

## 2022 Employee Engagement Survey - High-Level Results

Department of Transportation				
#	Question	2021 Percent Positive (WSDOT)	2022 Percent Positive (WSDOT)	2022 Enterprise Percent Positive (all agencies)
<b>Standard Questions</b>				
1	I have the opportunity to give input on decisions affecting my work.	64%	69%	64%
2	I receive helpful communication from my agency.	63%	67%	62%
3	I find meaning in my work.	73%	79%	79%
4	I know what is expected of me at work.	85%	87%	86%
5	I have opportunities at work to learn and grow.	64%	69%	67%
6	I have the tools and resources I need to do my job effectively.	73%	76%	73%
7	My supervisor treats me with dignity and respect.	88%	90%	90%
8	My supervisor gives me helpful feedback.	70%	75%	77%
9	I receive recognition for a job well done.	56%	61%	62%
10	A spirit of cooperation and teamwork exists in my work group.	72%	77%	77%
11	I know how my agency measures its success.	51%	55%	55%
12	My agency supports a diverse workforce.	75%	80%	77%
13	My agency helps me navigate change.	57%	61%	56%
14	I am encouraged to come up with better ways of doing things.	56%	61%	59%
15	At my job, I have the opportunity to make good use of my skills.	73%	76%	75%
16	At my workplace, I feel valued for who I am as a person.	64%	70%	68%
17	Satisfaction with flexibility options.	78%	81%	77%
18	Satisfaction with mobility options.	77%	80%	77%
19	In general, I'm satisfied with my job.	72%	78%	74%
20	I would recommend my agency as a great place to work.	64%	72%	65%

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Supplemental & Rotating Questions		2021 Percent Positive (WSDOT)	2022 Percent Positive (WSDOT)	2022 Enterprise Percent Positive (all agencies)
21	My agency encourages belonging in the workplace.	--	68%	65%
22	My agency clearly communications about safety protocols including the use of PPE in the workplace.	--	87%	75%
Pro-Equity Anti-Racism (PEAR)				
23	My agency equips me to identify power differences related to racism in my workplace.	--	71%	66%
24	My agency equips me to identify power differences related to prejudice in my workplace.	--	68%	63%
25	My agency equips me to identify power differences related to bias in my workplace.	--	67%	62%
26	My agency empowers me to take pro-equity antiracism (PEAR) actions in the workplace.	--	70%	66%
Americans with Disabilities Act Questions				
27	I know the process to request ADA reasonable accommodations from my employer.	--	71%	64%
28	As an employee living with a disability/disabilities, I would recommend my agency as a place to work to other people living with disabilities.		62%	58%
WSDOT Specific Questions				
1	I am comfortable seeking perspectives from people who are different from me.	92%	91%	--
2	I am expected to come up with solutions that incorporate input I have received from customers.	60%	--	--
3	I understand our strategic plan goals of Inclusion, Workforce Development and Resilience.	70%	76%	--
4	People I work with treat others with dignity and respect.	85%	85%	--
5	I take initiative to incorporate other's opinions into my work.	88%	89%	--
6	My thoughts and opinions matter at work.	62%	69%	--