



In This Issue:

- [GALLUP SURVEY: What do the 12 Questions Really Mean?](#)
 - [Q7](#): At work, my opinions seem to count.
 - [Q8](#): The mission or purpose of my company makes me feel that my job is important.
- [FMLA](#): Training Available This Spring



Gallup Survey-What Do the 12 Questions Really Mean?

We hope that you are enjoying learning more about the [12 standard questions](#) (referred to as Q12). An understanding of each question will help you gain insight into how the question is related to engagement, and help you explore your own engagement at work.

You will have an opportunity to participate in the Gallup Survey April 5-17, 2019.

Up this week, Q7 & Q8...

[Q7](#): At work, my opinions seem to count.

Feeling valued at work comes from knowing that your input is important and that you are making a significant contribution and difference. You will feel a greater sense of inclusion and self-worth when others take time to listen to and

understand your thoughts and ideas.

Things to consider when responding to this question:

1. Do you know what makes you feel valued at work?
2. Do you share your opinions with your manager?
3. Have you determined who the best person is to listen to your thoughts and opinions?
4. Are you open to feedback after you share ideas or opinions?
5. Do you contribute to a safe work environment by demonstrating appreciation when others share their opinion?

Q8: The mission or purpose of my company makes me feel my job is important.

Meaningful work that you believe in and look forward to doing every day is a strong motivator. You will feel a connection between the work you do and your personal mission. This makes you more likely to stay with the institution and feel like you are an integral part of something bigger than yourself.

Things to consider when responding to this question:

1. Do you understand your institution's mission and purpose?
2. Do you know what is most meaningful to you about the work you do?
3. Have you identified how you contribute to your team's success each day?
4. Have you talked to your manager about how your work contributes to the mission?
5. Have customers, co-workers or your supervisor told you that you make a difference?

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



FAMILY MEDICAL LEAVE ACT (FMLA)

Family Medical Leave Act (FMLA) Training Coming Soon

HR is presenting an opportunity to join the FMLA Coordinator for a discussion and training session covering what employees/managers need to know about leave, the responsibilities while on leave, how to apply and qualify for FMLA, and how to use our FMLASource portal.

This one-hour training session for employees and managers will be held as listed on the training calendar below. Enroll in a session using the [Learning Portal](#) and search by course name (FMLA).

Campus	Room	Date	Time
UNTHSC	EAD 291	4/23/2019	9:00-10:00 a.m.
UNT System/ UNT Dallas College of Law	Room 419	4/25/2019	2:00-3:00 p.m.
UNT Denton	TBD	4/30/2019	TBD
UNT Dallas	Dal 1, Room 212	5/2/2019	TBD
UNT HSC	TBD	5/21/2019	TBD
UNT Denton	TBD	5/23/2019	TBD
UNT System/ UNT Dallas College of Law	Room 419	5/30/2019	2:00-3:00 p.m.

Please share this training opportunity with your team members and encourage them to sign up for a class and attend. For additional questions, please email

FMLA@untsystem.edu.



Miss an issue of HR Highlights? Find the archived issues [here](#).

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.