

## **Welcome**

Welcome to the 2025 State Employee Engagement Survey!

This survey is administered by the Office of Financial Management - State Human Resources Division (OFM-SHR). There are 30 employee engagement questions and 13 demographic questions on the survey. Your agency may also have additional survey questions for you. The survey should take less than 10 minutes of your time to complete.

This survey is voluntary, and you may exit the survey at any time or choose not to answer a question. This survey is anonymous and will only collect information provided by you. Your race and ethnicity, sexual orientation, gender identity, and status as a person with a disability are protected from public disclosure by RCW 42.56.250.

All survey responses go to OFM-SHR. Agencies with 10 or more responses will receive an interactive dashboard with their

summarized demographic data. Individual level demographic data is not provided to agencies. For more information on how this data is used and shared, please visit the OFM SHR Data Protection webpage.

### **Recognition | Involvement & Belonging**

I regularly receive appropriate recognition when I do a good job.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

I feel valued as an employee at my agency/institution.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

I am appropriately involved in decisions that affect my work.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

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
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

I feel as if I belong at my agency/institution.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

My job makes good use of my skills and abilities.

Strongly Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

## Communication | Engagement

I receive the information and communication I need to do my job effectively.

Strongly Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I have a clear understanding of what is expected of me.

Strongly Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I would recommend my agency/institution as a great place to work.

Strongly Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

Overall, I am satisfied with my agency/institution as a place to work.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I am proud to work for my agency/institution.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My agency/institution provides me with the opportunity for learning and development.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Growth & Development | Equip Factors**

I have opportunities for advancement in my agency/institution.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

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
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

I have the training I need to do my job effectively.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Manager Effectiveness | Diversity

**My immediate supervisor** is a good leader.

Strongly Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

**My immediate supervisor** creates an environment of openness and trust.

Strongly Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

**My immediate supervisor** treats me with respect.

Strongly Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

**Senior leadership** at my agency/institution are genuinely committed to attracting, developing, and keeping a diverse workforce.

Strongly Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

**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

                      

**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

                      

**Change Management | Future Vision | Work/Life Balance**

I feel supported during organizational change at my agency/institution.

Strongly Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

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

I am satisfied with my telework and remote work opportunities.

Strongly  
Disagree

Disagree

Neither Agree  
nor Disagree

Agree

Strongly Agree

N/A – Doesn't  
apply to my  
position

## **IMPACT, Stay, Equip Follow, Engage Follow**

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

I am encouraged to look for things that make it hard for **those my agency serves** to use my agency/institution's programs or services.

Strongly Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I am encouraged to find and suggest ways to make it easier for **those my agency serves** to use my agency/institution's programs or services.

Strongly Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

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

Which of the following resources would most improve your work experience?

- Additional office supplies
- Better safety equipment
- Improved technology
- Improved ergonomics
- More support for home office
- Additional staff
- Other equipment needs

Which of the following would most improve your satisfaction with your job? (Select up to three)

- 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

## Demographics | Organizational & Age

### Demographic Questions

The following section includes voluntary demographic questions. The survey is anonymous, and any individually identifiable responses regarding race and ethnicity, sexual orientation, gender identity, and disability status are protected from public disclosure under RCW 42.56.250.

We take extensive measures to maintain anonymity and safeguard your identity. However, please be aware that recent technological advancements may increase the risk of re-identification based on certain unprotected demographic attributes, such as agency, age range, county, public interaction, supervisor status, telework status, veteran status, and years of service.

If you're ever unsure or uncomfortable answering a particular question, you may always select “**Prefer not to say.**”

If you are invited to provide written comments, please note that comments are subject to public disclosure. **Please do not include any personally identifying information** for either yourself or others.

Thank you for your participation and trust.

Which agency/institution do you work for?

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

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

Do you directly interface with the public as part of your job?

- Yes
- No
- Prefer not to say

Do you have employees that report to you?

- Yes
- No
- Prefer not to say

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

**(If you are a teleworker and spend most of your time working from home, please select the county in which your home is located)**

What is your age?

- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64

- 65+
- Prefer not to say

## **Demographics | Protected (Gender, LGBTQ, Disability, Race) & Vet | BRG**

What is your gender identity?

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

Do you identify as LGBTQ+?

- Yes
- No
- Prefer not to say

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

Are you a U.S. Veteran?

- Yes
- No
- Prefer not to say

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 activities.)**

- Yes
- No
- Prefer not to say

In the last 12 months, have you participated in any Business Resource Group (BRG), meetings or events?

- Yes
- No
- Prefer not to say

Which BRG did you participate in? (Select all that apply)

- Blacks United in Leadership and Diversity (BUILD)
- Disability Inclusion Network (DIN)

- Hawaiians, Asians, and Pacific Islanders Promoting an Empowerment Network (HAPPEN)
- Latino Leadership Network (LLN)
- Rainbow Alliance and Inclusion Network (RAIN)
- Supporting our Voices, Empowering Rights and Indigenous Governance (SOVEREIGN)
- Veterans Employee Resource Group (VERG)
- Washington Immigrant Network (WIN)