

2023 Employee Engagement Survey - High-Level Results

Archaeology and Historic Preservation, Department of			
#	Dimensions & Questions	Percent Positive	Average Score
Recognition		46%	
1	I regularly receive appropriate recognition when I do a good job.	46%	3.0
2	I feel valued as an employee of my agency/ institution.	46%	3.2
Involvement & Belonging		53%	
3	I am appropriately involved in decisions that affect my work.	54%	3.4
4	In my team, it feels safe to take social risks (such as asking questions, making mistakes, highlighting problems).	50%	3.3
5	I feel as if I belong at my agency/ institution.	54%	3.3
Communication		60%	
6	I receive the information and communication I need to do my job effectively.	58%	3.3
7	I have a clear understanding of what is expected of me.	63%	3.6
Engagement		50%	
8	I would recommend my agency/ institution as a great place to work.	46%	3.2
9	Overall, I am satisfied with my agency/ institution as a place to work.	46%	3.1
10	I am proud to work for my agency/ institution.	67%	3.7
11	I rarely think about looking for a new job with another employer.	42%	2.8
Growth & Development		56%	
12	My agency/ institution provides me with the opportunity for learning and development.	83%	3.9
13	I have opportunities for advancement in my agency/ institution.	29%	2.7
Equip Factors		58%	
14	I have access to the resources (e.g., materials, equipment, technology, etc.) I need to do my job effectively.	54%	3.3
15	I have the training I need to do my job effectively.	63%	3.6
Manager Effectiveness		77%	
16	My immediate supervisor is a good leader.	79%	4.1
17	My immediate supervisor creates an environment of openness and trust.	75%	4.0
Diversity		57%	
18	My immediate supervisor treats me with respect.	83%	4.3

2023 Employee Engagement Survey - High-Level Results

19	Senior leadership at my agency/ institution are genuinely committed to attracting, developing, and keeping a diverse work force.	50%	3.2
20	Senior leadership at my agency/ institution demonstrate inclusion (through leadership, communications, participating in related activities, etc.).	38%	3.0
Change Management		34%	
21	Senior leadership at my agency/ institution do a good job of communicating the reasons behind important changes that are made.	36%	2.8
22	I feel supported during organizational change at my agency/ institution.	32%	3.0
Future Vision		64%	
23	I can see a clear link between my work and my agency/ institution's vision.	64%	3.6
Work/Life Balance		88%	
24	I am satisfied with my telework and remote work opportunities.	88%	4.2
PEAR		66%	
25	My agency/ institution demonstrates a commitment to pro-equity and anti-racism (through policies, practices, and actions).	64%	3.7
26	My agency/ institution empowers me to take pro-equity anti-racism (PEAR) actions in the workplace.	68%	3.7

Total Number of Responses

25