



UNT SYSTEM

HR HIGHLIGHTS

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Gallup Survey-What Do the 12 Questions Really Mean?

We are a little over three weeks away from the launch of Gallup Survey on April 5, 2019. This week we continue exploring the [12 standard questions](#) (referred to as Q12).

Up this week, Q5 & Q6...

Q5: My supervisor, or someone at work, seems to care about me as a person.

Knowing that someone is concerned about you as a person creates a supportive and safe work environment. You will find it easier to collaborate with others, experiment with new ideas, share information and support coworkers personally

and professionally.

Things to consider when responding to this question:

1. Do you know what you need to feel safe and cared about at work?
2. Do you know who cares most about your success at work?
3. Have you talked with your manager about ways you can feel better understood and appreciated?
4. Do you express appreciation for your coworkers' help, collaboration and contributions?
5. Have you discussed as a team ideas for fostering a caring work environment?

Q6: There is someone at work who encourages my development.

Knowing who encourages and supports your performance will help you successfully navigate your career. For this reason, you should identify a supportive coworker or manager who provides coaching, advice or mentoring to help you learn, develop and maximize your contributions.

Things to consider when responding to this question:

1. How do you challenge yourself to learn and develop in your role?
2. Do you know which development opportunities you want to pursue to help you achieve your goals?
3. Have you discussed with your manager your performance goals and opportunities for development?
4. Do you ask for feedback on your performance?
5. Do you celebrate your personal best with people who encourage your development?

Follow UNT System's social accounts (Facebook, Twitter, and LinkedIn) this March for additional information about each question.



BENEFITS

Take Advantage of Your FREE Employee Assistance Program (EAP) Benefits

What is EAP?

EAP provides free confidential services and resources on a variety of topics including:

- Family,
- Legal and financial issues,
- Substance abuse, or
- Other stressful events.

These resources are designed to help you manage daily responsibilities, major events, work stresses, or any issues affecting quality of life.

What benefits are included?

You have access to a myriad of resources, including webinar training series, skill-building tools, tips for everyday living, electronic newsletters, online assessments and referrals. In addition, the program offers:

- Counseling Sessions – 1 to 6 sessions per issue, per year. Includes short-term counseling sessions with assessment, referral and crisis services.
- SafeRide – Reimbursement for emergency cab fare for eligible employees and dependents that opt to use a cab service instead of driving while impaired.
- LawAccess – Legal and financial services provided by a lawyer or financial professional specializing in your area of concern, available online or by telephone.

How do I access EAP resources?

All benefits can be accessed through Alliance Work Partners 24 hours per day, 7 days per week:

- Call: 1-800-343-3822 (TDD 1-800-448-1823, or the Teen Line -800-334-TEEN (8336))
- Online at awpnow.com

For more information on EAP resources, visit <https://www.untsystem.edu/hr-it-business-services/human-resources/employee-assistance-program-eap>.



TIAA on Campus: Retirement Planning Sessions

Great news! TIAA, one of UNT System's four retirement vendors, will be on campus March 19 at both Dallas locations. Schedule a FREE session with Sean Mossman, a TIAA financial planner, who can help you create a plan for your future goals.

- UNT Dallas (main campus): 8:00 a.m.-12:00 p.m.
- UNT Dallas College of Law/System Building: 1:00 p.m.-4:00 p.m.

[Click here](#) to schedule your one-on-one session.



Valic on Campus: Retirement Planning Sessions

Do you have questions about your retirement account but have no time to leave work? Teresa Krupka, a Valic financial consultant (one of UNT System's four retirement vendors), will meet with you on your campus at your convenience. Click

the link below and enter the registration code to schedule your one-on-one retirement session in the month of March.

- [Click here](#) - **UNT Denton** (Registration Code: 7417DEN11AA)
- [Click here](#) - **UNT HSC** (Registration Code: 7417FOR11AC)
- [Click here](#) - **UNT Dallas** (Registration Code: 7417DAL11AA)
- [Click here](#) - **UNT System** (Registration Code: 7417DAL11AB)

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