**2019 Employee Engagement Survey - Results Summary**

**Agency Response Rate: 72% (up 2% from last year)**

**Highest/Lowest Scores**

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

**Employer of Choice Index Score: 69% (up 2% from last year)**

* Combination of several questions in the areas of Job Satisfaction, Employee Engagement, Respect and Feedback, and Customer Value

**Modern Work Environment Index Score: 67% (up 5% from last year)**

* Combination of questions in the areas of Flexibility and Mobility

**New Report this Year: Groupings of Questions by Major Category**

**Three primary opportunities at the agency and local level exist for improvement:**

* Agency: I have opportunities to learn and grow (Q 5, 65%)
* Local: My supervisor gives me ongoing feedback that helps me improve my performance (Q 8, 64%)
* Local: I receive recognition for a job well done (Q 9, 54%)

**Demographics Pilot**

* Reports and analysis coming from OFM; report distribution around February 10th
* 52% agency response rate

**Timeline**

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| --- | --- |
| **February** | Distribute results, HR partnership, action planning |
| **June** | Action planning update  |
| **September** | Share accomplishments; gear up for 2020 engagement survey |