



UNC HEALTH FOR ME

Pillar Pointers

UNC Health for Me is our commitment to teammates from recruitment to retirement that includes ways we welcome, engage, develop, care for, include and value our teammates.

- It's a promise to teammates that supports our mission, vision, values and organizational goals.
- It places teammates front and center, ensuring their experience at UNC Health is defined by the same Carolina Care shown to our patients and communities.
- It empowers teammates to connect to their work's purpose and recognize what they can offer, and what they can receive in return, throughout their journey at UNC Health.

Six Pillars

The key to success for *UNC Health for Me* lies in the framework and six pillars that are the foundation for ONE UNC Health, our effort to unite UNC Health by creating a shared culture and strategy.

Putting Pillars into Action

We leverage the six pillars to communicate news, events, programs and offerings in our newsletters, digital signage and intranet.

The six pillars also represent a philosophy that every manager and teammate can apply to their daily work. Refer to these tips to learn how you can embrace *UNC Health for Me* in your area. With your help, we can cultivate a unique and rewarding experience for current and future teammates.

Templates and Other Assets

Visit the [UNC Health for Me intranet](#) to view and download these resources.

- Overview flyer
- Pillar icons
- Pillar flyer templates
- PowerPoint template
- Virtual backgrounds

Questions? Contact Culture, Engagement and Retention in the [myHR portal](#).



Welcome/Me

Create a positive, inclusive and memorable experience for candidates and new teammates throughout the hiring process and beyond, welcoming them into UNC Health's One Great Team and setting the tone for how teammates begin their journey at UNC Health.

- Be open, honest and inclusive during recruiting and onboarding
- Involve teammates in interviewing activities as appropriate
- Hold a new teammate "meet and greet"
- Plan a new teammate one-on-one meeting
- Ask a teammate about their favorite things
- Invite a teammate to lunch
- Managers – Send questionnaires/check-ins using Laudio, our recognition, engagement and retention tool for managers



Engage/Me

Nurture a sense of belonging and a strong cultural identity at UNC Health that makes teammates feel connected and cared for as part of One Great Team via consistent and transparent communications.

- Plan a team luncheon or volunteer as a team for a community project
- Ask a teammate for input on a project
- Look for ways to collaborate with team members and leadership to strengthen relationships and outcomes
- Use People are Everything to recognize a teammate



Develop/Me

Lead the Way by focusing on teammates' growth, development and overall experience, professionally and personally, to train the next generation of health care leaders; career mobility and learning and educational opportunities are a priority.

- Discuss professional development opportunities with a trusted teammate
- Organize or attend a Lunch and Learn
- Offer to train teammates on a new process or program
- Leverage training from Learning and Organizational Development
- Managers – Use Laudio's professional engagement tool to learn more about your team's aspirations



Care for/Me

Express that UNC Health's Carolina Care is inclusive of teammates. UNC Health is supportive of teammates' goals, both professional and personal; well-being, personal safety, respect and support are a priority.

- Learn more about the 75% HRA Reimbursement benefit
- Ask a teammate about a life event
- Attend a well-being session or work out at a wellness center
- Make the most of your time off by disconnecting so that you can be refreshed



Value/Me

Foster a culture where teammates experience the holistic Carolina Care by feeling valued, recognized, and equitably compensated for their contributions, as well as rewarded when they demonstrate outstanding performance in their work; total rewards and recognition are a priority.

- Ask teammates for input
- Nominate teammates for Value Superstars
- Present a teammate with a *UNC Health for Me* certificate
- Understand Total Rewards at UNC Health
- Incorporate *UNC Health for Me* or pillar icons into signage for an event
- Thank a teammate for helping your or brightening your day



Include/Me

Demonstrate that *It Starts with Me* is foundational to all pillars to continue building an equitable and inclusive community reflecting the patients we serve.

- Celebrate a cultural event or holiday
- Join/promote Employee Resource Groups
- Complete equity & inclusion training
- Managers – Incorporate the Inclusive Hiring Road Map