

May 2022

1 EAST EMPLOYEE ENGAGEMENT DATA											
14	In this work setting, it is difficult to speak up if I perceive a problem with patient care.	Organization	18	14	68	3.64	+0.13		3.54	+0.10	22
77	I get the tools and resources I need to provide the best care/service for our clients/patients.	Organization	18	18	64	3.64	-0.21	-0.23	3.83	-0.19	22
11	In this work setting, it is difficult to discuss errors.	Organization	14	14	73	3.68	+0.20	-	3.38	+0.30	22
57	When I speak up, my opinion is valued.	Organization	9	27	64	3.73	-0.04	-	3.69	+0.04	22
81	Information from this survey will be used to make improvements.	Organization	14	18	68	3.73	+0.10	+0.18	3.69	+0.04	22
83	I feel a sense of personal connection to the broader organization, CommonSpirit Health.	Organization	14	23	64	3.73	+0.21	-			22
49	I rarely lose sleep over work issues.	Employee	23	9	68	3.77	-0.01	+0.05	3.46	+0.31	22
78	Different work units work well together in this hospital/organization.	Organization	9	23	68	3.77	-0.08	+0.03	3.5	+0.27	22
2	I would stay with this organization if offered a similar position elsewhere.	Engagement II	9	32	59	3.82	-0.1	+0.02	3.46	+0.36	22
18	Disagreements in this work setting are resolved appropriately (i.e., not who is right, but what is best).	Organization	9	27	64	3.82	+0.02	-	3.77	+0.05	22
6	Overall, I am a satisfied employee.	Engagement II	9	23	68	3.86	-0.11	-0.06	3.62	+0.24	22
13	The culture in this work setting makes it easy to learn from the errors of others.	Organization	14	9	77	3.96	-0.02	-	3.62	+0.34	22
71	The person I report to regularly connects with me about my performance.	Manager	9	32	59	3.86	-0.15	-	3.46	+0.40	22
48	I am able to disconnect from work communications during my free time (email/slips/etc.).	Employee	9	23	68	3.91	+0.01	+0.11	3.69	+0.22	22
50	I am able to free my mind from work when I am away from it.	Employee	14	18	68	3.91	+0.08	+0.21	3.23	+0.68	22
60	The actions taken by this organization on social issues make a difference in the community.	Organization	5	27	68	3.91	+0.03	+0.13	3.92	-0.01	22
63	The actions of this organization live up to our mission.	Organization	5	27	68	3.91	-0.01	-	3.92	-0.01	22
41	I would like to be working at this organization three years from now.	Engagement II	5	36	59	3.95	-0.12	-0.08	3.62	+0.33	22
47	I can enjoy my personal time without focusing on work matters.	Employee	9	18	73	3.95	+0.07	+0.16	3.15	+0.80	22
72	The person I report to supports me in developing new skills.	Manager	14	14	73	3.95	-0.15	-0.27	3.92	+0.03	22
73	This organization provides career development opportunities.	Organization	9	18	73	3.95	+0.10	+0.26	4	-0.05	22
16	Nurse input is well received in this work setting.	Organization	9	18	73	4	+0.22	-	3.4	0	22
58	I feel that I belong in this organization.	Employee	5	32	64	4	+0.02	-0.04	3.69	+0.31	22
5	I would recommend this organization as a good place to work.	Engagement II	9	23	68	4.05	+0.03	+0.06	3.31	+0.74	22
17	The physicians and nurses/clinicians and clinical staff here work together as a well-coordinated team.	Organization	5	27	68	4.05	+0.11	-	3.77	+0.28	22
65	I see our organization's values consistently demonstrated in my department.	Organization	9	18	73	4.05	+0.08	-	3.69	+0.36	22
68	The person I report to helps our team quickly respond to new challenges and changes.	Organization	9	18	73	4.05	-0.13	-	3.92	+0.13	22
78	CommonSpirit's CEO and his executive team provide clear direction about where we are going.	Organization	9	14	77	4.05	+0.43	+0.19	3.83	+0.22	22
91	I receive appropriate feedback about my performance.	Organization	9	9	86	4.09	0	-	3.46	+0.63	22
10	I would feel safe being treated here as a patient.	Organization	5	18	82	4.09	+0.07	-	3.77	+0.32	22
12	Medical errors are handled appropriately in this work setting.	Organization	5	18	77	4.09	+0.06	-	4.15	-0.06	22
61	All employees have an equal opportunity for promotion regardless of their background.	Organization	9	18	73	4.09	+0.10	+0.13	3.62	+0.47	22
56	I am mentally and emotionally healthy.	Employee	9	5	86	4.09	-0.03	-0.01	3.69	+0.40	22
64	Senior Leadership is dedicated to serving those who are vulnerable while keeping the mission.	Organization	23	9	68	4.09	+0.32	-	3.69	+0.01	22
75	There is a climate of trust within my work unit.	Employee	14	5	82	4.09	+0.01	+0.19	-	-	22
15	It is easy for employees here to ask questions when there is something that they do not understand.	Organization	5	23	77	4.14	+0.04	-	4.08	+0.06	22
55	This organization values employees from different backgrounds.	Organization	5	18	77	4.14	-0.04	-0.08	3.85	+0.29	22
59	This organization provides the same quality of care to all patients.	Organization	5	18	77	4.18	+0.08	-	3.69	+0.49	22
67	The actions of the person I report to support this organization's mission and values.	Manager	0	27	73	4.18	-0.09	-0.11	4	+0.18	22
70	The person I report to holds everyone on our team accountable for performing at their best.	Manager	5	14	82	4.18	+0.13	-	3.77	+0.41	22
70	The person I report to encourages employees to continually look for new and better ways of doing things.	Manager	0	27	73	4.18	+0.03	-	3.92	+0.26	22
19	I have the support I need from others in this work setting to care for patients.	Organization	5	5	91	4.32	+0.33	-	3.62	+0.70	22
66	The person I report to treats me with respect.	Manager	0	23	77	4.32	-0.03	-0.13	-	-	22
7	I am encouraged by others in this work setting to report any patient safety concerns I may have.	Organization	9	0	91	4.36	+0.04	-	4.23	+0.13	22
11	I am proud to tell people I work for this organization.	Engagement II	0	9	91	4.41	+0.24	+0.24	3.88	+0.56	22
31	I would recommend this organization to family and friends who need care.	Engagement II	0	9	91	4.41	+0.34	+0.26	3.69	+0.72	22
74	My work unit works well together.	Employee	0	14	86	4.41	+0.17	+0.20	4.67	-0.26	22
80	I see humankindness, kindness, and compassion demonstrated in everyday interactions with patients.	Employee	9	9	91	4.41	+0.31	-	4.08	+0.33	22
19	Acting with integrity is of great importance to my senior leadership team.	Organization	0	14	86	4.45	+0.45	-	4.08	+0.37	22
82	I am informed about our mission, CommonSpirit Health.	Organization	0	0	100	4.45	+0.48	-	4.38	+0.07	22
81	I know the proper channels to direct questions regarding patient safety in this work setting.	Organization	0	0	100	4.45	+0.13	-	4.45	+0.00	22
62	I have built meaningful professional relationships with others.	Employee	0	5	95	4.55	+0.20	+0.20	4.46	+0.09	22
51	I see every patient/client as an individual person with specific needs.	Employee	0	5	95	4.68	+0.14	+0.11	4.54	+0.14	22
54	The work I do makes a real difference.	Employee	0	0	100	4.77	+0.32	-	4.08	+0.69	22
52	I care for all patients/clients equally even when it is difficult.	Employee	0	0	100	4.82	+0.26	+0.25	4.54	+0.28	22
53	My work is meaningful.	Employee	0	0	100	4.86	+0.35	+0.39	4.46	+0.40	22
20	I am involved in decisions that affect my work.	Manager	-	-	-	-	-	-	3.5	-	Too Few Responses
21	When appropriate, I can act on my own without asking for approval.	Manager	-	-	-	-	-	-	4.33	-	Too Few Responses
22	This organization makes every effort to deliver safe, error-free care to patients.	Organization	-	-	-	-	-	-	3.67	-	Too Few Responses
23	My work unit is adequately staffed.	Organization	-	-	-	-	-	-	3	-	Too Few Responses
14	Out the training I need to do a good job.	Organization	-	-	-	-	-	-	3.33	-	Too Few Responses
25	Patient safety is a priority in this organization.	Organization	-	-	-	-	-	-	3	-	Too Few Responses
26	The person I report to encourages teamwork.	Manager	-	-	-	-	-	-	4.33	-	Too Few Responses
27	I have sufficient time to provide the best care/service for our clients/patients.	Employee	-	-	-	-	-	-	3.67	-	Too Few Responses
28	Within my scope of nursing practice, I have the freedom to act on what I know is in the best interest of my patients.	Manager	-	-	-	-	-	-	3.83	-	Too Few Responses
29	I have the opportunity to influence nursing practice in this organization.	Employee	-	-	-	-	-	-	3.67	-	Too Few Responses
30	I have opportunities to learn and grow in this organization.	Organization	-	-	-	-	-	-	3.69	-	Too Few Responses
31	The person I report to uses the performance process to coach me on my professional development.	Manager	-	-	-	-	-	-	4	-	Too Few Responses
32	The person I report to supports free exchanges of opinions and ideas.	Manager	-	-	-	-	-	-	4	-	Too Few Responses
33	The person I report to is responsive when I raise an issue.	Manager	-	-	-	-	-	-	4.17	-	Too Few Responses
34	Nurse leaders are accessible in this organization.	Organization	-	-	-	-	-	-	4.17	-	Too Few Responses
35	Senior nursing leadership is responsive to my feedback.	Organization	-	-	-	-	-	-	3.83	-	Too Few Responses
36	Communication between physicians, nurses, and other medical personnel is good in this organization.	Organization	-	-	-	-	-	-	3.67	-	Too Few Responses
37	We effectively use cross functional interprofessional teams in this organization.	Organization	-	-	-	-	-	-	4.17	-	Too Few Responses
38	There is good collaboration between nursing and the different ancillary services, e.g. pharmacy.	Organization	-	-	-	-	-	-	4.17	-	Too Few Responses
39	Overall, I am satisfied with the expertise of the nursing staff.	Employee	-	-	-	-	-	-	4.33	-	Too Few Responses
40	My work unit utilizes evidence-based practice in providing patient care.	Employee	-	-	-	-	-	-	4.17	-	Too Few Responses
41	My work unit demonstrates a commitment to patient- and family-centered care.	Employee	-	-	-	-	-	-	4.17	-	Too Few Responses
42	I am involved in quality improvement activities.	Organization	-	-	-	-	-	-	3.33	-	Too Few Responses
43	Our organizational values are reflected in our Nursing Professional Practice Model.	Organization	-	-	-	-	-	-	3.67	-	Too Few Responses
44	Nurse leaders share a clear vision for how nursing should be practiced in this organization.	Organization	-	-	-	-	-	-	3.67	-	Too Few Responses
45	Nurses in my work unit help others to accomplish their work.	Employee	-	-	-	-	-	-	4.67	-	Too Few Responses
46	Nurses in my work unit help others even when it's not part of their job.	Employee	-	-	-	-	-	-	4.33	-	Too Few Responses
48	I am satisfied with the recognition I receive for doing a good job.	Manager	-	-	-	-	-	-	4.33	-	Too Few Responses
29-34 - GERU-PSYCH	Item	Domain	% Unfavorable	% Neutral	% Favorable	Score	vs. Overall Cross-Narr Health	2022	vs. 2022	Responses	
Item Details: All Items (84 items)											
Historicals: 2022											
22 Respondents											
Current View: All Items											