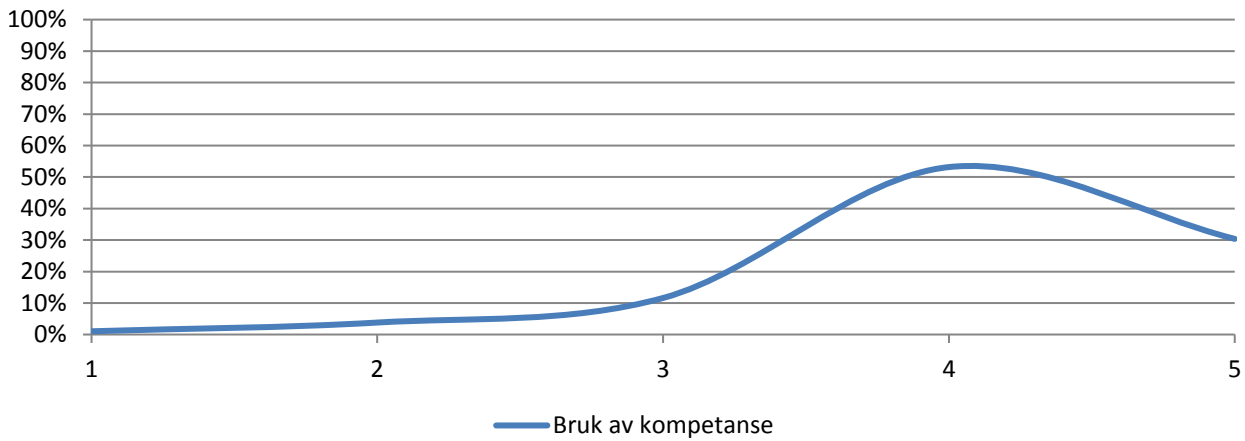
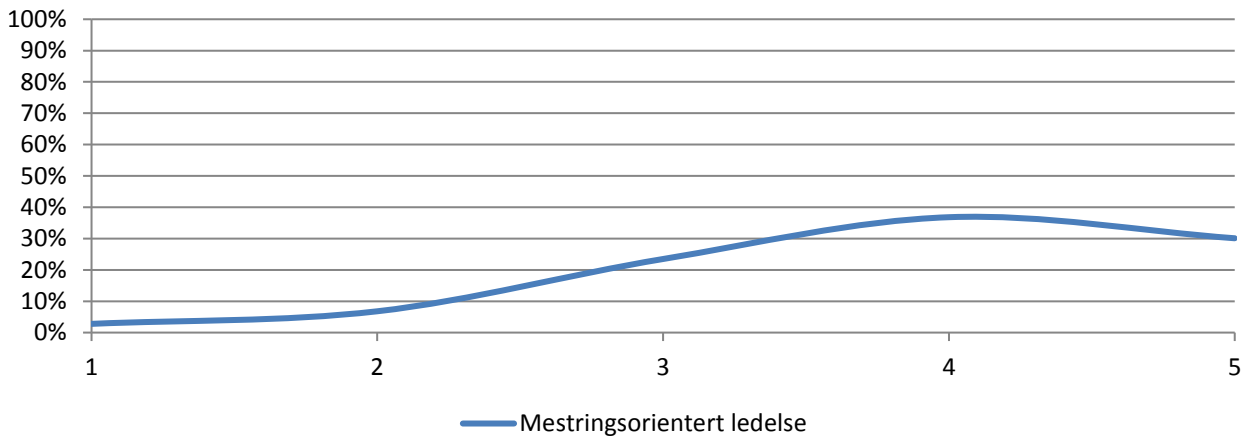


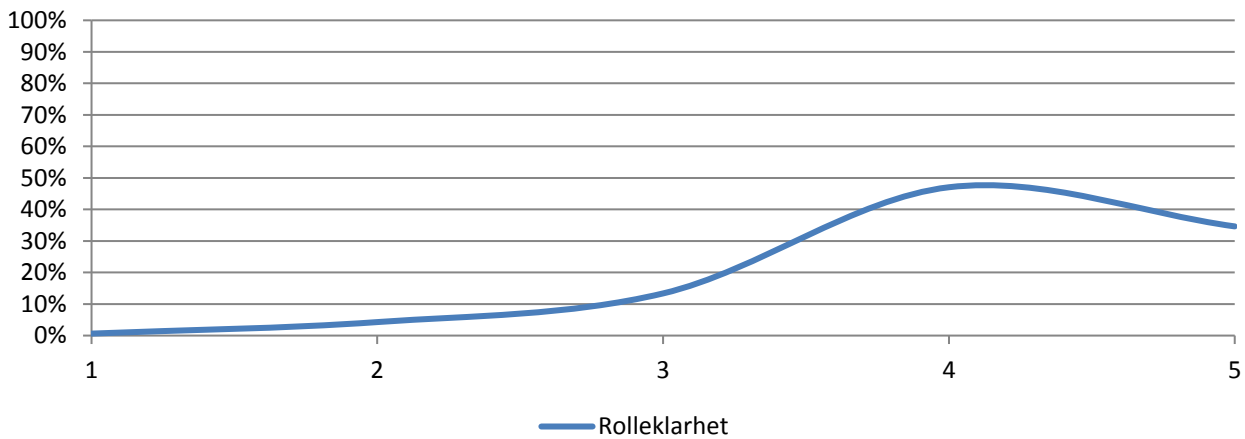
### Faktor 4 - Bruk av kompetanse



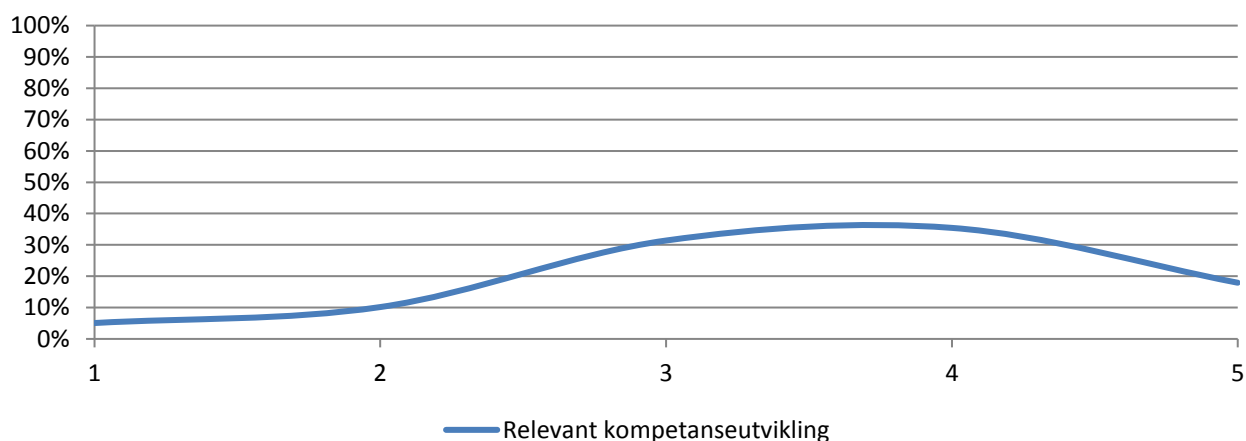
### Faktor 5 - Mestringsorientert ledelse



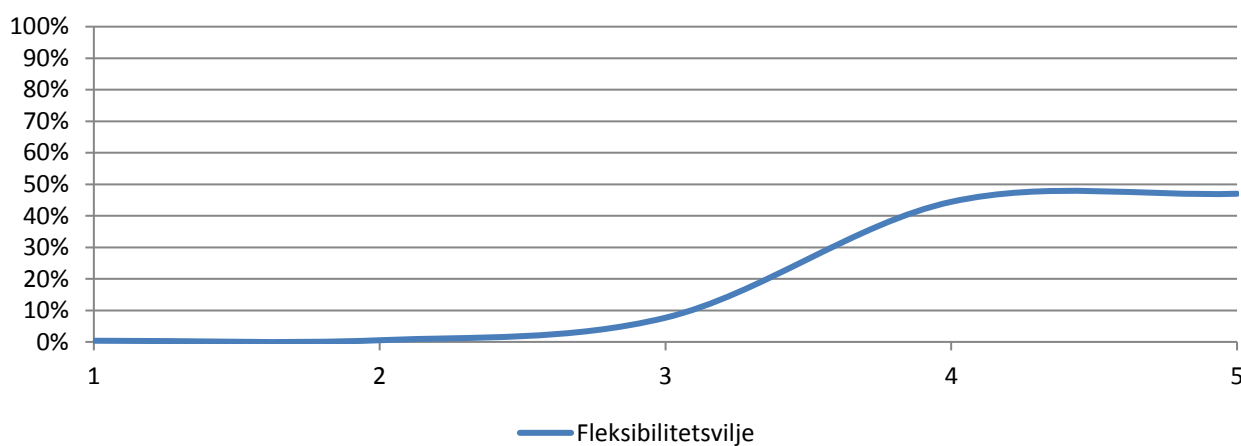
### Faktor 6 - Rolleklarhet



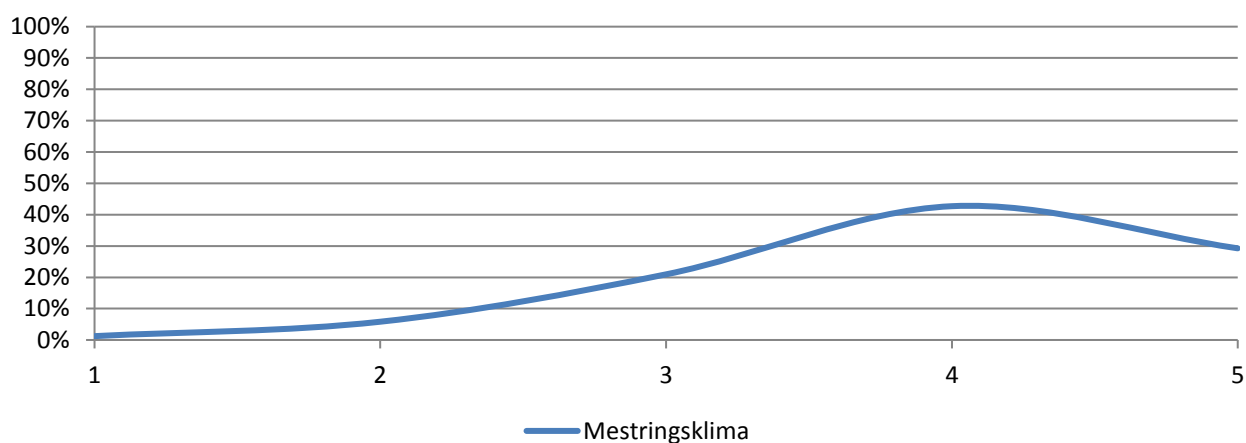
## Faktor 7 - Relevant kompetanseutvikling



## Faktor 8 - Flexibilitetsvilje



## Faktor 9 - Mestringsklima



# Faktor 10 - Nytteorientert motivasjon

