

# 2021 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) How satisfied are you with your mobility?\* *(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 inclusion in the workplace. *(2021 Rotating Question)*

*(Example: Inclusion is ensuring that opportunities and pathways are designed to be participatory and accessible for all. Inclusion is an intentional practice that refers to how groups show that people are valued as respected members of the group, team, organization, or community. (For more information about inclusion, see [DEI Glossary](#))*

### Reopening the Workplace Supplemental Questions

*(Example: Reopening the workplace includes coming back to the office, loosening of workplace restrictions, health & safety requirements, and/or general changes to the workplace as a result of transitioning out of emergency telework status.)*

- 22) My agency listens to my needs for reopening the workplace.
- 23) My agency clearly communicates the reasons for decisions it makes with reopening the workplace.
- 24) In my current work environment, I am satisfied with my ability to develop and maintain relationships with coworkers.
- 25) Overall, I am satisfied with how my agency is responding to staff needs during the pandemic.

Demographic questions on next page

#### 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
- N/A – Doesn't apply to my position

## Demographic questions

- 26)** Which agency do you work for?
- All agencies listed
- 27)** 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
- 28)** 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
- 29)** Are you a supervisor?
- Yes
  - No
  - Prefer not to say
- 30)** 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
- 31)** What is your age?
- Under 18
  - 18-24
  - 25-34
  - 35-44
  - 45-54
  - 55-64
  - 65+
  - Prefer not to say
- 32)** What is your gender?
- Female
  - Male
  - Non-binary/X
  - Prefer not to say
- 33)** Are you a U.S. Veteran?
- Yes
  - No
  - Prefer not to say
- 34)** Do you identify as having a disability?
- Yes
  - No
  - Prefer not to say
- 35)** Do you identify as LGBTQ+?
- Yes
  - No
  - Prefer not to say
- 36)** 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
  - Prefer not to say