

DPU Employee Engagement Survey 2020 | Overall

Percentile range in Gallup Database ■ < 33 | ■ 33-66 | ■ > 66

*Item data not shown if sample size is less than 4. Workgroup data not shown to protect confidentiality.

ENGAGEMENT INDEX

■ Engaged

Past



Current



Percent Engaged available when N ≥ 30.
All categories available when N ≥ 100.

PAST



CURRENT



	Past Score (Respondents)	Change	Current Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?	3.86 (69)	▲	4.21 (73)	83
Q01 Know What's Expected I know what is expected of me at work.	4.59 (71)	▲	4.63 (73)	94
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.	4.32 (71)	▲	4.41 (73)	93
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.20 (71)	▲	4.35 (72)	90
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.	3.42 (69)	▲	3.77 (71)	79
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.	3.96 (71)	▲	4.30 (73)	70
Q06 Development There is someone at work who encourages my development.	4.07 (71)	▼	4.01 (72)	70
Q07 Opinions Count At work, my opinions seem to count.	3.68 (71)	▲	4.01 (73)	86
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.04 (70)	▲	4.19 (72)	72
Q09 Committed to Quality My coworkers are committed to doing quality work.	3.89 (71)	▲	3.99 (73)	38
Q10 Best Friend I have a best friend at work.	2.71 (62)	▲	3.05 (64)	15
Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.10 (70)	▲	4.33 (73)	92
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.00 (71)	▲	4.22 (72)	81

DPU Employee Engagement Survey 2020 | DIVISION

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OVERALL



ELECTRIC PRODUCTION



		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?		4.21 (73)	4.27 (11)	88
Q01 Know What's Expected I know what is expected of me at work.		4.63 (73)	4.64 (11)	95
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.		4.41 (73)	4.45 (11)	95
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.		4.35 (72)	4.27 (11)	84
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.		3.77 (71)	3.00 (10)	8
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.		4.30 (73)	4.73 (11)	99
Q06 Development There is someone at work who encourages my development.		4.01 (72)	4.27 (11)	93
Q07 Opinions Count At work, my opinions seem to count.		4.01 (73)	4.09 (11)	90
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.		4.19 (72)	4.30 (10)	83
Q09 Committed to Quality My coworkers are committed to doing quality work.		3.99 (73)	4.18 (11)	67
Q10 Best Friend I have a best friend at work.		3.05 (64)	2.89 (9)	5
Q11 Progress In the last six months, someone at work has talked to me about my progress.		4.33 (73)	4.73 (11)	99
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.		4.22 (72)	4.36 (11)	92

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OVERALL



ELECTRIC DISTRIBUTION



		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?		4.21 (73)	4.00 (8)	59
Q01 Know What's Expected I know what is expected of me at work.		4.63 (73)	4.63 (8)	94
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.		4.41 (73)	4.25 (8)	80
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.		4.35 (72)	4.00 (8)	49
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.		3.77 (71)	3.00 (8)	8
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.		4.30 (73)	4.00 (8)	28
Q06 Development There is someone at work who encourages my development.		4.01 (72)	3.75 (8)	37
Q07 Opinions Count At work, my opinions seem to count.		4.01 (73)	3.75 (8)	55
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.		4.19 (72)	4.00 (8)	48
Q09 Committed to Quality My coworkers are committed to doing quality work.		3.99 (73)	4.00 (8)	40
Q10 Best Friend I have a best friend at work.		3.05 (64)	2.57 (7)	1
Q11 Progress In the last six months, someone at work has talked to me about my progress.		4.33 (73)	4.25 (8)	88
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.		4.22 (72)	3.50 (8)	7

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OVERALL



WATER PRODUCTION



	Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	3.83 (6)	36
Q01 Know What's Expected I know what is expected of me at work.	4.63 (73)	4.83 (6)	99
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.00 (6)	45
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.17 (6)	71
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	4.17 (6)	97
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	3.83 (6)	14
Q06 Development There is someone at work who encourages my development.	4.01 (72)	2.83 (6)	1
Q07 Opinions Count At work, my opinions seem to count.	4.01 (73)	4.00 (6)	85
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	3.67 (6)	14
Q09 Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.00 (6)	40
Q10 Best Friend I have a best friend at work.	3.05 (64)	2.83 (6)	4
Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	3.67 (6)	37
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	3.00 (6)	1

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OVERALL



WASTEWATER



		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?		4.21 (73)	4.70 (10)	99
Q01 Know What's Expected I know what is expected of me at work.		4.63 (73)	5.00 (10)	99
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.		4.41 (73)	4.70 (10)	99
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.		4.35 (72)	4.80 (10)	99
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.		3.77 (71)	4.20 (10)	97
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.		4.30 (73)	4.70 (10)	99
Q06 Development There is someone at work who encourages my development.		4.01 (72)	4.50 (10)	99
Q07 Opinions Count At work, my opinions seem to count.		4.01 (73)	4.50 (10)	99
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.		4.19 (72)	4.60 (10)	98
Q09 Committed to Quality My coworkers are committed to doing quality work.		3.99 (73)	4.20 (10)	70
Q10 Best Friend I have a best friend at work.		3.05 (64)	3.22 (9)	30
Q11 Progress In the last six months, someone at work has talked to me about my progress.		4.33 (73)	4.80 (10)	99
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.		4.22 (72)	4.80 (10)	99

DPU Employee Engagement Survey 2020 | DIVISION

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OVERALL



GAS, WATER, & SEWER



		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?		4.21 (73)	4.16 (19)	79
Q01 Know What's Expected I know what is expected of me at work.		4.63 (73)	4.74 (19)	98
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.		4.41 (73)	4.26 (19)	82
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.		4.35 (72)	4.50 (18)	97
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.		3.77 (71)	4.00 (19)	92
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.		4.30 (73)	4.21 (19)	56
Q06 Development There is someone at work who encourages my development.		4.01 (72)	4.06 (18)	76
Q07 Opinions Count At work, my opinions seem to count.		4.01 (73)	3.95 (19)	80
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.		4.19 (72)	4.21 (19)	74
Q09 Committed to Quality My coworkers are committed to doing quality work.		3.99 (73)	3.74 (19)	10
Q10 Best Friend I have a best friend at work.		3.05 (64)	3.06 (18)	16
Q11 Progress In the last six months, someone at work has talked to me about my progress.		4.33 (73)	4.11 (19)	79
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.		4.22 (72)	4.28 (18)	86

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OVERALL



ADMINISTRATIVE/FINANCE



	Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	3.92 (12)	47
Q01 Know What's Expected I know what is expected of me at work.	4.63 (73)	4.08 (12)	10
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.42 (12)	93
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.08 (12)	59
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.91 (11)	88
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	3.92 (12)	20
Q06 Development There is someone at work who encourages my development.	4.01 (72)	3.83 (12)	46
Q07 Opinions Count At work, my opinions seem to count.	4.01 (73)	3.58 (12)	31
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	3.83 (12)	27
Q09 Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	3.83 (12)	18
Q10 Best Friend I have a best friend at work.	3.05 (64)	3.27 (11)	35
Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.08 (12)	77
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.42 (12)	96

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OVERALL



ENGINEERING



		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?		4.21 (73)	4.57 (7)	99
Q01 Know What's Expected I know what is expected of me at work.		4.63 (73)	4.57 (7)	89
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.		4.41 (73)	4.86 (7)	99
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.		4.35 (72)	4.43 (7)	94
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.		3.77 (71)	4.00 (7)	92
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.		4.30 (73)	4.71 (7)	99
Q06 Development There is someone at work who encourages my development.		4.01 (72)	4.43 (7)	98
Q07 Opinions Count At work, my opinions seem to count.		4.01 (73)	4.43 (7)	99
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.		4.19 (72)	4.71 (7)	99
Q09 Committed to Quality My coworkers are committed to doing quality work.		3.99 (73)	4.29 (7)	82
Q10 Best Friend I have a best friend at work.		3.05 (64)	3.50 (4)	60
Q11 Progress In the last six months, someone at work has talked to me about my progress.		4.33 (73)	4.71 (7)	99
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.		4.22 (72)	4.57 (7)	99

DPU Employee Engagement Survey 2020 | GENDER

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OVERALL



MALE



	Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.24 (59)	86
Q01 Know What's Expected I know what is expected of me at work.	4.63 (73)	4.71 (59)	97
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.41 (59)	93
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.38 (58)	92
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.78 (58)	79
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.39 (59)	81
Q06 Development There is someone at work who encourages my development.	4.01 (72)	4.07 (58)	77
Q07 Opinions Count At work, my opinions seem to count.	4.01 (73)	4.10 (59)	91
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.24 (58)	78
Q09 Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.00 (59)	40
Q10 Best Friend I have a best friend at work.	3.05 (64)	3.04 (53)	14
Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.37 (59)	93
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.19 (58)	78

DPU Employee Engagement Survey 2020 | GENDER

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OVERALL



FEMALE



	Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.07 (14)	69
Q01 Know What's Expected I know what is expected of me at work.	4.63 (73)	4.29 (14)	39
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.43 (14)	94
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.21 (14)	77
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.77 (13)	79
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	3.93 (14)	21
Q06 Development There is someone at work who encourages my development.	4.01 (72)	3.79 (14)	41
Q07 Opinions Count At work, my opinions seem to count.	4.01 (73)	3.64 (14)	38
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.00 (14)	48
Q09 Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	3.93 (14)	29
Q10 Best Friend I have a best friend at work.	3.05 (64)	3.09 (11)	19
Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.14 (14)	81
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.36 (14)	92

DPU Employee Engagement Survey 2020 | JOB TYPE

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OVERALL



HOURLY POSITION



	Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.18 (49)	81
Q01 Know What's Expected I know what is expected of me at work.	4.63 (73)	4.67 (49)	96
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.27 (49)	83
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.38 (48)	92
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.68 (47)	70
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.18 (49)	51
Q06 Development There is someone at work who encourages my development.	4.01 (72)	3.83 (48)	46
Q07 Opinions Count At work, my opinions seem to count.	4.01 (73)	3.92 (49)	77
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.04 (48)	52
Q09 Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	3.80 (49)	15
Q10 Best Friend I have a best friend at work.	3.05 (64)	2.84 (44)	4
Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.20 (49)	85
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.15 (48)	74

DPU Employee Engagement Survey 2020 | JOB TYPE

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OVERALL



SALARIED POSITION



	Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.25 (24)	87
Q01 Know What's Expected I know what is expected of me at work.	4.63 (73)	4.54 (24)	85
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.71 (24)	99
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.29 (24)	86
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.96 (24)	90
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.54 (24)	95
Q06 Development There is someone at work who encourages my development.	4.01 (72)	4.38 (24)	97
Q07 Opinions Count At work, my opinions seem to count.	4.01 (73)	4.21 (24)	96
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.50 (24)	95
Q09 Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.38 (24)	91
Q10 Best Friend I have a best friend at work.	3.05 (64)	3.50 (20)	60
Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.58 (24)	99
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.38 (24)	94

DPU Employee Engagement Survey 2020 | TENURE

Percentile range in Gallup Database ■ < 33 | ■ 33-66 | ■ > 66

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OVERALL



5 YEARS OR LESS



	Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.41 (29)	95
Q01 Know What's Expected I know what is expected of me at work.	4.63 (73)	4.55 (29)	86
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.69 (29)	99
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.48 (29)	96
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	4.17 (29)	97
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.55 (29)	96
Q06 Development There is someone at work who encourages my development.	4.01 (72)	4.48 (29)	98
Q07 Opinions Count At work, my opinions seem to count.	4.01 (73)	4.34 (29)	99
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.41 (29)	91
Q09 Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.28 (29)	81
Q10 Best Friend I have a best friend at work.	3.05 (64)	3.44 (25)	55
Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.66 (29)	99
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.69 (29)	99

DPU Employee Engagement Survey 2020 | TENURE

Percentile range in Gallup Database ■ < 33 | ■ 33-66 | ■ > 66

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OVERALL



6 YEARS TO 10 YEARS



	Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	3.71 (14)	20
Q01 Know What's Expected I know what is expected of me at work.	4.63 (73)	4.50 (14)	78
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.14 (14)	67
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	3.93 (14)	39
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.36 (14)	35
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.36 (14)	78
Q06 Development There is someone at work who encourages my development.	4.01 (72)	4.14 (14)	85
Q07 Opinions Count At work, my opinions seem to count.	4.01 (73)	4.00 (14)	85
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.14 (14)	66
Q09 Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	3.64 (14)	5
Q10 Best Friend I have a best friend at work.	3.05 (64)	3.14 (14)	23
Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.36 (14)	93
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.00 (13)	53

DPU Employee Engagement Survey 2020 | TENURE

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OVERALL



11 YEARS TO 15 YEARS



	Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.50 (10)	97
Q01 Know What's Expected I know what is expected of me at work.	4.63 (73)	4.70 (10)	97
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.20 (10)	75
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.30 (10)	87
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.44 (9)	44
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.10 (10)	40
Q06 Development There is someone at work who encourages my development.	4.01 (72)	3.70 (10)	30
Q07 Opinions Count At work, my opinions seem to count.	4.01 (73)	4.00 (10)	85
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.11 (9)	62
Q09 Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	3.60 (10)	3
Q10 Best Friend I have a best friend at work.	3.05 (64)	2.00 (6)	1
Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.30 (10)	91
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.30 (10)	88

DPU Employee Engagement Survey 2020 | TENURE

Percentile range in Gallup Database ■ < 33 | ■ 33-66 | ■ > 66

*Item data not shown if sample size is less than 4. Workgroup data not shown to protect confidentiality.

OVERALL



GREATER THAN 15 YEARS



	Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.10 (20)	72
Q01 Know What's Expected I know what is expected of me at work.	4.63 (73)	4.80 (20)	99
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.30 (20)	85
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.47 (19)	96
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.63 (19)	65
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.00 (20)	28
Q06 Development There is someone at work who encourages my development.	4.01 (72)	3.37 (19)	7
Q07 Opinions Count At work, my opinions seem to count.	4.01 (73)	3.55 (20)	28
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	3.95 (20)	42
Q09 Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.00 (20)	40
Q10 Best Friend I have a best friend at work.	3.05 (64)	2.79 (19)	3
Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	3.85 (20)	54
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	3.65 (20)	14