

2019 Washington State Employee Engagement Survey

**2019 RAMP**

Statewide

	2018	2019	Change
Total Responses	44,055	50,976	6,921
Response Rate	69%	79%	10%
<b>Engagement Outcomes</b>			
21) In general, I'm satisfied with my job.	71%	72%	1%
22) I would recommend my agency as a great place to work.	64%	64%	0%
<b>Relationships</b>			
7) My supervisor treats me with dignity and respect.	87%	86%	-1%
11) A spirit of cooperation and teamwork exists in my work group.	73%	72%	-1%
13) My agency consistently demonstrates support for a diverse workforce.	75%	74%	-1%
17) People are treated fairly in my work group.	73%	71%	-2%
19) At my workplace, I feel valued for who I am as a person.	66%	66%	0%
<b>Autonomy</b>			
1) I have the opportunity to give input on decisions affecting my work.	61%	62%	1%
4) I know what is expected of me at work.	87%	86%	-1%
15) I am encouraged to come up with better ways of doing things.	57%	57%	0%
23) Flexibility: the ability to adjust your scheduled hours as needed	72%	70%	-2%
24) Mobility: the ability to work remotely from a variety of locations, such as your home or alternate work sites	50%	56%	6%
<b>Mastery</b>			
2) I receive the information I need to do my job effectively.	72%	72%	0%
5) I have opportunities at work to learn and grow.	62%	64%	2%
6) I have the tools and resources I need to do my job effectively.	71%	71%	0%
8) My supervisor gives me ongoing feedback that helps me improve my performance.	68%	69%	1%
9) I receive recognition for a job well done.	56%	57%	1%
16) We use customer feedback to improve our work processes.	47%	48%	1%
18) At my job, I have the opportunity to make good use of my skills.	72%	72%	0%
<b>Purpose</b>			
3) I know how my work contributes to the goals of my agency.	81%	81%	0%
10) We are making improvements to make things better for our customers.	66%	66%	0%
12) I know how my agency measures its success.	55%	56%	1%
14) I receive clear information about changes being made within the agency.	49%	50%	1%
<b>Rotating Question</b>			
20) My supervisor trusts me to make decisions or recommendations that affect my work.	n/a	78%	n/a

Questions 1-22: Positive Responses = the percent of respondents who answered the question either "4 - Usually" or "5 - Almost Always or Always"

Questions 23-24: Positive Responses = the percent of respondents who answered the question either "4 - Satisfied" or "5 - Very Satisfied"