite employee and we were doing awesome things. I've not changed what I do or how much effort I give and my department still does amazing things, but we aren't appreciated, respected, or taken care of. It can't be surprising that everyone is leaving. This place is slowly killing my love of working hard because all I get back is someone around me twisting the work I've done either to put me down or raise themselves up and it doesn't seem to matter what I do.  
- an employee in Construction

## Norhart Engagement Comments

# What about Norhart is motivating to you?

### Positive Comments

1. The fact that we are still being led by Mike who has great values and a genuine heart for the company.  
- an employee in Property Management
2. Norhart motivates me to be a genuine human. Admitting my mistakes and learning from them. In this way, honesty and trust is combined.  
- an employee in Corporate
3. The future goals of the company.  
- an employee in Construction
4. Feeling that I make a difference to the company. Constantly challenged with a new problem.  
- an employee in Architecture
5. The fact if i get sick or slow down my every move is questioned. Norhart wants me to give everything i have but wont question firing me when its convenient for them.  
- an employee in Construction
6. Know what needs to be done and trying to get as much done in one day as you you can.  
- an employee in Maintenance
7. Competitive pay structure and advancement opportunities.  
- an employee in Wall Panels - Eve
8. The people i work with.  
- an employee in Construction
9. The team i work with.  
- an employee in Construction
10. Having a paycheck.  
- an employee in Construction
11. Earning potential.  
- an employee in Wall Panels - Eve
12. My teams attitude.  
- an employee in Construction

## Norhart Engagement Comments

# What gets in the way of you feeling motivated at Norhart?

### Improvement Comments

1. The lack of working in other areas and not having a different day to day.  
- an employee in Wall Panels - Eve
2. I get discouraged by the continuous building problems. Mostly with the doors, windows, and all the water issues. Every day is a new start, so you got to just keep on keeping on, man!!!  
- an employee in Project Management
3. Lack of understanding from management. Feeling like we are a half new construction/half remodel company.  
- an employee in Project Management
4. The hard deadlines we have to hit with not enough people.  
- an employee in Construction
5. The ongoing challenges of the current building in Oakdale. Also in recent weeks, negativity amongst others and the lack of personal growth in my career.  
- an employee in Construction
6. Cutting staff and increasing the pace.  
- an employee in Construction
7. Concerns of the company going under  
People quitting because of this, (getting out before the ship goes down)  
The embarrassment of Oakdale.  
- an employee in Construction
8. Asking for more help to be able to do my job then getting another position added on to my task list.  
- an employee in Wall Panels - Eve
9. My co-workers and that I'm learning new things from other departments.  
- an employee in Corporate
10. Seeing employees being treated differently and given multiple chances, even when they are not performing well, just because they are related to senior management or leadership is concerning. The term 'nepotism' has appeared in previous company surveys, but I haven't seen this issue being adequately addressed. Norhart is losing good people who are tired of being negatively impacted by the reckless actions of employees who believe they are above everyone else, including their bosses. The senior managers and leaders are aware of these situations but seem to not take effective action. This significantly affects my motivation to work at Norhart.  
- an employee in Architecture
11. Being treated like a robot that must hit numbers. I mean, having goals for the team is good, but receiving fake praises and being pressed to hit increasing numbers without proper tools and definition of work scope take a toll on an employee. The scope of work just keeps on expanding and management would wonder why we're no longer performing well. We're asked to do a lot. These things were never discussed when we got on board.  
  
The way Mike operated before was not like this so I know that it's the management he hired that brought this bad feeling.  
- an employee in Property Management
12. Not knowing the direction the company is going (financially).  
- an employee in Corporate

## Norhart Engagement Comments

# What contributes most to you wanting to stay with Norhart?

### Positive Comments

1. The potential of being part of an amazing and innovative company .  
- an employee in Property Management
2. Do or Die attitude. Family atmosphere. The BEST Damn people to work with including all 3 sites and the office.  
- an employee in Construction
3. My fellow employees. The culture. The management team. Mike K.  
- an employee in Construction
4. Norhart's Purpose, Professional Growth, And My Manager's Appreciation.  
- an employee in Property Management
5. My manager. He is a great mentor and I still feel I have so much to learn from him. Unfortunately I have not been able to work with him on a lot we had planned because I've been needed for other areas of the company. I hope I can keep working on new projects with him as his vision from the beginning and his management style is what I respect and what keeps me here the most.  
- an employee in Corporate
6. My manager and leadership trust my judgment and give me the flexibility to perform my job to the best of my abilities. This level of trust and flexibility is not something you find in every company and is one of the key factors that keep me at Norhart.  
- an employee in Architecture
7. Learning my trade, gaining knowledge and the pay.  
- an employee in Construction
8. Great coworkers.  
- an employee in Construction
9. The people who I work with.  
- an employee in Construction
10. The people I work with.  
- an employee in Wall Panels - Eve
11. Flexibility, positive encouragement culture the room for growth I am provided.  
- an employee in Architecture

## Norhart Engagement Comments

# Besides higher pay, what would make you less likely to leave Norhart?

### Improvement Comments

1. More stability, the current state of the company is a scary position for every family that is relying on the paycheck from Norhart.  
- an employee in Project Management
2. Knowing that future projects are going to be designed and built.  
- an employee in Architecture
3. The confidence Norhart would survive beyond the next several years.  
- an employee in Architecture
4. Better communication about performance. Sometimes I need to know feedback good or bad.  
- an employee in Wall Panels - Eve
5. Job stability.  
- an employee in Corporate
6. Better planning by leadership more foresight into possible risks.  
- an employee in Wall Panels - Eve
7. To see that work/life balance is valued in the company.  
- an employee in Maintenance
8. If we got sweaters that had norhart on them. .  
- an employee in Construction
9. Knowing our jobs are safe.  
- an employee in Maintenance
10. Career guidance.  
- an employee in Construction
11. Less nepotism.  
- an employee in Wall Panels - Eve
12. More plumbers.  
- an employee in Construction
13. Remote Work  
Unlimited PTOs  
Ways to advance my career (ex. Learning opportunities &.  
- an employee in Architecture
14. Long term stability for me is very important.  
- an employee in Corporate
15. My co-workers, and the work-life balance.  
- an employee in Corporate
16. More organization.  
- an employee in Corporate

Engagement

## Align

- Values
- Direction
- Interdepartmental Cooperation
- Meetings

Perform

Connect

Coach

The Basics

Regional

I love my job because...

## Norhart Align Comments

# Share an example of Norhart operating by strong values:

### Positive Comments

1. Our transparency to the company.  
- an employee in Property Management
2. One of the Values Norhart have is Improve Everyday.  
This is more of doing your work positively and flawlessly and continues to improve on where you are good at to become the best.  
- an employee in Corporate
3. At Norhart everyone is willing to lend a helping hand.  
- an employee in Wall Panels - Eve
4. One on ones with our foremans to develop and maintain relationships and cohesiveness.  
- an employee in Construction
5. The respect and kindness with which we work daily, empathy and recognizing the work are important factors that make me feel comfortable at work.  
- an employee in Corporate
6. Be a genuine human. I notice this every day at Norhart and specifically around the selling of EVE, the transition from steel to wood, and the genuine care that was put into making sure stranded employees had a new home. Norhart genuinely cares about their employees and operates within that value.  
- an employee in Project Management
7. In this financially-tough time, Norhart is prioritizing keeping manpower over many other things, even when it may make more sense to lay off employees.  
- an employee in Wall Panels - Eve
8. Employees often refer to Norhart's values in their decision-making process.  
- an employee in Wall Panels - Eve
9. Multiple interviews before trial periods, constant reassurance of how we operate during safety meetings.  
- an employee in Construction
10. Leaders lead by example and they put their team first.  
- an employee in Corporate

## Norhart Align Comments

# In what ways are we not operating by strong values at Norhart?

### Improvement Comments

1. When I started, it seemed like this was a company that would put its employees first and it really seemed like a "family" type environment. And over the last couple months, the company's true colors have really shown. It doesn't feel like the company cares about the people that got them to where they are today.  
- an employee in Wall Panels - Eve
2. Laying off people who meet values and calling it a keeper test when it is obviously a lay off. Keeping people who meet very few values during the layoff period.  
- an employee in Construction
3. Feel like everyday could be your last day. Right before all them people lost their job, Mike was saying at a meeting, I'd rather sell buildings before laying any one off, then 1-2 weeks later we find out we have to get rid of people.  
- an employee in Construction
4. Norhart has lied to, pressured, and demotivated a plethora of their employees. Its gross.  
- an employee in Construction
5. Doing stuff 3 or 4 times b4 done correctly.  
- an employee in Construction
6. Feels like there are too many values. Makes me feel as if we are unfocused , and reminds me of how we are operating at the moment, which is clustered scattered and messy.  
- an employee in Construction
7. Firing people without a lot of thought especially when there is a job that has to get done.  
- an employee in Construction
8. Actions contradict values when production and dealing with the financial problems become priorities.  
- an employee in Construction
9. There is no accountability. Many of those who are in managerial roles don't understand the problems that are going on, or seem to look the other way hoping others will address the issue. Constantly having "Keeper Tests" aka lay-offs. There should be more of an investment in quality tradesmen. Nepotism.  
- an employee in Construction
10. Mike tells everyone to do what is in the company's best interest and to be transparent. Then the managers step in and stop you from doing what's right and explain that they've already thought it all through, so you should just get back to work. Then a week later it blows up in their face and they have to undo what they did and do it the right way. Mike would have each crew do what is best for them and find their own most efficient ways to complete the project. Our site management would have us all close our eyes, stop thinking, and punch the clock doing exactly what they say.  
- an employee in Construction
11. The double standard of the "strong values." It seems, I've noticed, every command structure bends the rules, in this case "values", to push their own agenda.  
  
Open and honest? No. Not here. If you're going to have an employee purge.. call it that. You try so hard to put a positive spin on what is going on (finances). Stop sugar coating everything.  
  
Get rid of this current manifesto of values. Bring back the old values. Those were simple yet also diverse.  
  
Along with the current values, stop the re-orientation for current employees. It seems to me more like indoctrination and reeducation. Political parties do that. We're not robots, we're not a political organization. We are employees providing for our families. Stop forcing your rhetoric of company values down our throats at every opportunity. (Company picnics, parties, and reeducation/ orientation rallies).  
- an employee in Construction

## Norhart Align Comments

12. The managers started becoming textbook/rule-based people and we no longer have wiggle room to operate on our Norhart values. We no longer operate on these two: Resident Experience Obsession and Be A Genuine Human. We have financial issues, but I believe that our current practices are doing more harm than good. One example is not waiving late fees for those who have a good payment record with us during the system transition to Rent Manager. It made a lot of residents disgruntled.

Other than this, we also implement other changes that affect residents at a whim. All immediately and without proper and enough number of days to notify those who will be affected. It's demoralizing to be called a liar and an employee who loves robbing residents with sudden policy or fee changes.

- an employee in Property Management

## Norhart Align Comments

# What do you like about the direction Norhart is going?

### Positive Comments

1. Appreciate being informed on tough, difficult choices the company is facing. Honesty is the only way forward.  
- an employee in Construction
2. I think that we are always improving on communication.  
- an employee in Maintenance
3. I feel we are finally coming to realize some hard truths. We have to take baby steps before we run.  
- an employee in Construction
4. Right now, with the increased focus on the upcoming project's budget there is an added sense of trust in the company's direction going forward.  
- an employee in Architecture
5. Norhart is facing some financial issues right now, but it is normal to every business especially in Real Estate industry where we need to determine the cost of labor, materials, etc and how to cut cost to save more money. What I like the most is that leaders are transparent enough to provide updates to team members and assuring us that everything will go back to normal because they are doing their very best to think and find a better solution.  
- an employee in Corporate
6. I feel we are trying so many avenues that there is no way this will go the wrong way. It's a matter of keep fighting for ourselves, our team and our company :).  
- an employee in Corporate
7. I like that norhart is being agile in managing the current situation we are in.  
It's being transparent.  
- an employee in Corporate
8. The big goals for the future of construction.  
- an employee in Construction
9. Right now I am just excited to get done with Oakdale and start working with wood again.  
- an employee in Construction
10. I like that Norhart is building solid strong multi-housing enterprises and thinking about the best solutions for the users to live, at the same time we are looking through the budget so the company stays healthy financially and still got time building a nice working environment internally.  
- an employee in Architecture

## Norhart Align Comments

# What are your concerns about the direction Norhart is going?

### Improvement Comments

1. Nepotism is taking over the company.  
- an employee in Wall Panels - Eve
2. Feeling there's not direction at all and that they switch plans every other week.  
- an employee in Corporate
3. The way we handle "roadblocks" concerns me. We will run into an issue and seem to not give it the proper attention. Some of these same issues will present making me question if we actually learned how to fix the problem or ignored it.  
- an employee in Construction
4. Since we're having financial challenges these days, I hope that before people get laid off, they're given enough time to look for a backup. We all have family and needs.  
- an employee in Property Management
5. Bad decisions especially on Oakdale, making decisions based on dreams rather than reality.  
- an employee in Construction
6. Losing all of our good long term people.  
- an employee in Wall Panels - Eve
7. Financially it is a little scary. I hope we can pull through.  
- an employee in Project Management
8. It is unpredictable.  
- an employee in Property Management
9. I am hopeful that the changes impacting our company will push us in the right direction and make us be better all around.  
- an employee in Property Management
10. Stability for the company and individual people. It is putting a lot of added stress on people... will Norhart be around long term? Will my department be cut? Will I make it through the keeper test? Will I show up tomorrow and be told I am out of a job?  
- an employee in Corporate
11. The uncertainty of the moment is inviting us to challenge every decision made, and putting us to prove ourselves sometimes is exhausting. We can't keep ourselves functioning at 110% all the time for months. At least not all of us. The concern is under so much pressure, after so much pressure, for how long everyone will take it and stay healthy.  
- an employee in Architecture
12. I don't mind cutting costs and I don't mind value engineering, but when you started treating your employees like materials and started trying to find who you could short or who you can fire and get away with, that's when I realized how concerned I am that we won't pull out of this. If, during all of this, Norhart had been genuine and stuck to its transparent claims that the employees are the most valuable asset, I'd have felt comforted that we can weather anything. Instead we decimated the culture around here and made everyone feel cheap and used. That seems like a good way to quickly kill a company.  
- an employee in Construction

## Norhart Align Comments

# Which departments at Norhart cooperate together best?

### Positive Comments

1. I think all departments appear to be cohesive.  
- an employee in Architecture
2. Every trade are ROCKSTARS. We are ALL ONE Team fighting for the Ultimate Goal!!  
- an employee in Construction
3. Unsure, everyone is friendly and helpful.  
- an employee in Construction
4. That would definitely be Engineering & Architecture.  
- an employee in Corporate
5. All of them.  
- an employee in Construction
6. Finish trades.  
- an employee in Construction
7. All of them.  
- an employee in Construction
8. Construction/Design and Property Management.  
- an employee in Property Management
9. Construction and Design Team.  
- an employee in Architecture
10. Leasing and maintenance team and most of all my supervisors.  
- an employee in Maintenance
11. Arch/struct/mep.  
- an employee in Architecture

## Norhart Align Comments

# Which departments need to cooperate better with other departments at Norhart?

### Improvement Comments

1. I don't know too much about it but it seems like Eve and the field could benefit from more communication.  
- an employee in Wall Panels - Eve
2. The Site Manager could keep communication with Trade Foremen. To keep Them supplied with any support needed.  
- an employee in Construction
3. Marketing, and Design .  
- an employee in Property Management
4. Oakdale senior management and everyone they are in charge of. There need to be more checks and balances, rather than just declarations.  
- an employee in Project Management
5. I think all departments due their best to cooperate.  
- an employee in Construction
6. All departments.  
- an employee in Property Management
7. Information Technology.  
- an employee in Property Management
8. Upper management listening to the people in the field who work with the materials they provide us.  
- an employee in Project Management
9. I think everyone seems to have trouble communicating because it seems like every trade has a different blueprint for everything.  
- an employee in Construction
10. All of them, the complete lack of communication happening is one if the biggest time and money sinks i can see within the company.  
- an employee in Wall Panels - Eve
11. Project planning, task allocations.  
- an employee in Architecture

## Norhart Align Comments

# What do you like about meetings at Norhart?

### Positive Comments

1. Meetings are great, whether 1:1 with Manager or a team meeting. They ask questions, value your thoughts, providing feedback and building trust.  
- an employee in Corporate
2. The ability to speak freely.  
- an employee in Wall Panels - Eve
3. I like that we are able to discuss items outside of work. It also seems like the 'action items' get addressed as they are called out and action to be taken on those items is clearly defined.  
- an employee in Architecture
4. I like the flexibility of meeting structure. Some meetings need a rigid agenda, and we have flexibility to create that space. Some meetings need a more freeform structure, and this is also acceptable.  
- an employee in Architecture
5. I like them because they are efficient, also we have a chance to meet each other in a remote world and I think it is a must.  
- an employee in Architecture
6. The human connection and the active listening everyone has.  
- an employee in Corporate
7. The exchange of information.  
- an employee in Construction
8. We solve problems.  
- an employee in Wall Panels - Eve
9. Informative.  
- an employee in Construction
10. The ability to speak up and for everyone to listen to what you have to say even if they are in a higher or lower position.  
- an employee in Construction
11. We make good use of our time and bounce ideas off of each other and our other crews and gives us a chance to get updates on the company.  
- an employee in Construction
12. I really like that everyone in the meeting is focused on solving the problem or making the best decision on the point that is being discussed!  
- an employee in Architecture

## Norhart Align Comments

# What do you dislike about meetings at Norhart?

### Improvement Comments

1. There are too many and not much is accomplished. It makes it challenging to execute on projects.  
- an employee in Property Management
2. Agenda Structure, Priority Process, Small Successes Not Celebrated, Too Much Reliance On Norhart Leader's Authority On Every Process/Idea/Execution.  
- an employee in Property Management
3. Hard to hear clearly at times when heavy machinery is close by.  
- an employee in Construction
4. Frequency of meetings and length doesn't allow employees time for productivity. The agendas could be condensed.  
- an employee in Wall Panels - Eve
5. Sometimes they go off in to directions not needed and sometimes I feel like I don't need to be there.  
- an employee in Construction
6. There are too many of them.  
- an employee in Construction
7. Off topics.  
- an employee in Architecture
8. Often times they do not have a structure and the purpose of the meeting is not well explained.  
- an employee in Corporate
9. Any time we've had a group meeting with senior management because they want to know what we're feeling and why morale is low, we lay all our concerns and feelings out and essentially get told that it's wrong. Our concerns are belittled.  
- an employee in Wall Panels - Eve
10. Some meetings we just chit chat and talk about what so and so has gotten done to please higher ups instead of trying to fix a problem (morale meeting).  
- an employee in Construction
11. Too many meetings leaves little time for production. Many of my most productive meetings are smaller/created as a need occurs. Re-occurring meetings need a strict agenda to be effective in my opinion.  
  
Large meetings (anything over 3 people) need a clearly defined purpose with a meeting lead to stay on track. This does not need to be the most senior person in attendance.  
- an employee in Architecture
12. Excessive. That's the main word I'd used to describe them. It's not a good use of my time when I could use that time to work and get things done. All the meetings feel like I'm not being trusted as an employee but also as an expert in my field, and instead, having to be micromanaged by using meetings and people outside my department to determine the direction of my work.  
It would be nice if senior leadership got to understand employees and departments better and how people actually like to work. One department may benefit from more check-ins than another, or an individual may work more efficiently when they aren't have to start and stop work to answer every call, it's not a "one size fits all". A quick message on teams is much more efficient to me than having to stop what I'm doing to jump on a call. I also hate not being messaged prior to a call that's not scheduled, it makes me feel anxious and less prepared and disrespected, just assuming I'm available at any given time to drop everything.  
I truly appreciate how my manager will message me ahead of time to ask me, as a respectful courtesy, if I'm free to jump on a call. Most of the time I am but it allows me time to collect my thoughts and stop what I'm working on in a better way. Unfortunately not everyone does that.  
- an employee in Corporate

Engagement

Align

Perform

- Execution
- Clued-in Leaders
- Open-mindedness
- Innovation

Connect

Coach

The Basics

Regional

I love my job because...

## Norhart Perform Comments

# What does Norhart do inefficiently or poorly?

### Improvement Comments

1. Communication among team personnel and foreman/leads.  
- an employee in Construction
2. Schedule things. There is a lot of last minute tasks and people working in each others way.  
- an employee in Construction
3. Space trades out enough to work efficiently. Learn from experiments.  
- an employee in Construction
4. Management system and reports.  
- an employee in Architecture
5. Planning, Budgeting, Rushing, Not listening necessarily to reason.  
- an employee in Construction
6. Getting ahead of problems, looking ahead to identify problems by trade foreman. Getting design ahead of all the trades and implementing a better-quality control at eve and on the jobsite. Keeping water out of finished buildings.  
- an employee in Project Management
7. Training of employees on how to work, stay safe, the people that needs certification don't have them. Work knowledge is a major issue. Things are changing and slowly moving in a different direction.  
- an employee in Construction
8. We waste lots of \$ on stupid things.  
- an employee in Construction
9. Planning, forecasting, budgeting.  
- an employee in Corporate
10. Rework , water damage, material handling process. Planning.  
- an employee in Construction
11. Planning and executing.  
- an employee in Construction
12. Communicate, make changes to current processes, follow through on their commitments.  
- an employee in Project Management
13. Taking on new challenges is very costly. Looking to save a dollar is proving to cost more than what we save in labor or material. Patio Doors and Windows at Norhart Oakdale have proven to be a poor design and not much forethought in purchasing them because they are cheap. They are leaking water and are turning out to require more time and work in modifications and adding materials for them to function properly.  
- an employee in Construction
14. Planning. Poor use of wording during critical actions. My biggest example is using layoff versus termination. Making decisions in a timely matter. Micro management and trying to force systems where they don't work. Lack of addressing issues such as nepotism. Tip of the spear leadership listening to feedback and not brushing it off.  
- an employee in Construction
15. Control the nepotism. Control higher positions that have been there for a long time and are not improving or working together with other teams/departments. Besides all the facts, we still see people (poorly) executing their roles due to nepotism or favoritism due to a higher hierarchy.  
- an employee in Architecture
16. I often feel the leader of Norhart wants everything done fast and cheap in all departments instead of taking the time to do things right the first time which is highly inefficient. When we voice our opinion, it is certainly welcomed but rarely taken seriously. It makes me feel like my expertise in my field and years of experience means nothing, I'm just hired help and it's "do whatever the leader wants no matter what". That can often lead to more problems and more time/money wasted in the long run which I worry about. I want the company to succeed so I have a job to come back to and so we can continue with the mission we originally intended, however, I worry that the leader's inefficiency in certain areas and dismissing our recommendations as experts is sending us down a dangerous path. Trust in the people you hire.  
- an employee in Corporate
17. Cheap quality materials, and lots of expensive redo.  
- an employee in Construction

## Norhart Perform Comments

# What does Norhart do efficiently and well?

### Positive Comments

1. Look for new technologies and materials more cost-effective and high quality.  
- an employee in Project Management
2. Problem solving, doing things the fastest and cheapest we can.  
- an employee in Construction
3. Having clear and concise daily plans.  
- an employee in Wall Panels - Eve
4. Norhart runs a clean and efficient construction site.  
- an employee in Architecture
5. Finding ways to keep the company afloat and running.  
- an employee in Construction
6. Help people expand and express their full potential.  
- an employee in Corporate
7. Build homes for the future.  
- an employee in Construction
8. Upper management Pushing their employees.  
- an employee in Wall Panels - Eve
9. I think what Norhart does efficiently is transparency. I love that they are not afraid on showing everything that happens within the company and hope it continues that way! Also, that flexibility our leader gives us help us feel trusted when it comes to time management.  
- an employee in Corporate
10. Receiving recognition and appreciation for my work internally within the company boosts my self-esteem and job satisfaction. We have regular meetings to discuss what we believe is going well and in depth 1-to-1's to bring anything to the floor. This is extremely encouraging and allows transparency.  
- an employee in Property Management
11. Work.  
- an employee in Construction
12. Because processes are streamlined to achieve the best results in the best possible time. Tools like Cube were added to my team to achieve this.  
- an employee in Corporate

## Norhart Perform Comments

# What do senior managers do to show they know what's really going on?

### Positive Comments

1. They generate the space to discuss the current needs of Norhart and give you the space to suggest on how-to solve them or what can we do best.  
- an employee in Corporate
2. By trying to fix issues before they become actual problems.  
- an employee in Construction
3. Transparent communication and commitments.  
- an employee in Project Management
4. They ask questions and are involved.  
- an employee in Maintenance
5. Communication with the team.  
- an employee in Maintenance
6. Reporting meetings.  
- an employee in Corporate
7. My remote chair offers me little perspective to on-site issues, but it seems like issues that come up are addressed in a thoughtful way.  
- an employee in Architecture
8. Communicate With Clarity On The Situation But Provide Less Visibility On The Path To Move Forward On The Challenging Matters.  
- an employee in Property Management
9. I receive regular updates from Chris updating me on the direction of projects within the company to allow me time in advance to think creatively about what could work. He updates me on comments from Mike about what is liked and disliked and thus helps us move projects forward efficiently.  
- an employee in Property Management
10. Yes, they do and always try to explain with details.  
- an employee in Corporate
11. One on ones, weekly team meetings,.  
- an employee in Corporate

## Norhart Perform Comments

# What is happening at Norhart that senior managers do not understand?

### Improvement Comments

1. Moral is at an all-time low and the decisions they make are worsening it.  
- an employee in Construction
2. Trying to make things more efficient by adding a tracking system right at a time where people were laid off has only caused turmoil. I have never missed a deadline at work. As long as you give me a deadline ill hit it. I dont want to have to pause 20 times throughout the day and enter times into something i dont know how to use well.  
- an employee in Wall Panels - Eve
3. Senior managers are not genuinely listening. Employees feel more like a robot as the day goes by. We are given more goals to attain, and we are not receiving the help that we need to attain that goal. They are prone to nitpicking as if we are only given that 1 job when in fact, they are not aware of the volume of work we are assigned. It feels like we are being watched all the time and always need to get approval for a process that they don't even know how to do.  
- an employee in Property Management
4. Some people are stretched too thin with the deadlines and tasks they have been given.  
- an employee in Maintenance
5. They are out working the people they have and will possibly lose the workforce they have if they keep pushing them without rewarding or understanding the work maybe be paced to fast.  
- an employee in Construction
6. We are having osha visits and being told to be safe and that a lot of it is common sense. But being new to a construction field I am unsure of what is allowed and what is not. It would be nice to have a meeting for a couple hours to go over things specific at our job site.  
  
Water damage is still happening. It is upsetting to watch hours of hard work and supplies be destroyed. We are told over and over the problem is fixed and it is not.  
- an employee in Construction

7. They think they can replace any person in any role and fire anyone they don't like regardless of how much they brought to the team. Replacing once in a lifetime guys with laborers is destroying the culture and morale here and then once no one trusts management anymore they started adding rules and not being honest about why.  
- an employee in Construction

8. Pushing a schedule without understanding the scope of work or issues that are happening.

They don't know when to pull the plug on an experiment when it has proven to have failed. Rather than fully research and test out possibilities, Norhart has chosen to go head on into new means and methods with more risk than reward rather than fully thinking things through and trying things out on a small scale.

Too much is being put on everyone's plates. Noone can do anything well because they are asked to do 3 times what they can do well. We need our leaders to be able to focus more on specific trades or issues rather than being spread across several and doing a mediocre job at best because they don't have the time, energy or ability to do it all. Challenges are great and are what make people grow but overloading them time and time again causes major frustration and burn out and will ultimately lead to the best people leaving and has already begun to happen.

Rather than taking the time to properly plan things out, we have run full boar into a project that is well over the collective heads at Northart. We need to slow down, even pause some areas to take more time to plan, organize and communicate.

How are we supposed to open a portion of the building by a certain date when there is no understanding of what needs to be done in order to open it? Is it even possible?

Communication break downs are also causing major issues. This is forcing rework such as drywall needing to be pulled down for a rough in trade or structural issue that wasn't addressed yet.  
- an employee in Project Management

## Norhart Perform Comments

9. While we are all dedicated to the success of the company, it's essential to remember that we all have lives outside of work.

It's become apparent that there is a certain level of comparison among team members regarding overtime work. I believe it's important to emphasize that the number of hours spent working doesn't always equate to productivity or dedication. Each team member may have different personal circumstances, responsibilities, or work styles that impact their ability to complete tasks within regular working hours. Encouraging a healthy work-life balance is not just about respecting our colleagues' personal time, but it's also essential for our own well-being and productivity.

- an employee in Property Management

10. We're trying too many new things. We never account for proper training/learning periods for the new processes.

Safety costs/infrastructure are never considered ahead of time.

A budget for construction, industry wide is always lower than actual cost. We need to account for that before biting off more than we can chew.

When people say something is a bad idea or can't happen it may be because they're responsible with their time, realistic about their abilities and have the expertise to know what the actual costs of the idea are.

Too many hats. A person can do one or two extra jobs outside of their normal scope of work. We ask people to do 5-6.

- an employee in Construction

11. 1. Pointing out what's lacking each time and in public is not helpful. Stop looking at us as people who must just hit certain numbers like robots. We're also human and need genuine appreciation. Although the management would say that we're free to share our ideas and feelings, their responses to it don't feel like we're really safe to share and that they care about our points of view.

2. You keep on raising the bar every time we hit certain numbers at a quick speed that we don't have enough time to breathe. No time to celebrate, but just hit this and hit that.

3. Multitasking is okay, but passing on more tasks to your people that really no longer fall to their scope is tiring. There are days when you no longer know what to prioritize. Everything is a priority which is very unrealistic.

4. That it should be okay to ask when we're using new tools or are navigating a new policy. The culture of being safe and free to ask questions to learn ASAP has been killed. Now, you can't ask seemingly dumb questions because you will be asked to seek the answers on your own and be seen as lazy/dumb for not looking for answers without other people's help.

5. It's sad when we're raising concerns about how the management works and we feel like getting dismissed by saying, "It's easier to do it this way" or "You should do this so we get to see it easily", especially when they know they will be asked to be more accountable in making sure they check all the bases for information. They're quick to ask us to document properly but are not quick to check thoroughly when the need arises. It feels like they're seeking their own comfort at work, but not doing their part in making the process easier for everyone.

- an employee in Property Management

## Norhart Perform Comments

# How are different points of view encouraged at Norhart?

### Positive Comments

1. I've always found that everyone's opinion has the same value and weight in any conversation. All points are always listened to before a conclusion is made.  
- an employee in Property Management
2. At meetings we can openly discuss our opinions and concerns.  
- an employee in Wall Panels - Eve
3. They are encouraged in one on one's and meetings.  
- an employee in Construction
4. Through the engagement survey. Willingness to try new things & let the best idea win.  
- an employee in Project Management
5. Asking the employees their views and individually asking to make sure.  
- an employee in Construction
6. Open conversation is encouraged, not much gets resolved.  
- an employee in Wall Panels - Eve
7. Its expected, Norhart pushes us to ask questions I feel like that's part of the Norhart experience.  
- an employee in Project Management
8. Creative solutions are always appreciated and implemented if they can get off the ground.  
- an employee in Wall Panels - Eve
9. Everyone is encouraged to give an opinion and everyone's opinions are listened to and valued.  
- an employee in Wall Panels - Eve
10. We can present any idea for consideration, but due to economic situations, every crazy idea to save is being heard.  
- an employee in Architecture
11. Through open discussions, where it is possible to disagree with others' opinions without being repressed and to provide positive criticism.  
- an employee in Architecture
12. Helps always, share experiences always collaborative.  
- an employee in Project Management

## Norhart Perform Comments

# Why might someone hesitate to share a different point of view at Norhart?

### Improvement Comments

1. Ownership and a senior manager doesn't trust they're workers and middle managers. If you disagree or aren't immediately on board with a new idea prepare to be "audited" or trusted even less. You now have a target on your back.  
- an employee in Construction
2. Possibly because they are afraid to speak up and be challenged. I think we are open to different points of view and this isn't an issue.  
- an employee in Property Management
3. Feelings that no one will listen anyway or no action would be taken.  
- an employee in Project Management
4. Fear of losing their job because it is perceived as negative, or they are not bought in to the vision. Just because someone doesn't agree does not mean they are not looking out for the best for Norhart.  
- an employee in Project Management
5. Senior management acts like they listen, but do only what it takes to go faster.  
- an employee in Wall Panels - Eve
6. When they observe that sharing different points of view puts you in conflict with those making decisions.  
- an employee in Construction
7. They will allow you to share your ideas for the purpose of letting you speak up, but their minds are not open to consider and think about it once the majority already have their own decision.  
- an employee in Property Management
8. Upper management rarely accepts ideas that are not theirs. That alone deters people from speaking up or even suggesting a better process for the team.  
  
If they somehow listen, they will turn it down or find a flaw in it without even testing it out. It's like we are all just minions employed just to work and not to think anymore.  
- an employee in Property Management
9. It can be hard due to management being unpredictable. Last thing you want at any job is to be on managements bad side and sometimes someone from management might be more close minded to opinions/new ideas and it's not worth going against them, for them to look at you stupid later or laugh in your face.( which happens often).  
- an employee in Construction
10. I often hesitate to voice my concerns or propose a different approach because it is proven that it will only be heard but the execution will not really happen. Also, the team's culture of having a team member who judges another team member who does not do overtime. Overtime is frequently seen as a measure of an employee's dedication and commitment, and it's expected without much regard for work-life balance. This culture of overwork not only leads to burnout but also creates an environment where employees are afraid to speak up. If you don't conform to this unspoken rule of regularly working overtime, it's easy to become the target of criticism or judgment from colleagues who view your dedication with suspicion.  
- an employee in Property Management
11. 1. It will only meet textbook defenses from the management of why it will not work. They're hesitant to test out the point of view and are quick to dismiss ideas.  
  
2. When the majority agrees on one idea, the minority won't feel like it's safe to open up theirs. For example, there was one person who got fired because they said he only worked within his work hours. Isn't that correct? If others are working overtime, that's on them. If others prefer to work within their work hours, it shouldn't be taken against them. The management forgets that employees have a life after work. People shouldn't feel unsafe about giving their best within their work hours and getting punished for not working overtime just because others are doing it. It's not healthy.  
- an employee in Property Management

# How are new ideas encouraged at Norhart?

### Positive Comments

1. All ideas are given the same attention until the best one rises to the top.  
- an employee in Wall Panels - Eve
2. At meetings everyone is encouraged and able to voice ideas.  
- an employee in Wall Panels - Eve
3. Anyone can give thoughts and opinions towards an issue.  
- an employee in Construction
4. They are encouraged. Unless its outside of the budget.  
- an employee in Maintenance
5. A supportive atmosphere to express ideas with a sense of responsibility to innovate.  
- an employee in Property Management
6. There is always a new issue to be solved, and management looks to all team members to help think outside the box to solve them.  
- an employee in Maintenance
7. They are encouraged but they're constantly changing things safety has fallen so far behind production people are getting injured because safety is not at the forefront. No heart just wants to make their money as fast as they can and they don't care about the well-being of their staff.  
- an employee in Wall Panels - Eve
8. New ideas are welcomed and taken into consideration.  
- an employee in Maintenance
9. Ideas are encouraged on a 1:1 basis, as well as within the department. There are always opportunities to speak ones mind to other department heads or to the CEO.  
- an employee in Property Management
10. Well. Norhart allows everyone to have an opinion.  
- an employee in Project Management
11. In meetings.  
- an employee in Construction
12. New ideas are encouraged frequently and nothing has ever been turned away without trying it or going in depth to see if it would work.  
- an employee in Wall Panels - Eve

## Norhart Perform Comments

# What gets in the way of new ideas at Norhart?

### Improvement Comments

1. The mindset of the current management. Sometimes it feels like if it's not their idea, it will not get considered. Gradually, that creates fear and disappointment so people stop talking.  
- an employee in Property Management
2. When I give my opinion it is unheard. Ignore my opinion 5 times and odds are I won't speak up the 6th time.  
- an employee in Construction
3. Team members who take the risk of sharing their innovative ideas often receive little to no recognition or reward for their efforts. This demotivates employees and reinforces the idea that their innovative thinking is not valued.  
- an employee in Property Management
4. Lack of any process, there is no way to know who is responsible for what sometimes and ideas can get lost when you're not sure how to implement them or who to talk to.  
- an employee in Project Management
5. The leadership and upper management are rigid in laying down their ideas. They are not open to new ideas and wonder why people are not initiating more. This is such a big letdown considering that Mike is not running his company this way before. I wish they emulate Mike's values better.  
- an employee in Property Management
6. Management themselves get in their own way.  
- an employee in Construction
7. Foreman and leads. Lack of experience vs. experience.  
- an employee in Construction
8. Head honchos.  
- an employee in Construction
9. The old ways.  
- an employee in Maintenance
10. People like to think they always have the right man in charge of the job. When someone who is not specifically in a trade or an expert their ideas tend to get shut down because management already have someone working on it.  
- an employee in Construction
11. Power.  
- an employee in Construction

Engagement

Align

Perform

**Connect**

- Clued-in Employees
- Appreciation
- Meaningfulness
- Potential
- Inclusion

Coach

The Basics

Regional

I love my job because...

## What do you most value being well informed about at Norhart?

### Positive Comments

1. The future of the company.  
- an employee in Property Management
2. The decisions that affect each team and how we are overseeing our department in the next weeks and months.  
- an employee in Architecture
3. The progress of the company and project.  
- an employee in Project Management
4. Transparency in communication.  
- an employee in Corporate
5. Status of projects. I love the construction newsletter.  
- an employee in Property Management
6. It helps me focus on my job.  
- an employee in Construction
7. The future of the company.  
- an employee in Project Management
8. The health of the company.  
- an employee in Project Management
9. Updates on new upgrades and if there is a remote possibility of letting people go :(.  
- an employee in Property Management
10. That we know for sure where we are standing.  
- an employee in Corporate
11. Company future.  
- an employee in Construction

## Norhart Connect Comments

# What would you like to be more informed about at Norhart?

### Improvement Comments

1. How we make decisions to go in the directions we go.  
We seem to get ideas and run with them without trying them out on a small scale. If they don't work, they cause major waves verses small waves from a smaller scale.  
- an employee in Project Management
2. True directional plans.  
- an employee in Wall Panels - Eve
3. Major changes that gets made in the office that effect the field.  
- an employee in Construction
4. I would like to know more on the companys financial plan.  
- an employee in Maintenance
5. Drastic changes. Since we're having financial challenges these days, I hope that before people get laid off, they're given enough time to look for a backup. We all have family and needs.  
- an employee in Property Management
6. The decisions that affect my day to day.  
- an employee in Construction
7. The status of completion for trades.  
- an employee in Construction
8. OSHA rules to follow! Always saying we break osha rules on site when we're not given resources or talks about new rules/ past rules.  
- an employee in Construction
9. Work timeframes. Improvements moving forward.  
- an employee in Construction
10. Financial state.  
- an employee in Wall Panels - Eve
11. Will my job be here in a couple month's, moral is terrible, work ethic is dropping, and no one seems sure if the computer is going to survive.  
- an employee in Wall Panels - Eve
12. Why none of the ideas to improve the efficiency are never implemented, things remain unchanged or get worse after meetings. Why there are multiple "process improvement" vests running around, only 2 care to talk to the crews and none of their information seems to get relayed. There seems to be a severe break in communication between the field, factory and office.  
- an employee in Construction

## What makes you feel appreciated at Norhart?

### Positive Comments

1. I am called on to solve lots of problems in the field. My opinion matters to management.  
- an employee in Project Management
2. My concerns are heard and implemented.  
- an employee in Construction
3. My manager is always willing to help.  
- an employee in Construction
4. That I am treated equally, no hierarchy power dynamics.  
- an employee in Corporate
5. That my supervisor and my colleagues express gratitude toward contributions and support me and my team.  
- an employee in Property Management
6. The attention that leaders give us, the fact they really appreciate our work and are very nice to provide feedback for improvements.  
- an employee in Architecture
7. Good work life balance and open communication from leadership.  
- an employee in Wall Panels - Eve
8. The true about the company situation.  
- an employee in Architecture
9. My peers.  
- an employee in Construction
10. Respect.  
- an employee in Maintenance
11. Angela.  
- an employee in Construction

## What gets in the way of you feeling genuinely appreciated at Norhart?

### Improvement Comments

1. Recently, managers have been so obsessed with numbers and data when the source of data is not even accurate. Praise feels fake and criticisms are always made in public. Little wins are disregarded most of the time.  
- an employee in Property Management
2. When some voiced concerns aren't addressed.  
- an employee in Wall Panels - Eve
3. The fact im used and abused by every trade that is behind schedule only because my team finished ahead of schedule.  
- an employee in Construction
4. I was blamed for mistakes made by a member of upper management and they threatened to fire me over it. When i explained how i tried to warn them of the problem and prevent the resulting issues i was told i should have prepared better for the lack of help from management. Management claims they're here to support us and help us do our jobs more efficiently and well. All they do is bring down morale and blame us for their mistakes.  
- an employee in Construction
5. A simple thank you once in a while for going above and beyond would be very kind.  
- an employee in Construction
6. Open communication and understanding that the pace they push may not be reachable.  
- an employee in Construction
7. Go faster why isn't the line moving we need to get faster is all we hear all day.  
- an employee in Wall Panels - Eve
8. Not Getting the help we need when we ask for help. Feels like we're being ignored.  
- an employee in Construction
9. 1. Fake praises. When you hit numbers, you are appreciated for a moment. When you don't, they will make you feel like you are not doing your job.  
- an employee in Property Management
10. There is no loyalty here at all. Not only is there no loyalty, but so much worse is that we push and are pushed to be the best so that you deserve the best pay and then the first step of each purge is look at your most expensive and try to see if you could cut him and make up the hours with cheaper people. Holy cow. That was when I knew we were lost. Every three of four months we go through another purge. I've survived every one, including the big first one, but that hasn't earned me anything. How can you go from telling me I'm the best in one sentence and then threaten me with how much you chose to pay me as the reason I probably need to get cut? My value is set by the industry, but as soon as we do a purge you look across each individual industry as if we were coworkers and get upset that I'm paid more than an unskilled trade.  
- an employee in Construction
11. Managers who do not support our statements to prospects/residents. It feels disempowering not to be able to decide on our own. It feels like every move we make must get an approval from the management. Mike used to tell people during orientation that we are empowered to do things, to create, decide. That's no longer happening. I feel like a robot that needs a yes or no from other people.  
  
We feel like a cog in the machine. The management doesn't feel like they trust us. Always nitpicking our work. Instead of the good milestones, our one-time mistakes would get highlighted each time and in public.  
- an employee in Property Management

## What do you find most meaningful about working at Norhart?

### Positive Comments

1. A core group of people working together to accomplish something. We can do amazing things when we partner up and work hard.  
- an employee in Maintenance
2. What I find most meaningful about working at Norhart is being part of a company that strives to make a significant impact and challenges the status quo.  
- an employee in Architecture
3. The impact and legacy that we each get to leave. Everyone contributes to our buildings. The teamwork involved to make things happen.  
- an employee in Property Management
4. The fact that we are trying to fix problems together, asking for help and guidance through the process.  
- an employee in Architecture
5. Being able to assist, mentor and watch team members grow and take charge of their responsibilities and how they respond back from a difficult situation.  
- an employee in Construction
6. My team. They are all so talented and I enjoy learning from them. Working remotely I feel it's beneficial to have team get-togethers where we are just hanging out talking about something other than work. I value the friendships I've been able to make and learning about other cultures.  
- an employee in Corporate
7. The challenges we face every day.  
- an employee in Project Management
8. I have a solid crew and foreman.  
- an employee in Construction
9. I get to set my own agenda.  
- an employee in Construction
10. Focusing on efficiency!  
- an employee in Architecture
11. Crew members.  
- an employee in Construction
12. My coworkers, ethic, and everyone's moral and integrity trying to do the best they can to protect and perform well for this project no matter with the bumps in the road.  
- an employee in Construction

## What's getting in the way of your job feeling more meaningful?

### Improvement Comments

1. The constant feeling of being let go because of the financial situation.  
- an employee in Wall Panels - Eve
2. Lack of job diversity, or clear path for growth.  
- an employee in Wall Panels - Eve
3. Safety. Respect.  
- an employee in Wall Panels - Eve
4. The mindset of managers. Our feedback and concerns are usually met with empty words. You are only given encouragement to do better but not practical solutions.  
- an employee in Property Management
5. More responsibility.  
- an employee in Architecture
6. Even if I work as hard as I can I go home worrying if I'm still gonna be an employee here.  
- an employee in Construction
7. Watching us have failure after failure yet we keep trying to change the industry at a record pace verses taking our time.  
- an employee in Project Management
8. Lately everyone seems down and unenergized, when the spirits are high, your job feels like it's really making an impact and it is fun.  
- an employee in Construction
9. 1. It is hard to do your job when you don't feel trusted even if you know you are trying your best.  
  
2. There were moments when I felt that some managers play favorites in the team, and it caused a feeling of decreased morale and inequality.  
  
3. Some managers are not good in handling their people's mistake and also not acknowledging when it's their own.  
- an employee in Property Management
10. A job can't be meaningful if the site managers continually kill any amount of value you put into the job. If you worked really hard on something you'll get no praise or thanks and instead usually get asked why something on it is wrong or why it wasn't another way. If I went somewhere else I'd be a rockstar, but here I'm just wrong because I ask why and try to make this job keep the meaning it used to have. Now I hear that I'm on the chopping block continually and they can never really point to something I've done. It just comes down to the fact that I'm not really liked because I don't do the politics. If every time I try to remind everyone of why we do what we do, what our mission is, etc, and I'm immediately targeted afterward, it's clear that the site management has lost their view of our values. Values should be shown from the top down, but instead all that's shown is that all you are as an employee and all we do as a company is some form of a dollar sign. I am not a valued contributor, I am a walking salary and what we do is not changing the world, it's just costing us money. How can you show that your true culture is more about half of management keeping their jobs by putting down everyone around them and think we still have values that we hold to and that we do something meaningful?  
- an employee in Construction

## Norhart Connect Comments

11. I appreciate constant feedback and I understand we need results fast. But sometimes they review my work everyday and obviously if you check on analytics from one day to another, it won't change. That, to me, should not be handled that way. Analytics should be reviewed every week. I would prefer to have our daily meetings to discuss about things I can improve in regards to the work itself and not in regards to numbers (that would be ideal to be weekly). I feel there is not enough trust when that happens.

Also, I noticed my coworkers feel very unappreciated during their own meetings because of constant negative feedback. It is okay to talk about hard stuff, but there should also be meetings to empower people. When you attend to other meetings at other companies to talk about sales, there is a lot of empowerment meetings to help them be more productive. And recognitions + awards. Even gamification on the way to help them have fun on the way.

- an employee in Corporate

## How does Norhart empower you to use your full potential?

### Positive Comments

1. My manager allows me to try new things and encourages ideas, research and experimentation, I just wish I had more time to work them.  
- an employee in Corporate
2. Norhart empowers me to use my full potential by giving me the opportunity to explore my skills and knowledge to a specific task. This is my 4th month working at Norhart and I can say that there is a lot of growth added to me personally, especially to my career.  
- an employee in Corporate
3. Norhart allows me to try new ways to improve efficiency of my work.  
- an employee in Construction
4. By giving me opportunities to transition into other rolls.  
- an employee in Wall Panels - Eve
5. Flexibility and freedom to get things done when I choose and not on a set schedule.  
- an employee in Architecture
6. The constant changes keep me on my toes. This ensures I work to my full potential to stay ahead of the curve. ""  
- an employee in Construction
7. Flexibility in helping other teams.  
- an employee in Construction
8. By trusting me and my knowledge.  
- an employee in Project Management
9. Never getting shoehorned into doing one job and one job only allows everyone to explore their talents and expand their knowledge base.  
- an employee in Wall Panels - Eve
10. I love how Mike never really 'tells' you what to do to achieve the goals. He sets the goals, he's there for questions, and asks meaningful questions. But it never feels like he directs you how to do certain items. This increases ownership, increases opportunity for innovation, and definitely improves engagement.  
- an employee in Architecture
11. Greenies are given a chance.  
- an employee in Construction

## What gets in the way of you using your full potential at Norhart?

### Improvement Comments

1. Not being heard when it's necessary for others to listen.  
- an employee in Wall Panels - Eve
2. My foreman, and lack of continued education. My foreman is a terrible leader and worse communicator.  
- an employee in Construction
3. Lack of management system and reports.  
- an employee in Architecture
4. My experience isn't trusted. When I explain that something is important and necessary to my department, I'm told simply no. If one guy is making the decisions for what is best for each guy in each crew on the site all you guarantee is that no one is doing what is best for the company - just what's best for him.  
- an employee in Construction
5. Some tasks that could be done by an intern, that take up part of my time.  
- an employee in Architecture
6. Lack of training. Norhart is a throw them to the wolves environment which can be good and bad. Sometimes it feels like just trying to stay afloat is the goal not perfecting your skills/craft.  
- an employee in Construction
7. Too many meetings. Lack of strategy; we just decide to do something and then do it inefficiently.  
- an employee in Property Management
8. The culture has changed. Many of the quality people that once worked at Norhart were pushed out or moved on.  
- an employee in Construction
9. Constant re work.  
- an employee in Construction
10. Communication.  
- an employee in Maintenance
11. Things can be disorganized with many interruptions and time-mismanagement. On-site administration would be helpful in the future to help ensure immaculate resident satisfaction. The values that are in place are a solid foundation; however, in order to strive for perfecting those values we need additional teamwork and communication, meticulous time-management, and streamlining each position and developing specific standard operating procedures.  
- an employee in Property Management
12. Personal life.  
- an employee in Corporate

## Norhart Connect Comments

# What helps you feel included at Norhart?

### Positive Comments

1. Knowing how and why decisions are made. Being kept in the loop on things that do or could affect me. Seeing that the issues being made are seen and changes are being made to keep those issues from happening again.  
- an employee in Project Management
2. Team meetings and zoom meetings.  
- an employee in Wall Panels - Eve
3. On a trade level, having discussions about issues and possible solutions.  
- an employee in Construction
4. Being asked to be part of things outside of the daily grind.  
- an employee in Maintenance
5. Connecting with my colleagues and various teams.  
- an employee in Property Management
6. People noticing when I need a little extra help or when I am down.  
- an employee in Corporate
7. I feel that I bring value to Norhart.  
- an employee in Wall Panels - Eve
8. All ready am.  
- an employee in Construction
9. Being part of the decisions, being asked how some people are at work, and providing valuable feedback that will be considerer.  
- an employee in Architecture
10. 1. Meetings allow me to get to know more people and voice concerns if I have them. 2. My team. 3. Relationships with some higher ups.  
- an employee in Construction
11. My specifc ream is very welcoming and friendly however i have found other teams are not like that. (give less direction and not speaking up about mistakes).  
- an employee in Construction

## Norhart Connect Comments

# How could we help you feel more included at Norhart?

### Improvement Comments

1. I feel included based on my current role.  
- an employee in Maintenance
2. Have employees experience more roles within the company to have a better understanding of how things operate as a whole as well as outlining the path to grow within the company.  
- an employee in Wall Panels - Eve
3. I believe that we should focus on recognizing individual contributions and outcomes rather than the number of hours spent at the office or online. I encourage us to embrace a more inclusive and balanced work environment, where we acknowledge that each team member has a unique set of circumstances that affect their work patterns. Let's prioritize results over time spent and appreciate the diverse ways in which each of us can contribute to the team's success.  
- an employee in Property Management
4. Start having meetings more often and company get together again. We don't have a company meeting unless the company is in trouble.  
- an employee in Construction
5. A whole company monthly news letter.  
- an employee in Project Management
6. Listen to the team members.  
- an employee in Construction
7. I've worked through the last 2 meetings we had because I was never informed about them, somehow make it be known that we are having a meeting, not just the day of but for days leading up to it.  
- an employee in Construction
8. I honestly would love to see more clarity on roles for everyone. I do not see the need for everyone to be apart of everything (not necessary) if the correct people are in the right positions with clear goals.  
- an employee in Construction
9. I suggest bringing back the power of people to decide on things that affect their own process. Don't nitpick each work. Trust your employees more.  
  
Stop looking at us as people who must just hit certain numbers like robots. We're also human and need genuine appreciation. Although the management would say that we're free to share our ideas and feelings, their responses to it don't feel like we're really safe to share and that they care about our points of view.  
- an employee in Property Management
10. When someone within the company does something special, important, etc; send out a memo in an email as well as what this person does at Norhart and a brief biography so we know who is who. Additionally, when new team members are hired introduce them to the company via email with a bio and what they'll be doing at the company, who they report to, etc.  
I like when senior management, or Mike, addresses the company on big changes or potential changes so that we're not in the dark.  
- an employee in Property Management
11. Being informed by upper management of possible big decisions in the pipeline.  
- an employee in Project Management

Engagement

Align

Perform

Connect

Coach

- Development
- Concerns

The Basics

Regional

I love my job because...

## Norhart Coach Comments

# How does your manager help you learn and grow?

### Positive Comments

1. He puts me at ease and trains me in a way that is easy for me to understand and is very patient. I think he is a great supervisor and very knowledgeable and kind.  
- an employee in Wall Panels - Eve
2. My manager is always available to listen and provide feedback. My manager is really good at suggesting solutions and additional ways to look at a situation.  
- an employee in Project Management
3. Always has a solution to the problem never not willing to help.  
- an employee in Wall Panels - Eve
4. My foreman cares about me learning, growing and improving efficiency. Rarely talk to anyone above his level.  
- an employee in Construction
5. Willing to work through problems with us.  
- an employee in Construction
6. Giving me tasks I have never done before and trusting I will make it work.  
- an employee in Project Management
7. Tips and tricks.  
- an employee in Construction
8. They encourage me to attend seminars, classes, read, and push myself to learn things.  
- an employee in Property Management
9. Encouraging me to research certain topics and learn more, as well as giving me the freedom to try new things.  
- an employee in Architecture
10. I learn a lot of my information by talking with him whenever there is free time about tools, machines and more.  
- an employee in Construction
11. I'm mostly introverted but he allows me a safe space to speak up and voice my opinion without worry. He also allows me to be who I am and still encourages me, trusting in my skills to try different things. I enjoy brainstorming ideas with him because I can learn from his vast experience and feel as though he is teaching me to hone my skills.  
- an employee in Corporate
12. He helps me pursue licenses and the ability to understand my trades code better. If i eventually get let go i will be able to find another job easily because of those licenses. My manager is the only person in this company that genuinely wants to see me succeed in both my work AND personal life.  
- an employee in Construction
13. Yes. always constructive feedback.  
- an employee in Corporate

## What could your manager do to better support your learning and growth?

### Improvement Comments

1. Actually, give of their time to teach, listen and help push me in the right direction.  
Have a job description.  
- an employee in Project Management
2. Have a consistent leader in the role.  
- an employee in Project Management
3. Listen to the more experienced team members in what can be done more efficiently. Have the proper items (fasteners, tools, ect) readily available to complete the tasks were expected to complete on time BEFORE those items are needed.  
- an employee in Construction
4. Step down. He is not right for the job.  
- an employee in Construction
5. Set Clear Expectations  
Recognition and Encouragement  
Balance Workload  
Performance Reviews  
Stop Practicing Favoritism among team members.  
- an employee in Property Management
6. The managers are adults and you'll get a lot further when you coordinate trades instead of trying to manage individuals of each crew. Plumbers know how to plumb best, electricians know how to do their jobs best, etc. Site management making bad blanket policy after bad blanket policy just kills each crews' ability to grow.  
- an employee in Construction
7. Hire another guy or two.  
- an employee in Construction
8. Give us time windows to make improvements, instead of feeling like we need to produce always.  
- an employee in Construction
9. Listen. Trust. Accountability. Genuinely appreciation. There are issues with customers that were created by others and ended up getting resolved by someone else. However, when it doesn't get resolved the blame all falls to the one who picked up the ball.  
  
Managers also lack the proactiveness of documenting things that it's taking a lot of our time to investigate and resolve issues when it appears.  
- an employee in Property Management
10. Train in our team members, and consistently train and teach them. Skipping around teaching team members random things and not being consistent is hard. Check in on new team members or team members learning something new, don't leave them to fend for themselves and expect new information to be learned.  
- an employee in Construction
11. 1. I hope they will be sensitive enough to their people's job. It is sad to say that there were times when we felt like we are machines that need to produce numbers right away.  
2. Trust and check your people. Discuss why some things doesn't work.  
- an employee in Property Management

## How does your manager show they care about your concerns?

### Positive Comments

1. The manager listens to everyone's opinions, sometimes the manager does agree sometimes not, and we find a way to move forward. I think it is a way to show care. Also weekly check-ins help.  
- an employee in Architecture
2. My manager always listens to my concerns and is active in attempting to assist.  
- an employee in Construction
3. By making time, listening and addressing concerns in a timely manner.  
- an employee in Wall Panels - Eve
4. My managers and others have reached out to have in depth conversations with me as I have brought up concerns over the last month. As we are all ridiculously busy it shows they care even if they do not have the answers I am looking for.  
- an employee in Construction
5. My manager makes time in his busy schedule to discuss concerns I have about my career progression and makes changes to allow my growth to continue. He cares with his whole heart and is a man I have great respect for.  
- an employee in Construction
6. They ask what's wrong and work to solve the issues.  
- an employee in Construction
7. During one on ones they ask how I am genuinely doing with the changes in the company and asking how they can assist. Being a great support system and a person I feel comfortable in confiding in.  
- an employee in Property Management
8. Ask clarifying questions and look at the issue.  
- an employee in Construction
9. He is very thoughtful and always checks in with me. I appreciate it.  
- an employee in Corporate
10. By listening to my concerns.  
- an employee in Construction
11. One on one discussion.  
- an employee in Construction
12. My direct manager and some of senior management has taken time to listen and understand them.  
- an employee in Construction
13. She will sit down with us and go over what we have concerns for and do what she can to fix them.  
- an employee in Construction
14. Listen.  
- an employee in Construction

## What would help make you more likely to share concerns with your manager?

### Improvement Comments

1. If it seemed like my opinion mattered or affected anything. For now I'm just keeping my head down because those with opinions become the hated which become the fired. Better to say nothing and be liked. The only way to survive here is to be liked.  
- an employee in Construction
2. What I say having more impact on my day to day work life.  
- an employee in Wall Panels - Eve
3. Having a manager that cares about my potential and doesn't just come to work for a paycheck.  
- an employee in Construction
4. If they would address the previous issues/concerns, every Wednesday we have a meeting and so much of the same stuff ends up on the issues discussions Solutions week after week there is absolutely no point in bringing up concerns with nothing gets resolved about them.  
- an employee in Wall Panels - Eve
5. I already do but get brushed off.  
- an employee in Maintenance
6. Trust. Approachability, Recognition of Effort, Confidentiality.  
- an employee in Property Management
7. If they actually listen and act on resolving concerns. Sharing concerns, complaints, and suggestions in our team is pretty normal. What's not normal is the managers pretending to understand and listen to their people when at the end of the day they just decide on keeping their initial ideas and disregarding suggestions other than theirs. People are discouraged from speaking up more because it's like speaking to air. It is frustrating to speak up because nothing happens anyway so why bother?  
- an employee in Property Management
8. If changes are considered and action plans are being made.  
- an employee in Corporate
9. Follow through after voicing concerns the first time.  
- an employee in Project Management

Engagement

Align

Perform

Connect

Coach

The Basics

- Formal training
- Benefits
- Work-life
- Expectations

Regional

I love my job because...

## What formal training have you found most valuable?

### Positive Comments

1. On the job is always the best for me.  
- an employee in Maintenance
2. On the job training in my specific trade field.  
- an employee in Construction
3. Being coached by experts on my field. Being supported and pushed to take risks and experiment.  
- an employee in Property Management
4. As someone in a management position I feel like the training we are offering to our crews is detrimental in the growth of Norhart.  
- an employee in Construction
5. One to One, not really training but promotes good communication.  
- an employee in Project Management
6. How to do my job efficiently.  
- an employee in Construction
7. I was part of the Erection crew, and now have been helping HVAC, both are things that can bring my career to new levels if needed.  
- an employee in Construction
8. Rent Manager.  
- an employee in Property Management
9. On the job.  
- an employee in Maintenance

## What kind of formal training would you value most?

### Improvement Comments

1. I'd value training in the American construction market and leasing and budget requirements.  
- an employee in Architecture
2. Diverse training in all areas.  
- an employee in Wall Panels - Eve
3. None for me, but Lean Certifications would be great for process improvement!  
- an employee in Project Management
4. Thought leadership.  
- an employee in Property Management
5. Assistance obtaining professional credentials.  
Offer on-site training within departments to develop standard operating procedures within the company.  
- an employee in Property Management
6. Training to advance the skills that I have learned or certifications to that allow me to prove my growth as an employee.  
- an employee in Construction
7. OSHA 30 - I feel all leadership should have 30 hours osha training with the recent visits i personally have osha 10 and feel that is not enough training for those leading us. i also think osha training should be offered to everyone.  
- an employee in Construction
8. Depending on tasks to answer.  
- an employee in Maintenance
9. Pvc time.  
- an employee in Construction
10. Class.  
- an employee in Construction
11. 1 on 1 for a day or so or have a trainer who trains on multiple areas.  
Better onboarding training in the beginning of employment.  
- an employee in Wall Panels - Eve
12. Courses, masters, weekly lessons.  
- an employee in Corporate

## What aspects of your benefits package do you find most valuable?

### Positive Comments

1. I've not really dived into this yet.  
- an employee in Property Management
2. Multiple free benefits.  
Cost tiers are helpful.  
It's a good network where I'm able to keep the doctors I like.  
- an employee in Corporate
3. All of the benefits Norhart offers are valuable and unique to most industries.  
- an employee in Property Management
4. Unlimited pto even if theres a negative view on utilizing it. Retirement match.  
- an employee in Wall Panels - Eve
5. Health and dental is provided for ya.  
- an employee in Construction
6. Working remotely.  
- an employee in Architecture
7. Paid Time Off (PTO): Having a generous PTO policy enhances team members work-life balance. However, our team is currently being somewhat very particular with our PTO and often questions and counts that certain members already have a few. Also, some managers tend to compare that they don't usually take their time off.  
- an employee in Property Management
8. 401k.  
- an employee in Construction

## What change in your benefits package would be most valuable to you?

### Improvement Comments

1. I don't have a benefit package so anything would be valuable.  
- an employee in Property Management
2. Health insurance or a reimbursement on it.  
- an employee in Corporate
3. Higher retirement contribution.  
- an employee in Project Management
4. Health Insurance and retirement planning.  
- an employee in Architecture
5. Better Retirement package.  
- an employee in Construction
6. Comprehensive health benefits.  
- an employee in Property Management
7. We don't have benefits, it will be nice if we have.  
- an employee in Corporate

## How does Norhart help you balance work and life?

### Positive Comments

1. They allow me to work my own hours and around the schedule and my manager is very thoughtful regarding my family/work life.  
- an employee in Project Management
2. Working remote allows me to achieve optimal work /life balance.  
- an employee in Project Management
3. Unlimited PTO, no macromanaging, good delivery metrics, and respect for the fact we are humans and have lives outside the work environment. However, the pressure to be efficient in our tasks sometimes makes us neglect the benefit of all of this.  
- an employee in Architecture
4. Norhart encourages taking care of family.  
- an employee in Architecture
5. I am able to take days off or leave early if I have emergencies.  
- an employee in Maintenance
6. Norhart has an amazing PTO system which allows plenty of time to take days off when needed.  
- an employee in Construction
7. I am able go to doctors appointments and still work 40 hours a week. The current work schedule of 4-10's is good as well. Fridays off affords us to get tasks done during the duty week because only having weekends off can be a set back. Most places are closed on weekends. Doctors and therapists typically don't work weekends. So that Friday off is good for literal mental health and maintenance.  
- an employee in Construction
8. The reasonable sick days and unlimited pto are some of the biggest benefits iv ever seen in construction and manufacturing. Iv been incredibly lucky to explore my career at norhart and hope the company survives long enough to continue to grow within it.  
- an employee in Wall Panels - Eve
9. Unlimited PTO and flexibility.  
- an employee in Corporate
10. Unlimited PTO, flexible schedule if you have appointment or similar.  
- an employee in Corporate

## What improvements to work/life flexibility would you value most?

### Improvement Comments

1. Let me do what you hired me to. Cut the shenanigans.  
- an employee in Construction
2. Norhart has good policies to promote a healthy work/life balance. However, the current workload does not easily accommodate taking days off or being flexible. To improve this situation, I would suggest hiring more people, though I understand this could be challenging given the financial circumstances, or extending deadlines.  
- an employee in Architecture
3. I work about 50 hours a week and make less than anyone in my position working 40 hours. So I already feel like I'm sacrificing for the company, but then I hear about how I have too much to do and if I prioritized it better and did it right I could succeed like the trades that have so much less to do. So I just end up feeling like I need to work even more hours then.  
- an employee in Construction
4. We should stop glorifying working overtime even though people are no longer efficient. We are all made differently. Just because 1 person finishes the job early does not mean that he is lazy, it might be because he is efficient in his job and mindful of his time.

While others may be spending almost all their day at work does not mean that they are efficient. I see people spending 12-14 hours at work who are actually clueless about the processes hence taking so much time just to do their tasks.

Employees have families and personal lives too. I believe that as long as we get the job done perfectly and hit our targets and goals, we deserve to be appreciated for working within our working hours.  
- an employee in Property Management

## What makes this job better than you expected when you started?

### Positive Comments

1. The growth of the company has challenged me and pushed me to grow in more ways than I expected.  
- an employee in Project Management
2. Easy...the culture and ppl just exceeds every expectation that I might have before beginning.  
- an employee in Corporate
3. Having a great CEO who appreciates and supports the creative team is invaluable. Mike recognises the importance of our work and provides a positive work environment. Their leadership style sets the tone for the entire company culture.  
- an employee in Property Management
4. The people that I work with make my job much better than expected. I expected some issues, there are always issues. But I was surprised by the amount of genuinely great people here, and it makes all the difference.  
- an employee in Architecture
5. The people that work at Norharts and the honesty's.  
- an employee in Architecture
6. The people.  
- an employee in Construction
7. I am doing a meaningful job that touches not only the employees at norhart but also every aspect of our clients. Housing is one on the human rights you know. I learned many stuff that I didn't expect, The team is actually a dream team really smooth and we work well synchronously and asynchronously well. Everyone is really constructive and have good intention. Everyone is doing their best.  
- an employee in Corporate
8. International team. remote work. PTO, learning opportunities.  
- an employee in Corporate
9. My position has offered few new learning opportunities. I had presumed that the role might be monotonous, but I am somehow happy to learn more platforms and other skills.  
- an employee in Property Management

## How has this job not met your expectations?

### Improvement Comments

1. It has kept me on my toes and added some drama to the life work scenario. The openness of what is happening with the company has been very refreshing!!  
- an employee in Project Management
2. Clear path for job movement and growth within the company.  
- an employee in Wall Panels - Eve
3. What you hear in orientation is not even close to what the reality is. I would have expected some type of safety video or conversations about PPE but I walked in the door and I got put on the floor. It wasn't till a week later that I was told about wearing ppe.  
- an employee in Wall Panels - Eve
4. Continuous change and more responsibilities without support staff. Sometimes the work load can be a little heavy for one person.  
- an employee in Property Management
5. It has not created a job security as far as piece of mind.  
- an employee in Construction
6. It was extremely unorganized when I got her.  
- an employee in Construction
7. Money wise, may it being not getting my requested amount before I started, and the growth, while the workplace is decreasing and financially not being on the right track losing buildings created.  
- an employee in Construction
8. Working on a different area sometimes is not particularly engaging, though the possibility is thanked.  
- an employee in Corporate
9. Over time, the job that I have been tasked to do tremendously increased which I totally understand in a growing company. However, this increase in job responsibility was not reflected in my pay. There was only more and more demand without reasonable compensation. The promise of being paid competitively was not met. Annual.  
- an employee in Property Management
10. The poor quality of work that is allowed to pass when the buildings are build.  
- an employee in Maintenance
11. Design elements. ( just my opinion ).  
- an employee in Construction
12. Meets my expectations.  
- an employee in Corporate

Engagement

Align

Perform

Connect

Coach

The Basics

**Regional**

I love my job because...

## How does Norhart demonstrate dedication to diversity and inclusiveness?

### Positive Comments

1. Everyone is given an equal chance to prove themselves.  
- an employee in Project Management
2. Certainly through meetings, but it can also be seen while working in that everyone is actively working to achieve the same goal and nobody is made to feel less important than anyone else.  
- an employee in Wall Panels - Eve
3. Hiring multiple people from diverse countries and engaging them!  
- an employee in Corporate
4. There is a one armed dude working at the factory. I hear he's highly skilled.  
- an employee in Construction
5. The employees have always been welcoming. During orientations I do see a diverse cohort of people.  
- an employee in Project Management
6. Hiring people all over the world.  
- an employee in Construction
7. Hiring practices.  
- an employee in Construction
8. The fact we have a great international team working together and the best leader is a woman.  
- an employee in Architecture
9. Our team is filled with people from different cultures/backgrounds/experiences which has created a remarkable group of listeners and learners.  
- an employee in Architecture
10. Hiring people from other countries.  
- an employee in Corporate

## Norhart Regional Comments

# How could Norhart better demonstrate dedication to diversity and inclusiveness?

### Improvement Comments

1. Norhart's diversity and inclusiveness is perfect. It is a stupid company who hires based on your skin or orientation. Hire by merit alone and if that leaves out the lazy cultures then they need to fix it.  
- an employee in Construction
2. There should absolutely never be any weight given to diversity or inclusiveness. The best person should get the job.  
- an employee in Project Management
3. I don't have any ideas for this.  
- an employee in Wall Panels - Eve
4. Have mentioned in the past there needs to be more in place in terms of the hiring process to promote diversity and inclusion. Understanding other cultures considering we have many people from all over the world, would also be beneficial.  
- an employee in Project Management
5. Norhart hires the best person for the job, no matter the race, age, or gender.  
- an employee in Project Management
6. I don't think that Norhart needs to demonstrate any additional dedication to these subjects.  
- an employee in Project Management
7. Through loyalty.  
- an employee in Construction
8. Expanding job opportunities in more places worldwide.  
- an employee in Corporate

Engagement

Align

Perform

Connect

Coach

The Basics

Regional

I love my job because...

## I love my job because:

### Positive Comments

1. I get to level up myself professionally and work with the best team, I work from home, and my managers encourage me and the team to share our thoughts and ideas.  
- an employee in Architecture
2. I am able to balance my person and professional life .  
- an employee in Maintenance
3. I feel like I could make a difference, but only if senior leadership trust in my expertise and experience.  
- an employee in Corporate
4. I feel like i am making a difference.  
- an employee in Property Management
5. It gives me the flexibility I need between work and home life.  
- an employee in Corporate
6. We are building a sweet apartment that we can look at and be proud of. They give us the chance to learn everyday, and my coworkers rock \m/.  
- an employee in Construction
7. We get the tools we need to fully unlock our potential. I get the work-life balance which enables me to see my kids grow everyday.  
- an employee in Corporate
8. I feel really comfortable and included in my team.  
- an employee in Corporate
9. I get to work with amazing people. Projects can be difficult, Issues arise, nothing is ever perfect. But working with great humans always seems to lead to success.  
- an employee in Architecture
10. I can work in team and have flexibility.  
- an employee in Corporate
11. I feel included, appreciated, and understood. And that I'm part of something bigger than myself that aims to help others.  
My coworkers are amazing.  
- an employee in Property Management
12. It allows me to do what I enjoy and get paid while doing it.  
- an employee in Construction
13. Challenges me to become better and contribute better, flexibility to only limit the things that does better so I come with my full potential everyday for the appreciation to the firm and from the firm.  
- an employee in Architecture
14. There are several reasons I love my job as a video editor at Norhart, especially when you are part of a creative team and have a fantastic CEO.  
  
Working as a video editor allows me to tap into my creative abilities. I have the opportunity to tell compelling stories, manipulate visuals, and use my artistic skills to bring content to life. This creative aspect of my work is incredibly fulfilling and personally rewarding.  
  
The creative field is dynamic and ever-evolving. My job provides opportunities for continuous learning and professional development. I have the chance to grow and expand my skill set which is a source of personal satisfaction.  
  
Creating videos for Norhart, we have the potential to reach and engage with a wide audience. Knowing that our work has an impact on viewers and can evoke emotions, educate, or entertain is a source of pride and satisfaction.  
  
I absolutely love my job because I get to work with an incredible creative team. Every day is a new opportunity to collaborate, innovate, and bring our collective imagination to life. It's the perfect environment for fostering creativity, and I couldn't be happier to be a part of this team.  
- an employee in Property Management



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