

2022 STATEWIDE EMPLOYEE ENGAGEMENT SURVEY QUESTIONNAIRE

Standard questions

- 1) I have the opportunity to give input on decisions affecting my work.
- 2) I receive helpful communication from my agency.
- 3) I find meaning in my work.
- 4) I know what is expected of me at work.
- 5) I have opportunities at work to learn and grow.
- 6) I have the tools and resources I need to do my job effectively.
- 7) My supervisor treats me with dignity and respect.
- 8) My supervisor gives me helpful feedback.
- 9) I receive recognition for a job well done.
- 10) A spirit of cooperation and teamwork exists in my work group.
- 11) I know how my agency measures its success.
- 12) My agency supports a diverse workforce.

(Example: Supporting a diverse workforce means embracing the differences of each individual's unique attributes, backgrounds, and characteristics and infusing those perspectives to influence agency decisions. (For more information about workforce diversity, see [DEI Glossary](#))

- 13) My agency helps me navigate change.
- 14) I am encouraged to come up with better ways of doing things.
- 15) At my job, I have the opportunity to make good use of my skills.
- 16) At my workplace, I feel valued for who I am as a person.
- 17) How satisfied are you with your flexibility? * *(the ability to balance work and personal life, adjust your scheduled hours as needed)*
- 18) I am satisfied with the hybrid or remote work opportunities that my agency provides. * *(the ability to work remotely from a variety of locations, such as your home or alternate work sites)*
- 19) In general, I'm satisfied with my job.
- 20) I would recommend my agency as a great place to work.
- 21) My agency encourages belonging in the workplace. *(2022 Rotating Question)*

(Example: Your well-being is considered and your ability to design and give meaning to your agency's structures and institutions is realized. More than tolerating and respecting differences, belonging requires that people are welcome with membership in your agency. For more information, see [DEI Glossary](#))

Supplemental Questions

- 22) My agency clearly communicates about safety protocols including the use of personal protective equipment (PPE) in the workplace. *(Workplace can be wherever you perform your essential duties, whether it be your home, office, or facility.)*

Pro-Equity Anti-Racism (PEAR) Culture Questions

- 23) My agency equips me to identify power differences related to bias in my workplace. ** *(Bias is the judgement or preference toward or against one group over another.)*
- 24) My agency equips me to identify power differences related to prejudice in my workplace. ** *(Prejudice is an idea or opinion that is not based on fact, logic, or actual experience.)*
- 25) My agency equips me to identify power differences related to racism in my workplace. ** *(Racism is a way of representing or describing race that creates or reproduces structures of domination based on racial categories.)*
- 26) My agency empowers me to take pro-equity antiracism (PEAR) actions in the workplace. ** *(Pro-equity refers to the proactive way of doing equity work. Anti-Racism refers to the process of actively identifying and opposing racism.)*

Standard Response Scale

Please tell us how often the given statement is true.

- 1 - Never or Almost Never
- 2 - Seldom
- 3 - Occasionally
- 4 - Usually
- 5 - Almost Always or Always

*Modern Work Environment Scale

- 1 - Very Dissatisfied
- 2 - Dissatisfied
- 3 - Neutral
- 4 - Satisfied
- 5 - Very Satisfied
- 6 - N/A - Doesn't Apply to My Position

** PEAR Culture Scale

- 1 - Never or Almost Never
- 2 - Seldom
- 3 - Occasionally
- 4 - Usually
- 5 - Almost Always or Always
- 6 - Unsure

ADA Questions

- 27)** I know the process to request Americans with Disabilities Act (ADA) reasonable accommodations from my employer. *** *(As defined by the Americans with Disabilities Act (ADA) a reasonable accommodation is a modification or adjustment to a job, the work environment, or the way things are usually done during the hiring process.)*
- 28)** As an employee living with a disability/disabilities, I would recommend my agency as a place to work to other people living with disabilities. ***

***ADA Response Scale

- 1 - Never or Almost Never
- 2 - Seldom
- 3 - Occasionally
- 4 - Usually
- 5 - Almost Always or Always
- 6 - N/A - Doesn't Apply to Me

Demographic questions

29) Which agency do you work for?

- All agencies listed

30) How many days on average do you currently telework per week?

- Less than 1 day/ ad hoc
- 1 day
- 2 days
- 3 days
- 4 days
- 100% telework
- N/A – Doesn't apply to my position
- Prefer not to say

31) How long have you worked for your current agency?

- Less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 or more years
- Prefer not to say

32) Are you a supervisor?

- Yes
- No
- Prefer not to say

33) In which county do you currently work a majority of the time?

(teleworkers select home county if you spend most of your time working from home)

- All counties listed
- Field work 100%
- Out of state
- Prefer not to say

34) What is your age?

- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say

35) What is your gender?

- Female
- Male
- Non-binary/X
- Prefer not to say

36) Are you a U.S. Veteran?

- Yes
- No
- Prefer not to say

37) Do you identify as having a disability?

- Yes
- No
- Prefer not to say

38) Do you identify as LGBTQ+?

- Yes
- No
- Prefer not to say

39) What race and/or ethnicity do you consider yourself? *(select all that apply)*

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Middle Eastern or North African
- Pacific Islander
- White
- Another race or ethnicity
- More than one race or ethnicity
- Prefer not to say