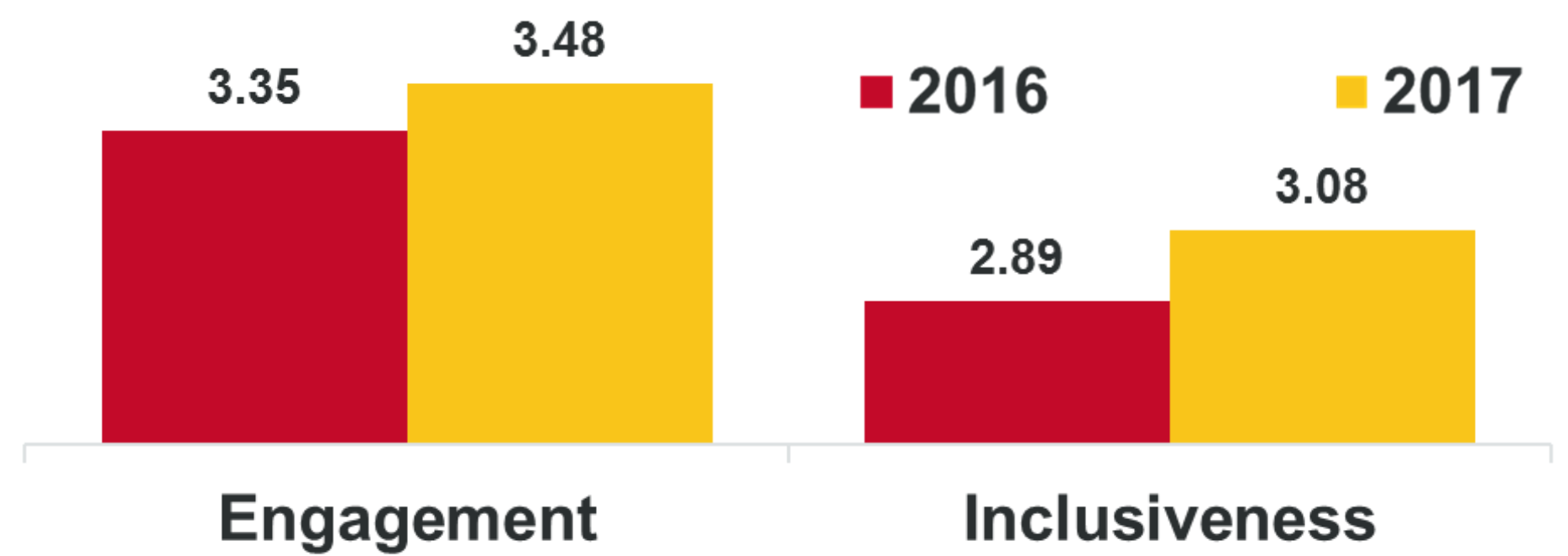




THE NUMBERS ARE IN...

From 2016 to 2017, Gallup scores for Engagement and Inclusiveness INCREASED for Administration and Finance



Moving in a Positive Direction

Engagement Survey Item

Change from 2016-2017

Engagement Survey Item	Change from 2016-2017
I have a best friend at work	▲ 0.26
Someone at work encourages my development	▲ 0.20
I have the materials and equipment I need to do my work right	▲ 0.20
This last year, I have had opportunities at work to learn & grow	▲ 0.18
My associates or fellow employees are committed to doing quality work	▲ 0.15
My supervisor, or someone at work, seems to care about me as a person	▲ 0.14
At work, my opinions seems to count	▲ 0.13
In the last seven days, I have received recognition or praise for doing good work	▲ 0.13
The mission or purpose of my organization makes me feel my job is important	▲ 0.11
I know what is expected of me at work	▲ 0.06
At work, I have the opportunity to do what I do best every day	▲ 0.05

Engagement

11 out of 12 Gallup Engagement scores have gone UP between 2016 and 2017

Inclusiveness

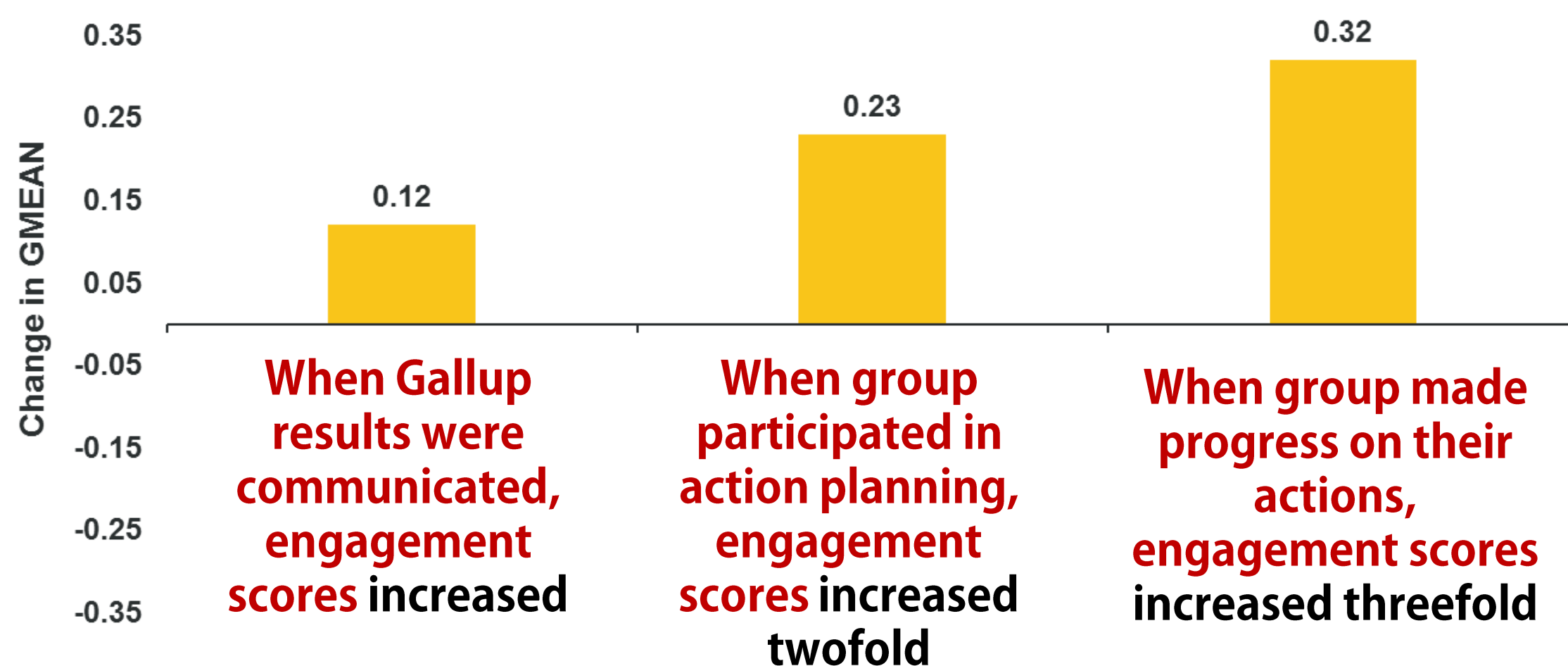
4 Gallup Inclusiveness scores have gone UP between 2016 and 2017

Inclusiveness Survey Item

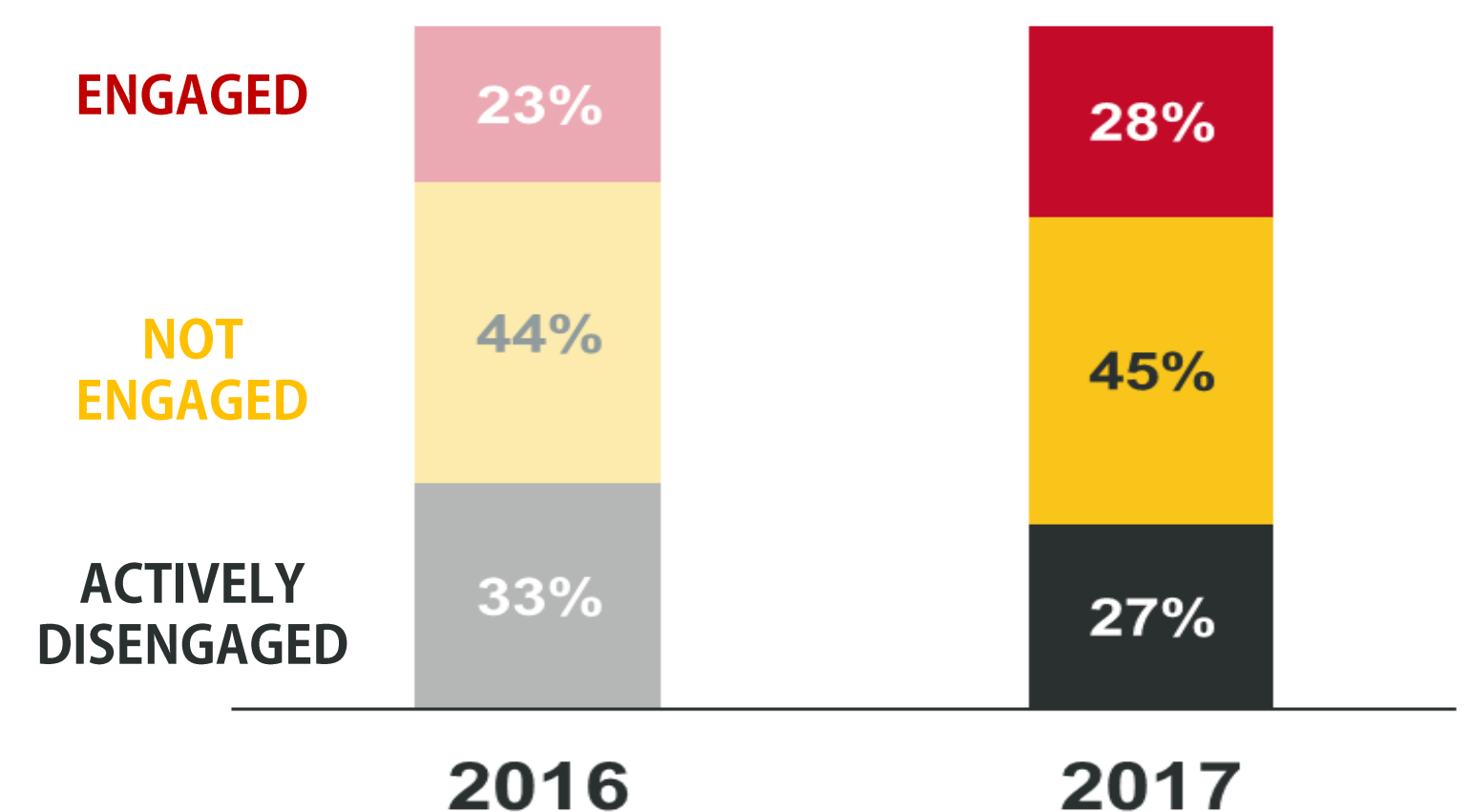
Change from 2016-2017

Inclusiveness Survey Item	Change from 2016-2017
I always trust my organization to be fair to all employees	▲ 0.20
My supervisor or department chair creates an environment that is trusting and open	▲ 0.20
My organization treasures diverse opinions and ideas	▲ 0.18
If I raised a concern about discrimination, I am confident my employer would do what is right	▲ 0.13

Acting on Results Produces Great Change



Number of engaged employees is INCREASING Number of disengaged employees is DECREASING



TWI Website

- President.umd.edu/thrive
- Campus Conversations
- Thrive Thursdays
- Thriving Partnerships
- Sharpen My Saw
- Listserv

TWI Resource Library

- Ter.ps/TWILibrary
- Lead-Your-Own Session
- Conversation Guides
- Info Sheets

Further Questions?

- Email: thrivingworkplace@umd.edu
- Phone: 301-405-1336