

2022 Employee Engagement Survey- Results Summary

This year, WSDOT experienced a rebound in positive responses to most survey questions. Survey participation remained the same – a little over half the agency responded. Several new questions were added this year, including questions on the American with Disabilities Act (ADA), safety protocols and use of PPE, pro-equity, and anti-racism.

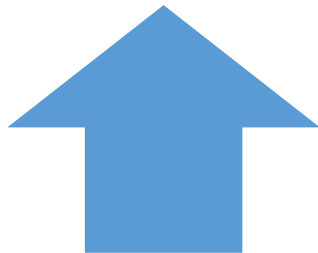
Agency Response Rate: 54% (same as last year)

Enterprise response rate (all agencies): 66%

Participation Rate					
Agency	2018	2019	2020	2021	2022
Transportation, Department of	70%	72%	68%	54%	54%

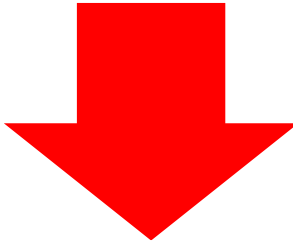
Highest/Lowest Scores (enterprise questions, agency-wide)

This year, WSDOT experienced a rebound in positive responses to most enterprise and agency specific questions.



Highest Scores (percent positive)

- 90%- My supervisor treats me with dignity and respect. (+2%*)
- 87%- I know what is expected of me at work. (+2%)
- 87%- My agency clearly communicates about safety protocols including the use of PPE in the workplace. (new question)
- 81%- Satisfaction with flexibility options. (+3%)

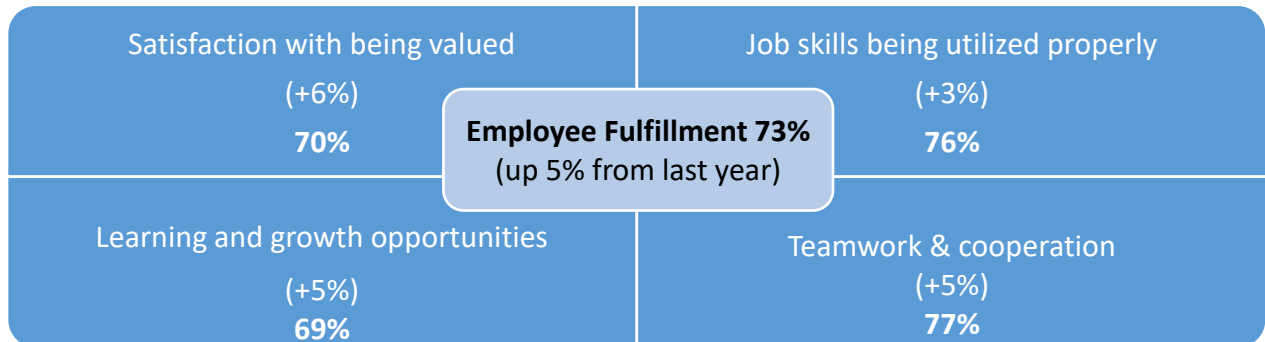


Lowest Scores (percent positive)

- 61%- My agency helps me navigate change. (+4%)
- 61%- I receive recognition for a job well done. (+5%)
- 61%- I am encouraged to come up with better ways of doing things. (+5%)
- 55%- I know how my agency measures success. (+4%)

**Indicates percent change from same question in 2021 survey*

Indicators of Employee Fulfillment and the overall health of each work unit is a combination of four questions (agency level results and average shown):



Agency Specific Questions: connected to strategic plan goals and initiatives

With updates to the strategic plan and evolution of Practical Solutions to Resilience, we sunset the question, “I am expected to come up with solutions that incorporate input I have received from customers” which was utilized as a measurement for Practical Solutions.

WSDOT Specific Questions		2021	2022
1	I am comfortable seeking perspectives from people who are different from me.	92%	91%
2	I understand our strategic plan goals of Inclusion, Workforce Development and Resilience.	70%	76%
3	People I work with treat others with dignity and respect.	85%	85%
4	I take initiative to incorporate other's opinions into my work.	88%	89%
5	My thoughts and opinions matter at work.	62%	69%

Questions to ask while you review results:

- Have your results changed much over time?
- Have the processes, organization, and environmental changes you know about impacted the results?
- How does your region/division compare statewide?
- Which results are of particular importance for the performance of the agency?
- What do employees indicate as a top priority?