Learning & Organization Development at UCSF

Sample Manager Communication

Staff Engagement Survey Results 2026

Share your team's engagement survey results

As the survey results release, managers have the opportunity to partner with their team Engagement Ambassador and show that they really care about their staff's feedback as a commitment to building an engaging place to work. Follow 3 steps to craft your messaging:

1) Why was participation important?

Thank the team sincerely for their feedback and demonstrate your dedication to hearing what they had to say. You can celebrate your team's 2026 participation rate, too.

"I want to thank each of you who participated in the 2026 Staff Engagement Survey. I really value the insights we gain in this survey and the conversations that it generates toward making an engaging place for us to work together."

2) What were our team's results?

Share your team's engagement survey results. You can download a report at Gallup Access, then highlight key points, any important themes, and progress since last year.

"Our team's engagement survey results are attached. I was happy to see an increase in recognition when compared to last year's results! I also see that we have an opportunity to clarify our expectations. I look forward to discussing how we can keep the momentum going in areas where we are making great progress and address issues that contribute to our how engaging our work environment is."

3) What will happen with this year's survey results?

Lay out your next steps for Action Planning. When and where will your team gather to discuss the survey results? When and how will the team kick off action planning? Show how their survey feedback will shape your priorities, actions, and requests.

"I'm eager to dive deeper, and look forward to sharing the results with you during our team meeting at the end of June. Once we have a chance to digest the survey results data, this will help us kick off effective action planning at our July meeting and direct our work in the year to come."

Thank you for serving your team as a manager who champions team engagement!

Visit the engagement website for more resources.