



# Employee Engagement Survey

Administered by the Office of Financial Management

#	2023 Engagement Questions	Dimension
1	I regularly receive appropriate recognition when I do a good job.	Recognition
2	I feel valued as an employee of my agency/ institution.	Recognition
3	I am appropriately involved in decisions that affect my work.	Involvement & Belonging
4	In my team, it feels safe to take social risks (such as asking questions, making mistakes, highlighting problems).	Involvement & Belonging
5	I feel as if I belong at my agency/ institution.	Involvement & Belonging
6	I receive the information and communication I need to do my job effectively.	Communication
7	I have a clear understanding of what is expected of me.	Communication
8	I would recommend my agency/ institution as a great place to work.	Engagement
9	Overall, I am satisfied with my agency/ institution as a place to work.	Engagement
10	I am proud to work for my agency/ institution.	Engagement
11	I rarely think about looking for a new job with another employer.	Engagement
12	My agency/ institution provides me with the opportunity for learning and development.	Growth & Development
13	I have opportunities for advancement in my agency/ institution.	Growth & Development
14	I have access to the resources (e.g., materials, equipment, technology, etc.) I need to do my job effectively.	Equip Factors
15	I have the training I need to do my job effectively.	Equip Factors
16	My immediate supervisor is a good leader.	Manager Effectiveness
17	My immediate supervisor creates an environment of openness and trust.	Manager Effectiveness
18	My immediate supervisor treats me with respect.	Diversity
19	Senior leadership at my agency/ institution are genuinely committed to attracting, developing, and keeping a diverse work force.	Diversity
20	Senior leadership at my agency/ institution demonstrate inclusion (through leadership, communications, participating in related activities, etc.).	Diversity
21	Senior leadership at my agency/ institution do a good job of communicating the reasons behind important changes that are made.	Change Management
22	I feel supported during organizational change at my agency/ institution.	Change Management
23	I can see a clear link between my work and my agency/ institution's vision.	Future Vision
24	I am satisfied with my telework and remote work opportunities.	Work/Life Balance
25	My agency/ institution demonstrates a commitment to pro-equity and anti-racism (through policies, practices, and actions).	PEAR
26	My agency/ institution empowers me to take pro-equity anti-racism (PEAR) actions in the workplace. (Actions include, but are not limited to: Conversations about racism, privilege, ableism, oppression, and historical trauma. Honoring everyone's values, beliefs, principles, and lived experiences. Participating in continuous learning and training about anti-racism, inclusion, cultural humility, oppression, and equity.)	PEAR

## Engagement Response Scale

1. Strongly Disagree 2. Disagree 3. Neither Agree nor Disagree 4. Agree 5. Strongly Agree

#	Demographics Questions	Answer Options
27	Which agency/ institution do you work for?	All agencies and institutions listed
28	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
29	How long have you worked for your current agency/ institution?	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
30	Are you a supervisor?	Yes No Prefer not to say
31	In which county do you work a majority of the time? (Teleworkers select the county your home is located in, if you spend most of your time working from home)	All counties listed Out of state Prefer not to say
32	What is your age?	Under 18 18-24 25-34 35-44 45-54 55-64 65+ Prefer not to say
33	What is your gender identity?	Female Male Non-binary/X Prefer not to say
34	Do you identify as LGBTQ+?	Yes No Prefer not to say
35	What race and/or ethnicity do you consider yourself? (If you identify as more than one race and/or ethnicity, please 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 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? (You may identify as having a disability if you have an actual, perceived, or non-apparent physical, sensory, mental, or cognitive condition that impacts your ability to carry out day-to-day life functions.)	Yes No Prefer not to say