

# 2021 Team Member Experience Survey

*What you need to know...*



The survey is open from September 21 – October 8

- At Inova, we take great pride in providing the highest quality patient care and, equally as important, creating a culture where every team member can thrive.
- Your feedback is an important component in helping to strengthen Inova's culture, shape our future and build an even better place to work.
- Again, this year, Inova is partnering with Perceptyx to administer our survey and ensure the confidentiality of responses.



***For more information about the please go to [www.inova.org/TMExperience](http://www.inova.org/TMExperience)***

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- All employed team members, including employed and affiliated physicians, will receive an invitation from Perceptyx on September 21 with their unique link to the survey (do NOT forward this link to others)
- Team members can also access the survey at [www.inova.org/TMExperience](http://www.inova.org/TMExperience)
- The survey is accessible from any computer or mobile device.
- The survey will take about 10 minutes to complete, and all responses are strictly confidential.
- Survey results will be available to people leaders in late October.
- Team members who started on or before September 6 are eligible to take the survey
- The survey has 3 open-ended questions. Each answer will be read so please take some time to think about your response.
  - What one thing, if improved, would make Inova an even better place to work?
  - What do you value most about working at Inova?
  - What three words would you use to describe Inova's culture?



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## *Initiatives launched thanks to feedback provided by our team members over the last few years...*

- Inclusion Council and other D&I initiatives
- High Fives recognition platform
- Compassion Fund
- Performance Development Journey
- Pay for Performance (Merit Pay)
- Separating PTO & Holidays (Adds 6 additional PTO days)
- Designating Martin Luther King Day as a holiday
- Providing benefits to domestic partners
- Improvements to short term disability and tuition reimbursement
- Increasing mental health insurance coverage
- Targeted market adjustments
- Emergency Time Off
- COVID-19 response and support
- Back up in-home childcare
- Providing non-exempt team members remote email access
- Inova-paid testing & medical visit for any team member with suspected COVID-19
- Workforce flexibility guidelines
- Educational series on back-to-school for working parents
- Compassion Carts
- Resilience training
- Restructured Team Member Experience Survey
- Hero Payment
- PTO Cash Out
- Revamped InovaNew

**Remember:** Department level initiatives are often more impactful to our team members. As a people leader, please share specific examples of changes that have been implemented or actions taken over the last few years based on team member feedback.

