

The Finnish Union of Practical Nurses (SuPer): Member Emotions and Behavior

October 2020









How the study was conducted?

- The study audience included over 40,000 SuPer members from health care, social services, and early childhood education
- The study was conducted by the Finnish Union of Practical Nurses (SuPer) and NayaDaya Inc.
- The audience was reached through emails in October 2020

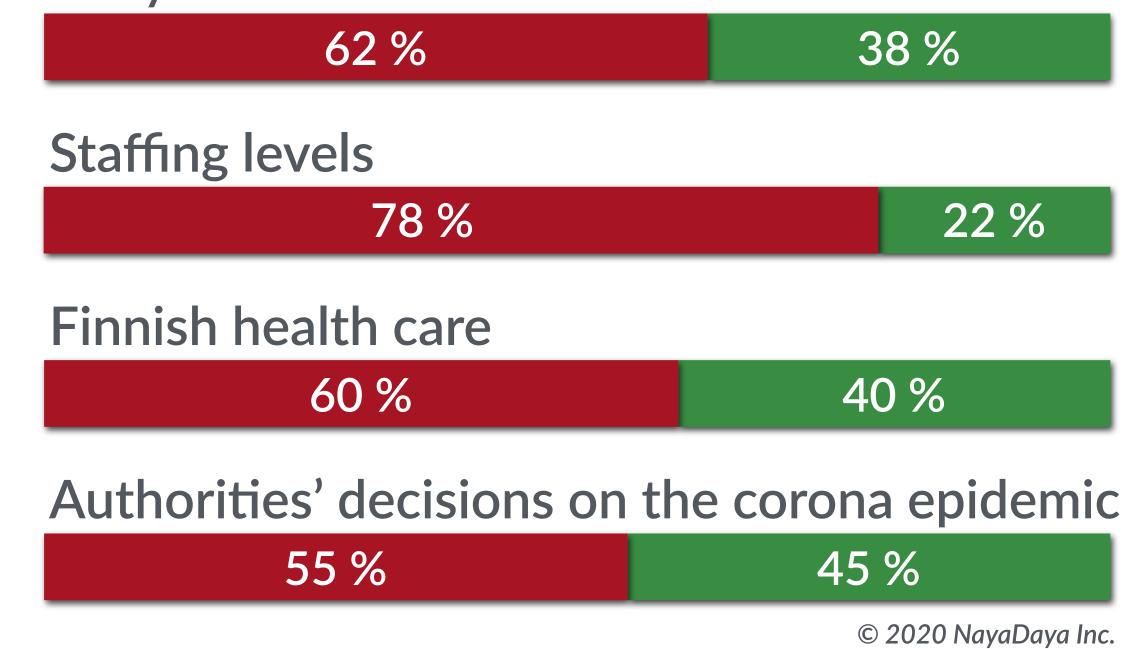
Questions:

- 1. How do you feel about your daily work right now? (2356 respondents)
- 2. How do you feel about the staffing levels in your workplace right now? (2447 respondents)
- 3. How do you feel about the Finnish health care right now? (2417 respondents)
- 4. How do you feel about the authorities' decisions on the corona-virus epidemic right now? (2776 respondents)



Negative and Positive Emotions Among the Finnish practical nurses

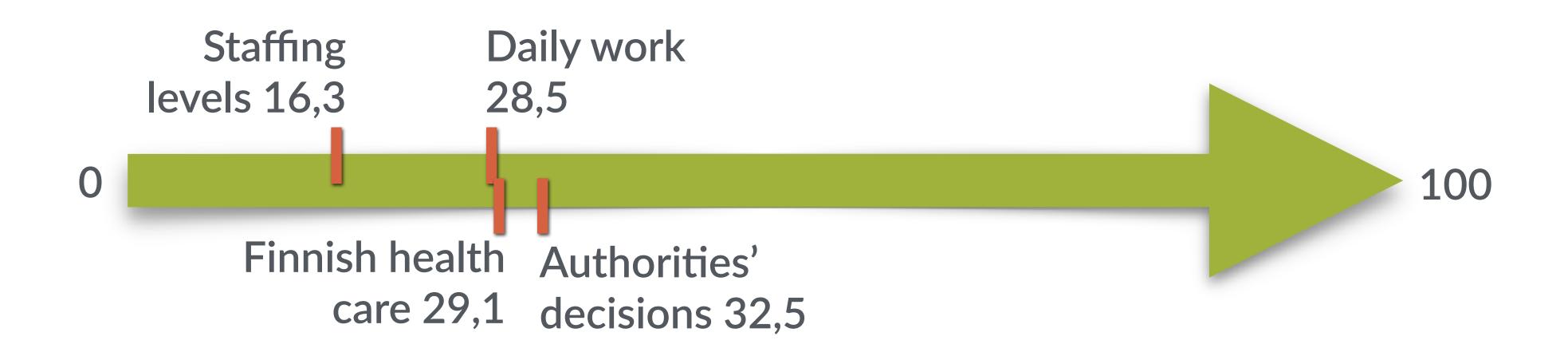
Daily work







Emotional Value Index (EVI) – All Questions EVI value predicts positive, engaged, and prosocial behavior





1. Behavior Matrix – Daily Work How do you feel about your daily work right now?

Negative-engaged

Accusation, aggression, hostile actions, attack

Negative-disengaged

Withdrawal, avoidance, stagnating, leaving, isolating oneself, distancing

Adversaries 11,0 %

ENGAGED

DISENGAGED

Leavers 51,3 %

NEGATIVE

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Loyals and Advocates 24,5 %

> Passives 13,2 %

Positive-engaged

Interaction, being involved, receptive, loyalty, trust, helping others, following role models, recommendations

Positive-disengaged

Acquiescence, agreement, relaxation, passive enjoyment, quiet support

1. Emotions and Meanings – Daily Work

How do you feel about your daily work right now?



EVI* Meanings Emo Building close connection, interaction, affection, and trust Love Creating attention, attraction, curiosity, and involvement **Inter** Generating unexpected delight or strongly supporting personal goals **Joy** Accomplishing extraordinary qualities and evoking appreciation Admi Creating well-being, sensual delight, and enjoyment **Pleas** Building success, self-esteem, and positive social worth **Pride** Fulfilling needs and goals sufficiently **Cont** Being in a distress or revealing and relieving distress of others **Com** Being funny and entertaining or ridiculous (sarcasm) Amus Resolving unpleasant or dangerous situations or tackling problems **Relie** Violating one's internal moral standards **Guilt** Causing uncontrollable threats, dangers, and worries **Fear** Leading to undesirable conditions through one's own actions Regre Causing unwanted and harmful circumstances directly **Ange** Violating one's external standards or humiliating directly Shar Failing hopes, promises, and expectations **Disa** Causing a loss of a valuable thing or a person **Sadn** Conducting socially or morally reprehensible actions **Cont** Producing unpleasant things or immoral actions **Disg** Arousing strong aversion and hostility or generating daily troubles Hate

*Emotional Value Index (EVI) predicts positive, engaged, and prosocial behavior

Adversaries Loyals Leavers **Passives**

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2. Behavior Matrix – Staffing Levels

How do you feel about the staffing levels in your workplace right now?

Negative-engaged

Accusation, aggression, hostile actions, attack

Negative-disengaged

Withdrawal, avoidance, stagnating, leaving, isolating oneself, distancing DISENGAGED

Leavers 58,9 %

Adversaries

19,4 %

NEGATIVE

Loyals and Advocates 12,6 %

Passives 9,0 %

Positive-engaged

Interaction, being involved, receptive, loyalty, trust, helping others, following role models, recommendations

Positive-disengaged

Acquiescence, agreement, relaxation, passive enjoyment, quiet support

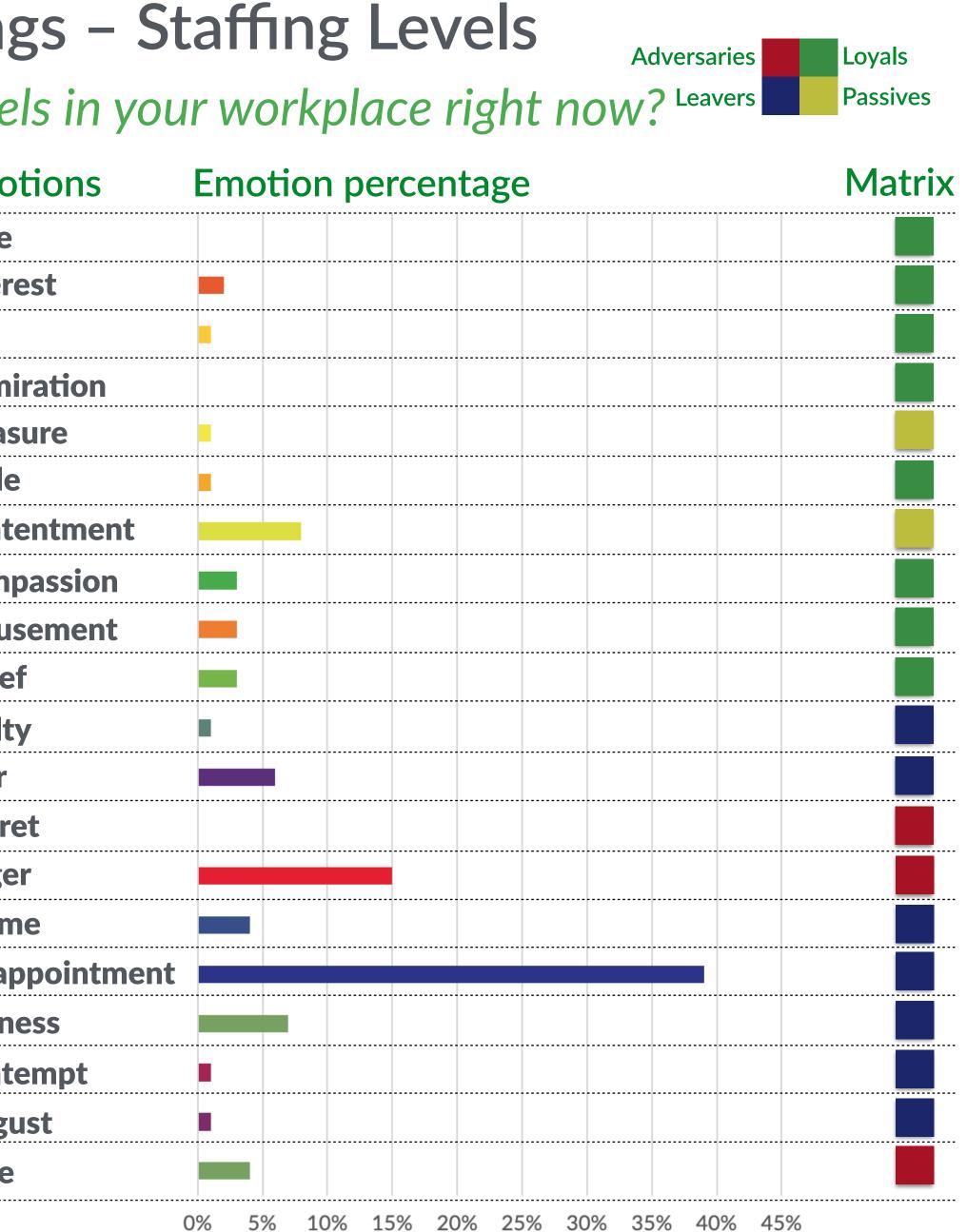
2. Emotions and Meanings – Staffing Levels

How do you feel about the staffing levels in your workplace right now? Leavers



EVI*	Meanings	Emo
	Building close connection, interaction, affection, and trust	Love
	Creating attention, attraction, curiosity, and involvement	Inter
	Generating unexpected delight or strongly supporting personal goals	Joy
	Accomplishing extraordinary qualities and evoking appreciation	Adm
	Creating well-being, sensual delight, and enjoyment	Plea
	Building success, self-esteem, and positive social worth	Pride
	Fulfilling needs and goals sufficiently	Cont
	Being in a distress or revealing and relieving distress of others	Com
	Being funny and entertaining or ridiculous (sarcasm)	Amu
	Resolving unpleasant or dangerous situations or tackling problems	Relie
	Violating one's internal moral standards	Guilt
	Causing uncontrollable threats, dangers, and worries	Fear
	Leading to undesirable conditions through one's own actions	Regr
	Causing unwanted and harmful circumstances directly	Ange
	Violating one's external standards or humiliating directly	Shar
	Failing hopes, promises, and expectations	Disa
	Causing a loss of a valuable thing or a person	Sadr
	Conducting socially or morally reprehensible actions	Cont
	Producing unpleasant things or immoral actions	Disg
	Arousing strong aversion and hostility or generating daily troubles	Hate

*Emotional Value Index (EVI) predicts positive, engaged, and prosocial behavior





3. Behavior Matrix – Finnish Health Care

How do you feel about the Finnish health care right now?

ENGAGED

DISENGAGED

Negative-engaged

Accusation, aggression, hostile actions, attack

Negative-disengaged

Withdrawal, avoidance, stagnating, leaving, isolating oneself, distancing

Adversaries 6,5 % Leavers 53,0 %

NEGATIVE

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Loyals and Advocates 26,9 %

Passives 13,6 %

Positive-engaged

Interaction, being involved, receptive, loyalty, trust, helping others, following role models, recommendations

Positive-disengaged

Acquiescence, agreement, relaxation, passive enjoyment, quiet support

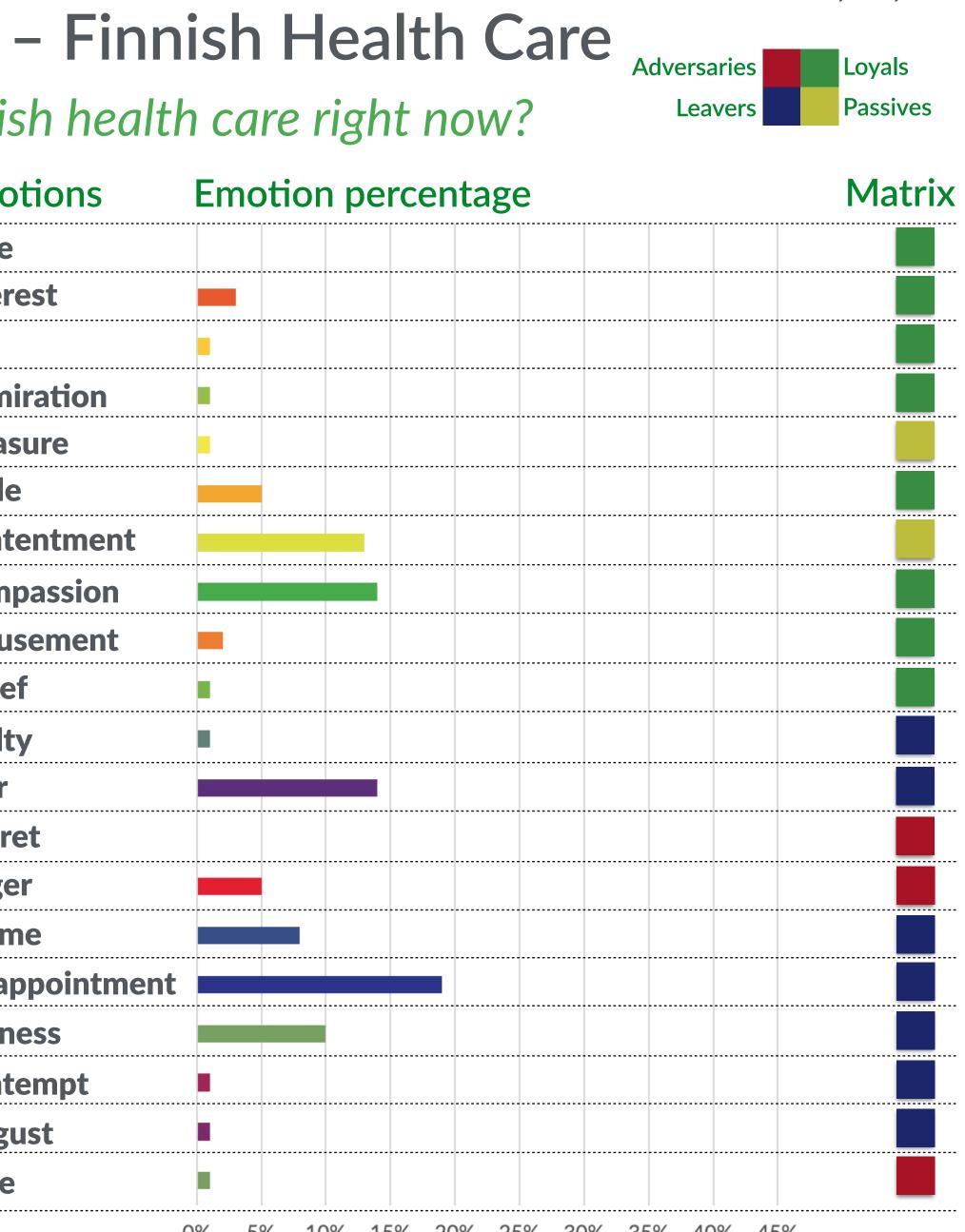
3. Emotions and Meanings – Finnish Health Care

How do you feel about the Finnish health care right now?



Emo	I* Meanings
Love	Building close connection, interaction, affection, and trust
Inte	Creating attention, attraction, curiosity, and involvement
Joy	Generating unexpected delight or strongly supporting personal goals
Adm	Accomplishing extraordinary qualities and evoking appreciation
Plea	Creating well-being, sensual delight, and enjoyment
Prid	Building success, self-esteem, and positive social worth
Con	Fulfilling needs and goals sufficiently
Com	Being in a distress or revealing and relieving distress of others
Αmι	Being funny and entertaining or ridiculous (sarcasm)
Reli	Resolving unpleasant or dangerous situations or tackling problems
Guil	Violating one's internal moral standards
Fear	Causing uncontrollable threats, dangers, and worries
Reg	Leading to undesirable conditions through one's own actions
Ang	Causing unwanted and harmful circumstances directly
Shai	Violating one's external standards or humiliating directly
Disa	Failing hopes, promises, and expectations
Sadı	Causing a loss of a valuable thing or a person
Con	Conducting socially or morally reprehensible actions
Disg	Producing unpleasant things or immoral actions
Hate	Arousing strong aversion and hostility or generating daily troubles

*Emotional Value Index (EVI) predicts positive, engaged, and prosocial behavior



0% 5% 10% 15% 20% 25% 30% 35% 40% 45%



4. Behavior Matrix – Authorities' Decisions How do you feel about the authorities' decisions on the corona-virus epidemic right now?

Negative-engaged

Accusation, aggression, hostile actions, attack

Negative-disengaged

Withdrawal, avoidance, stagnating, leaving, isolating oneself, distancing Adversaries 8,6 % Leavers 46,2 %

ENGAGED

DISENGAGED

NEGATIVE

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Loyals and Advocates 29,1 %

> Passives 16,1 %

Positive-engaged

Interaction, being involved, receptive, loyalty, trust, helping others, following role models, recommendations

Positive-disengaged

Acquiescence, agreement, relaxation, passive enjoyment, quiet support

3. Emotions and Meanings –

How do you feel about the do not the corona-virus epic



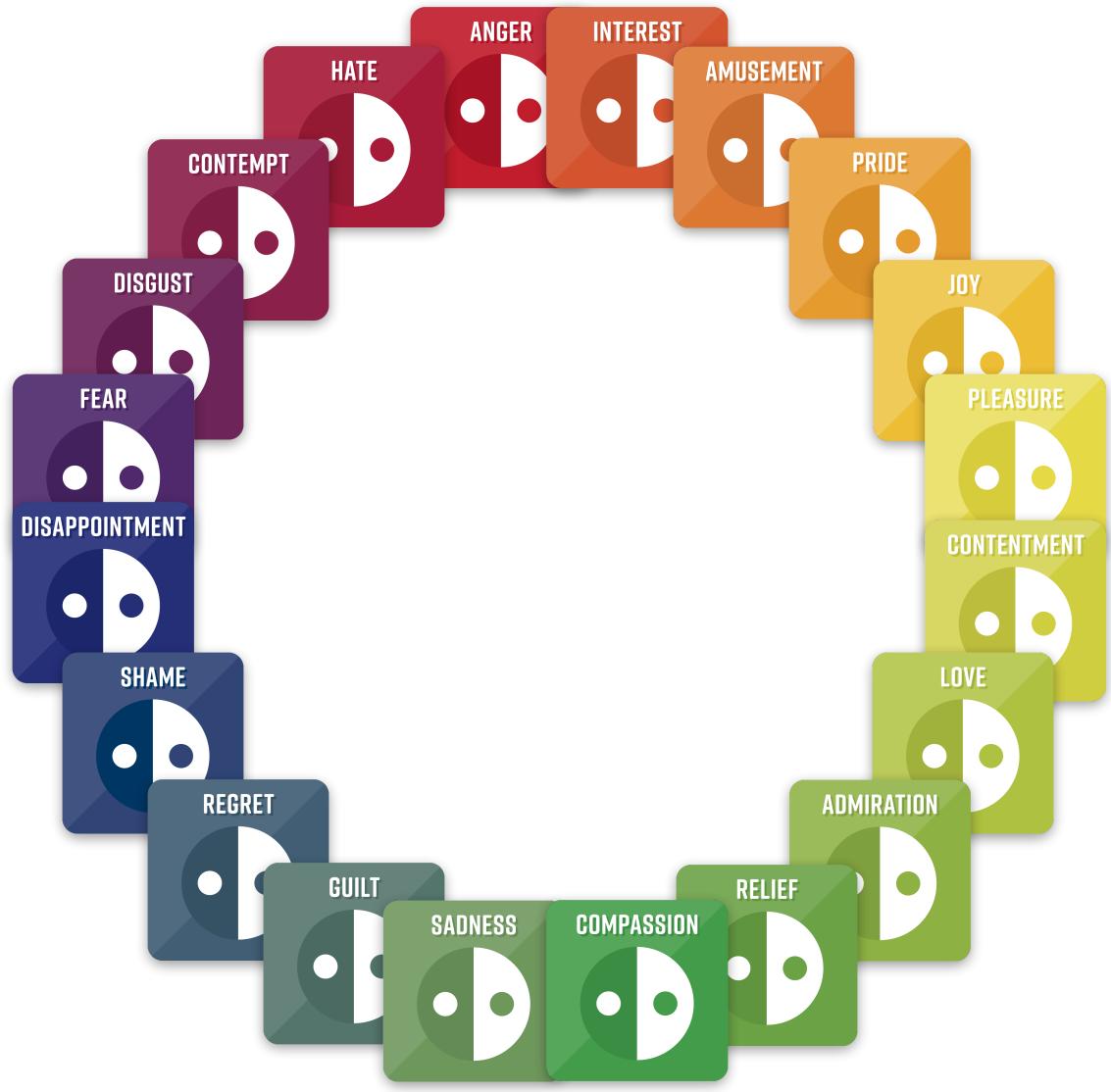
EVI*

Meanings Emo Building close connection, interaction, affection, and trust Love Creating attention, attraction, curiosity, and involvement **Inter** Generating unexpected delight or strongly supporting personal goals **Joy** Accomplishing extraordinary qualities and evoking appreciation Adm Creating well-being, sensual delight, and enjoyment **Pleas** Building success, self-esteem, and positive social worth **Pride** Fulfilling needs and goals sufficiently **Cont** Being in a distress or revealing and relieving distress of others **Com** Being funny and entertaining or ridiculous (sarcasm) Amu Resolving unpleasant or dangerous situations or tackling problems **Relie** Violating one's internal moral standards Guilt Causing uncontrollable threats, dangers, and worries **Fear** Leading to undesirable conditions through one's own actions Regre Causing unwanted and harmful circumstances directly Ange Violating one's external standards or humiliating directly Shan Failing hopes, promises, and expectations **Disa** Causing a loss of a valuable thing or a person Sadn Conducting socially or morally reprehensible actions **Cont** Producing unpleasant things or immoral actions **Disg**

Arousing strong aversion and hostility or generating daily troubles Hate

*Emotional Value Index (EVI) predicts positive, engaged, and prosocial behavior

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Scientific Analytics for Emotions and Behavior

The study was implemented with a method and predictive analytics, developed by NayaDaya Inc. and based on the scientific theory^[1], research^[2], and algorithm^[3].

[1] Scherer, K.R., Fontaine, J.R.J, & Soriano, C. (2013). Components of Emotional Meaning. Oxford University Press.
[2] Pre-existing scientific research independently conducted and published by the Geneva Emotion Research Group at the University of Geneva.
[3] The Emotional Value Index (EVI) algorithm developed by NayaDaya Inc.





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