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HR HIGHLIGHTS

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Gallup Survey-What Do the 12 Questions Really Mean?

This Friday is the start of the UNT System Gallup Survey to measure employee engagement. The survey is comprised of [12 standard questions](#) (referred to as Q12).

During the last five weeks, we have explored the first 10 questions and discussed how each question is related to engagement. This week we will discuss the final two questions.

You can take the survey April 5-17, 2019.

Please note, the survey will come from Gallup with the **subject line: [EXT] You're invited to participate**. Each person will receive their own unique link. If you do not receive the survey, please email Marisa.Clabby@untsystem.edu.

Up this week, Q11 & Q12...

Q11: In the last six months, someone at work has talked to me about my progress.

Asking for and receiving feedback will help gain perspective on how your contributions make a difference to the institution, department and/or team. When others share honest, positive and constructive performance feedback, you will understand how you are doing, how others perceive the quality of your work, and how best to achieve your goals.

Things to consider when responding to this question:

1. Have you set short- and long-term goals for yourself?
2. Do you have a system to track and evaluate your performance?
3. Do you know what areas you have made the most progress in over the past three to six months?
4. Do you ask for or have you received feedback from your coworkers and manager?
5. Have you talked with your manager about how you would like to receive feedback about your performance and work progress?

Q12: This last year, I have had opportunities at work to learn and grow.

The desire to learn and grow is a basic human need. In addition, an organization's growth depends on its employees' capacity to learn, develop and grow. When you have a chance to learn something new, you feel encouraged and motivated to strive to find better, more productive ways to work. This type of environment sparks innovation and positive results. It is also one in which you view yourself employed in a career, not "just a job."

Things to consider when responding to this question:

1. Do you know what you need to learn to do your job better?
2. Do you have an individualized professional development plan that aligns with your career goals?
3. Have you identified experiences and “stretch goals” that will challenge you this year?
4. Does your manager know your goals?
5. Have you talked with your manager about new opportunities for development at work?

[NEW For 2019:](#) Three Open-Ended Questions

This year, in addition to Gallup’s standard 12 question survey, we have added three open-ended questions to allow you to expand on your survey answers:

- Over the next year, what should your campus/division concentrate on to improve as a best place to work?
- What is the most important action your supervisor could take to positively impact your engagement?
- What changes would you make to improve your institution?

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



#WorkFriendsDay-Celebrate with Us March 29

Last week, we discussed the most debated Gallup question, question 10, "I have a best friend at work."

Hopefully, you now know that this question simply means that you have work

friends you can trust and enjoy working with each day.

We took a moment to celebrate those work friends March 29 for #WorkFriendsDay! Thank you to the more than 150 #WorkFriends who were celebrated on Facebook, Twitter, Instagram, and LinkedIn.

Each post showed what makes the UNT System so special-the people! Enjoy a few of our favorite posts below, and see more online by searching #WorkFriendsDay on your favorite social platform.



Today, [#UNTSystem](#) is celebrating [#WorkFriendsDay](#)! At OLLI at UNT, we consider all of the faculty, staff, and administrators who help make our program great to be our friends. We hope everyone has a great Friday at UNT!



Jumping on the [#workfriendsday](#) bandwagon! I'm blessed to not only love what I do and where I do it, but who I do it with. Some photos are recent, some are not, but I have printed copies of all in my office (and many more) to remind me of the great people I can call not only coworkers but friends. [#cheesyandiknowit](#) [#untsystem](#) [#workfriends](#) [#workperks](#)



I couldn't get through the day without my awesome work friends!
#WorkFriendsDay #UNTSystem
#UNTDallas



Unicorns are awesome. So are work friends!
#WorkFriendsDay
#UNTSystem

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Questions?

Do you have a question for the UNT System HR team that you would like to see answered in an upcoming issue of HR Highlights? Submit your questions to AskHR@untsystem.edu.