## 2019 Washington State Employee Engagement Survey: Interpreting Your Results

Five custom reports are available for the Employee Engagement survey results. As you review the reports, here are things to know about the data.

*Report 1: Agency Survey Results (OFM generated)*

*Report 2: Primary Location Only (Region/Division) Survey Results (OFM generated)*

*Report 3: Primary/Secondary Location Results – Enterprise + Agency Survey Questions*

*Report 4: Primary/Secondary Location Results – Questions Grouped by Major Category*

*Report 5: Primary/Secondary Location Results – Results WA Categories*

* **General Survey:** The survey consists of 24 enterprise questions and 8 agency-specific questions (2 geographic questions; 6 agency strategic plan questions)
* **General Survey:** The survey measures employee satisfaction with several components of the work environment, and are grouped into categories based on the scope of the question. The survey also includes two questions that more closely approximate “outcomes of engagement,” namely, general job satisfaction and employees’ likelihood of recommending their agency as a great place to work. The survey also includes several demographic questions (geography, supervisor status, tenure with state, tenure with agency) to allow for group comparisons. Employees may skip questions as they take the survey, and response rates to individual questions may vary.
* **Geographic Questions** (where do you work?): employees sometimes do not identify with the organization they are assigned to. For example, place-based HQ staff may have identified with the region they work at, rather than the org their position number is assigned to. Some employees did not answer the geographic questions, or answered the primary location only, and not the secondary location question. Consultants working with, but not for the agency, may have also taken the survey. All of these factors may contribute to an increased percentage of completion.
* **Secondary Location:** If there were fewer than 10 responses selected to a Secondary location, the results were rolled up to the Primary Location. Some employees selected a Primary location only; some selected the Agency only. For secondary location reports, this may affect percentages.
* **Response Rates:** calculated on headcount as of 10/1/19, consistent with OFM.
* **Report #1:** Agency survey results (OFM generated report)
* **Report #2:** Survey results shown for Primary location (OFM template report). Format and tabs are the same as agency survey results, but for the Primary location only.
* **Report #3- All Survey Questions, Primary & Secondary**: new report showing percent positive scores for all enterprise and agency questions for the primary and secondary level.
* **Report #4 - Questions Grouped by Major Category, Primary & Secondary:** new report categorizing survey questions into nine categories, and includes information for both the primary and secondary locations.
* **Report #5 – Results WA Categories, Primary & Secondary:** new report categorizing survey questions into Results WA categories, and includes information for both the primary and secondary locations.
* **Demographic Pilot Survey:** OFM staff only are analyzing these results, and compiled results and reports will be shared with agencies after February 10th.