
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

- Recruiting
- Productivity
- Retention

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. I believe Norhart can teach the values of becoming the best version of yourself.
- an employee in Construction
2. It is an innovative progressive company.
- an employee in Corporate
3. Because of the healthy working environment and openness to any possibilities of ideas.
- an employee in Architecture
4. Norhart is striving to be a top name in the industry and with our thoughtful and intentional onboarding, the team is high-level and considered the best of the best.
- an employee in Property Management
5. The atmosphere of the combined trades all working for the same goal makes it feel less like an "us vs them" and when you need a hand there's always someone to help.
- an employee in Construction
6. I would recommend working at Norhart because this company gives you the tools and the opportunity of making the most of your career, being heard and trusted that you'll be the right person for your position and reliable due to your capabilities. Would choose Norhart every day of the week and twice on Sundays.
- an employee in Corporate
7. Because they accept new apprentices and are like no other new construction site.
- an employee in Construction
8. The work culture is great. The flexible opportunities to chase the career that is meant for you.
- an employee in Talent Acquisition
9. The opportunities at Norhart are endless. If you work hard and are open to being creative you will be recognized. If you want to float by this isn't the place for you.
- an employee in Finish
10. Culture, opportunities, job security,
- an employee in Wall Panels - Eve
11. The benefits are good, PTO is the best option that we can make work year around and is the most valuable benefit nowadays if you have a family.
- an employee in Architecture
12. Friendly, Focused and encouraging staff.
- an employee in Maintenance
13. I feel that the culture at Norhart is unmatched in the construction industry. It is a fun fast paced work environment that is always looking to improve and does a good job recognizing hard work and talent.
- an employee in Wall Panels - Eve

Norhart Engagement Comments

What makes you hesitate to recommend working at Norhart?

Improvement Comments

1. I would 100% recommend working at norhart as a whole to anyone. I'd have to meet the right kind of person to recommend my job specifically at norhart. I've had a few people i did recommend and neither liked it.
- an employee in Construction
2. The lack of blueprints cuase a lot of frustration and forces us to figure everything out as we go. This is inefficient and might make Norhart look like amatures to outside skilled tradesman.
- an employee in Mechanical
3. Norhart is a high demand company. Expectations are to be the best. I have few contacts who would appreciate the push for innovation.
- an employee in Architecture
4. Stop working with metal, go back to wood.
- an employee in Construction
5. Hesitation revolves around concern that they might not make the cut or make it thru the trial period.
- an employee in Maintenance
6. It's very difficult work and pacing, paired with the doubt that even if you ate giving your maximum effort it will not be good enough to secure a raise or higher position. Along with the fact it always seems there is a new way for norhart to pinch penny's and lower employee expectations.
- an employee in Precast
7. The environment, disorganization, and lack of consistency.
- an employee in Mechanical
8. The lies and broken promises. The constant idea of change or wanting change but the lacking fallow through.
- an employee in Precast
9. Being the right fit, it's not so much that I wouldn't recommend. Its more that most wouldn't make it here.
- an employee in Wall Panels - Eve
10. The lack of employee retention.
- an employee in Construction
11. Uncertainty.
- an employee in Property Management
12. Management.
- an employee in Wall Panels - Eve
13. Chaos-risk- company operates like it has ADHD.
- an employee in Mechanical
14. Its a unique environment that takes a highly skilled and particular individual to fit the mold of whats expected.
- an employee in Maintenance
15. Not having health care benefits and the increase is relatively low compared to industry standards.
- an employee in Property Management

Norhart Engagement Comments

What about Norhart is motivating to you?

Positive Comments

1. Our actual possibility of having an impact on a large scale.
- an employee in Electrical
2. Everyone around you is trying to be better at what they do which makes you want to be better at what you do.
- an employee in Electrical
3. This company is striving for great things and I want to be apart of its growth. Knowing that at the end of the day I'm helping build homes for people is the most rewarding thing I've ever felt. It's a weird "high" and makes coming to work exciting and makes me want to be better every day.
- an employee in Wall Panels - Eve
4. Working with my team to achieve our goals. I love seeing how so many parts of the company come together to design, build, and manage the apartments.
- an employee in Property Management
5. Everyone wants the company to succeed and move forward.
- an employee in Construction
6. The people, where everyone is working hard.
- an employee in Wall Panels - Eve
7. The smart hard working people we work with.
- an employee in Wall Panels - Eve
8. The people I work with. Some days when I'm feeling like we can't do something, the people I work with pick me up by telling me motivational sayings. I also do enjoy coming into work to see my coworkers/best friends.
- an employee in Electrical
9. The opportunity to grow.
- an employee in Construction
10. Team support.
- an employee in Property Management
11. Resident "First" experience.
- an employee in Maintenance
12. I know my positive attitude, competence, and talent are being used positively to drive innovation across the industry.
- an employee in Architecture
13. The teamwork in my team. We work closely together despite having crazy week and crazy goals.
- an employee in Property Management

Norhart Engagement Comments

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

Improvement Comments

1. Myself and my own shortcomings.
- an employee in Plumbing
2. Lack of clear direction.
- an employee in Project Management
3. Sometimes there are too many ideas or new, unstructured ideas that it is difficult to focus my efforts on one or to see the path forward through too many ideas.
- an employee in Talent Acquisition
4. Pretty much everything now, I have 0 hope for the direction of this company, The communication between departments is the worst I think I've ever seen it at a construction company, upper management only visits the different job sites once in a blue moon so how do they know what's really going on without seeing it with their own eyes.
- an employee in Precast
5. Sometimes I feel like giving my best and going beyond my job means more work without incentives, while the rest of my teammates can just do what is expected since we're going to get paid the same anyway. Words of affirmation are good, but real incentives would have been great.
- an employee in Property Management
6. Knowing there's not a lot of room for growing.
- an employee in Talent Acquisition
7. Distractions from my primary job functions.
- an employee in Property Management
8. Cold/wet in the building.
- an employee in Electrical
9. Unrecognized talent.
- an employee in Wall Panels - Eve
10. Not being heard. Not being acknowledged. Being ignored. Being disrespected. Poor communication.
- an employee in Precast
11. The goal being set to be unattainable which negatively effects mental health as you're always leaving feeling you didn't do enough even when you have good days. Also a strong lack of willingness for communication from higher levels on aspects that can prepare tradesmen for harder periods at the expense of "which can effect morale"; those instances effect morale much more significantly then just preparing them for the unavoidable.
- an employee in Wall Panels - Eve
12. Team members are not always the most independent and rely too much on others.
- an employee in Construction

Norhart Engagement Comments

What contributes most to you wanting to stay with Norhart?

Positive Comments

1. Respect, trust and honesty. I do think that the leadership team is the most efficient and capable ppl I've ever met, and this business is just amazing in every aspect.
- an employee in Corporate
2. The loyalty of the company, and the push from the company to truly challenge me and help me to be the best that I can be. I love the fast paced environment, and I can't imagine working anywhere else.
- an employee in Project Management
3. It's positive culture and huge mission.
- an employee in Corporate
4. Our general corporate culture.
- an employee in Wall Panels - Eve
5. I see that Norhart will make me into the best plumber I can be and I feel like I'm a part of something special.
- an employee in Plumbing
6. My team and the constant improvement we strive to make to help Norhart function better and change the apartment industry.
- an employee in Property Management
7. I feel that there is a lot of room for advancement. I see a long runway for my career at norhart.
- an employee in Wall Panels - Eve
8. The innovative design and construction methods.
- an employee in Architecture
9. I feel that most departments work well with each other. This is what makes Norhart great in my opinion. I can ask people for help from any trade and they are willing to help.
- an employee in Finish
10. The employees within Norhart all work together and help each other succeed.
- an employee in Finish
11. The long-term strategy and goals.
- an employee in Wall Panels - Eve
12. I want to help them succeed.
- an employee in Finish
13. Culture, pay and benefits.
- an employee in Finish
14. Learning my trade and being the best I can be!
- an employee in Construction
15. The opportunity I have better myself.
- an employee in Precast
16. The unlimited horizon. I have a boss, but it doesn't feel like it at all. Every day, what I do that day is up to me. We all have deadlines and have to coordinate to complete the projects, but getting my department there is all on me and it's so freeing.
- an employee in Electrical
17. Strong values, great people, and a high standard for excellence. I really like how Mike challenges, listens, then passes back the accountability. Marie is the best boss/manager I have ever worked for. She listens, challenges, and helps however she can without ever micro-managing. Marie is a huge factor in retaining top people.
- an employee in Architecture

Norhart Engagement Comments

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

Improvement Comments

1. Cell phone and fitness facility stipends and health and wellness days.
- an employee in Property Management
2. Improve communication and stick to utopian ideals.
- an employee in Wall Panels - Eve
3. To have more benefits as a contractor.
- an employee in Talent Acquisition
4. As we grow we will be able to bring on more people to get things done better. Until then we have to be smart and not hire too many people so that we remain profitable.
- an employee in Maintenance
5. Health care insurance/benefits
Remote employees often work at different timezone, and our health is more compromised, and the chance of getting sick is more than those working during the daytime.
It makes me feel at lease and more motivated to work at my best knowing that if I ever get sick, I can afford the basic health care services. It also shows that Norhart shows care for all employees even those working overseas.
- an employee in Property Management
6. Real acknowledgement. And to make an employee feel they deserve the paid time off they requested vs making the employee feel bad for taking time off.
- an employee in Construction
7. A clear path to career and personal growth and success. Regular and concise feedback from management to help grow myself skills and career.
- an employee in Wall Panels - Eve
8. Doing what they say they will do in regards to compensation.
- an employee in Electrical
9. Respect, promotions earned, not feeling like if I mess up it's the end of the world.
- an employee in Wall Panels - Eve
10. Communication between workers and office.
- an employee in Wall Panels - Eve
11. Norhart utilizes my skills in more areas.
- an employee in Wall Panels - Eve
12. Co-worker bonding outside of work.
- an employee in Wall Panels - Eve
13. Work and personal life balance.
- an employee in Maintenance
14. For now, I don't think about this yet. I am just afraid that I will be get eliminated anytime.. for now I will just give my very best to work with Norhart.
- an employee in Architecture
15. Communication. Career path mapping. Continual education.
- an employee in Maintenance
16. The promotion I truly believe I deserve!
- an employee in Wall Panels - Eve
17. Lack of help.
- an employee in Wall Panels - Eve
18. Keeping unlimited PTO.
- an employee in Construction

Norhart Engagement Comments

19. I believe that compared to other people working remotely, we're given lower pay even though inflation is everywhere. Top consideration is really regular competitive salary increase (inflation considered) and other incentives for a job well done, especially when one is contributing more than the others in the team. Sometimes it feels like if you show what other things you can do, the tasks would pile up to one person and the rest of the team does what is expected of them, but all get the same pay, but one is more tired than the other.

Here are the top things that would make me less likely to leave the company: A clear job description per position, regular competitive salary increase, incentives for people taking the extra mile or having stayed for long in the company, plus a clear direction on promotions. I think we didn't talk about promotions for our positions. Although I currently like working at Norhart, I don't want to be stuck in the same job position forever. A clear direction for our career within the company would also be great.

- an employee in Property Management

20. Company vehicle and better health care.
- an employee in Electrical

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. Problem solving and seeing jobs to completion.
- an employee in Finish
2. Keeping a easy going pace that's not to hard to keep up with but just right so there's always something to be done.
- an employee in Precast
3. Advancing people in their careers who are showing their hard work and dedication.
- an employee in Project Management
4. Supporting people that get injured on site and welcoming them back.
- an employee in Construction
5. By hiring people on values and not experience and skill level.
- an employee in Construction
6. Firing people when they don't keep up to standards.
- an employee in Wall Panels - Eve
7. Our commitment to hiring the best of the best.
- an employee in Property Management
8. We address all the situations with our values.
- an employee in Talent Acquisition
9. Having trials out before just hiring people.
- an employee in Electrical
10. Tha ability for people to switch trades.
- an employee in Wall Panels - Eve

11. One of the strong values is providing exceptional customer service. From my research before I joined the company, one way that Norhart demonstrates this value is by investing in their employees and providing them with extensive training and resources to better serve their customers. They have a dedicated customer service team that is available 24/7 to address any concerns or issues that tenants may have.

Additionally, Norhart is committed to maintaining high-quality properties that are safe, clean, and well-maintained. They regularly inspect their properties to ensure that they meet their high standards, and they quickly address any maintenance or repair issues that arise.

Norhart also uses technology to streamline the rental process and make it more convenient for their customers. They have an online portal where tenants can pay rent, submit maintenance requests, and communicate with the property management team.

Overall, Norhart's commitment to exceptional customer service is evident in the way they prioritize the needs and satisfaction of their tenants. Their strong values and dedication to excellence have helped them build a reputation as a leading property management company in their industry.

That is why I am glad that I am part of this company and hopefully will be my long-term job.
- an employee in Architecture

Norhart Align Comments

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

Improvement Comments

1. Promoting people based on friendship with the boss and how much you hang out with him outside of work vs finding the right candidate that's qualified.
- an employee in Precast
2. I feel that upper management dose not follow being genuine humans by expecting team member to sacrifice their personal time at a drop of a dime to complete the jobs that are poorly managed above them.
- an employee in Finish
3. Settling for quick fixes seems to be an issue leading to re-work
Not accomplishing our annual and long term production goals.
- an employee in Mechanical
4. Lack of accountability the higher you go.
Upper management really don't seem to listen well.
- an employee in Mechanical
5. There's too many of them. Go back the values before these commandments of conduct.
- an employee in Mechanical
6. The pto is great but I feel like a slave when it comes to the work.
- an employee in Construction
7. Lack of communication.
- an employee in Precast
8. Upper management.
- an employee in Construction
9. I feel we cut cost by being cheap on some products which is not obsessing over the resident experience.
- an employee in Mechanical
10. It's advertised unlimited PTO, but they just stopped following through(despite it still being advertised.)
It's preached to communicate and manage conflict with foreman and coworkers, however seemingly people are getting fired with no warning.
Work/life balance is talked about, but then we get pushed to meet our 2 units a day with or without issues and are pressured to work OT even tho there's not that big of a need to get the work done with Oakdale being so far behind.
- an employee in Finish
11. -Safety is still not in our values.
We make product selections based on looks and purchase cost. It seems that quality, longevity, operating costs, warranty length, serviceability, parts availability, vendor support ect. (other forms of value outside of purchase cost) don't matter.

I would love to see a survey to the whole company that asks how well we're sticking to each of our individual values. How much we agree with each value, and what values are important to us. This could be good for both individuals to share their thoughts and for the company to see how many people fundamentally may not fit here.
- an employee in Mechanical

Norhart Align Comments

What do you like about the direction Norhart is going?

Positive Comments

1. I like that Mike has always been driven in getting more traction and establishing momentum in creating a new industry standard. I am proud that the company is designed for expansion which includes hiring more international employees.
- an employee in Property Management
2. I'm always looking forward and upward and that's the direction I see norhart moving!
- an employee in Wall Panels - Eve
3. I like that the company is expanding the design team with the inclusion of a BIM manager who is helping Norhart move towards a stronger library and less demanding model requirements.
- an employee in Architecture
4. I love where we are going with how we create systems to decrease the cost going into the buildings. Creating ways to cut out the vendors and do things in-house is incredible.
- an employee in Maintenance
5. I think the company is going in a good direction for module construction and I have hopes that we will be able to implement a good system for making this happen.
- an employee in Architecture
6. We are truly trying to revamp the apartment building process to make housing more affordable. Other companies are trying to do this, I feel we are the definate front runner in making this goal a reality .
- an employee in Project Management
7. They continue to try new ways to improve their company.
- an employee in Construction
8. I like that Norhart continues to improve the processes on which help the company to be more efficient.
- an employee in Construction
9. I like that we're building new apartments and that we also have Norhart Invest which means that we're really onto something big and great.
- an employee in Property Management
10. We're on track to lead the industry.
- an employee in Project Management
11. Always gunna have work.
- an employee in Construction
12. Seeing how each community is leveling up and the interdepartmental communication is progressing.
- an employee in Property Management

Norhart Align Comments

What are your concerns about the direction Norhart is going?

Improvement Comments

1. I am slightly concerned about the current financial situation of the company as the Oakdale project continues.
- an employee in Plumbing
2. With Oakdale we took on too much at once but that's already been addressed.
- an employee in Electrical
3. Sometimes undetermined. Being cheapest in the world is not the right answer and neither is China.
- an employee in Construction
4. I think we've veered from the a fun. Inviting culture to a high pressure culture where team members worry that if they make mistakes they might not be safe in their job.
- an employee in Project Management
5. Trying to push unattainable goals that hit at the expense of how people think of the company's true values and the quality of work. Pace is more important than hitting every aspect that is required to fully complete a goal and a definitive alignment that doesn't allocate time for fixing mistake.
- an employee in Wall Panels - Eve
6. The inefficiencies and waste concern me that the cost of Oakdale will be much greater than planned. It is tough to get and keep good laborers with a chaotic, disorganized jobsite.
- an employee in Project Management
7. Seems like the goal is more important than what's reality.
- an employee in Plumbing
8. If we'll be able to stay financially stable.
- an employee in Precast
9. Bankruptcy.
- an employee in Mechanical
10. Putting all your eggs in one basket. Too much reliability of the company is invested upon the amount of structure needed from the employees on site vs the "higher ups".
- an employee in Construction
11. Little scared about how ambitious we are with the hard time we are having finding trials.
- an employee in Wall Panels - Eve
12. Sometime they don't know what problems the employees are going through and they don't listen to their employees.
- an employee in Maintenance
13. I'm worried that we focus solely on ways to save money and the planning necessary to maintain or improve efficiency and/or quality of work is an afterthought or very late in the process. I do believe that senior management is paying attention on how to improve this and stay on schedule.
- an employee in Finish

Norhart Align Comments

Which departments at Norhart cooperate together best?

Positive Comments

1. The front line, back line, kitting and floor pods.
- an employee in Wall Panels - Eve
2. Property management/facilities.
- an employee in Property Management
3. Construction-Engineering, Construction-EVE. Basically anything Dean touches.
- an employee in Architecture
4. It seems to me they all cooperate pretty good with each other.
- an employee in Construction
5. Framing, plumbing, drywall, finish carpentry, flooring, paint.
- an employee in Finish
6. Concrete, electrical and plumbing work great together.
- an employee in Construction
7. Flooring and all the other departments. .
- an employee in Construction
8. Leasing and maintenance.
- an employee in Maintenance
9. Management and laborers.
- an employee in Precast
10. Engineering and construction/Eve
Construction trades.
- an employee in Project Management
11. Drywall and paint.
- an employee in Construction
12. All of the trades work together very well. The teamwork is exceptional.
- an employee in Wall Panels - Eve
13. I would like Mike to continue to come up with ideas for construction, then let the construction team try to implement and execute the idea. All ideas deserve to be investigated and if valuable, attempted. The ideas that we see merit and possibility in, we move forward with. The ideas that fall short, we are allowed to scrap. Let construction run with less management from the very top. Follow the chain of command when it comes to implementation of processes and standards. I do appreciate Mike being forthcoming and honest about areas where the best decision wasn't made. That goes a long way with everyone.
- an employee in Finish

Norhart Align Comments

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

Improvement Comments

1. Im unsure.
- an employee in Precast
2. People in management need to connect more with individuals in the field. There are often decisions made without the laborers knowing why.
- an employee in Construction
3. The office needs to cooperate/understand what reality is.
- an employee in Wall Panels - Eve
4. Upper management need better contact availability for on site Formans.
- an employee in Precast
5. Upper management and leads/foreman's, forming a better communication and relationship.
- an employee in Construction
6. Framing.
- an employee in Construction
7. Hvac.
- an employee in Wall Panels - Eve
8. ALL m.
- an employee in Construction
9. Dev/it.
- an employee in Property Management

Norhart Align Comments

What do you like about meetings at Norhart?

Positive Comments

1. I like the meetings at Norhart because we keep them as short as possible and make good use of our time going over big issues to which everyone can contribute.
- an employee in Architecture
2. I like the efficient communication and clear direction that meetings at Norhart provide.
- an employee in Corporate
3. The honesty openness and transparency that all team members have.
- an employee in Corporate
4. Everyone is always included and can say whatever is on their mind.
- an employee in Plumbing
5. They are informative and we have a chance to express ourselves.
- an employee in Architecture
6. I like when we come up with solutions to issues.
- an employee in Construction
7. We are all together as a group. It allows me to see the members in other trades.
- an employee in Construction
8. We discuss problems that need solutions.
- an employee in Wall Panels - Eve
9. For the Monday morning meeting I like to learn about what the companies up to. For our issues meeting I like to be able to openly share problems.
- an employee in Construction
10. We solve problems.
- an employee in Project Management
11. The meetings are short and precise. We use its time to actually communicate what needs to be communicated without wasting time.
- an employee in Architecture
12. We have the chance to make the meeting fun, while covering all work-topics required.
- an employee in Talent Acquisition
13. They make me feel important and inclusive to the decisions of narhart.
- an employee in Plumbing

Norhart Align Comments

What do you dislike about meetings at Norhart?

Improvement Comments

1. The information provided can easily be given to us at our weekly team meeting.
- an employee in Construction
2. Sometimes the agenda is vague and takes time of people unnecessarily.
- an employee in Architecture
3. They need to plan the work and work the plan.
- an employee in Construction
4. I feel like they could be done less.
- an employee in Project Management
5. Same repetitive conversation. Nothing comes to fruition.
- an employee in Precast
6. I believe that meetings can be a valuable resource if used properly. As of late being on another site I find them drawn out and not pertaining to my day to day. I am sure that when I transition sites that will change.
Discussion of the issue often takes up more time than necessary. That time should be focused on solutions, assigned action items, and follow up of previous action items. Follow thru and following up on action items is a strong component of making meetings valuable.
- an employee in Finish
7. Takes away from work that we easily are able to fall behind on.
- an employee in Maintenance
8. To many trades involved that don't directly work together.
- an employee in Construction
9. It feels like sometimes they aren't even worth going to.
- an employee in Electrical
10. Sometimes they can make a busy week even busier. They can overlap with important customer service goals.
- an employee in Property Management
11. Bring back donuts and drinks at meetings. It's getting hot and we don't even have working water.
- an employee in Construction
12. Sometimes we talk about the same stuff twice.
- an employee in Precast
13. Sometimes they can be counter productive. The amount of meetings can sometimes get in the way of productivity. Overall I do feel they help, maybe the frequency can change.
- an employee in Project Management
14. Information isn't needed for every trade.
- an employee in Construction
15. Sometimes the structure goes away. But you get out what you put in.
- an employee in Electrical
16. Meetings are rarely informative and typically don't provide much or any valuable or meaningful takeaways.
Meetings lack organization and focus.
Meeting Format and Agendas not well thought out.
Meetings Canceled as much as conducted.
- an employee in Precast
17. Some of them are pretty long and I found them unnecessarily long.
- an employee in Talent Acquisition
18. Unorganized.
- an employee in Construction
19. Disorganized, lack of accountability, and some information is misguided and does not reach certain individuals who need said information.
- an employee in Mechanical
20. The amount of meetings takes time away from output.
- an employee in Wall Panels - Eve
21. Could easily be replaced with emails.
- an employee in Property Management

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. Keeping track of extra materials, and getting a good read on new hires.
- an employee in Project Management
2. Maybe sometimes some concerns are not shared. I know I have been passing through some down/tough time end of last year and I was feeling an unspoken concern from my managers, but it wasn't communicated or maybe that was just all in my head.
- an employee in Corporate
3. In some cases, material handling and task management.
- an employee in Finish
4. Sometimes, the information is not provided on time.
- an employee in Project Management
5. No plans and blueprints to coordinate with other trades. Also we could find a new system for trash.
- an employee in Mechanical
6. Design of the building and engineering plans. Causes double the work needed because of rework.
- an employee in Electrical
7. Taking on too much at once.
- an employee in Project Management
8. Clarify the line of quality and quantity, establish proper scheduling/timing of trade operations.
- an employee in Construction
9. There are too many meetings. Many days, it is back to back with not enough time to execute on work.
- an employee in Property Management
10. Communication sometimes is poor. HM try to look for a person for their teams, and the description is "bring me someone like xxx". They are not objective most of the times.
- an employee in Talent Acquisition
11. Build commercial buildings efficiently
Hiring to many Apprentice labors
And not enough journeyman.
- an employee in Construction
12. Planning, training.
- an employee in Mechanical
13. Planning
Making decisions.
- an employee in Mechanical
14. Blueprints.
- an employee in Plumbing
15. Decisions are made without laborers knowing why. there is a lot of pressure for trades to get a significant amount of work done in a short period of time. The long days get exhausting week after week.
- an employee in Construction
16. Having everything going on at the same time, such as utilities and earth work while rough in is trying to work around it with lifts and deliveries. Site planning and material delivery. Not having the architectural details and engineering done before building an area. Trying to ramp up and grow inefficiently.
- an employee in Project Management
17. Norhart needs to be better about giving proper time and training to green employees. We also need to be better about more frequent and thorough quality checks to our work with every trade. These would initially take longer, but create a lot more efficiency with time.
- an employee in Construction

Norhart Perform Comments

18. We are currently working on this but we need to plan better and more thoroughly. Pushing the envelope with new ideas and processes is great, truly. But it is all for not if we do not have proof of concept. We need to work the idea from start to finish trying to punch holes in it before we execute. There is a huge opportunity for savings on rework and repair by reaching proof that the idea works. My example of this is prebuilding magic pak walls and finishing them in the factory. No thought was given to how we are flashing and sealing them when we started setting them on the foundation and on each other.

Our planning phase needs to get farther in front of construction. Giving the proper personal adequate time to plan and solve issues before construction is vital for efficiency and cost savings. Having time to solve things in the digital forum before the work is being done in the field in a must.

- an employee in Finish

19. Communicating to people about the importance of doing tasks correctly and completely the first time. to many re-dos .

- an employee in Finish

20. The scheduling, the false positivity. not realizing reality.

- an employee in Electrical

Norhart Perform Comments

What does Norhart do efficiently and well?

Positive Comments

1. Norhart is very good at providing and good work culture.
- an employee in Talent Acquisition
2. Hire good people that are excellent at what they do.
- an employee in Project Management
3. We adapt and improvise. Consistently, as in all of the construction industry, things go wrong. At other companies, they just shut down and wait for someone to fix it. Here, we adapt and overcome.
- an employee in Electrical
4. Motivating their employees to do great things. Improving something everyday. Norhart encourage innovation and creativity to reach a desired goal.
- an employee in Architecture
5. Time management.
- an employee in Precast
6. Thinking outside the box, not settling by what others in the industry would settle to. Encouraging and developing employees.
- an employee in Architecture
7. Has to be all trades being in house and encourageing others.
- an employee in Construction
8. The search for good talents, and the let go for the bad ones.
- an employee in Architecture
9. Learning together, customer service, and working together.
- an employee in Property Management
10. Making sure every task is completed right and on time.
- an employee in Maintenance
11. Our recruiting process. The TA team does a great job to work together and fill openings in a timely fashion with quality people!
- an employee in Talent Acquisition
12. Build walls.
- an employee in Wall Panels - Eve
13. Communicate.
- an employee in Architecture

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

Positive Comments

1. They share frequent updates and highlights of current stages of development.
- an employee in Architecture
2. They connect with the teams.
- an employee in Corporate
3. Listen, and engage in real discussions about the work and the future of the company.
- an employee in Corporate
4. They are on top of their job, just today Greg noticed we had a wrong plate in one of our collum forms, we had zero issues with phase two which shows that the team members and upper management are working together and on top of their game.
- an employee in Precast
5. We have group meetings and discussion upon what new Intel they have for the month. We also talk about past and future problems that may affect our cite. They provide us with the best scenario of the upcoming unfortunate or fortunate news we received in the meetings.
- an employee in Precast
6. My manager provides open dialect and transparency as to what is going on.
- an employee in Property Management
7. They ask questions, observe people's behavior, and listen to our experience.
- an employee in Architecture
8. They take consistent steps to bridge the communication between the departments. They also work to improve work/life balance.
- an employee in Maintenance
9. Provide meetings to inform the employee what is happening.
- an employee in Construction
10. By discussing it with us and asking our opinions on it.
- an employee in Electrical
11. Communication.
- an employee in Maintenance
12. They have these regular meetings and 1:1 where they shown to be fully transparent with us.
- an employee in Talent Acquisition
13. They are present, they check in, they listen.
- an employee in Talent Acquisition

Norhart Perform Comments

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

Improvement Comments

1. There seems to be no forward planning when it comes to site management. They have all the workers walking like ants though active excavation. No where for people to park.
- an employee in Construction
2. Morale had been suffering through the early winter months of 2023, and I'm not sure why. If I'm not sure why as a boots on the ground employee, then I'm not sure senior managers do either. However it has been improving in the past month.
- an employee in Plumbing
3. Im unsure.
- an employee in Precast
4. Nepotism isn't always the easiest neither the best way to solve things.
- an employee in Talent Acquisition
5. The process of setting our material and how much extra time it takes with working with steel. The logistics of moving material.
- an employee in Finish
6. Some of you forgot where you came from. Or.. have never on the delivery end of an installer. And it shows.
- an employee in Mechanical
7. Mistakes being made.
- an employee in Construction
8. Run into problems.
- an employee in Electrical
9. Communication.
- an employee in Precast
10. I feel that more mentor ship early on in signs of a good worker and possible leader. If we take initiative on possible opportunities more of our workers will turn into leaders and ultimately take ownership.
- an employee in Construction
11. Some co-workers feel they aren't being held accountable and they can stretch the limit of what is allowed. They need a change of pace to keep them consistent and thorough, and to leave room for the responsibility to finish a project.
- an employee in Mechanical
12. There is a lot of complaining on the lower levels at norhart but no one explains the issues to the upper management so they don't see how frustrated and upset some people are.
- an employee in Electrical
13. From my point of view, I believe the senior managers are aware of everything that is going on and what need to be improved.
- an employee in Architecture
14. There seems to be a lack of communication that does not always get passed on to team members.
- an employee in Construction

Norhart Perform Comments

How are different points of view encouraged at Norhart?

Positive Comments

1. They want feed back but already have an answer in place. Office puts immediate cost savings first before looking at all the steps.
- an employee in Construction
2. If you have an idea people are willing to hear it.
- an employee in Precast
3. They listen to everyone's ideas and solutions.
- an employee in Architecture
4. Across different meetings, when your boss asks you for input/point of view, by answering this survey or others...
- an employee in Talent Acquisition
5. Opinions are solicited in advance and employees are encouraged to be transparent.
- an employee in Property Management
6. I've always felt encouraged to try new ideas. That has lead to some very constructive team debates on what the best way really is.
- an employee in Construction
7. Managers encourage different points of view during meetings.
- an employee in Maintenance
8. Everyone's opinion is taken into consideration.
- an employee in Precast
9. Give it a try and if it works better go with it.
- an employee in Finish
10. They are encouraged and accepted.
- an employee in Construction
11. Everyone at Norhart has a voice. The best idea wins, no matter who is the one who brings it up.
- an employee in Project Management
12. They're received well.
- an employee in Construction
13. I feel like they are encouraged there is always an open table to voice your opinions.
- an employee in Finish

Norhart Perform Comments

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

Improvement Comments

1. Fear of being looked upon negatively. Different views are considered not staying positive or being critical of managers.
- an employee in Electrical
2. May not be seen as a "team player:....
- an employee in Maintenance
3. Fear of falling on the wrong side of the fence for saying something someone wouldn't want to hear.
- an employee in Project Management
4. I think everyone is comfortable to share point of views, but they might feel like no one is listening.
- an employee in Mechanical
5. Reaction to point of view could lead to negative reputation or position.
- an employee in Plumbing
6. In our crew we have no issues sharing opinions. In other crews ive seen didn't views shared and they just get shot down right away.
- an employee in Electrical
7. They feel that their ideas are not important.
- an employee in Finish
8. Because if you disagree with Dan Neilson you are going to have a target on your back.
- an employee in Talent Acquisition
9. Organizational Silos.
- an employee in Property Management
10. Perhaps because change is difficult to accept for those vested in the current structure.
- an employee in Mechanical
11. Norhart wants to be different and progressive, so many people who have experience elsewhere have ideas how things were done there that are sometimes looked at negatively.
- an employee in Project Management
12. If I think something proposed by management has flaws or is a bad idea I want to share that opinion. I often don't because I'm afraid that it will be taken as just being a nay sayer, or not being innovative enough rather than my professional opinion. We're often asked to explain our opinion which is expected. A verbal explanation based off of experiences is never enough and we instead have to spend hours putting together information and quotes to explain our opinion. It feels like a waste of time if I already KNOW what I'm trying to prove is true. Overall I think there are some trust issues between management and the people in the field.
- an employee in Mechanical

Norhart Perform Comments

How are new ideas encouraged at Norhart?

Positive Comments

1. Norhart has a culture that makes people feel that there voices want to be heard. And we feel like we are behind someteing bigger than us so we want to contribute.
- an employee in Plumbing
2. If told to the right person, you will get noticed.
- an employee in Construction
3. Lean principles are encouraged.
- an employee in Electrical
4. Lean videos and team meetings.
- an employee in Construction
5. Through everyday word of mouth by management and peers. Also through LEAN videos!
- an employee in Plumbing
6. New ideas are always brought to the table to be implemented and tried or discussed. Norhart always is looking for the path less traveled but in a efficient and effective way.
- an employee in Maintenance
7. Talking about it in morning meetings. An I feel like if you know it's the better way/faster way you should take that idea an run with it and make it happen.
- an employee in Wall Panels - Eve
8. We encourage team members to come up with new ideas. I'm not sure if we run with many of those.
- an employee in Project Management
9. Through problem solving/ talking with others.
- an employee in Electrical
10. Lean videos.
- an employee in Construction
11. Lean videos.
- an employee in Electrical
12. New ideas are always encouraged, sometimes followed up on and rarely rewarded or acknowledged.
- an employee in Wall Panels - Eve
13. We have an open space to talk about what we think and share our ideas.
- an employee in Talent Acquisition

Norhart Perform Comments

What gets in the way of new ideas at Norhart?

Improvement Comments

1. Pointless meetings that nothing comes of.
- an employee in Construction
2. The consistent worry of up front cost.
- an employee in Finish
3. A lot of change happening fast.
- an employee in Mechanical
4. Certain members of management.
- an employee in Construction
5. Old ways of doing things. Poor communication. Not having clear goals from the beginning. High expectations. Horrible leaders.
- an employee in Talent Acquisition
6. Not being heard.
- an employee in Precast
7. Others pride.
- an employee in Finish
8. Stubborn heads.
- an employee in Plumbing
9. The do as I say not as I do attitude.
- an employee in Precast
10. The pace and lack of man power in my department doesn't leave us enough time to brainstorm or meet about new ideas.
- an employee in Electrical

Engagement

Align

Perform

Connect

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

Coach

The Basics

Regional

I love my job because...

Norhart Connect Comments

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

Positive Comments

1. The current state of the company and the changes we are trying to make to improve. Mike's commitment to transparency.
- an employee in Property Management
2. I can make informed decisions when laying out my design process. The better picture I have, the better solution I can come up with.
- an employee in Architecture
3. My tasks and upcoming work. To achieve our 24 hour turns we need communication and proper warning on where and when to be to complete the task on time. Tory does an AMAZING job at organizing the teams to work together to get the job done!
- an employee in Maintenance
4. I would love to be more informed about everything, but I get why I can't. We are small, but moving ridiculously fast, which means that changes are made daily and sometimes hourly. I'm plenty adaptable, but there's rarely a day where I don't come across some new info that completely changes things and I have to adjust on the fly. I wish that all meetings were recorded and posted. But I understand why they can't be.
- an employee in Electrical
5. We are not in the dark or surprised by big changes or decisions. We know what is going on at any time and are told in a timely manner.
- an employee in Property Management
6. I like being informed about the decisions at Norhart. It makes me feel included in the culture even though sometimes they don't directly affect me.
- an employee in Talent Acquisition
7. Knowing the direction the company is going.
- an employee in Maintenance
8. Direction of the company and stability.
- an employee in Talent Acquisition
9. What to do on a day to day basis. I understand we are at a new jobsite and things are Changing constantly but I work on point and do way so as long as I know what they want me to do in good. And my foreman does a good job of keeping me busy.
- an employee in Electrical
10. It gives me confidence in my company. I am proud to say that I work here, given that I know what is going on and I am in support of the way the company operates.
- an employee in Talent Acquisition
11. The overall long-term vision.
- an employee in Corporate
12. About changes in management and what can I do to improve my work at Norhart.
- an employee in Architecture
13. It helps to spread information and have communication, being well informed is essential, for all parts of the team.
- an employee in Construction

Norhart Connect Comments

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

Improvement Comments

1. More Mike updates.
- an employee in Plumbing
2. What daily tasks are to be done before the day or halfway in the day to try to find something to do. Don't enjoy coming to work not knowing what will happen.
- an employee in Finish
3. Big decisions and changes before they are in acted.
- an employee in Construction
4. The progression at Oakdale. I think most days I come into work there is a lot of confusion on what needs to be done in my line of work and a lot of these things never go answered.
- an employee in Electrical
5. Would love to know what each team is up to. For example, podcasts Mike is on, events in the industry teams are going to, etc.
- an employee in Architecture
6. If and how issues are being addressed.
- an employee in Mechanical
7. Problems, material hold ups.
- an employee in Electrical
8. Big decisions/other sites.
- an employee in Plumbing
9. Future projects. Oakdale's financial standing.
- an employee in Finish
10. Firings of coworkers. Changes of plans.
- an employee in Construction
11. When things change.
- an employee in Construction
12. Problems that effect me doing my job properly, my progress and performance and my general job security.
- an employee in Wall Panels - Eve
13. I believe if we had a type of internal channel that everyone could use it to show what is going on with each division of the company would be nice.
- an employee in Architecture
14. Schedules.
- an employee in Construction
15. Plans.
- an employee in Electrical

What makes you feel appreciated at Norhart?

Positive Comments

1. The team around me are full of great people who genuinely care for each other.
- an employee in Finish
2. The fact that I am being heard and my suggestions are getting a feedback, whether positive or negative. And also the engagement of the team I am part of.
- an employee in Corporate
3. Positive feedback from other disciplines as well as from my manager.
- an employee in Architecture
4. Being able to communicate with my managers.
- an employee in Maintenance
5. Currently, compliments from team members.
- an employee in Property Management
6. The way I am receive by Foreman, and the platform they give my voice makes me respected and appreciated.
- an employee in Plumbing
7. My manager values my suggestions.
- an employee in Construction
8. Communications of appreciation from Stacy and Keith. Both are also open to new ideas or input.
- an employee in Maintenance
9. Opportunities.
- an employee in Plumbing
10. Wanting my input.
- an employee in Architecture
11. Benefits
Pay
Team members.
- an employee in Mechanical
12. I feel most appreciated when my ideas are listened to and discussed. At times people at Norhart have ideas, based on past experience, that are not aligned with the overall vision. That being said we need to take the time to see where that idea is coming from. I also feel appreciated when my supervisor tells me good job. My expectation of myself is to perform at a high level. It is always nice to hear that my efforts are being recognized. That being said as a professional I do not need to congratulated on everything I do. Feedback also shows that I am appreciated. Getting constructive criticism to help me improve shows that my supervisor is doing their best to help me improve. It also show that they are bought into my career here at Norhart.
- an employee in Finish
13. The team i work with.
- an employee in Electrical

Norhart Connect Comments

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

Improvement Comments

1. My ideas getting shut down without consideration.
- an employee in Construction
2. Not allowing PTO during punch. Valid concerns being gaslit.
- an employee in Construction
3. Having to park off site and walk through mud to get to work.
- an employee in Construction
4. Everyone above my forman.
- an employee in Construction
5. Not knowing if I'll be kept or not.
- an employee in Construction
6. Poor leaders.
- an employee in Precast
7. Actual recognition and acknowledgement for the hard work and success that has come along the way.
- an employee in Talent Acquisition
8. Being at a remote site, not communicated with about what's happening with the project or future projects.
- an employee in Precast
9. There's an appreciation everywhere, but it's all words... so sometimes, it does not resonate with me anymore.

I hope we get competitive regular increases and incentives when new tasks are added to our plates. Or I hope we can discuss tasks that must be removed from one's plates if he or she is doing a lot already.
- an employee in Property Management
10. Not having health care insurance/benefits. Although we work remotely, we give our best to ensure that the team and Norhart know that we still give quality outputs despite not being monitored closely. However, it concerns me that we work at the same pace and is being require rigid outputs but we get less benefits.
- an employee in Property Management
11. Bad communication between different levels of management leads a feeling of not being heard and unappreciated. Recent large scale terminations and resignations without proper performance reviews and feed back from management makes doubt job security and makes me feel disposable.
- an employee in Wall Panels - Eve
12. The spot light is more focused on others.
- an employee in Talent Acquisition
13. Positive feedback.
- an employee in Talent Acquisition

Norhart Connect Comments

What do you find most meaningful about working at Norhart?

Positive Comments

1. We all have a voice to share ideas and concerns. We are given the go ahead to make our own decisions, whether right or wrong, to get the job done. Norhart cares about everyone who works here and the communities we serve.
- an employee in Maintenance
2. I'm helping to build better homes for people at better prices.
- an employee in Plumbing
3. Pulls out all my hidden talents to complete my job.
- an employee in Construction
4. The people I work with.
The chance to move ahead in my career.
- an employee in Finish
5. The continual improvement, not only in individual tasks, but in the overall system and the overall building design and quality.
- an employee in Project Management
6. I am giving the opportunity to grow.
- an employee in Construction
7. I am part of a work family that truly cares about people and the success of others. The CEO wants to make a dent in the universe and that is awesome.
- an employee in Project Management
8. Creating homes for people.
- an employee in Finish
9. Working as a team. We are Family..
- an employee in Construction
10. The team.
- an employee in Mechanical
11. The ability to learn new aspects of my field and the freedom to work around my schedule to get my work done.
- an employee in Architecture
12. All the knowledge that is out there and being part of a company that wants to make a difference and change the world.
- an employee in Electrical
13. The relationships that are formed with other trades but also the opportunity to learn more by working with those trades.
- an employee in Construction

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

Improvement Comments

1. Communication, stepping on our own toes while doing the work then rework, then rework again. Having goals that exceed the ability of the field to maintain.
- an employee in Wall Panels - Eve
2. Lack of guidance from employees managers.
- an employee in Project Management
3. Just being lost in the building. Not fully knowing what I will be doing next.
- an employee in Finish
4. Pressure to work harder than necessary.
- an employee in Wall Panels - Eve
5. Feeling secure in my employment.
- an employee in Construction
6. Costing our quality for speed.
- an employee in Construction
7. My job does feel meaningful.
- an employee in Property Management
8. Rework due to changes in plans
Constantly switching gears
Poor planning.
- an employee in Mechanical
9. Doesn't feel like we are being set up to succeed. Production is key, and not having information to proceed is frustrating. Senior management should get unit plans finalized so folks can all get on same page.
- an employee in Construction
10. Our goals are lofty, seeing more progress toward the goals would make the job more meaningful. I understand this will come in time, but they feel far away at this point.
- an employee in Wall Panels - Eve
11. Lack of expertise on site. This building is new for everyone, everyone is a bit unsure of the best way forward and that uncertainty along with a pile of previous mistakes and re-work makes every decision that much harder.

Disconnection between what we say and what we do at Norhart. Money is still the big motivator and it distracts from quality, and doing things right. I wish we put more effort into finding solutions that lasted longer and cost less to maintain but were a better quality product, rather than just looking for how cheap we can go.

It's hard to see us put thousands of dollars into equipment to create a wall fabrication plant without considering the cost of safety equipment ahead of time. And to delay implementation of a ventilation system due to costs.

Rework is also very frustrating. We've had 2 sprinkler pipes burst at Lexington but haven't implemented a solution to prevent that from happening again due to costs. If a burst happens again, we're spending double the cost of the fix and we're disturbing tenants while we clean up the water.

It would feel great to build a building start to finish without major changes, re-work, gaps in planning, safety issues, leadership changes ect. and then work on honing in our craft and doubling in speed. Right now it feels like we're just guessing at the details or scrambling to find solutions last second.
- an employee in Mechanical
12. The conditions of the site and not enough information on things/projects to come.
- an employee in Construction
13. All the complaining i hear every day makes it hard to be possitive.
- an employee in Electrical

How does Norhart empower you to use your full potential?

Positive Comments

1. I am given the flexibility to chose what solutions are best for the company.
- an employee in Corporate
2. They really give me 0 reason to work to my full potential anymore really.
- an employee in Precast
3. Find new ways to use my brain, work hard everyday.
- an employee in Precast
4. Being heard, having the opportunity of provide answers to problems and provide your POV on how to make this business work more efficiently.
- an employee in Corporate
5. They do not.
- an employee in Precast
6. They are considerate of my strength and weaknesses, they are giving us the opportunity to another potential that we can give.
- an employee in Architecture
7. There's not been an expense or proper idea that I've been denied. Everything that is the right move and I've discussed it enough to be confident in moving forward with has been supported. Anything I need is on the table, even to the point of beginning new divisions at the company. In every way Mike and Norhart empower everyone to do anything they need to to make this company better.
- an employee in Electrical
8. I have the ability to try new avenues to successfully complete my job. Always being willing to try something new.
- an employee in Talent Acquisition
9. Keeps motivating every day.
- an employee in Construction
10. By listening to me.
- an employee in Precast
11. Most of the time.
- an employee in Corporate
12. They give me the freedom to demonstrate changes to current procedures and help quantify the value and improvements.
- an employee in Construction
13. I have many responsibilities in different areas that fall under my scope and those give me the ability to use all of my individual talents and strengths.
- an employee in Electrical

Norhart Connect Comments

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

Improvement Comments

1. Not having all the knowledge and expertise to do the job.
- an employee in Talent Acquisition
2. Receiving timely information from other departments or sometimes clearer expectations from who I'm working with so that I am utilizing my time to the maximum potential.
- an employee in Talent Acquisition
3. Budgets and understanding the future.
- an employee in Construction
4. Lack of guidance from leaders.
- an employee in Project Management
5. Rework, moving walls 3 and 4 times because of limited product and changing the build order.
- an employee in Wall Panels - Eve
6. Having experience doing precast but at a different employer, with different prints and learning the steps and techniques of a different crew.
- an employee in Precast
7. The structure and scope of work for any position is limiting.
- an employee in Mechanical
8. Ability to focus on primary job functions.
- an employee in Property Management
9. Doing certain tasks in a normal order and not running around skipping tasks and going back to them.
- an employee in Construction
10. The lack of planning.
- an employee in Electrical
11. Personal road-blocks.
- an employee in Talent Acquisition

Norhart Connect Comments

What helps you feel included at Norhart?

Positive Comments

1. The way how upper management respects and recognize individual contribution.
- an employee in Wall Panels - Eve
2. My wonderful coworkers and managers giving me the strength and help I need to make it one more day.
- an employee in Precast
3. My team. Everybody is included in decision making and all ideas are heard.
- an employee in Finish
4. Being a part of or at least informed of important decisions and developements.
- an employee in Project Management
5. For them to pay attention to their employees and not to have favorites.
- an employee in Maintenance
6. Knowing more about the company and the people. I did notice though a noticeable improvement since our last survey.
- an employee in Corporate
7. When people notice the hard work we're doing.
- an employee in Construction
8. Open access to information.
- an employee in Property Management
9. The work family.
- an employee in Mechanical
10. My team.
- an employee in Construction
11. Weekly 1:1 meetings with my manager. Daily meetings with my team.
- an employee in Talent Acquisition
12. The positive attitudes of the people that i work around.
- an employee in Construction

Norhart Connect Comments

How could we help you feel more included at Norhart?

Improvement Comments

1. Acknowledge actual good work onsite.
- an employee in Construction
2. I already feel included!
- an employee in Plumbing
3. Considering my ideas and making new ideas feel appreciated and encouraged.
- an employee in Construction
4. Hire from within for management positions instead of more clueless/useless people with "great resumes." Their performance is incredibly poor.
- an employee in Construction
5. Having more work party's. Sometimes since I'm the newest guy, it's harder for me to talk to everyone and get to know people outside of the electrical crew.
- an employee in Electrical
6. Share company news as it is happening.
- an employee in Architecture
7. Listen to the people in the field not the people in the office. What does Zach even do.
- an employee in Construction
8. I already feel included.
- an employee in Property Management
9. More acknowledgement.
- an employee in Construction
10. I feel included.
- an employee in Property Management
11. Appreciated.
- an employee in Wall Panels - Eve
12. Get important information to everyone so that the bigger picture is seen by everyone working on the project.
- an employee in Construction
13. Better communication of department vision.
- an employee in Property 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. Gives me full freedom and support to apply the skills and experience I bring to make impactful changes.
- an employee in Property Management
2. My manager is great with her communication. She is inspiring and pushes me to do better.
- an employee in Property Management
3. Allows me to take on tasks and prove myself. Educates me if I have a question. Encourages me throughout the day.
- an employee in Construction
4. Teaches me how to do things the correct way and be more efficient at it.
- an employee in Construction
5. He push's us to learn new ways to work, and helps us learn the code.
- an employee in Plumbing
6. Leading by example. Showing that we are all empowered to make decisions, but also growing and nurturing current skillset. Also pushing our comfort level to do 1% better each day.
- an employee in Property Management
7. Gives us every opportunity to prove & test ourselves.
- an employee in Construction
8. Through coaching, listening, and genuine instruction.
- an employee in Construction
9. Apprenticeship, lunch and learn, variety in work.
- an employee in Mechanical
10. He teaches us what we need to know for each job.
- an employee in Electrical
11. Teaching valuable skills for the trade.
- an employee in Construction
12. Takes the time to explain systems or theory that I don't fully understand.
- an employee in Electrical
13. Explains tasks to be done.
- an employee in Wall Panels - Eve
14. Always being available.
- an employee in Plumbing
15. Creating an environment that allows the time and effort to be put in to learn in any scenario.
- an employee in Mechanical

Norhart Coach Comments

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

Improvement Comments

1. Stop trying to show off to upper management and just do your job.
- an employee in Construction
2. I hope we get to have regular one-on-ones. We don't do that anymore because we're too focused on hitting the numbers/goals. We don't get to express our concerns anymore.
- an employee in Property Management
3. I really feel like if I want to learn something or have questions I can go up to my supervisor and get answers or learn. I'm currently in a spot where I feel comfortable with what I do and confident in my work.
- an employee in Wall Panels - Eve
4. Be their offer help and guidance. Set aside time to teach.
- an employee in Project Management
5. Actually teach us or lead us.
- an employee in Finish
6. They do pretty well...
- an employee in Maintenance
7. One on ones.
- an employee in Maintenance
8. Being open to new ideas, and being open to change.
- an employee in Construction
9. I feel I could make better decisions and plan better if I had more visibility to key decisions.
- an employee in Project Management
10. Not too sure. Be around more.
- an employee in Construction
11. Study code.
- an employee in Electrical
12. Be more available.
- an employee in Electrical

Norhart Coach Comments

How does your manager show they care about your concerns?

Positive Comments

1. My manager is open to hearing about my concerns and helping me with everything I need. He always goes the extra mile to make my job easier and has excellent ideas in challenging situations.
- an employee in Architecture
2. They have one on one meeting with me.
- an employee in Project Management
3. The manager is very open and listens to concerns and gives good advice on how to address issues.
- an employee in Architecture
4. It is easily apparent in all conversations with Mickey that his main goal is to continue to move the company forward in a positive way. He is extremely talented in his field, and yet acknowledges constantly that his opinion is not the best for every situation. It is easy to see he treats the entire team this way in our weekly coordination meetings.
- an employee in Architecture
5. Listens to our concerns and makes sure they are followed up on.
- an employee in Plumbing
6. Work to remedy any issues brought up in 1on1's immediately.
- an employee in Construction
7. Open ended conversations without the company answer.
- an employee in Mechanical
8. They try their best with what they have to work with.
- an employee in Construction
9. Give feedback and compliments.
- an employee in Corporate
10. Positive Attitude, Always has time to listen about concerns or issues that arise.
- an employee in Construction
11. Gets answers from 1 on 1s.
- an employee in Mechanical
12. One on one with goal set.
- an employee in Finish
13. He listens and seems understanding of issues and concerns i have about work and at home.
- an employee in Finish
14. Weekly 1on1's and taking that information seriously.
- an employee in Wall Panels - Eve

Norhart Coach Comments

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

Improvement Comments

1. Nothing honestly. We are very open to each other and I think that helps out a lot with anger and stress within our jobs and outside of our jobs.
- an employee in Electrical
2. Seems pretty open so I'm not worried about sharing concerns. Only issue would be if they try shoo our problems away.
- an employee in Construction
3. Upper management is very poor.
- an employee in Construction
4. Actually having them hear you.
- an employee in Wall Panels - Eve
5. More consistent 1 on 1s.
- an employee in Construction
6. My manager being open to new ideas and considering them, not just shutting them down. Also not blaming different people for personal mistakes and taking responsibility.
- an employee in Construction
7. If they were more open to accepting to new changes that prove to be more efficient and time saving.
- an employee in Finish
8. Upper management does a great job of listening, but things appear to fall flat in terms of effective change.
- an employee in Mechanical
9. More complete communication.
- an employee in Finish
10. Continue with our open dialogue 1:1 and feedback.
- an employee in Talent Acquisition

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. Conferences. Traveling to where the experts are gathered and hearing directly from the top of the industry has been instrumental.
- an employee in Electrical
2. Proper application/procedure based upon product.
- an employee in Construction
3. All hands on plumbing training.
Plumbing code book classes held in early winter months of 2023.
- an employee in Plumbing
4. As of the moment, our team don't have any training, yet, But I know that there's a lineup plan for this and I am looking forward in joining it.
- an employee in Architecture
5. My Apprenticeship and Lunch and learns. Both provide skills that make me a better tradesman and make my day to day easier.
- an employee in Mechanical
6. Tuesday classes after work.
- an employee in Mechanical
7. Various conferences or classes as requested.
- an employee in Property Management
8. Currently the PE study material provided has been the best training resource for me.
- an employee in Architecture
9. I'm familiar with formal training at Norhart.
- an employee in Architecture
10. On the job.
- an employee in Mechanical
11. Welding.
- an employee in Wall Panels - Eve

What kind of formal training would you value most?

Improvement Comments

1. Training that would move me up the ladder and help me help others.
- an employee in Property Management
2. Online courses with validation.
- an employee in Talent Acquisition
3. Any at all. I would take advantage of any training available.
- an employee in Finish
4. Autodesk trainings, BIM trainings for develop team collectively to use BIM360 to its more standardized fuller potential.
- an employee in Architecture
5. Formal machine training. Assistance with navigating SharePoint, Bluebeam, Excel, ect.
- an employee in Finish
6. Leadership training dor possible future positions.
- an employee in Maintenance
7. Blueprint reading and total station operation.
- an employee in Construction
8. Leadership development!
- an employee in Wall Panels - Eve
9. Budgeting, Excel, PMP.
- an employee in Project Management
10. 1v1 skill based.
- an employee in Wall Panels - Eve

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

Positive Comments

1. I appreciate the benefits package offered, particularly the flexible work hours and opportunities for professional development.
- an employee in Corporate
2. Pto and insurance.
- an employee in Wall Panels - Eve
3. Health care.
- an employee in Corporate
4. Investment.
- an employee in Project Management
5. Salary, Retirement, Health.
- an employee in Project Management
6. Medical and the IRA.
- an employee in Construction
7. Unlimited PTO.
- an employee in Precast
8. PTO...Dental.
- an employee in Maintenance
9. Medical.
- an employee in Construction
10. Pto.
- an employee in Corporate

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

Improvement Comments

1. Retirement.
- an employee in Finish
2. Roth 401k.
- an employee in Construction
3. Adding health care insurance/benefits and industry-standard increases. The yearly increase should be reasonable but at the same time, it should also take into consideration the yearly inflation rate which affects our salary's value.
- an employee in Property Management
4. More group activities paid for by norhart.
- an employee in Plumbing
5. Milage being paid, I've been offered 3 jobs with paid drive time along with a company truck and gas card. It's tough.
- an employee in Electrical
6. A better deductible and cheaper.
- an employee in Precast
7. Better family health care.
- an employee in Construction
8. Best the best. Don't fall short on your promises. Have the best packages.
- an employee in Precast
9. Premium cost.
- an employee in Finish
10. A complete overhaul, lower deductible for the lower tier plans. A much better investment portfolio, higher matching, pension, or some form of employee loyalty incentive In order to help retain and take care of the best tradesmen in the world. That is if that's what we actually think of our workers?
- an employee in Construction
11. - Healthcare benefits for people working remotely and outside the US.
- Regular competitive salary increase
- Monetary incentives and physical care packages for when you're celebrating a birthday, work anniversary, milestone at work, or mourning for the loss of someone in the family. etc.
- an employee in Property Management

How does Norhart help you balance work and life?

Positive Comments

1. I've never been denied any time off. I put the company first and they put me first. It's every bit the balance it should be.
- an employee in Electrical
2. This is the first company that allows me to gain some extra personal time with "MEI" time that prioritizes my personal health and well-being during work hours.
- an employee in Architecture
3. Our team gave us the opportunity to meet halfway on our time to American time as I am working at a different timezone.
- an employee in Architecture
4. Working from home with unlimited PTO allows people to travel and still doing the working from different parts of the country or overseas, build a schedule to meet family expectations and still be able to make deliverables dates.
- an employee in Architecture
5. My hours and my work load are up to me.
- an employee in Project Management
6. The flexibility in my work day.
- an employee in Architecture
7. It allows me to have a fixed schedule, allowing me to be home at a fixed time daily.
- an employee in Construction
8. Decent hours.
- an employee in Precast
9. Time off as long as the work still gets done.
- an employee in Electrical

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

Improvement Comments

1. Fridays if we have to work not a full day, maybe like a 8-12 or 8-1 for 5 hours only instead of full day.
- an employee in Finish
2. Expecting overtime to hit unrealistic deadlines instead of figuring out a better or more efficient schedule.
- an employee in Construction
3. I would wish for more individual flexibility/autonomy over work schedules. Norhart employees have great work ethics and should be trusted with the responsibility of coming in and getting their work finished without having to navigate implemented start times in a high school type setting. This would allow for employees to better balance other responsibilities outside of work life.
- an employee in Construction
4. Flexible schedule regardless of work load.
- an employee in Wall Panels - Eve
5. No mandatory overtime. Allow volunteering for OT opportunities.
- an employee in Finish

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

Positive Comments

1. My managers are great collaborators.
- an employee in Architecture
2. I think the innovation culture at Norhart is much better than I expected when I started. The leadership is always open to exploring new ideas.
- an employee in Architecture
3. The job has exceeded my expectations in terms of the level of autonomy and growth opportunities available.
- an employee in Corporate
4. The unlimited horizon. Any angle of the industry that I want to push my department into, I can. The sky is the limit. It gives me a huge amount of buy in because I can affect the course of the company because of how much power Mike pushes down to the front line. He clearly values everyone's input because he's continually leaving company decisions to the lowest guy that he can.
- an employee in Electrical
5. The want to pay employees at top of market. And great benefits.
- an employee in Finish
6. People being in such good moods.
- an employee in Construction
7. The people/culture/values.
- an employee in Project Management
8. Meetings and the communication. Being informed.
- an employee in Maintenance
9. My usd income (my country has a very unestable economy)
PTO
the international culture.
- an employee in Talent Acquisition
10. The opportunity to take a shot at a different line of work, without compromising my previous position or salary.
- an employee in Talent Acquisition
11. Pay and benifits.
- an employee in Finish

Norhart The Basics Comments

How has this job not met your expectations?

Improvement Comments

1. So far it's met all of my expectations and excited to see what's next.
- an employee in Maintenance
2. The unlearning of previous property management roles and duties. With the feeling of being tied to the desk, it's hard to go beyond the community to conduct other roles and responsibilities of the current role employees are assigned to.
- an employee in Property Management
3. We have had a hard time having a consistent team which makes it hard to have consistent work, we're are not fully hanging units or taping due to experience and man power, however the expectations of having a full team is high.
- an employee in Construction
4. I love that the company encourages growth and involvement in various parts of the operations. However, as we take on more jobs, the pay does not reflect the appreciation for our hardwork. This is in opposite of Norhart's promise of giving the best pay in the industry.
- an employee in Property Management
5. There are moments where it seems like nobody knows what's going on.
- an employee in Construction
6. Inaccurate description of required hours and tasks. Infringement on personal time. Pressure to rush through parts of, or an entire project.
- an employee in Construction
7. I feel it had. I wish I could help more! and I think it would be great if we could have like a benefit for education (certificates, etc). That's something very common at other companies and that candidates ask us a lot.
- an employee in Talent Acquisition
8. It's a lot more intensive than described.
- an employee in Property Management
9. We have been growing in many areas, but I love that we can implement more training and masterClasses.
- an employee in Talent Acquisition
10. Communication with Managers to Leads to field employees connection. Need to operate with a visual org chart.
- an employee in Plumbing
11. All I can say is weather conditions.
- an employee in Precast
12. Being inclusive.
- an employee in Precast
13. Referral bonuses for referring friends were not paid, being promised milage being paid but not receiving any compensation, even the work related drives such as trips to the store/ site to site.
- an employee in Electrical

Engagement

Align

Perform

Connect

Coach

The Basics

Regional

I love my job because...

Norhart Regional Comments

How does Norhart demonstrate dedication to diversity and inclusiveness?

Positive Comments

1. We have hired people from different races without judgement.
- an employee in Project Management
2. We hire people based on their skills and cultural fit.
- an employee in Project Management
3. We are composed of multinationals working all over the world. Norhart also creates programs that make us feel included locally even if we're from the other side of the world.
- an employee in Property Management
4. Norhart cares about staff from other countries, with strong sense of diversity and inclusiveness.
- an employee in Project Management
5. With multiple personalities and ethnicities.
- an employee in Precast
6. Anyone can work here as long as that person proves themselves. Does not matter race, religion or creed. We came here to work.
- an employee in Mechanical
7. Firstly, at Norhart love our work. I love my work. Knowing your team and company have your back in time of challenges is a great feeling and at Norhart we have that.
- an employee in Architecture
8. To me, Norhart is extremely dedicated to diversity. Our teams are amazingly diverse. We are represented in so many countries.
- an employee in Architecture
9. Equal opportunity.
- an employee in Talent Acquisition
10. The culture.
- an employee in Wall Panels - Eve
11. Norhart doesn't care where we are from, the company cares if we are good people willing to learn and work efficiently. I've never had so many coworkers from so many different countries.
- an employee in Architecture
12. The fact that we have people from all around the world it's a clear example that this company has inclusivity and diversity.
- an employee in Talent Acquisition

Norhart Regional Comments

How could Norhart better demonstrate dedication to diversity and inclusiveness?

Improvement Comments

1. I'm queer and "gay" is thrown around a lot between coworkers, and usually not in a necessarily positive manner. I wouldn't say it makes me uncomfortable because I'm use to it. More so think a lot about if people were to find out if I would be treated differently at work.
- an employee in Wall Panels - Eve
2. Norhart could train employees and management in ways to become more inclusive and understand unconscious biases. Just because a person may be of a different background or culture that may seem foreign, does not mean that they won't positively contribute to the company.
- an employee in Construction
3. Start handing out stickers for hardhats to signify different achievements.
- an employee in Construction
4. Norhart hires the best person for the job, end of story. Race, age, and gender don't come into question, and they never will.
- an employee in Project Management
5. To get outside of the nepotism that is present within Norhart.
- an employee in Talent Acquisition
6. More lunch's with other trades.
- an employee in Plumbing
7. Maybe by working on their employer branding from TA Team. I feel we could post more jobs from a inclusiveness stand point of view and promote that.
- an employee in Talent Acquisition
8. Employ more minorities.
- an employee in Maintenance
9. More of an obvious commitment to diversity/inclusion such as a statement or policy in everything we do.
- an employee in Talent Acquisition

Engagement

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The Basics

Regional

I love my job because...

Norhart I love my job because... Comments

I love my job because:

Positive Comments

1. I feel accomplished finishing apartments that people will want to live in.
- an employee in Construction
2. It pushes me to find solutions beyond "traditional engineering". It motivates me to research the best way possible to be as efficient as possible.
- an employee in Architecture
3. I love the fact that this team is filled by responsible and highly educated professionals, who give their very best for Norhart to thrive and empower you to do as well. Never felt more happy about my work-life balance.
- an employee in Corporate
4. It feels like we are trying to make a meaningful impact on the world.
- an employee in Corporate
5. I get to work on interesting and innovative projects.
- an employee in Corporate
6. I am free to grow myself and gain responsibility.
- an employee in Construction
7. I love my job because it's challenging, I have room to grow, and I am part of a team building something big and essential for the industry.
- an employee in Architecture
8. I love my job because it is fulfilling and I have a great team of colleagues.
- an employee in Corporate
9. I have fun doing work I like.
- an employee in Precast
10. I am always learning something new, not only from my managers, but also from my coworkers and also from the leadership and candidates.
I love it also because I know that people is the most important asset we have, and as a talent recruiter I have the responsibility of hiring the right people.
- an employee in Talent Acquisition
11. I love doing concrete and spent years working for an employer that didn't value me or anyone for that matter, made me miserable going to work. Now I love coming to work and don't ever want to miss cause I feel like my guys need me, I'll be missing out.
- an employee in Precast
12. I love my job because I have the opportunity to lead a talented team of remote contractors, working together to solve complex problems and deliver high-quality software products that make a positive impact on people's lives. Being a part of a dynamic and innovative company, I am constantly challenged to grow both personally and professionally, and I am proud to be a part of a company that values collaboration, creativity, and excellence.
- an employee in Corporate
13. Our lead is a great communicator, always help us be positive no matter the situation, always asks for our opinion and ideas making us feel part of Norhart.
- an employee in Talent Acquisition
14. I have a good relationship with my superior, being able to be very honest with him. I also love my job because I know that we can achieve great things using it to improve our processes. it makes me excited.
- an employee in Architecture
15. I am empowered by others to do my best and never stop learning. The drive in others is contagious and inspiring. My job is interesting, challenging and very rewarding.
- an employee in Architecture
16. I have flexibility in my work hours.
- an employee in Architecture
17. I never stop learning and growing. I feel I have learned about myself more than ever thanks to this job.
- an employee in Talent Acquisition
18. I feel challenged and valued.
- an employee in Project Management
19. I feel appreciated.
- an employee in Project Management

Norhart I love my job because... Comments

20. The people I work with.
- an employee in Precast
21. Coworkers.
- an employee in Electrical
22. I feel like I am part of a company that takes steps to stay striving and not scared to make moves that others are not making, going big and has the tools to make things happen, not scared of any obstacles.
- an employee in Electrical
23. I get to work with incredible people. Holding high standards for all positions at all levels makes this an amazing place to work. I also love the innovation possible with in-house everything. New stud sizes, new framing techniques, crazy things like rotated studs. All of this innovation with highly competent people adds up to progress and a fun work environment.
- an employee in Architecture
24. The general vibe that all the employees give out they are chill and fun yet goal oriented. I've only been here for a couple months but been doing this type of work for over twenty years and haven't been on a job quite like this. How all trades are in house and that helps eliminate downtime on everyone's schedule moving the project along from trade to trade. I also feel appreciated for what I can bring to the table and there is room to grow.
- an employee in Construction
25. I feel I am able to bring positive improvements and I am helping shape the growth and future of my team as they expand their knowledge base and improve their skill set.
- an employee in Construction
26. In every way Norhart has given me anything that I need to develop myself and my department to conquer this industry. There has never been an avenue that I want to explore or pursue that my manager has denied because ultimately all of the power is pushed down as far as it can go. That means that I have the ability to fully direct and control my job and my department to hit the goals set before me. It gives me an immense amount of buy in. If I won the lottery today, I love what we are doing so much that I would still be in to work tomorrow.
- an employee in Electrical



Energage™ is a culture technology company that helps you realize the full potential of your workforce by building a stronger culture and connections across the organization – with speed and at scale. Our CultureTech platform combines more than a decade of Top Workplaces™ research, neuroscience principles, expert guidance, and a patented approach to survey insights to give you clear next steps for an employee-centric approach to success. With higher employee engagement levels and intentional cultures, Energage customers are reducing turnover costs, increasing productivity, and improving teamwork.

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