

### Summary of High Performing Group Data:

During the spring of 2023, the People and Culture Team met with several focus groups that were comprised of teams that had the highest engagement scores (in the top 8%) across the enterprise. The goal was to duplicate the actions and values of successful and highly engaged teams across campus. Here is what was discovered.

### Strengths:

- The most common response received was ***open and collaborative communication*** within the team. This allows everyone to feel like they are heard and provides the opportunity for individuals to hear new ideas and problem solve in way that they would not be able to accomplish on their own.
- ***Feeling valued and respected*** makes a huge impact on your team. Team members want to feel good about the work they are doing. When managers show support and respect, this allows the employee to feel more empowered and accomplished in the work that they do.
- ***A team that feels like family.*** This leads to a comfortable atmosphere because the employee feels cared for and supported. Employees feel safe to ask questions or give opinions and they know that their team has their back when needed.

### Opportunities of improvement:

- Growth opportunities that will allow the team to become better at their jobs or provide additional assistance in other areas when help is needed.
- Hiring the "right" people. Spending extra time to ensure that the people that are being hired to the team, fit well with the existing members of the team.
- Checking-in with your team members to see if they are lacking anything that is needed for their job responsibilities. Taking time to connect with your team can go along way in making them feel supported, even if you do not have the freedom to provide all the resources that are being requested.