



VALUES SUMMIT

Texas Tech University Health Sciences Center

Tedd Mitchell, President

Steve Sosland, Chief People Officer



TTUHSC VALUES SUMMIT CULTURE SURVEY

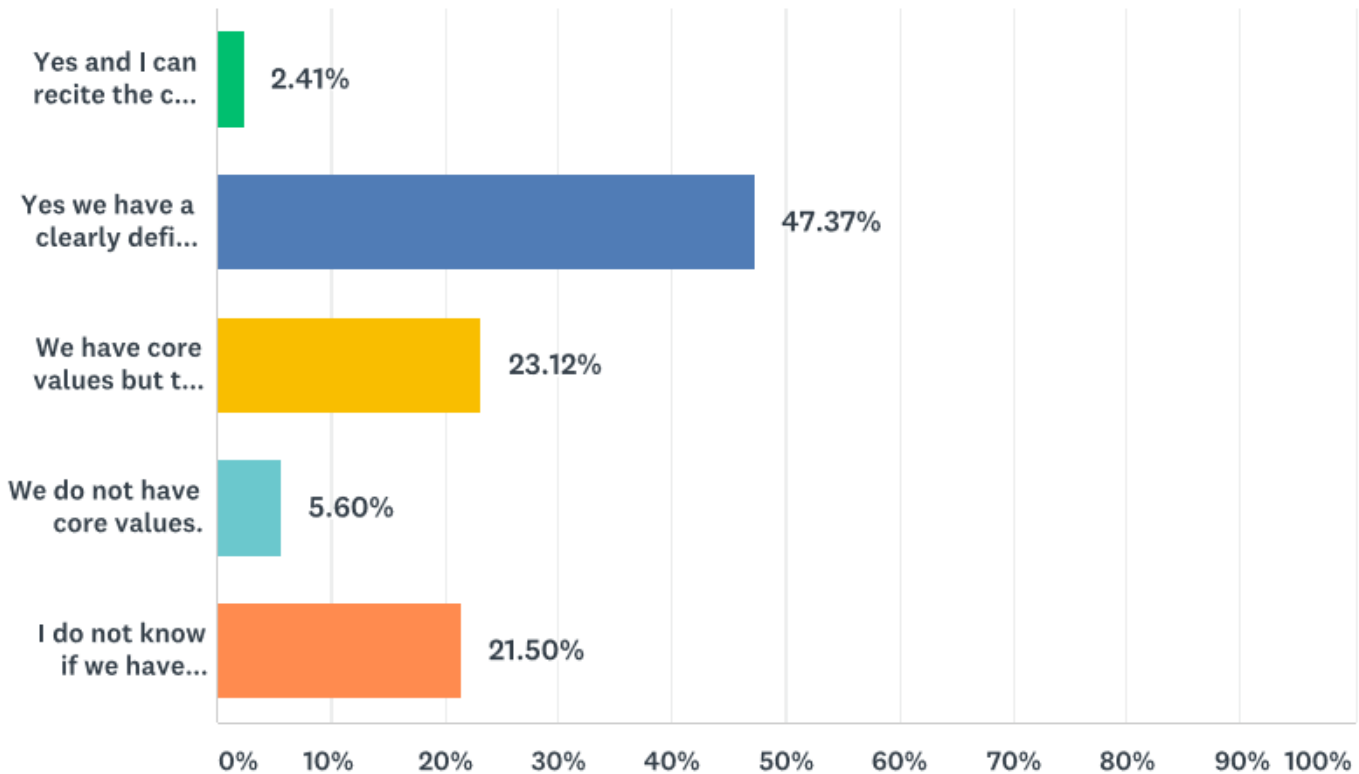
April 2018 Summary

KEY HIGHLIGHTS

- 36% RESPONSE RATE (1,786 responses)**
- GOOD REPRESENTATION ACROSS LOCATIONS**
- GOOD REPRESENTATION BY POSITION**
 - Clinical Faculty 18%**
 - Non-Clinical Faculty 10%**
 - Staff 58%**
 - Administration 14%**

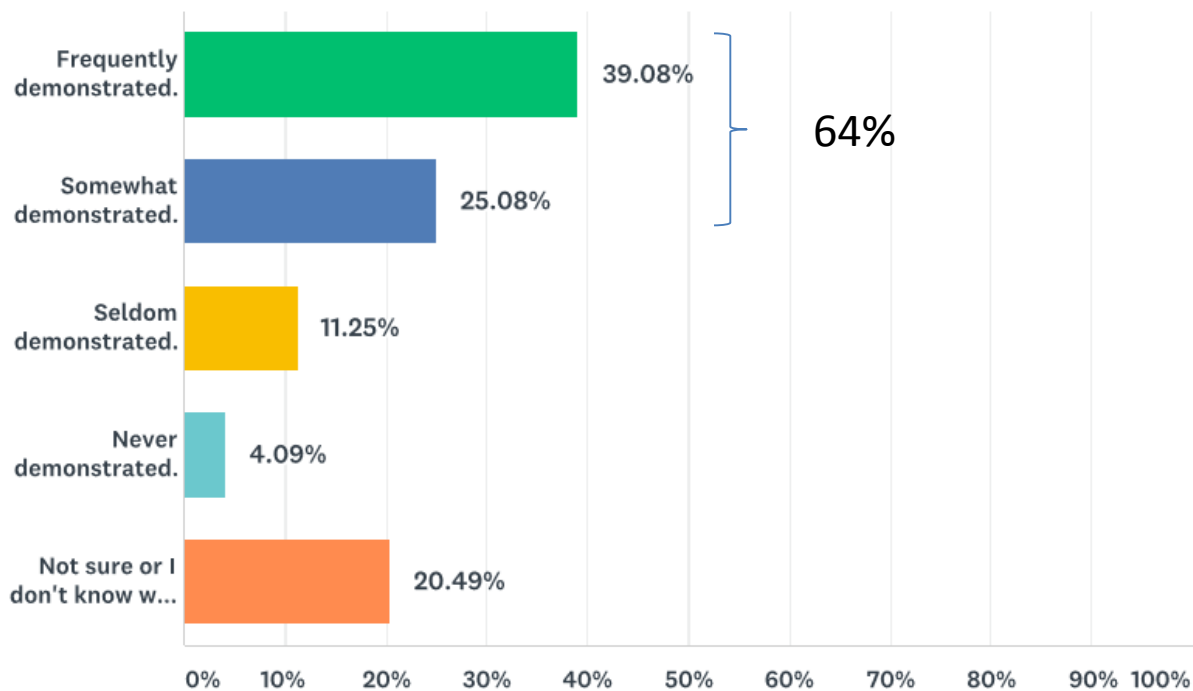
Q1 Does TTUHSC have a clearly defined set of core values?

Answered: 1,786 Skipped: 0



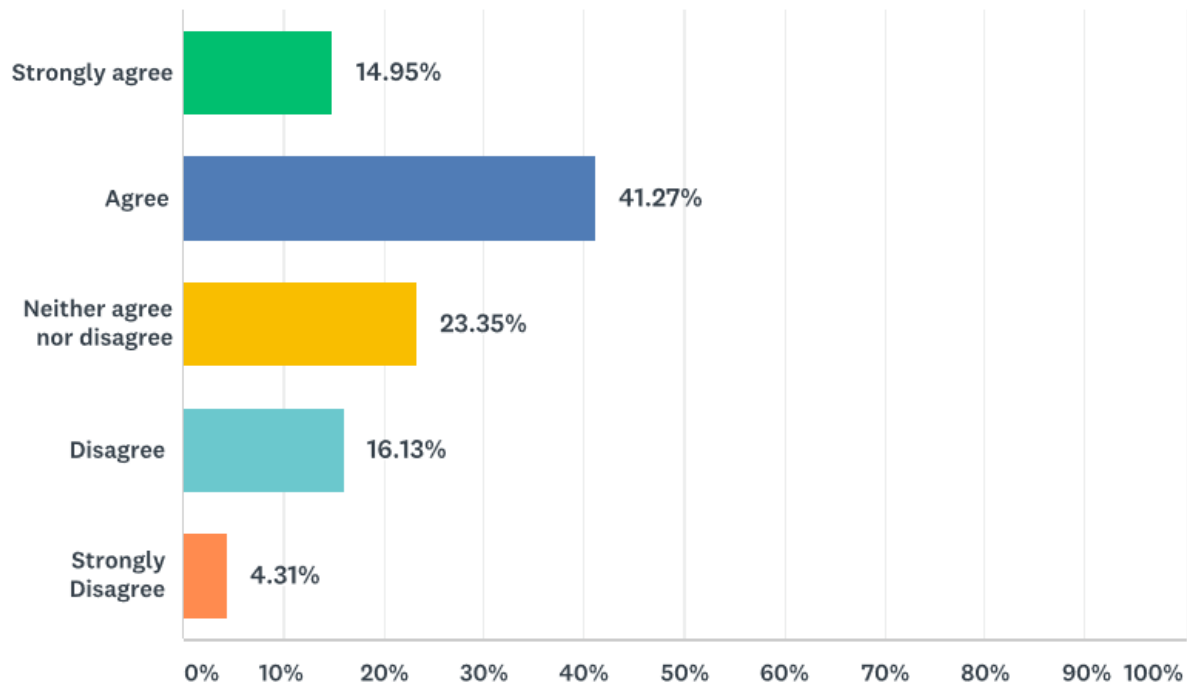
Q2 How often are TTUHSC values demonstrated by my manager.

Answered: 1,786 Skipped: 0



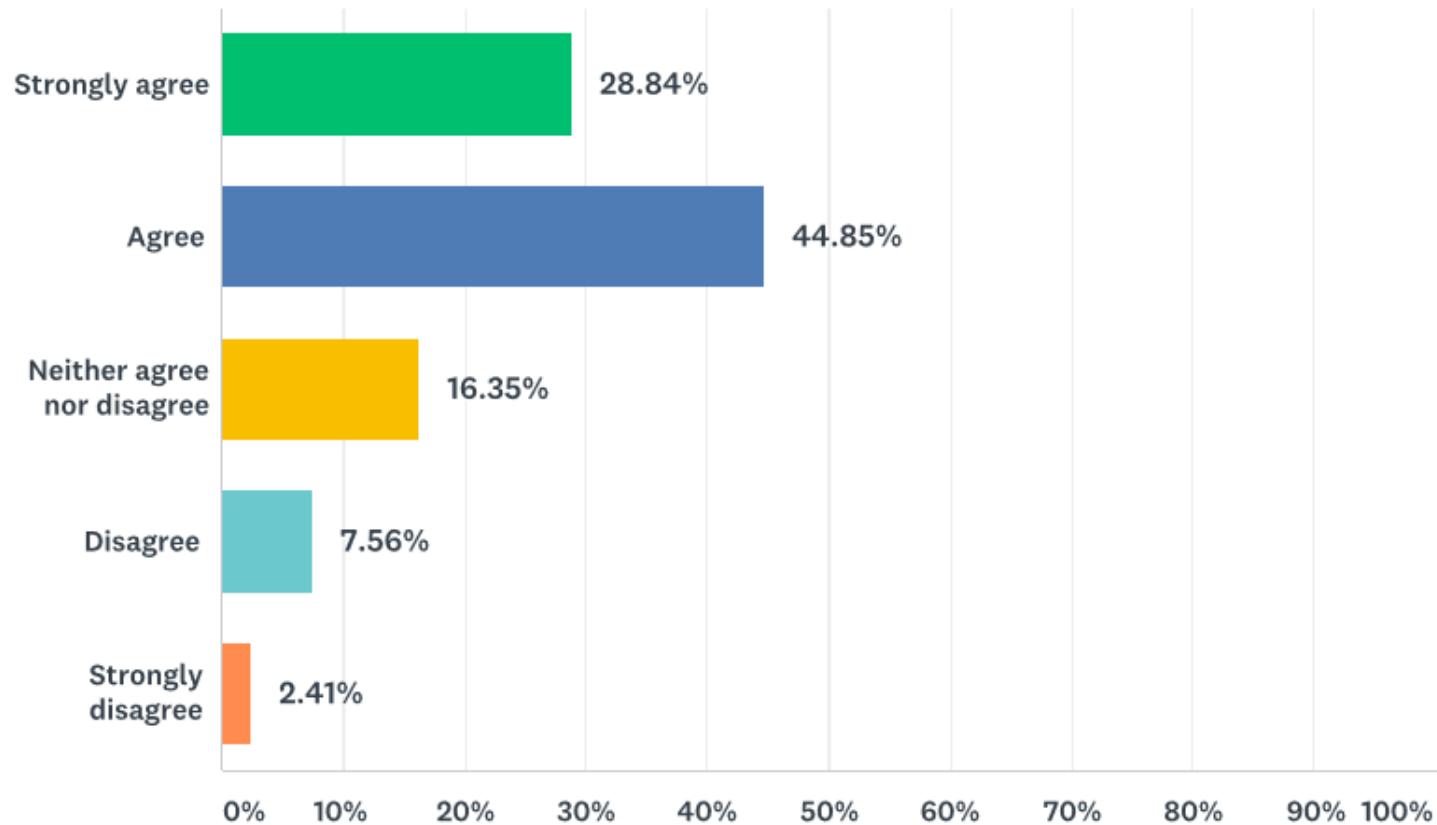
Q3 The values and behaviors displayed by others in my workplace are closely aligned with mine.

Answered: 1,786 Skipped: 0



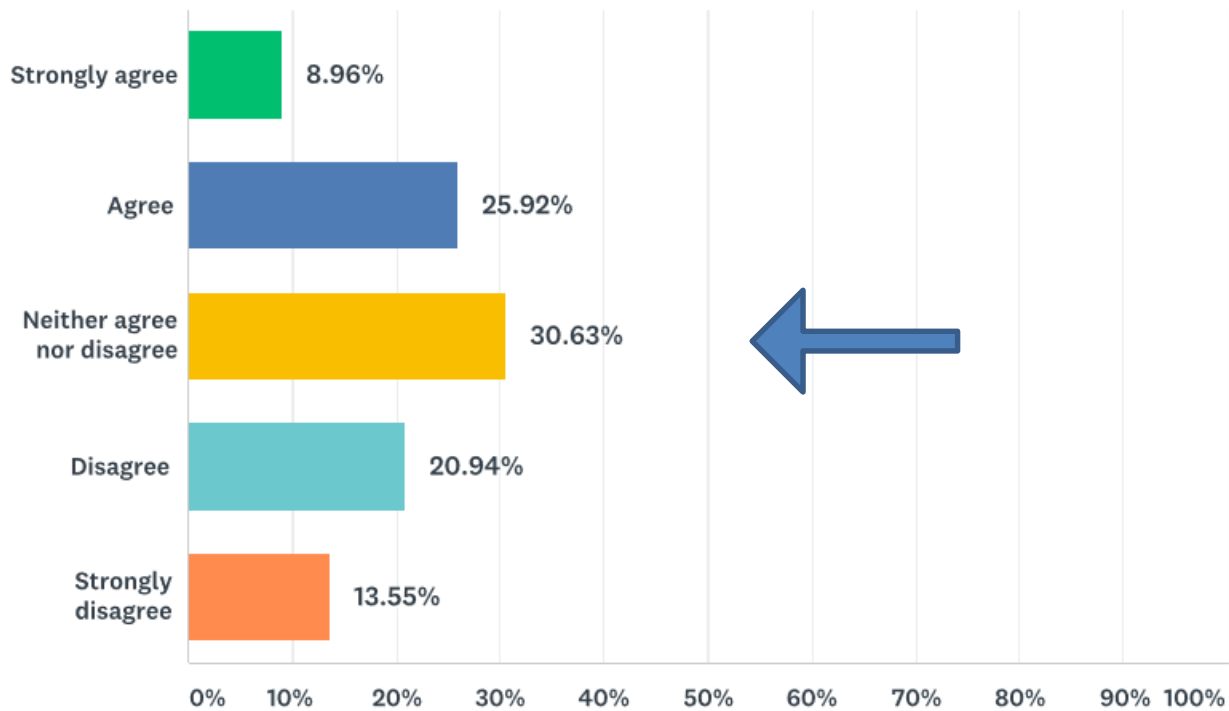
Q4 I feel free to live my core values at work every day.

Answered: 1,786 Skipped: 0



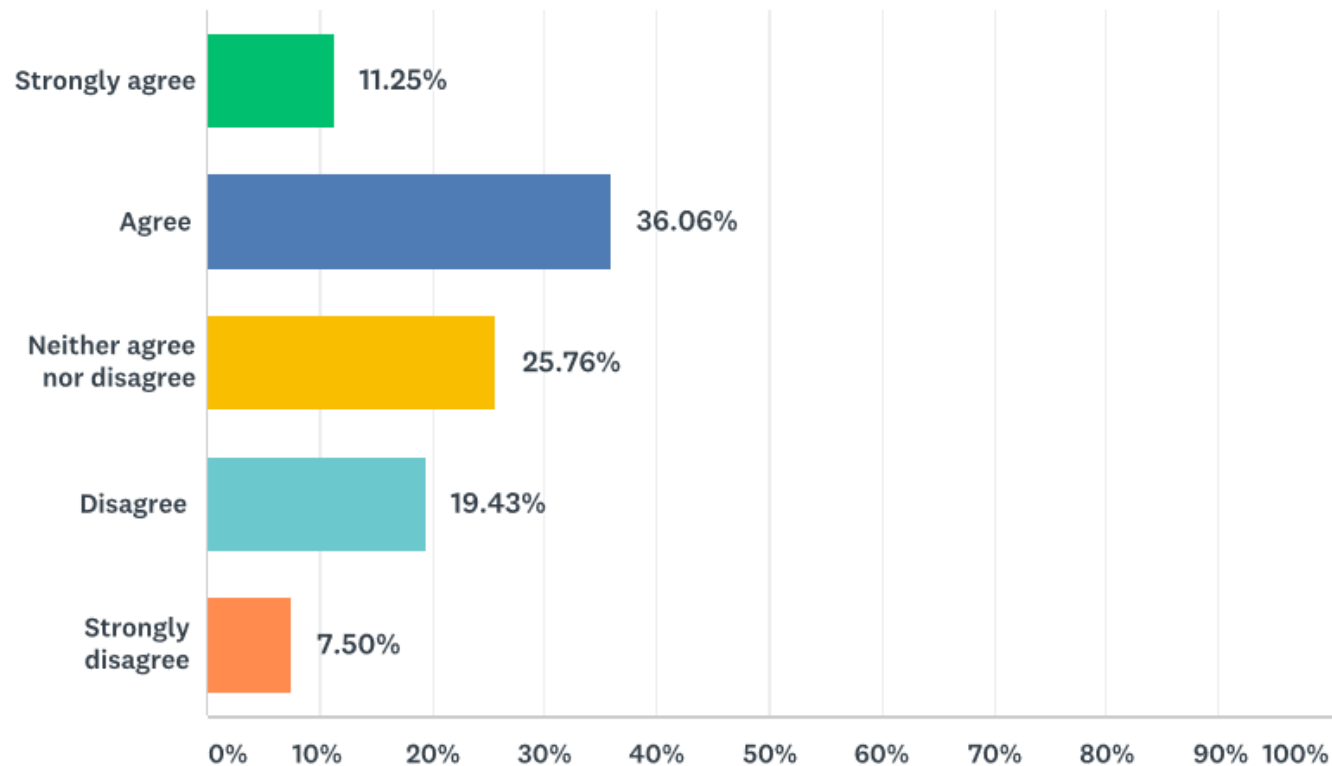
Q5 Decisions about hiring, firing, and promotion are based on values.

Answered: 1,786 Skipped: 0



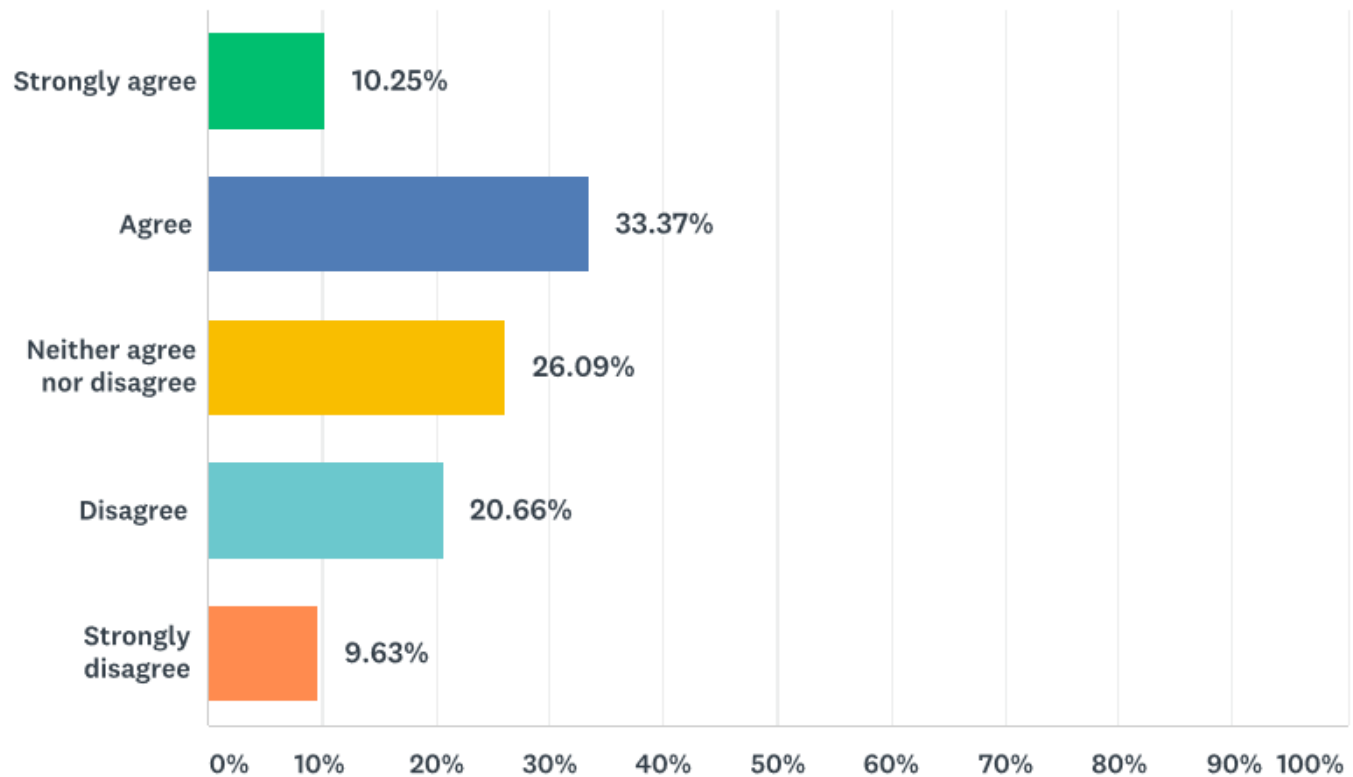
Q6 The values demonstrated in our culture support employee performance and well being.

Answered: 1,786 Skipped: 0



Q7 Our culture fosters trust.

Answered: 1,786 Skipped: 0



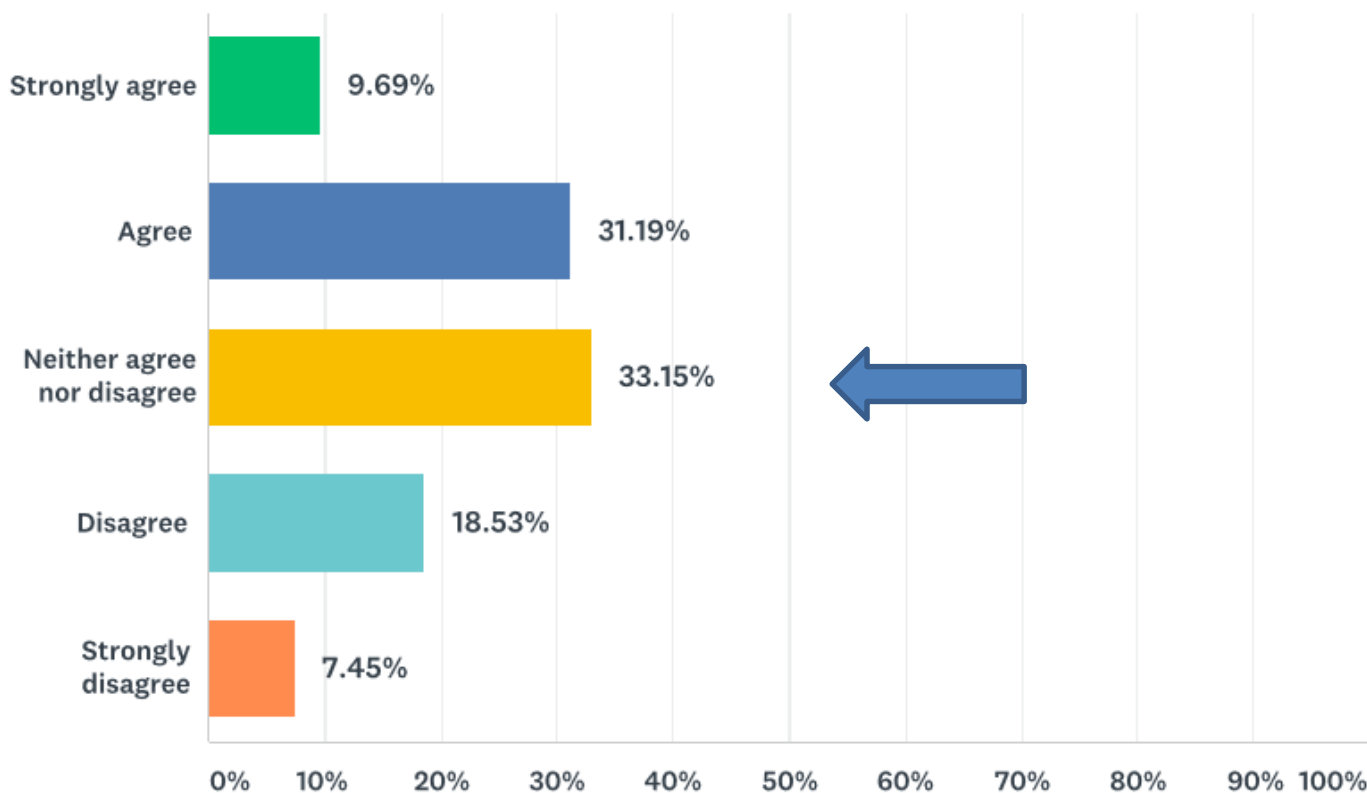


Q8 What three words would you use to describe our culture?



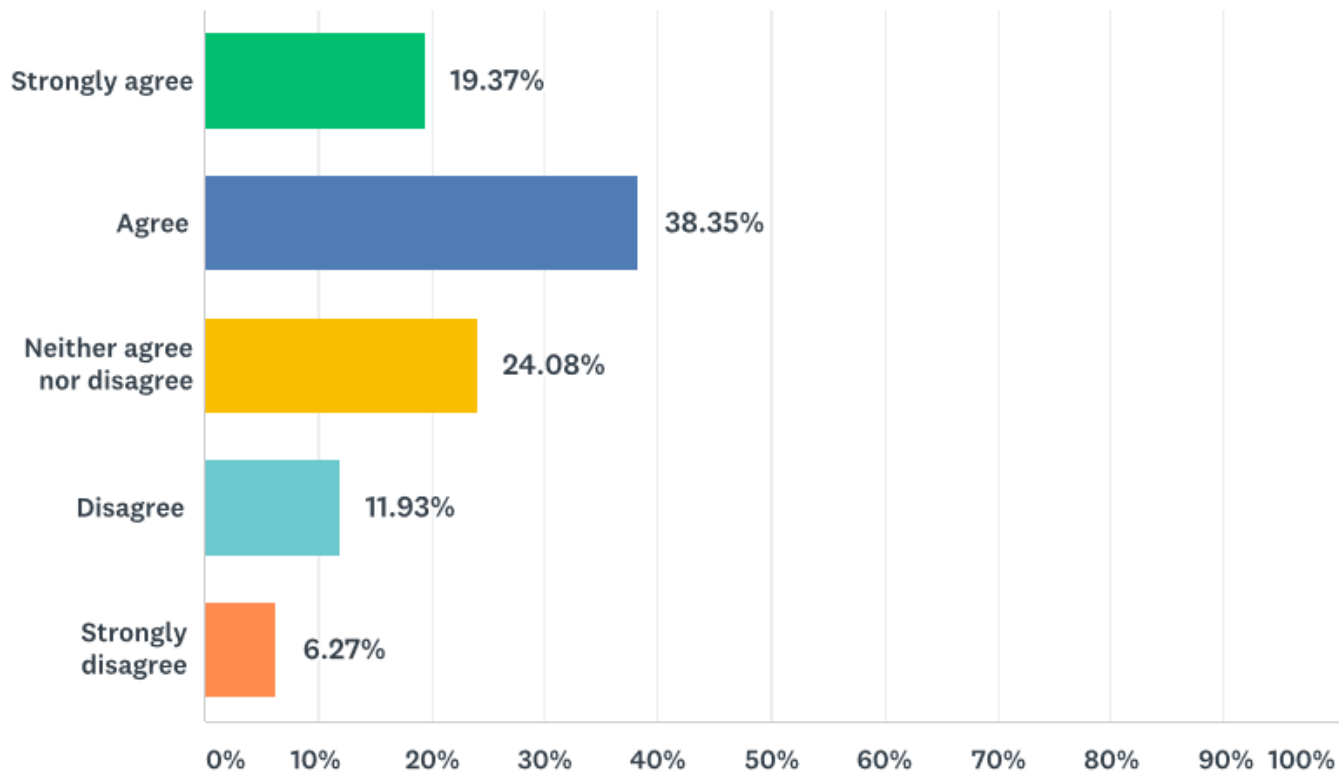
Q9 I receive recognition for living my values.

Answered: 1,786 Skipped: 0



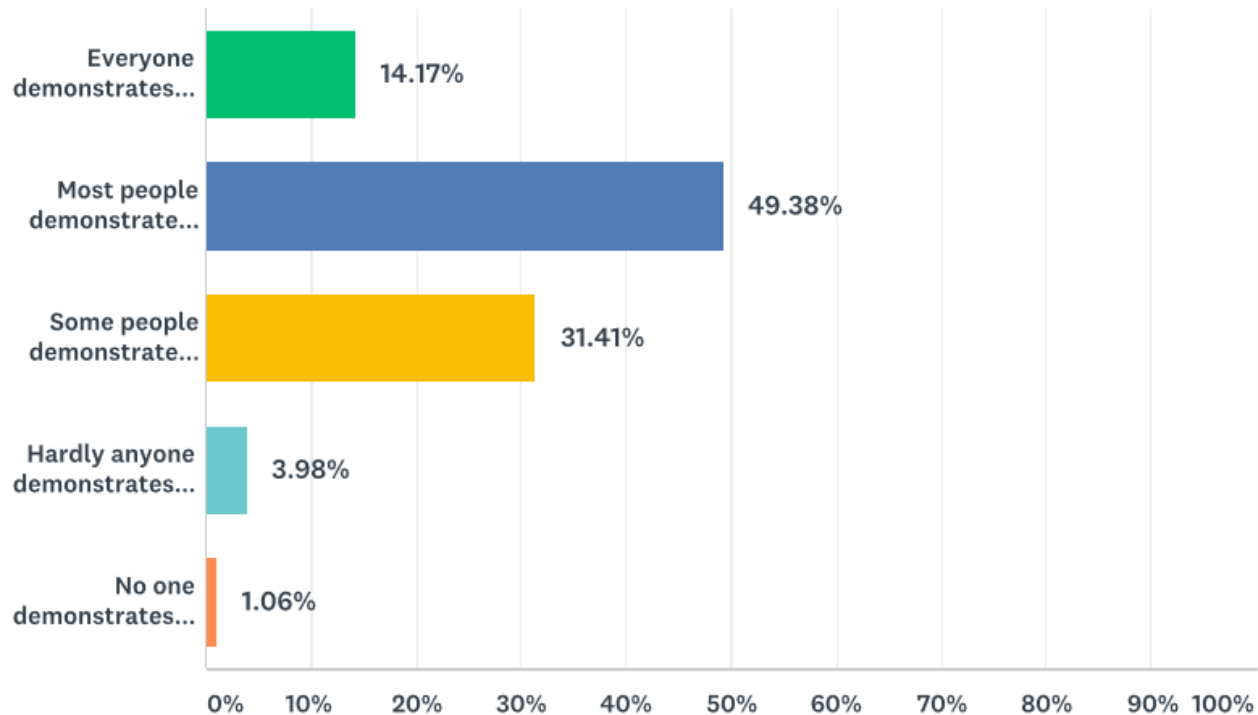
Q10 My ideas get serious consideration by supervisors.

Answered: 1,786 Skipped: 0



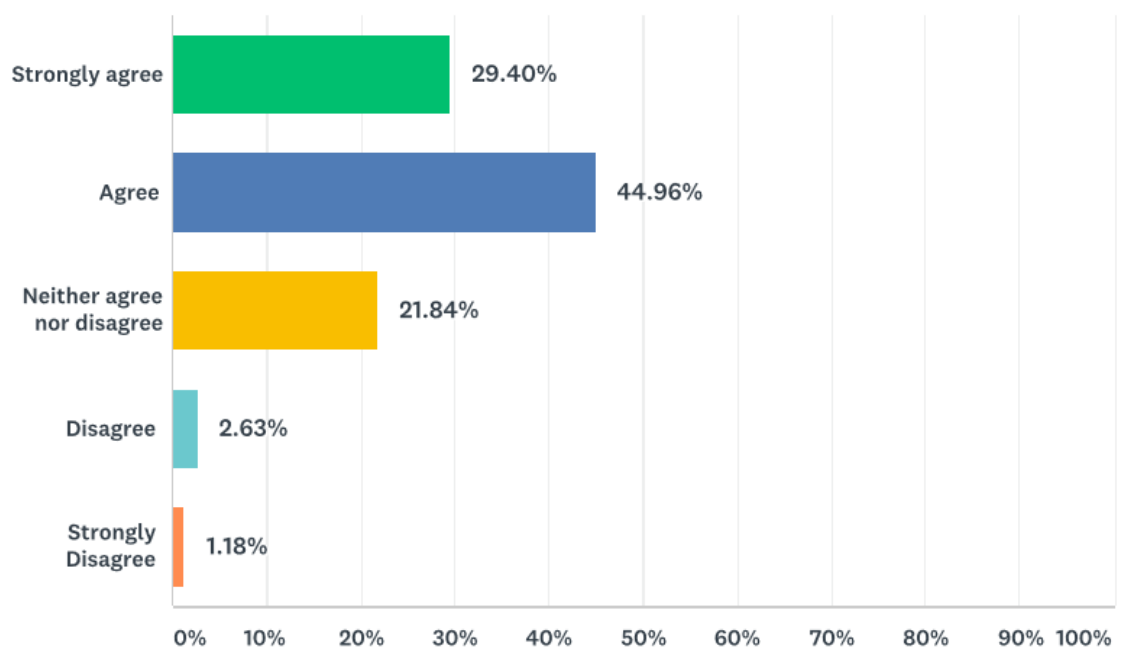
Q11 How many people in my team/department demonstrate favorable values/behaviors.

Answered: 1,786 Skipped: 0



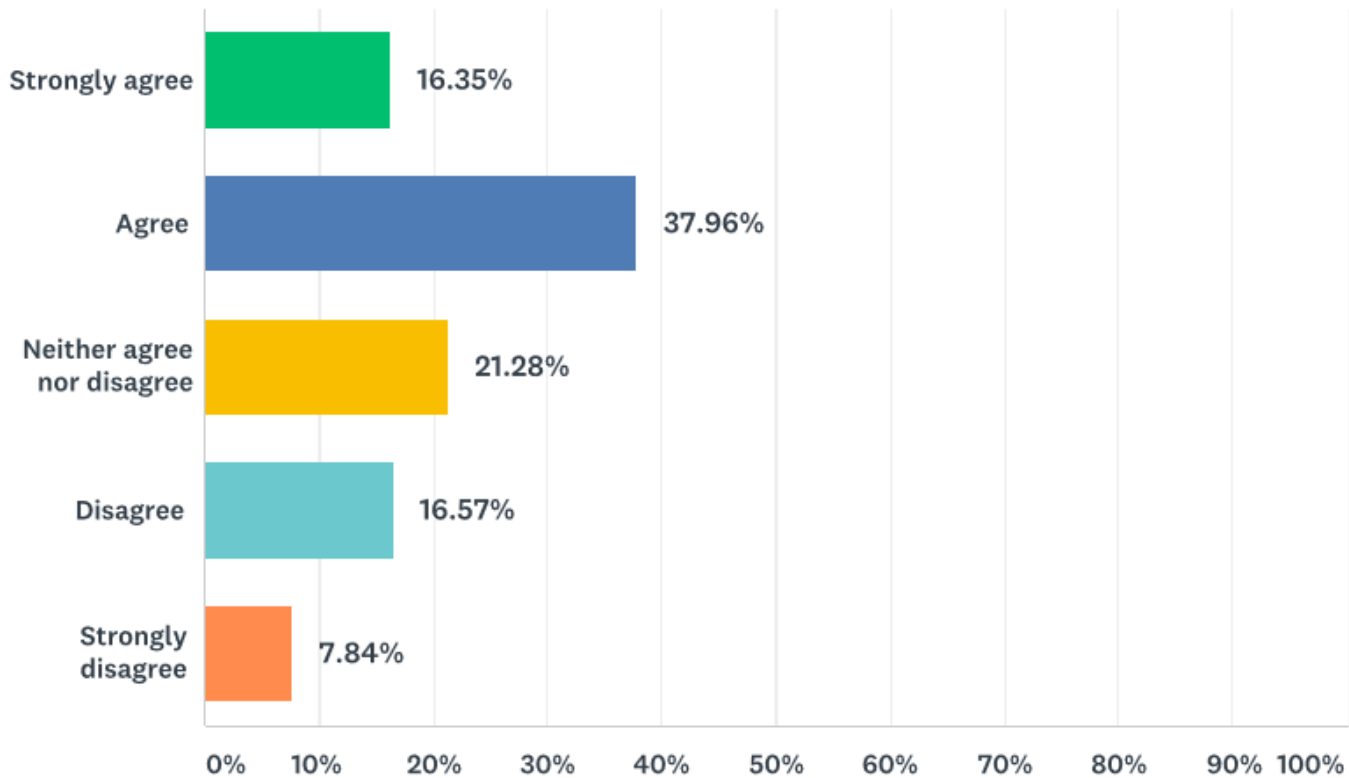
Q12 My team and I would benefit by introducing and reinforcing a clear set of values/behaviors expectations.

Answered: 1,786 Skipped: 0



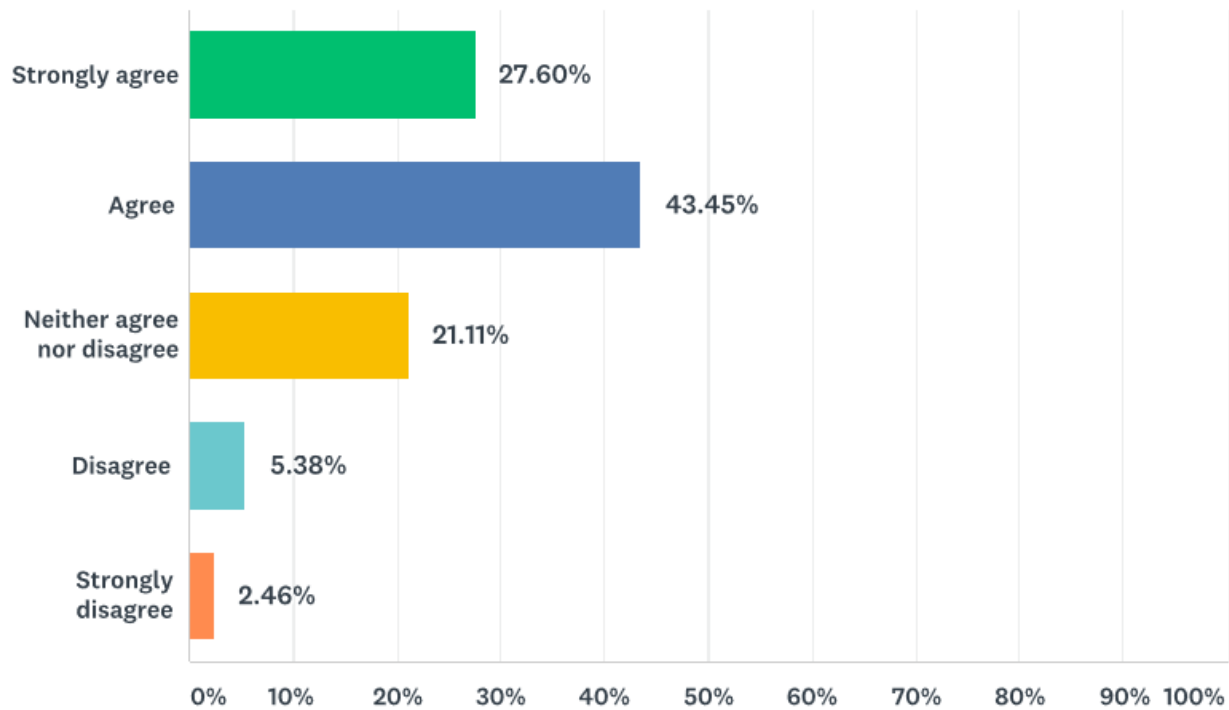
Q13 I have opportunities for growth within TTUHSC.

Answered: 1,786 Skipped: 0



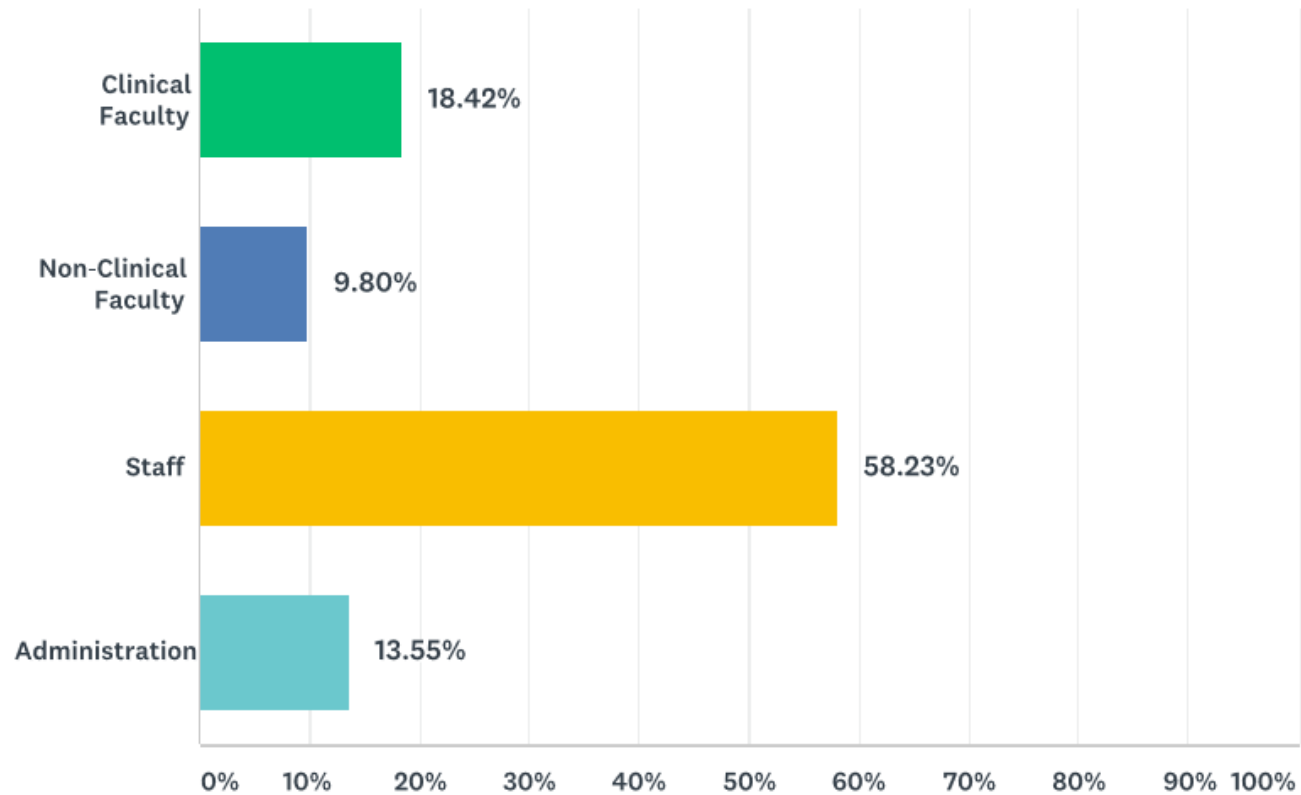
Q14 I would recommend TTUHSC as a great place to work.

Answered: 1,786 Skipped: 0



Q15 Which best describes your position.

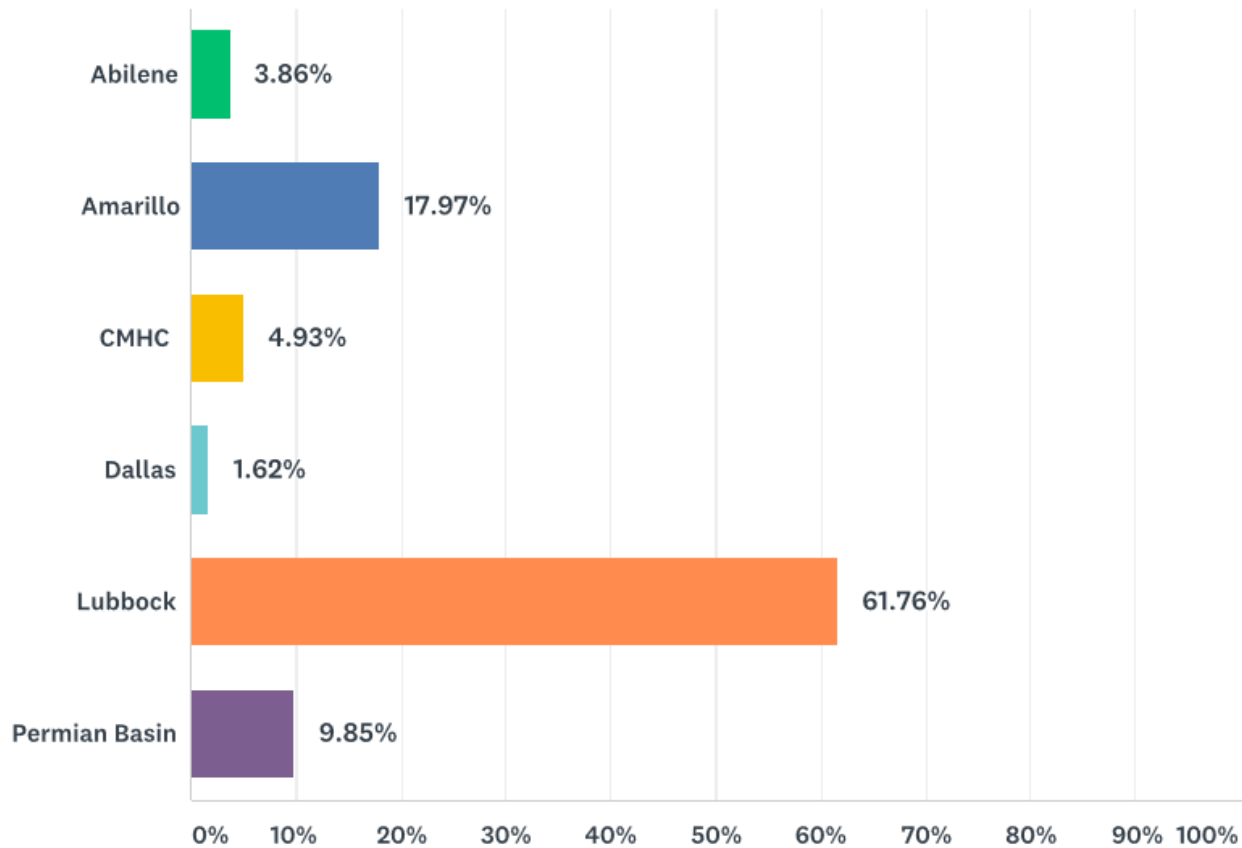
Answered: 1,786 Skipped: 0





Q17 Where is your primary work group or location?

Answered: 1,786 Skipped: 0





KEY FINDINGS – Positive

***50-60% FAVORABLE RESPONSE TO
THREE OF THE QUESTIONS***



KEY FINDINGS – Very Positive

***OVER 60% FAVORABLE RESPONSE TO
FIVE OF THE QUESTIONS***

Over 70% Favorable Response

Q#	Question	% Favorable Response
Q12	My team and I would benefit by introducing and reinforcing a clear set of Values/Behaviors.	75%
Q4	I feel free to live my core Values at work every day.	73%
Q14	I would recommend TTUHSC as a great place to work.	70%

Summary of Survey Comments

Current State

- Lack of Clarity & Focus
- Legacy Cultures Prevail – Silos - Insular
- Stressed - Dysfunctional
- High Velocity Change - Reactive
- Lack of Accountability
- Low Employee Engagement
- Low Customer Focus
- Risk Averse/Fearful

Bridge the Gap

- Provide Focus and Clarity
- Effective Leadership
- Effective Communication
- Break Down Silos
- Improve Processes and Systems
- Accountable for Values and Behaviors

Future State Excellence

- Clear Strategy/Direction
- Values-based Culture
- High Customer Focus
- High Employee Engagement
- Collaborative
- Agile and Adaptable
- Efficient and Productive
- Trusted and Empowered
- Proactive
- Continuous Improvement

VALUES SUMMIT

Meet Us at the Top