

2021 Employee Engagement Survey - High-Level Results

Department of Transportation				
#	Question	2020 Percent Positive (WSDOT)	2021 Percent Positive (WSDOT)	2021 Enterprise Percent Positive (all agencies)
Standard Questions				
1	I have the opportunity to give input on decisions affecting my work.	70%	64%	60%
2	I receive helpful communication from my agency.	73%	63%	61%
3	I find meaning in my work.	80%	73%	76%
4	I know what is expected of me at work.	89%	85%	84%
5	I have opportunities at work to learn and grow.	67%	64%	63%
6	I have the tools and resources I need to do my job effectively.	79%	73%	71%
7	My supervisor treats me with dignity and respect.	90%	88%	88%
8	My supervisor gives me helpful feedback.	74%	70%	76%
9	I receive recognition for a job well done.	59%	56%	60%
10	A spirit of cooperation and teamwork exists in my work group.	77%	72%	73%
11	I know how my agency measures its success.	61%	51%	53%
12	My agency supports a diverse workforce.	82%	75%	74%
13	My agency helps me navigate change.	66%	57%	54%
14	I am encouraged to come up with better ways of doing things.	64%	56%	56%
15	At my job, I have the opportunity to make good use of my skills.	78%	73%	71%
16	At my workplace, I feel valued for who I am as a person.	71%	64%	63%
17	How satisfied are you with your flexibility?	84%	78%	74%
18	How satisfied are you with your mobility?	79%	77%	74%
19	In general, I'm satisfied with my job.	80%	72%	69%
20	I would recommend my agency as a great place to work.	74%	64%	61%
2021 Rotating Question				
21	My agency encourages inclusion in the workplace.	--	68%	68%

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Reopening the Workplace Questions				
22	My agency listens to my needs for reopening the workplace.	--	54%	54%
23	My agency clearly communicates the reasons for decisions it makes with reopening the workplace.	--	62%	57%
24	In my current work environment, I am satisfied with my ability to develop and maintain relationships with coworkers.	--	67%	70%
25	Overall, I am satisfied with how my agency is responding to staff needs during the pandemic.	--	61%	61%
WSDOT Specific Questions		2020	2021	
1	I am comfortable seeking perspectives from people who are different from me.	93%	92%	--
2	I am expected to come up with solutions that incorporate input I have received from customers.	66%	60%	--
3	I understand our strategic plan goals of Inclusion, Workforce Development and Practical Solutions.	77%	70%	--
4	People I work with treat others with dignity and respect.	87%	85%	--
5	I take initiative to incorporate other's opinions into my work.	90%	88%	--
6	My thoughts and opinions matter at work.	69%	62%	--