1. How connected do you feel to DGSOM’s mission?

- 51% feel connected or very connected
- Feelings of mission connectedness significantly higher for staff than for faculty, trainees and students.

2. Overall, I feel like my work/learning environment is:

   - A respectful and inclusive place.
     - 65% agree or strongly agree
     - 15% disagree or strongly disagree
     - 20% neither agree or disagree
   
   - Positive and team-oriented.
     - 63% agree or strongly agree
     - 18% disagree or strongly disagree
     - 19% neither agree or disagree

3. Nearly half of all respondents have heard of the Cultural North Star.

Those who had were asked: “How often does the Cultural North Star enter your thinking, work, studies, interactions or decision-making?”

- 39% Daily/weekly
- 25% Monthly/yearly
- 36% Never

Highest engagement by staff, followed by faculty, trainees and students.

4. Have you recommended DGSOM as a place to work/learn in the past 12 months?

- Yes: 56%
- No: 40%
- Not sure: 4%

This question measures our Employee Net Promoter Score (eNPS) – the gold standard in employee engagement – and is strongly correlated with numbers 1 and 2 above.

Questions? Email culturalnorthstar@mednet.ucla.edu

*Group differences statistically significant.