

Feedback Report for the

U.S. Election Assistance Commission 2022 Annual Employee Survey

March 2023



Results for:

All Respondents



This section shows detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option and the total number (N) of valid responses. Where applicable, the report also shows the number of respondents who indicated they "Do Not Know" (DNK) the answer to a question, as well as the mean (M) and standard deviation (SD) of responses. Percentages may not sum to 100% due to rounding.

The information in this section is useful for identifying specific strengths and targeting specific areas for improvement. For items scored on a scale, the percentages show the distribution of responses.

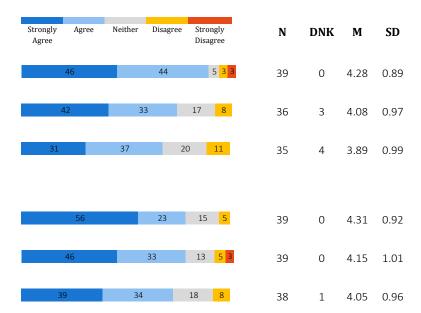
Work Experiences

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	N	DNK	M	SD
1. The people I work with cooperate to get the job done.		59		36	3 3	39		4.51	0.68
2. I am given a real opportunity to improve my skills in my organization.		44		41	8 5 3	39		4.18	0.97
3. My work gives me a feeling of personal accomplishment.	51			36	5 8	39		4.31	0.89
4. I like the kind of work I do.		51		41	8	39		4.44	0.64
5. My workload is reasonable.	26		46	1	5 10 3	39		3.82	1.02
6. The work I do is important.		67			31 3	39	0	4.62	0.63
7. Employees have a feeling of personal empowerment with respect to work processes.	29		47	5	16 3	38	1	3.84	1.10
8. I know how my work relates to the agency's goals and priorities.		64		3:	1 3 3	39	0	4.56	0.68



Recruitment, Development, & Retention

- 9. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.
- $10. \ \mbox{My}$ work unit is able to recruit people with the right skills.
- 11. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women; training in awareness of diversity issues; mentoring).
- 12. Supervisors in my work unit support employee development.
- 13. My talents are used well in the workplace.
- 14. My training needs are assessed.

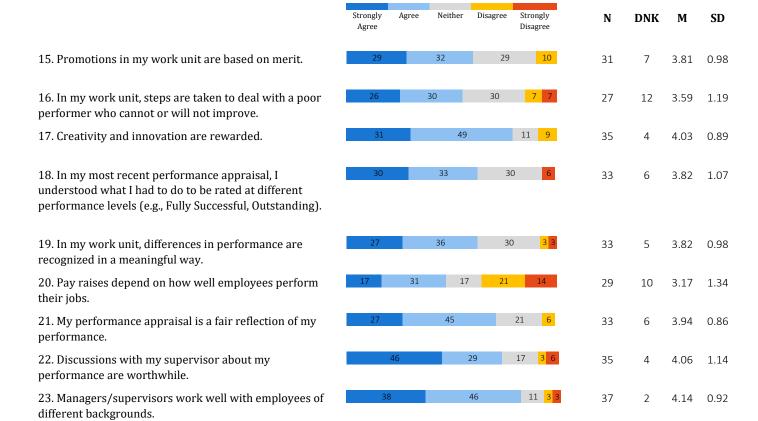




Performance Culture

24. My supervisor supports my need to balance work

and other life issues.



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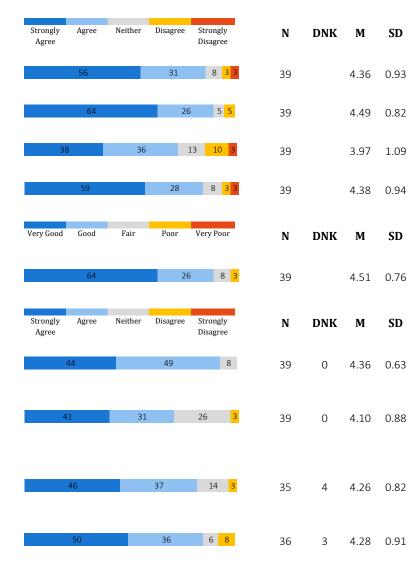
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4.50 0.73



Leadership

- 25. My supervisor listens to what I have to say.
- 26. My supervisor treats me with respect.
- 27. In the last six months, my supervisor has talked with me about my performance.
- 28. I have trust and confidence in my supervisor.
- 29. Overall, how good a job do you feel is being done by your immediate supervisor?
- 30. I have a high level of respect for my organization's senior leaders (Commissioners, executive director, and legal counsel).
- 31. In my organization, senior leaders (Commissioners, executive director, and legal counsel) generate high levels of motivation and commitment in the workforce.
- 32. Managers (all EAC Directors) review and evaluate the organization's progress toward meeting its goals and objectives.
- 33. Managers (all EAC Directors) communicate the goals and priorities of the organization.



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4.05 0.83



ITEM RESULTS

My Satisfaction

your pay?

your organization?

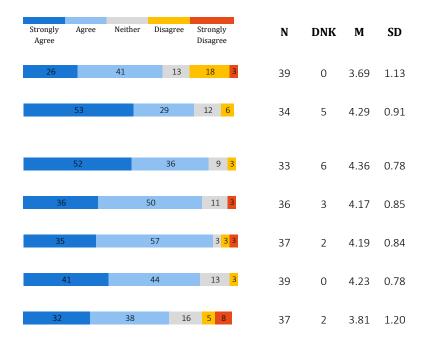
42. Considering everything, how satisfied are you with

	Very Satisfied	Satisfied	Neither	Dissatisfied	Very Dissatisfied	N	DNK	M	SD
34. How satisfied are you with the information you receive from management (senior leaders/managers) on what's going on in your organization?	26		54		10 5 5	39		3.90	1.02
35. How satisfied are you with your involvement in decisions that affect your work?	21		56		8 8 8	39		3.74	1.12
36. How satisfied are you with your opportunity to get a better job in your organization?	18	31		31	8 13	39		3.33	1.24
37. How satisfied are you with the recognition you receive for doing a good job?	33		41		18 8	39		4.00	0.92
38. How satisfied are you with the policies and practices of your senior leaders (Commissioners, executive director, and legal counsel)?	26		51		18 3 3	39		3.95	0.89
39. How satisfied are you with the training you receive for your present job?	23		44	21	. 8 5	39		3.72	1.07
40. Considering everything, how satisfied are you with your job ?	30	6	Z	16	15 <mark>3</mark>	39		4.15	0.78
41. Considering everything, how satisfied are you with	18		51	13	10 8	39		3.62	1.14



My Agency

- 43. I have sufficient resources (for example, people; materials; budget) to get my job done.
- 44. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.
- 45. Employees are protected from health and safety hazards on the job.
- 46. My organization has prepared employees for potential security threats.
- 47. I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.
- 48. I recommend my organization as a good place to work.
- 49. I believe the results of this survey will be used to make my agency a better place to work.





Telework

