

BETTER because of YOU

What is the Employee Engagement Survey?

The engagement survey is our annual survey that gathers the perspectives of our people around areas that are important to Fairview's success, like a unifying culture, wellbeing, and more. It also measures sustainable engagement, which describes how motivated, supported, and energized our team members are within the organization.

Why is the Employee Engagement Survey important?

Results from the survey show us what's working well and learn ways to improve our workplace. You offer a perspective of what it's like to work here and you help create positive change for your team, your department, and for Fairview by taking the survey. This survey informs important priorities like creating a unifying culture for our people.

I work for one of the other brands within our system, like Ebenezer, etc. Does this survey apply to me?

Yes! The engagement survey is for all the team members in our system – employees and employed physicians, APRNs and PAs from Fairview, Grand Itasca, Range, and Ebenezer. If you receive the survey email, we want you to share your voice and participate.

Why should I complete the survey?

You offer a unique perspective into what it's like to work in our system. By participating in the survey, you're helping to create positive change for your team, your department and Fairview because the results inform important priorities like creating a unifying culture for our people.

How does the survey work?

Every Fairview employee and Fairview employed physician, APRN, or PA will receive an email in their Fairview inbox, with a link to the engagement survey. The invitation will come from Mary Nease, Fairview Chief People Officer at "survey.invite@willistowerswatson.com." Your link is unique to you, so be sure to look for the survey.

You may also see QR codes at sites around our system, encouraging you to take the survey by scanning the code.

 2022 Employee Engagement Survey

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A new survey mailer is being launched this year and will be sent to around 2,000 Fairview employees. The goal of the mailer is to continue making it easier for our team members to share their opinions because some team members don't regularly use computers while at work. Someone from OD&L will contact you if your team members should expect to receive the survey mailer.

Is the survey only available in English?

To improve our participation and inclusion, this year we are offering the survey in English, Spanish, and Arabic to make it easier for employees to share their opinions. Once you click on your personalized survey link or navigate to the homepage from the QR code – you will be able to choose which language you would like to take the survey in. Offering the survey in other languages allows us to better understand more of our employees – we're better because of you. We hope to be able to offer additional languages in the future that are more unique to our region.

Can I share my comments in a language other than English?

Yes! As part of offering the survey in three languages, you can also share your feedback using English, Spanish, or Arabic.

Why isn't the survey offered in other languages?

Within our system, our team members speak several languages, and we hope to hear from everyone. This year, Spanish and Arabic, were the two languages that were offered by our survey partner, Willis Towers Watson, that were also high on our list of preferred languages. We hope to be able to offer additional languages in the future that are more unique to our region to keep improving our participation and inclusion.

I never check my work email or go on a computer at work – what should I do?

Please make a special effort to check your work email to take the survey. Survey invitations will be delivered to your inbox from the sender Mary Nease, with the subject line "2022 Employee Engagement Survey." Sharing your opinion is one way you can help create the change you want to see at Fairview. If you're concerned about finding time or accessing a computer during working hours, please talk to your leader – managers know it is important for you to take the survey, and it only takes about 10 minutes to complete.

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You may also see QR codes at sites around our system that will take you to the survey. From there you will need to sign in using your employee ID number. Your employee ID number can be found by asking your leader or in Lawson using these directions:

1. Access Lawson HR Self-Service through the Intranet homepage. From there choose Employee Self-Service > Employment > Job Profile to find your employee ID number.



How can I access the survey?

You can access the survey two different ways.

1. Login to your Fairview email, either on a mobile device or on a computer and find the email with the subject line "Take Fairview's 2022 Employee Engagement Survey." Your personalized survey link will be in your email.
2. Use a QR code found around sites in our system by opening the camera using a mobile device. If you use a QR code you will need to log in using your Fairview employee ID number. Here's how to find your employee ID number:
 - o Ask your manager
 - o Access Lawson HR Self-Service through the Intranet homepage. From there choose Employee Self-Service > Employment > Job Profile to find your employee ID number.



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What will the survey look like? How long will it take to complete?

The survey has 43 questions and should take around 10 minutes to complete. A typical question might ask how much you agree or disagree with the following statement: For example: “My job provides me a sense of personal accomplishment.”

Is my participation confidential?

Your answers and participation are strictly confidential. Fairview uses a third-party vendor, Willis Towers Watson, to manage the survey and tabulate results. Your leader does not have access to any list saying whether you took the survey.

Even though Willis Towers Watson will send emails on behalf of Mary Nease, no one from our system will have access to any information that could potentially identify employees.

What happens with the results?

High-level results in broad categories like sustainable engagement, leadership, and wellbeing are shared with the entire organization. Leaders with five or more responses will receive a report of their team results with identified strengths and learn opportunities to improve our workplace.

Once managers receive their reports (if they have five or more responses), they will create action plans for their team addressing their opportunities and strengths based on the results. From a team level to an organizational level, we'll work on creating a unifying culture for our people that inspires pride in our system.

What if I don't have five people on my team, can I still see their survey responses?

Unfortunately, no. Your team needs to have at least five responses to receive a report specifically about your team. This is to protect the identities of your team members. Your team's survey data will roll up to the next level leader.

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Can I see the comments my team members wrote in their survey?

Yes, if you have ten or more team members who commented on their survey. If you have less than ten team members who wrote comments as part of their survey, their responses will roll up to the next level leader. This happens to maintain confidentiality so no comments can be tied back to a specific individual.

When can I take the survey?

You will receive an email invitation to participate in the 2022 Fairview Employee Engagement Survey on Monday, February 14. The survey will be live from Feb. 14 through Mar. 2 at 11:59pm CT.

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