Summary of Results for UC San Diego Health 2016

<table>
<thead>
<tr>
<th>Year</th>
<th>Engagement Score</th>
<th>Rank</th>
<th>Work Unit Breakdown</th>
<th>Action Planning Readiness</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Tier 1</td>
<td>Tier 2</td>
</tr>
<tr>
<td>2016</td>
<td>4.16</td>
<td>64th</td>
<td>20%</td>
<td>36%</td>
</tr>
<tr>
<td>2014</td>
<td>4.17</td>
<td>59th</td>
<td>19%</td>
<td>43%</td>
</tr>
</tbody>
</table>

**Top Key Drivers**
- Job makes good use of skills/abilities
- UCSD provides high-quality care
- Liking the work

**Key Demographics**
- Clinical Professional

**High Performing Items**
- Perceptions of pay

**Low Performing Items**
- Adverse events lead to positive change
- Confidence in senior leadership
- Team is adequately staffed

*Senior Leadership = CEO, COO Senior Leadership Team Members, Executive Leaders, Associate Directors*