

2021 Engagement Survey Questions

Opinion Questions by Category:

Career Development

- I am confident I can achieve my personal career objectives within the UC system.
- My campus/location provides people with the necessary information and resources to manage their own careers effectively.

Diversity & Inclusion

- I feel that management at my campus/location supports equal opportunity for all employees, of all differences, including, but not limited to, age, gender identity, ethnicity and disability status.
- I can be myself at this organization without worrying about how I will be accepted.
- Employees at my campus/location are treated with dignity and respect, regardless of their position or background.

Empowered Culture

- Most of the time it is safe to speak up in this organization.
- I think I could report instances of dishonest or unethical practices to the appropriate level of authority without fear of reprisal.

Communication

- My campus/location does an excellent job of keeping employees informed about important organizational matters affecting us.
- I feel able to openly and honestly communicate my views to my supervisor and other leaders.

Image/Brand

- I am proud to be associated with the UC system.
- My campus/location is highly regarded by its employees.
- I believe strongly in the teaching, research, and public service mission of the UC system.

Leadership

- Senior leadership at my campus/location has adequately communicated the organization's long-range goals and strategic direction.
- There is sufficient contact between senior leadership at my campus/location and employees in this organization.

Organizational Change & Innovation

- Generally, recent major organizational changes across the UC system have been: Explained well
- People here are open to trying new and different ways of addressing our departmental challenges.
- People in my department are encouraged to come up with innovative solutions to work-related problems.

Performance Management

- I feel my campus/location does a good job matching pay to performance.
- I feel my personal contributions are recognized.
- I think my performance on the job is evaluated fairly.

Retention

- At the present time, are you seriously considering leaving the UC system?

Supervision

- My supervisor keeps me informed about issues that affect me.
- My supervisor treats me with respect.
- My supervisor listens carefully to different points of view before coming to conclusions.
- My supervisor does a good job of building teamwork.
- My supervisor helps me make time to participate in training and development activities.

Sustainable Engagement

- I am satisfied with my involvement in decisions that affect my work.
- My work schedule allows sufficient flexibility to meet my personal/family needs.
- I feel motivated to go beyond my formal job responsibilities to get the job done.
- I have the equipment/tools/resources I need to do my job effectively.
- I would recommend the UC system as a good place to work.
- Working for the UC system inspires me to do my best work.

Wellness

- My supervisor is supportive of my participation in health or wellness-related initiatives and programs offered at my campus/location.
- My organization promotes an environment of physical, mental, and social well-being.
- How often do financial concerns impact your ability to perform at work?
- The stress levels at work are manageable.

Working Relationships

- There is good cooperation between my department and other departments at my campus/location.
- There is good cooperation between staff in my department.

Uncategorized

- What one or two suggestions do you have that would most improve your campus/location as a place to work?
- How can we best address the challenges we are facing right now to keep working effectively?