



Learning &
Organization
Development

at UCSF

2026 Engagement Ambassador Summit

Survey Overview

Marcia Soares & Monique Phillips
Learning & Organization Development

April 2, 2026

Just for fun:

What is the strangest food combination
you enjoy?



Share on chat



Agenda

- ❑ Re-revisit role of the Engagement Ambassador
- ❑ Engagement Survey Overview
 - ❑ *Why, What & How we measure engagement*
- ❑ Your resources
- ❑ What's next

Role of Engagement Ambassador

Fostering Team Engagement Year-Round

You play a critical role in supporting team engagement and dialogue



Promote and support the annual engagement survey



Partner with your manager on team engagement efforts



Advocate for the team with manager

Professional Development Opportunity

- **Facilitation** – Leading discussions, workshops, or meetings to help teams collaborate effectively.
- **Public speaking** – Presenting ideas clearly and confidently to diverse audiences across UCSF.
- **Project management** – Organizing and executing initiatives that support engagement and culture-building.
- **Influencing** – Encouraging participation and inspiring others to adopt new ideas or practices.

These are useful skills, and part of what you can claim when you put Engagement Ambassador on your resume.



UCSF Staff Engagement Survey



April 7-May 1, 2026

Be Heard!

10 minutes | Confidential | Gallup emails your personal link

Questions? Ask your Engagement Ambassador or visit website

Why We Measure Engagement at UCSF

*Think about your **best** days at work.*

What words would you use to describe your best days at work?

What is it that makes these days different for you?

How do you feel on these best days at work?

Engagement is
about creating
more **best days**
at work.

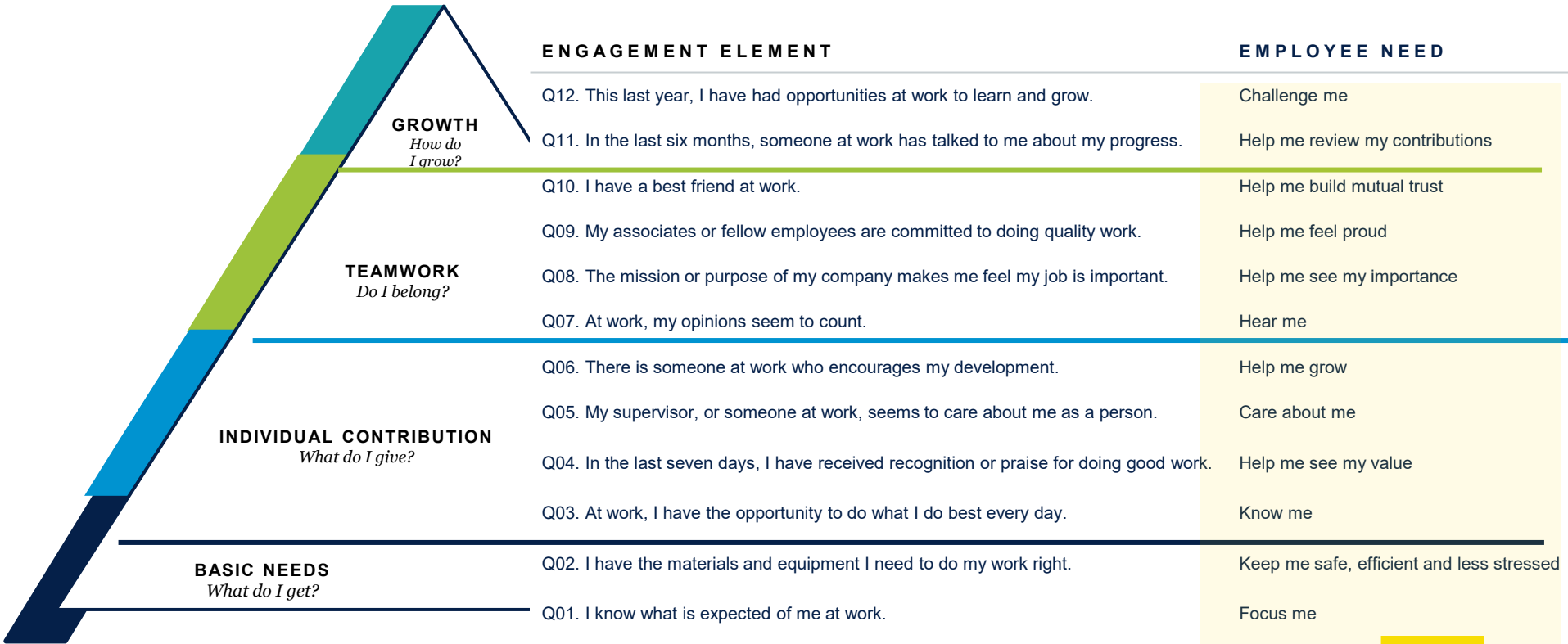


It is not about raising scores.

It is about what the scores raise.

Engagement Survey Overview

Engagement Survey Measures



What's the Same

- Core engagement questions, including Gallup Q12
- Enables continuity over time and benchmark comparability
- Builds on a strong, established foundation

What's *NEW*

- Added questions reflecting how work happens today
- Cross-team collaboration, workflows, and adaptability
- Direct Leader Index (communication, support, trust)
- Streamlined items to reduce duplication and improve clarity

Are Responses Confidential?

- **Yes**, respondent-level data is never shared with UCSF. Gallup will only share responses in groups of 5 or more to generate any reporting
- **UCSF has no way of knowing who specifically takes the survey or what their responses are**



Who's invited?

UCSF Staff:

- On payroll as of January 7, 2026

Not sure who your survey team members are?

- Check in with your managers, they have access to who is invited to the survey

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

How to Take the Survey

Survey available in English, Chinese, and Spanish

Access the 2026 survey in 1 of 3 ways when the survey is open Apr 7-May 1

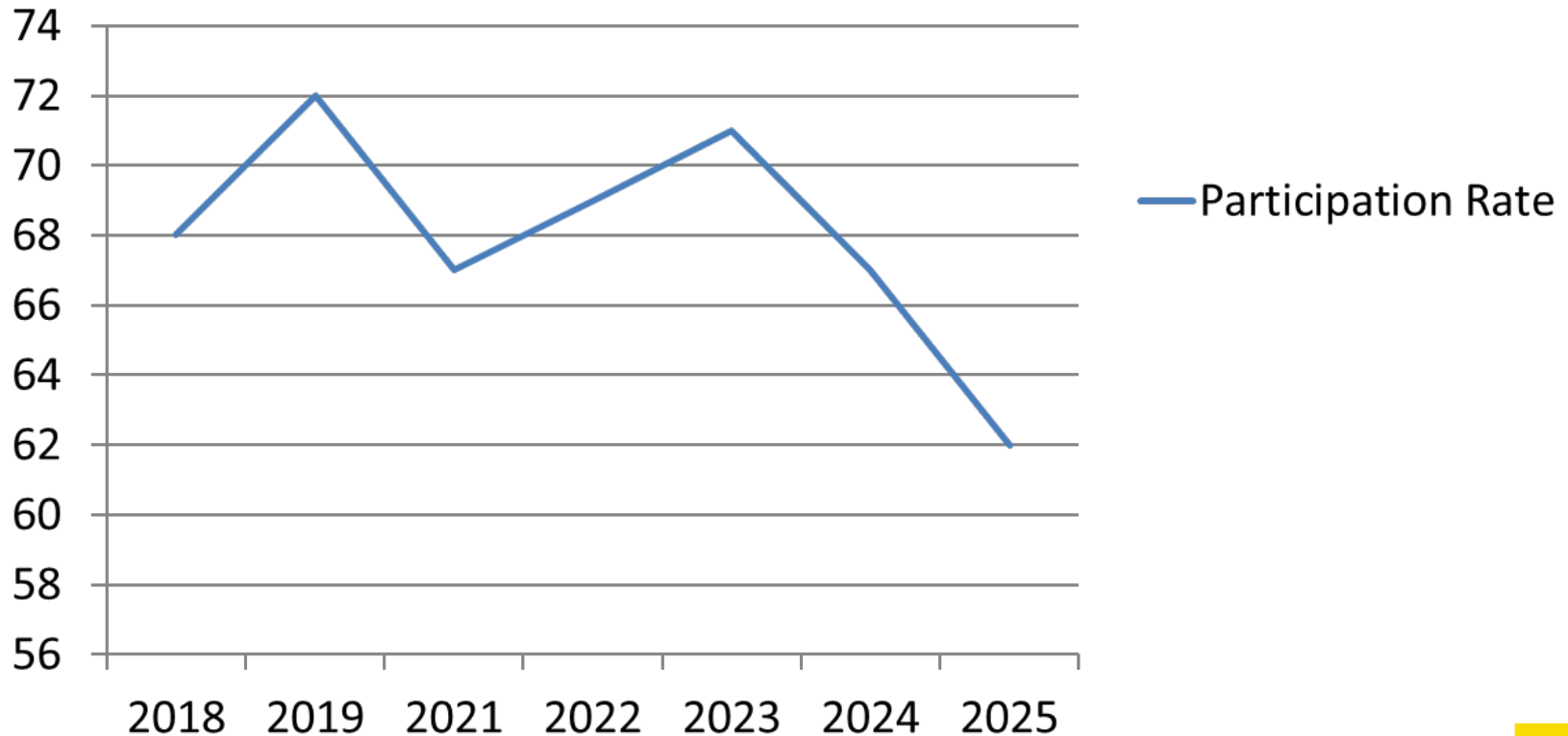
Check your email for your personalized link >

Login to UCSF's Gallup Access >

Visit Gallup 2026 Survey & input your UCSF Employee ID >

- **Personalized link** in the invite and reminders you receive from Gallup starting on 4/7. This is a unique link to the recipient; **do not share**
- **Gallup Access** via MyAccess or ucsf.my.gallup.com and use the survey link on the homepage
- **Generic URL** <https://survey.gallup.com/2025ucsf> from a computer, tablet, or smart phone. Your 8-digit UCSF Employee ID number is the survey code (omit the leading zero)

We Want to Hear from More of Us!

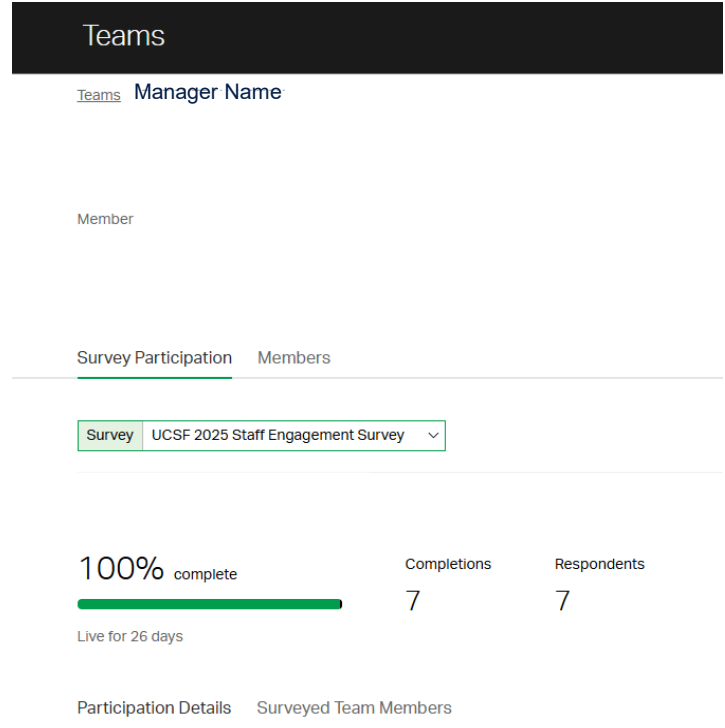


What's Your Team's Participation Rate?

- Ambassadors & Managers can access **real-time survey participation rates while the survey is live via Gallup Access.**

Instructions will be available on the [Engagement Ambassadors Webpage](#)

- A **daily participation rate report will be posted** each morning during the survey period. It will be available to the full UCSF community, including managers, from our [L&OD Engagement Webpage](#)



Your Resources

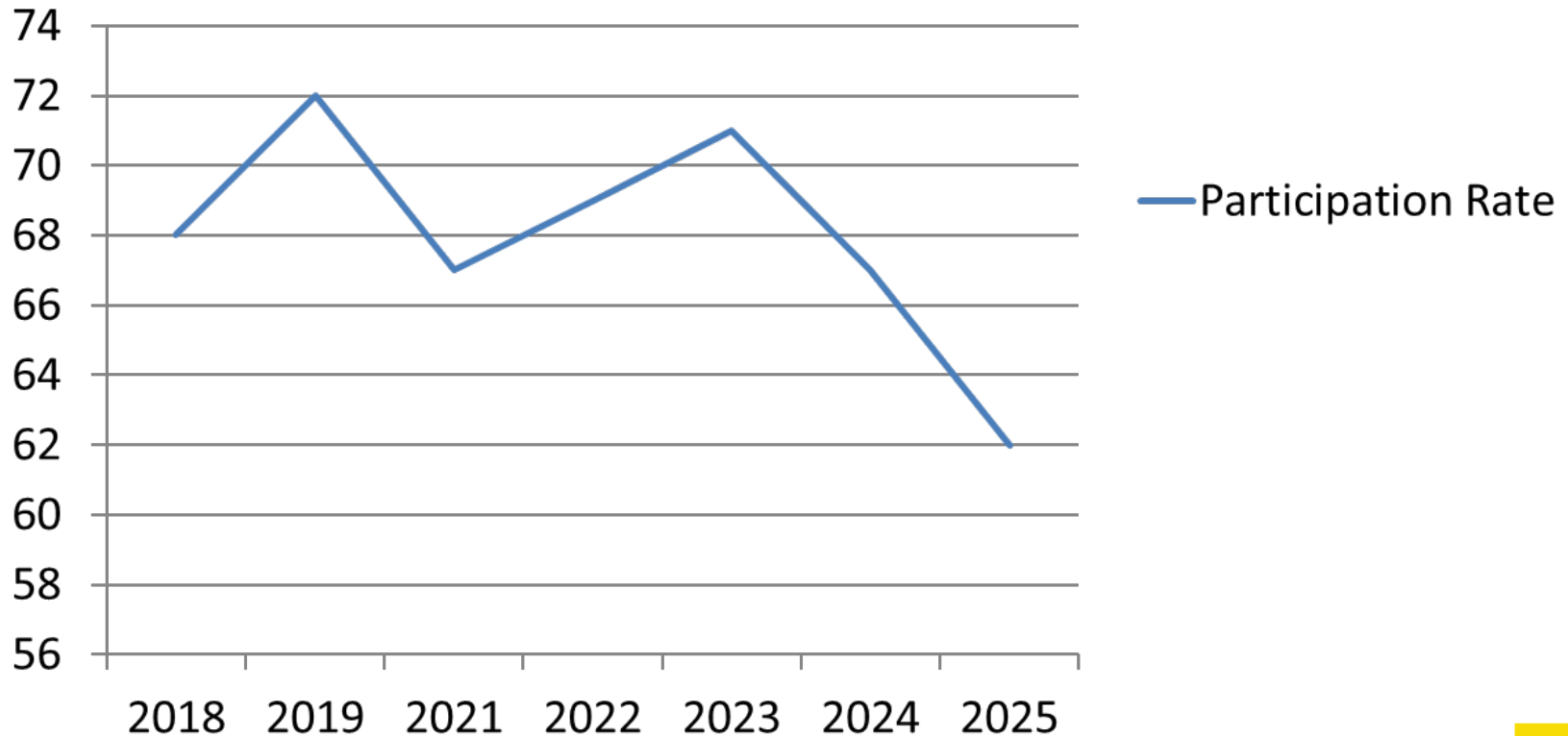
Resources available to you

- **Live support:** Join our weekly office hours: micro-learning and Q&A
- **Ambassadors Team's Channel:** community shared learning
- **Engagement Webpage:** deep dive on available content
- **Online Requests for Support:** Use our [L&OD Support Request](#) form



What's Next

Together we can help: *One team at a time*



What's Next After the Survey Closes?

- Managers will have **access to team results on May 13**. This begins Engagement Action Planning season!
- Ambassadors and managers will be invited to our **Engagement Ambassador Action Planning Summit** on May 20th.
- L&OD will begin new schedule of **action planning office hours** to offer live support starting May 21.
- L&OD will also offer **Engagement Action Labs for managers – more to come**.
- UCSF's survey results shared at **Staff Engagement Town Hall in July**.

Your Next Steps

- ❑ Make sure you **complete all of March's Action Items**– *if you haven't already*
- ❑ On Tuesday, April 7th **email your team** to let them know Survey is open and encourage early participation (template available on our team's channel)
- ❑ **Check on participation rate** in Gallup Access regularly until your team has reached 100% participation rates
- ❑ **Save the date:** Engagement Action Planning Session on May 20th

Recommended Ideas for next steps (Optional)

- ❑ **Send team emails or messages:** Share reminders, why the survey matters, and encourage early participation.
- ❑ **Post flyers in visible areas:** Break rooms, shared spaces, bulletin boards, near time clocks—anywhere your team will see them.
- ❑ **Join team meetings / huddles:** Take a few minutes to remind folks, answer questions, and reinforce why their voice matters.
- ❑ **Have 1:1 conversations:** A quick, personal nudge can go a long way—especially for teammates who may be unsure or hesitant.
- ❑ **Share updates on participation:** Celebrate progress and keep momentum going (e.g., “We’re at 60%, let’s keep it going!”).
- ❑ **Leverage Teams channels or chat spaces:** Post reminders, share FAQs, and keep the survey visible in day-to-day communication.
- ❑ **Partner with your manager:** Align messaging and timing to make sure the team hears consistent encouragement.
- ❑ **Join office hours or use the Teams channel for support:** If you have questions or need ideas, tap into available resources—you don’t have to do this alone.
- ❑ **Model participation:** Take the survey yourself and share that you’ve done it—it helps build trust and momentum.