

Q07.

At work, my opinions seem to count.

three x three

3 Facts

1. This factor is one of the **strongest drivers of inclusiveness** at UMD based on analysis of UMD's Thriving Workplace survey data.
2. Nearly half of employees around the world who say their opinions count at work also feel their current job brings out their most creative ideas.
3. Higher agreement with Q07 corresponds to better productivity, safety, and employee retention.

3 Ways to Create a Culture of Idea Sharing

Accepting

Be open to each group member's opinions and feedback.



Proactive

Regularly contact others to get their opinions – especially those with whom you disagree.



Responsive

Provide feedback on opinions you've solicited.



3 Best Practices

1. When a member of your group asks to talk about something, immediately schedule time to listen (if you can't in the moment.)
2. Treat your group members as partners by sharing information about the organization that you might not typically think to share.
3. Be genuine in your request for opinions indicating that **all** opinions will be considered even though only **some** will be acted upon.

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