Purpose
The survey enables us to listen to our team members in order to gain insight and awareness through your feedback.

Survey Basics
• May 6th through May 20th
• Average completion time is 10 minutes
• Click on the link from the Gallup email – do not forward the email to anyone else
• You will have a unique login
• We will NOT have access to individual responses
• Team members hired prior to Feb 6th are invited

Stickers
After you have completed your survey, ask your manager for a sticker. Their purpose is to promote participation and generate pride for sharing your feedback.

Medical Center Questions

Overall Satisfaction
0. How satisfied are you with the University of Virginia Health System as a place to work?

Q12
1. I know what is expected of me at work
2. I have the materials and equipment I need to do my work right
3. At work, I have the opportunity to do what I do best every day
4. In the last seven days, I have received recognition or praise for doing good work
5. My supervisor, or someone at work, seems to care about me as person
6. There is someone at work who encourages my development
7. At work, my opinions seem to count
8. The mission or purpose of my organization makes me feel my job is important
9. My associates or fellow team members are committed to doing quality work
10. I have a best friend at work
11. In the last six months, someone at work has talked to me about my progress
12. This last year, I have had opportunities at work to learn and grow

BeSafe Questions - New!
1. I feel empowered to speak up and address problems during the course of my workday.
2. I know the six UVA Health System goals.
3. I understand how my role contributes to the success of the six UVA Health System goals.
Medical Center Questions Continued

**Accountability Questions**
1. I received feedback on the previous Team Member Engagement Survey conducted at UVA Health System.
2. My team participated in an effective action planning session following last year’s Team Member Engagement Survey.
3. My team has made progress on the goals set during our action planning sessions after the last Team Member Engagement Survey.

**Magnet Questions for all Nursing positions**
1. My workplace exemplifies the fundamentals of quality nursing care illustrated by the Nursing Professional Practice Model.
2. My nursing leadership supports a well-articulated vision that promotes high standards for nursing practice.
3. The nurses I work with are clinically competent.
4. Nurses within my workplace incorporate evidence-based findings and standards into the delivery of patient care.
5. Nurses within my workplace partner with patients and their families to provide individualized patient-centered care.
6. The nurses within my workplace promote a strong culture of safety.
7. Nurses within my workplace are actively involved in advancing continuing quality improvement.
8. My manager is an effective advocate for staff nurses.
9. My hospital's Chief Nursing Officer or Director of Nursing is a visible advocate for nursing.
10. The nurses in my unit or section have a high level of control over nursing practice.
11. The nurses in my unit or section have a high level of clinical autonomy.
12. Nurses on my unit take an active role in contributing to decisions that affect our work.
13. There is good collaboration between the nursing staff and residents/fellows.
14. There is good collaboration between staff physicians and the nursing staff.
15. There is good collaboration between the nursing staff and departments with which they regularly interact.
16. There is a strong commitment to collaboration between RNs within my workplace.
17. RNs in my workplace help one another to accomplish their work.
18. Units and departments within my workplace are adequately staffed to accommodate fluctuations in patient census.

**Open-Ended**
1. What can UVA Health System do to further guarantee we are providing the best patient or team member experience?