



## **Review your team's Annual Engagement Survey results; develop an action plan**

Results from the 2019 Annual Team Member Engagement Survey are in!

- 66% of Prisma Health team members are highly engaged.
- Prisma Health ranks just above the 64<sup>th</sup> percentile, as compared to other health care organizations.
- 78% of Prisma Health team members completed the survey.

Prisma Health's senior leaders are reviewing the organization's results in-depth to create a system-level action plan. Updates will be shared with team members throughout the year as plans are developed and put into action.

The goals for FY19 related to the 2019 Annual Team Member Engagement Survey are being updated to reflect the new survey tool. As a result, you may see duplicate goals in your goal plan. Please eliminate the duplicate goal and re-weight your goals.

As a leader, please review the following organization-wide results and plan to share them:

- Team members understand our purpose and feel a strong connection to it.
- Relative to other high-performing health care systems, team members feel a strong sense of collaboration, that safety is a priority and that managers support inclusion and diversity.
- Team members are proud to work at Prisma Health and get a strong sense of accomplishment from their work.
- Many team members feel their departments do not have the resources necessary to do a good job.
- Team members want to better understand and be involved in helping guide Prisma Health's overall strategy and future plans.

Your next steps as a leader include:

- Review your team's results using these links:
  - [Midlands/Palmetto Health-USC Medical Group](#)
  - [Upstate](#)
- After logging in, you will see a breakdown for your team:
  - Overall participation
  - Overall favorability
  - Your team's drivers of engagement – areas where the biggest gap exists between team members who are highly engaged and those who are not



- Share Prisma Health's overall results with your team.
- Hold one or more discussions with your team to share your team's results.
- Agree with your team to focus on improving one area and develop two strategies to make improvements.
- Document your action plan within the survey tool by Friday, Jan. 17.

Leaders can use the following resources:

- [Quick-reference guide](#)
- A tutorial video within your dashboard after logging in (coming soon)
- Your HR business partner