### COMMITMENT
- Taking everything into account, I am satisfied with Yale University as a place to work
- I am proud to work for Yale University
- I would recommend Yale University to others as a great place to work
- I am not seriously considering leaving Yale University

### COMMUNICATION
- Yale University’s mission and core values are clear
- Yale University does an excellent job of keeping employees informed about matters affecting us
- I trust the communications I receive from:
  a) Yale University
  b) My Manager

### DECISION MAKING
- Decisions in my unit are not unreasonably delayed while waiting for approval from:
  a) Higher Levels of Management
  b) Other Units
  c) My Manager
  d) Peers
- I have a clear understanding of my decision-making authority
- I have the appropriate amount of decision-making authority for my level/position

### DEVELOPMENT
- My manager has had a meaningful discussion with me about my professional development in the last 12 months.
- My manager encourages me to take advantage of learning and development opportunities available to me
- As long as I perform well, I have the same opportunity to advance my career as peers/colleagues in similar roles.
- I feel that I have the opportunity for professional growth at Yale University

### DIVERSITY
- Yale University has an inclusive work environment where staff diversity at all levels is valued and encouraged
- Employees are treated with respect at Yale University regardless of their position
- In my unit, offensive behavior (sexual harassment, discrimination, insensitive remarks, etc.) is not tolerated
- My manager values the diverse perspectives and ideas that come from staff members from different cultures and life experiences
- I am treated fairly at Yale University without regard to my age, race, ethnic background, religion, gender, disability, sexual orientation, or veteran status
  a) In what area(s) is your concern: Age, Race, Ethnic Background, Religion, Gender, Disability, Sexual Orientation, Veteran Status

NEW I am treated with respect by
  a) by my peers
  b) by my manager

NEW I feel like I belong at Yale University

### INNOVATION
- In my unit, we are constantly looking for new and better ways of getting work done
- In my unit, differing opinions are invited and thoughtfully considered in reaching the best possible decision
- I am encouraged to make suggestions on how my unit might be improved
- In my unit, I can change the way work is done in order to improve the processes

### LEADERSHIP
- I feel confident that Yale University has a clear plan to ensure the long-term success of the University
- I feel union-management relations are changing for the better in:
  a) Yale University
  b) My Unit
- Workplace policies are administered fairly and consistently at Yale University
- I have confidence in the decisions made by the senior leadership of the University
- Yale University is changing for the better
- The overall morale in my unit is high
- My manager establishes priorities well
- My manager leads by example and is a positive role model

NEW I feel that Yale is achieving its mission to improve the world today and for future generations.
### PERFORMANCE MANAGEMENT
During the past year, my manager provided me with a thorough and thoughtful performance review
- I have clear performance goals and I know what my manager expects of me
- My manager motivates and encourages me to give my very best
- My manager provides sufficient informal feedback on how I am doing my job
- My manager recognizes employees for high quality performance

### PRODUCTIVITY
In my unit, employees pay attention to costs and expenses, and use Yale University resources wisely
- My unit continuously works to eliminate unnecessary bureaucracy and waste
- I have the resources (equipment, budget, etc.) I need to do my job well

### REWARDS
Compared to other organizations with which you are familiar, please rate the following programs of the University:
- a) Pay
- b) Medical/Dental benefits
- c) Paid Time off
- d) Retirement Benefits

Thinking about your Total Rewards Package please rate the following:
- a) I feel that my Health Insurance benefits are comprehensive and provide great protection in the event of injury or illness.
- b) I feel that my Paid Time Off benefits are generous and allow adequate time away from my job.
- c) I feel that my Retirement benefits offer me important future financial security.
- d) I feel that I am paid fairly in comparison to my colleagues in comparable roles within Yale University.

### TEAMWORK
The various units of Yale (schools, departments, etc.) cooperate with one another in the best interest of the University as a whole
- Within my unit, there is a high degree of teamwork
- In my unit, workplace conflicts and disagreements are handled openly and constructively

### WELL BEING
My manager is open to flexible work arrangements
- University policies and programs help employees balance work and personal life responsibilities
- I do not feel stressed by my work responsibilities
- I am aware of Yale’s commitments to sustainability in the following areas:
  - a) Food
  - b) Buildings
  - c) Waste Management
  - d) Transportation
  - e) Procurement/Purchasing

I am aware of Yale’s commitment to health and well-being in the following areas:
- a) Tobacco Free Yale Assistance Program
- b) Yale’s virtual physical activity challenges
- c) Yale’s weight management offerings
- d) Yale’s commitment to stress management
- e) Yale’s meditation programs

### OPEN ENDDED
What should Yale University do differently to enhance performance and/or make Yale a better place to work?
What is Yale University doing well that is contributing to making Yale a high performing and/or a great place to work?
NEW What is one change that would give you a greater sense of belonging at Yale.