



UNT SYSTEM

HR HIGHLIGHTS

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Gallup Survey-What Do the 12 Questions Really Mean?

We are a little over one week 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, Q9 & Q10...

Q9: My colleagues are committed to doing quality work.

Knowing that your coworkers share a commitment to quality creates an environment where there is mutual trust and respect for one another's efforts and results. When everyone is pitching in to get the job done, this makes it easier to focus on serving customers, sharing concerns, collaborating on

projects, and improving productivity.

Things to consider when responding to this question:

1. Do you know what “quality” means to you?
2. Have you discussed as a team what “quality” and “commitment to quality” look like?
3. Have you identified barriers that could get in your or your team’s way of doing quality work?
4. Do you recognize when team members demonstrate a commitment to excellence?
5. Have you talked to your manager about ways you can help your team produce higher quality work?

Q10: I have a best friend at work.

Having valuable, respectful and trusted friendships on the job helps you feel that you have someone who supports you and looks out for you. Making decisions, taking risks, and being more productive is easier when you have a friend or colleague to help you celebrate successes, lean on during challenging times, and offer encouragement.

Things to consider when responding to this question:

1. How are you building trusting relationships at work?
2. Do you know which team members you can count on and trust?
3. Have you identified how your relationships affect your performance at work?
4. How do you connect with coworkers on a personal level?
5. Have you discussed as a team how you can create a positive and supportive work environment?

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



#WORKFRIENDS
DAY

#WorkFriendsDay-Celebrate with Us March 29

As stated above, the BEST predictor of having higher well-being and engagement is NOT what you do-it's who you are with each day. It's the people beside you in the office that make the greatest impact on your life and productivity.

This **Friday, March 29**, join us in celebrating the work friends who make each day better with a #WorkFriendsDay selfie! Simply share a photo of you and your work friend(s) on Facebook, Twitter, Instagram, or LinkedIn with the hashtags #WorkFriendsDay and #UNTSystem.

The best photo from each campus will be featured in next week's HR Highlights newsletter.



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.