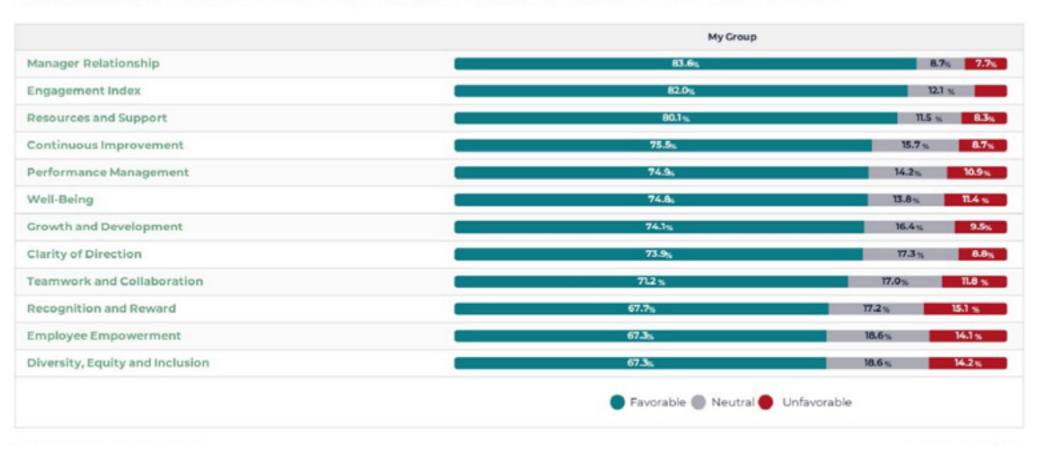


Survey questions are organized and measured together to capture the favorability in categorical themes.



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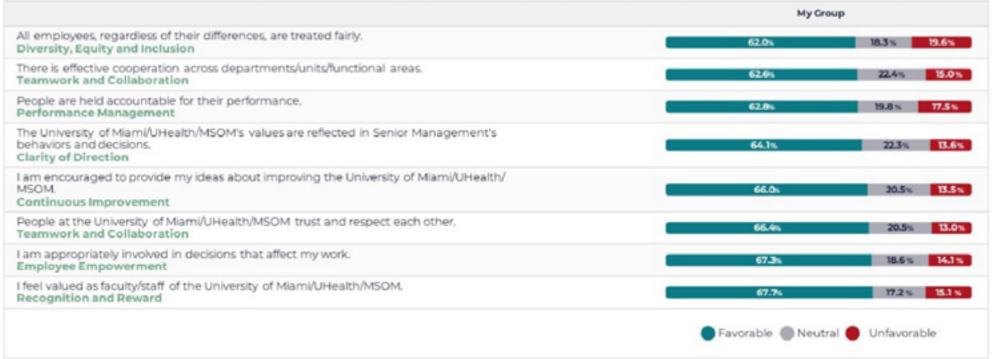
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Survey Items with Lowest Favorability

Lowest Scoring Items

Out of the core engagement survey questions, these items scored the least favorable on our team. Bottom scoring items indicate growth areas or opportunities for improvement.



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Item Detail

All Survey Questions Sorted by Favorability My Group My manager supports my skill and career development. 12.2% 7.7% Growth and Development I can see a clear link between my work and the University of Miami/UHealth/MSOM objectives. Clarity of Direction People in my department/unit/functional area work together as a team. 11.9 % 9.5% Teamwork and Collaboration People on my team practice open, honest, and direct communication. 13.2 % 9.7% Teamwork and Collaboration My work environment enables me to be effective in my role. 12.5% 10.6% Resources and Support I am able to balance my work and personal life. 11.9 % 12.9 % I would recommend the University of Miami/UHealth/MSOM as a great place to work. 16.7% 8.3% Engagement Index The benefits offered here meet my and my family's needs. 15.7% 9.9% I feel like I really belong at the University of Miami/UHealth/MSOM. 18.8% 8.7% Diversity, Equity and Inclusion I understand the strategic direction of the University of Miami/UHealth/MSOM. 19.9 % 10.2% Clarity of Direction Favorable 🜑 Neutral 🔴 Unfavorable



Item Detail

There are career opportunities for me at the University of Miami/UHealth/MSOM. Growth and Development	My Group	
	68.hs	20.6% 11.3 %
feel valued as faculty/staff of the University of Miami/UHealth/MSOM. ecognition and Reward	67.74	17.2% 15.1 %
am appropriately involved in decisions that affect my work. Imployee Empowerment	67.3%	18.6% 14.1 %
eople at the University of Miami/UHealth/MSOM trust and respect each other. eamwork and Collaboration	66.44	20.5% 13.0%
am encouraged to provide my ideas about improving the University of Miami/UHealth/ ISOM. Intinuous Improvement	66.Os	20.5% 13.5%
he University of Miami/UHealth/MSOM's values are reflected in Senior Management's ehaviors and decisions. Harity of Direction	64.7%	22.3% 13.6%
eople are held accountable for their performance. erformance Management	62.84	19.8% 17.5%
here is effective cooperation across departments/units/functional areas. eamwork and Collaboration	62.6s	22.4s 15.0 s
ll employees, regardless of their differences, are treated fairly.	62.0s	18.3% 19.6%

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