

# 2023 EMPLOYEE ENGAGEMENT SURVEY

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ENTERPRISE RESULTS

OFFICE OF FINANCIAL MANAGEMENT – STATE HUMAN RESOURCES



# Agenda

OVERVIEW THE SURVEY

RESULTS

DASHBOARDS

NEXT STEPS

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# Overview of the survey

2023 – New model of engagement

11 – Engagement Dimensions

Each dimension represents 1 - 4 questions on the survey.

26 Likert Questions

- 5-point scale, Strongly Disagree – Strongly Agree

11 Demographic Questions

- Required a selection for agency/institution

68% Response rate

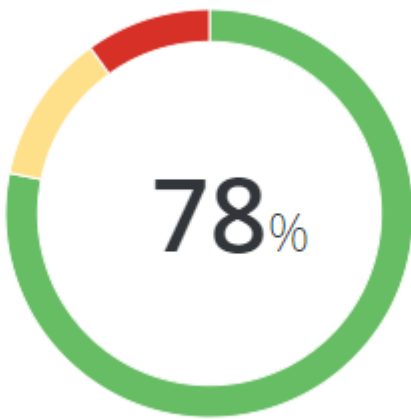




# Survey Results: Top Scoring

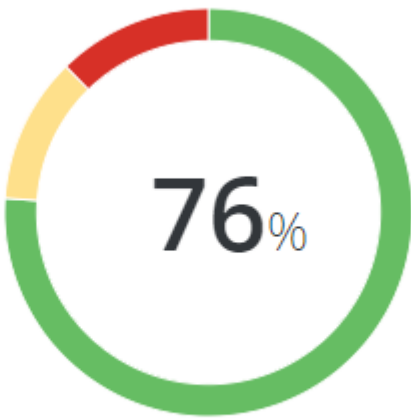
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Manager Effectiveness Index



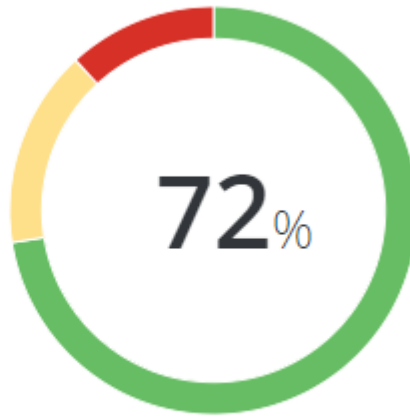
2023 State of Washington Overall 78%    USA Avg. 78%

Work-Life Balance Index



2023 State of Washington Overall 76%    USA Avg. 76%

Equip Factors

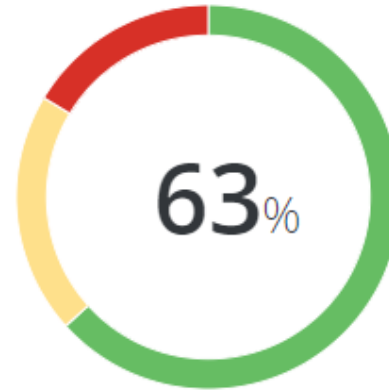


2023 State of Washington Overall 72%    USA Avg. 78%

# Survey Results: Low Scoring

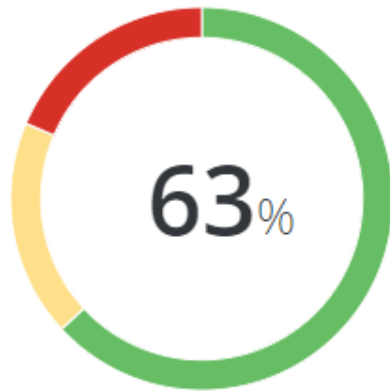
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Engagement Index



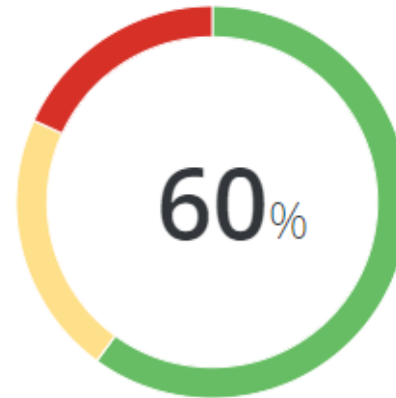
2023 State of Washington Overall 63% USA Avg. 74%

Recognition Index



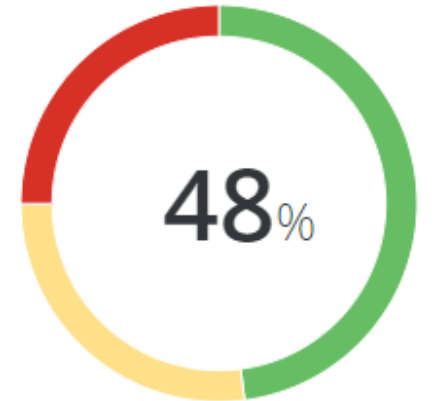
2023 State of Washington Overall 63% USA Avg. 69%

Growth & Development Index



2023 State of Washington Overall 60% USA Avg. 67%

Change Management Index



2023 State of Washington Overall 48% USA Avg. 63%

# Dashboards

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## Qualtrics











- Agency Contacts have been access
  - Enterprise Results
  - Agency Specific Results

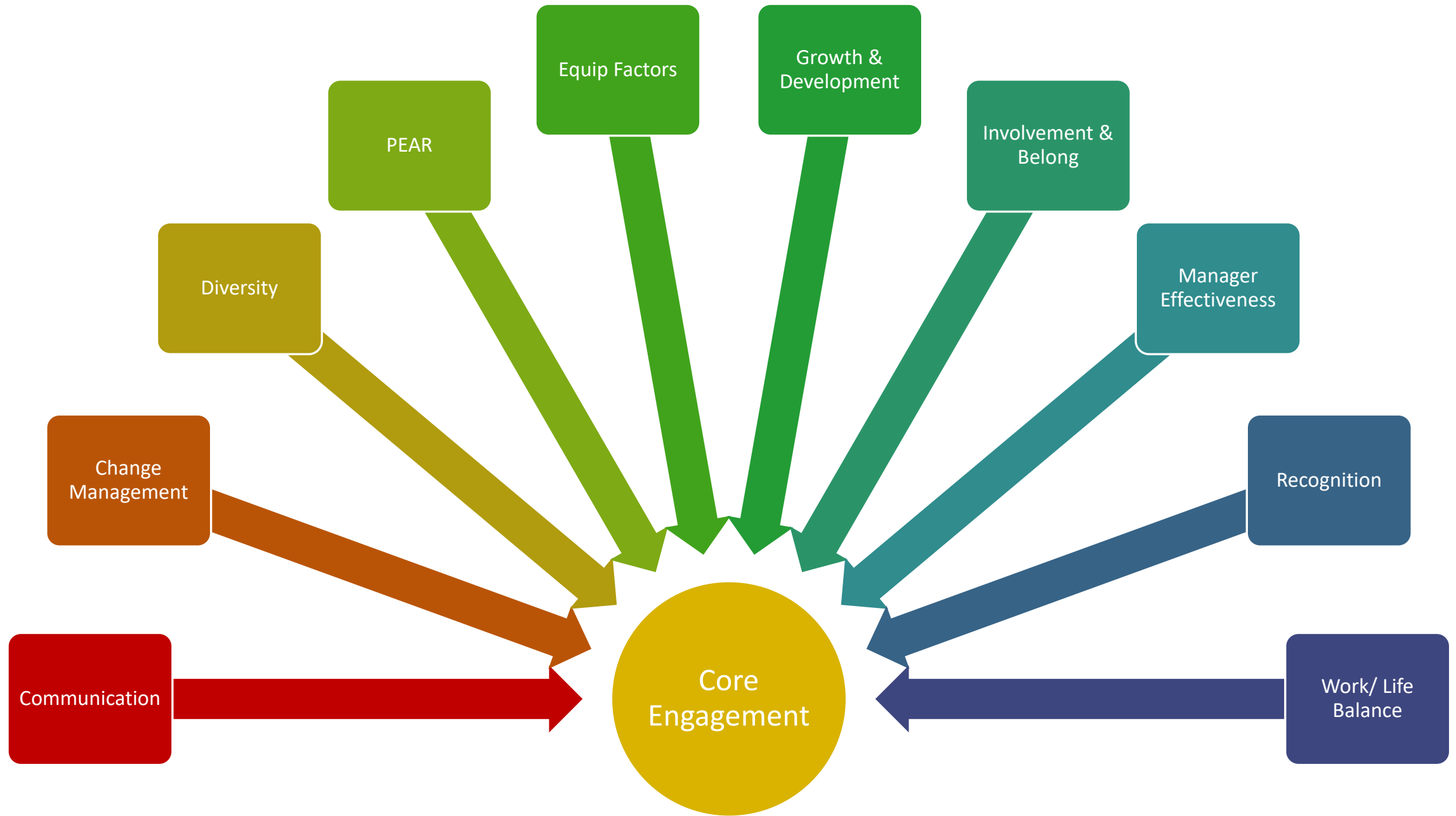
## Dashboards Include:

- Overall Results
- Comparison columns
- Areas of focus:
  - Engagement Correlations
- Heatmaps
  - Agency comparisons
  - Equity comparisons

# Areas of Focus: Engagement Correlations

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Impact	Name	Responses	Distribution	2023 State of Washington Overall			
	I feel as if I belong at my agency/institution.	50213	 <table><tr><td>66%</td><td>21%</td><td>13%</td></tr></table>	66%	21%	13%	66%
66%	21%	13%					
	I feel valued as an employee at my agency/institution.	50574	 <table><tr><td>63%</td><td>18%</td><td>19%</td></tr></table>	63%	18%	19%	63%
63%	18%	19%					
	I feel supported during organizational change at my agency/institution.	49407	 <table><tr><td>48%</td><td>29%</td><td>23%</td></tr></table>	48%	29%	23%	48%
48%	29%	23%					
	Senior leadership at my agency/institution demonstrate inclusion (through leadership, communications, participating in related activities, etc.).	49632	 <table><tr><td>59%</td><td>24%</td><td>17%</td></tr></table>	59%	24%	17%	59%
59%	24%	17%					
	Senior leadership at my agency/institution are genuinely committed to attracting, developing, and keeping a diverse work force.	49647	 <table><tr><td>59%</td><td>25%</td><td>16%</td></tr></table>	59%	25%	16%	59%
59%	25%	16%					





# Heatmaps

## Heat Map

Comparison:  Breakout:

	2023 State of Washi...	American Indian or ...	Another race or eth...	Asian	Black or African Am...	Hispanic or Latino	Middle Eastern or N...	Pacific Islander	Prefer not to say	White
Response Counts	50758	1272	819	2921	2172	3257	250	653	8732	30638
> Engagement	63%	65%	54%	74%	66%	69%	64%	67%	43%	68%
> Manager Effectiveness	78%	79%	73%	85%	80%	81%	76%	81%	67%	81%
> Equip Factors	72%	72%	62%	79%	78%	75%	72%	73%	60%	76%
> Change Management	48%	46%	42%	64%	55%	54%	53%	55%	30%	51%
> Communication	69%	69%	61%	78%	75%	73%	69%	73%	55%	73%
> Diversity	68%	67%	60%	77%	70%	72%	69%	72%	52%	72%
> Future Vision	69%	68%	62%	78%	71%	71%	71%	68%	53%	73%
> Growth & Development	60%	60%	48%	69%	65%	66%	59%	66%	44%	64%
> Involvement & Belonging	65%	64%	55%	75%	65%	68%	62%	68%	47%	70%
> PEAR	69%	66%	56%	75%	65%	72%	66%	70%	53%	74%
> Recognition	63%	64%	52%	74%	65%	66%	60%	65%	45%	69%
> Work/Life Balance	76%	72%	68%	83%	74%	75%	79%	73%	69%	78%

# Next Steps

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Agency action planning

Partner with DES & OOE to provide enterprise resources around:

- Belonging
- Recognition: Employees feeling valued
- Change management
- Growth and development

Post Enterprise results to OFM's public website at the end of January.

# Take Aways

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## Our Strengths:

Manager Effectiveness

Work/Life Balance

Equip Factors

## Enterprise areas of focus:

Belonging

Recognition: Employees feeling valued

Change Management

Senior Leadership Diversity Commitment

Growth & Development

# Thank you!

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