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:
  - Trainee views most positive, followed by staff, faculty and then students.
  - 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?

Breakdown excludes respondents who said they had not had an opportunity to do so.

- 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.