

Q05.

My supervisor, or someone at work, seems to care about me as a person.

three x three

3 Facts

1. Gallup's research indicates that employees don't leave organizations; they leave managers and supervisors.
2. Nationally, only 27% of employees strongly agree that they can talk with their supervisor, manager, or leader about issues that are non-work-related.
3. This factor is one of the drivers of inclusiveness at UMD (along with Q03, Q07, and Q08), based on analysis of UMD's Thriving Workplace survey data.

3 Aspects of a Caring Workplace

Valued

Each person feels like a valued member of the group or organization.



Respected

Faculty and staff treat each other with respect regardless of title, degree, background, and other characteristics.



Genuine

Each person believes that their supervisor or chair takes a personal interest in them.



3 Best Practices

1. Say hello. Really.
2. Individualize your approach. One-size-fits-all leadership and management doesn't work.
3. Practice **generosity of interpretation**. Assume good intent, simple mistake, or oversight before concluding nefarious intent.

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