

# Your voice, our tomorrow

## 2021 Employee Engagement Survey



### Frequently Asked Questions

#### **What is the Employee & Provider Engagement Survey?**

The engagement survey measures trends in areas critical to our organizational success, like leadership, wellbeing, and work environment. The results we receive from the survey will show us where we are doing good work and what needs more attention to help move the organization forward. The survey focuses on measuring sustainable engagement, which is how motivated, enabled, and energized team members are to deliver their best performance at work.

#### **I represent one of many brands within our system, like PreferredOne, Ebenezer, etc. Does this survey apply to me?**

Yes! The engagement survey applies to everyone in our health system — employees and employed providers from Fairview, PreferredOne, Grand Itasca, Range, and Ebenezer. If you receive the survey email, we want you to participate.

#### **Why should I complete the survey?**

The survey provides an opportunity to express your thoughts and feelings about working at Fairview. It is important that we understand your perceptions of the company and your thoughts on what we can do to improve. The survey is your chance to provide your views in a confidential setting.

#### **How does the survey work?**

Every Fairview employee/Fairview-employed provider will receive an email with a link to the engagement survey. Your link is unique to you, so be sure to look for the survey. Leaders should reinforce and encourage individual team members during huddles to look for their email invitation.

#### **What will the survey look like? How long will it take to complete?**

The questionnaire contains 37 questions and will take around 15 minutes to complete. A typical question might ask if you agree or disagree with the following statement: "I believe that I have the opportunity for personal development and growth in this company."

#### **I never check my work email or go on a computer at work — what should I do?**

Please make a special effort to check your work email to take the survey. Survey invitations will appear in your inbox from the sender Mary Nease, with the subject line "Take Fairview's 2021 Employee & Provider Engagement Survey." Talk with your leader if you are concerned about finding time to access a computer during working hours — managers know it is important for you to take the survey, and it only takes about 10 minutes to complete.

**Is my participation confidential?**

Your answers and participation are strictly confidential. Fairview uses a third party, Willis Towers Watson, to manage the survey and tabulate results. Your leader does not have access to any list saying whether you took the survey. Teams who have a minimum of five responses will receive a report of their results with strengths and opportunities.

**What happens with the results?**

High-level results in broad categories like sustainable engagement, leadership, and wellbeing are shared with the entire organization. Teams with five or more responses will receive a report of their results with identified strengths and opportunities.

**Why can't engagement scores be calculated for groups of less than five?**

A minimum of five respondents within a team is required to obtain both a statistically valid engagement score while also maintaining employee confidentiality.

**When can I take the survey?**

You will receive an email invitation to participate in the survey in the 2021 engagement survey on Monday, Jan. 25. The survey window will run from Jan. 25 - Feb. 10.