

2024 Employee Engagement Survey Questions

#	Dimension	Text	Note	Response 1	Response 2	Response 3	Response 4	Response 5	Response 6	Response 7
1	Recognition	I regularly receive appropriate recognition when I do a good job.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
2	Recognition	I feel valued as an employee of my agency/ institution.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
3	Involvement & Belonging	I am appropriately involved in decisions that affect my work.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
4	Involvement & Belonging	In my team, it feels safe to take social risks (such as asking questions, making mistakes, highlighting problems).		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
5	Involvement & Belonging	I feel as if I belong at my agency/ institution.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
6	Involvement & Belonging	My job makes good use of my skills and abilities.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
7	Communication	I receive the information and communication I need to do my job effectively.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
8	Communication	I have a clear understanding of what is expected of me.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
9	Engagement	I would recommend my agency/ institution as a great place to work.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
10	Engagement	Overall, I am satisfied with my agency/ institution as a place to work.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
11	Engagement	I am proud to work for my agency/ institution.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
12	Growth & Development	My agency/ institution provides me with the opportunity for learning and development.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
13	Growth & Development	I have opportunities for advancement in my agency/ institution.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
14	Equip Factors	I have access to the resources (e.g., materials, equipment, technology, etc.) I need to do my job effectively.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
15	Equip Factors	I have the training I need to do my job effectively.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
16	Manager Effectiveness	My immediate supervisor is a good leader.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
17	Manager Effectiveness	My immediate supervisor creates an environment of openness and trust.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
18	Diversity	My immediate supervisor treats me with respect.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
19	Diversity	Senior leadership at my agency/ institution are genuinely committed to attracting, developing, and keeping a diverse work force.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		

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20	Diversity	Senior leadership at my agency/ institution demonstrate inclusion (through leadership, communications, participating in related activities, etc.).		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
21	Change Management	Senior leadership at my agency/ institution do a good job of communicating the reasons behind important changes that are made.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
22	Change Management	I feel supported during organizational change at my agency/ institution.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
23	Future Vision	I can see a clear link between my work and my agency/ institution's vision.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
24	Work/Life Balance	I am satisfied with my telework and remote work opportunities.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
25	Work/Life Balance	I can manage my job responsibilities in a way that enables healthy work-life balance.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
26	PEAR	My agency/ institution demonstrates a commitment to pro-equity and anti-racism (through policies, practices, and actions).		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
27	PEAR	My agency/ institution empowers me to take pro-equity anti-racism (PEAR) actions in the workplace.		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree		
28	Intent to Stay	I intend to keep working at my agency/institution for...		Less than 30 days	6 months or less	Over 6 months, up to 1 year	Over 1 year, up to 3 years	Over 3 years, up to 5 years	Over 5 years	
29	Equip Follow-Up	Which of the following resources would most improve your work experience?	If unfavorable response on 14	Additional office supplies	Better safety equipment	Improved technology	Improved ergonomics	More support for home office	Additional staff	Other equipment needs

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30	Engagement Follow-Up	Which of the following would most improve your satisfaction with your job? (Select up to three)								
		<i>Response Options:</i> Better relationship with my supervisor/manager.								
		Better relationship with my coworkers.								
		Better equipment to do my job.								
		More feedback about my job performance.								
		More clarity around job expectations.								
		More career advancement opportunities at my agency.								
		More career advancement opportunities at other agencies within WA state government.								
		More or better collaboration within and across agencies, divisions, teams, etc.								
		More flexibility about my work schedule.								
		More freedom to do my work/autonomy.								
		More manageable workload.								
		More meaningful work.								
		More or better communication from my leadership team.								
		More or better training on skills/topics relevant to my role.								
		More professional development opportunities.								
		More resources to do my job (staff, budget, materials, etc.).								
		More respectful workplace.								
		Nothing - I'm fully satisfied with my job								
31	Demographic	Which agency/institution do you work for?		Drop-Down List						
32	Demographic	How many days on average do you currently telework per week?		100% telework	4 days	3 days	2 days	1 day/ad hoc	N/A - Does not apply to my position	
33	Demographic	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	
34	Demographic	Do you directly interface with the public as part of your job?		Yes	No	Prefer not to say				
35	Demographic	Do you have employees that report to you?		Yes	No	Prefer not to say				
36	Demographic	In which county do you work a majority of the time?		Drop-Down List						
37	Demographic	What is your age?		Under 18	18-24	25-34	35-44	45-54	55-64	65+
38	Demographic	What is your gender identity?		Female	Male	Non-binary/ X		Prefer not to say		
39	Demographic	Do you identify as LGBTQ+?		Yes	No	Prefer not to say				
40	Demographic	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	Native Hawaiian or Pacific Islander	White
41	Demographic	Are you a U.S. Veteran?		Yes	No	Prefer not to say				
42	Demographic	Do you identify as having a disability?		Yes	No	Prefer not to say				