

Feedback Report for the

U.S. Election Assistance Commission 2023 Annual Employee Survey

March 2024



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

9. I am comfortable expressing opinions that are

different from other employees in my work unit.

	Strongly Agree N Agree	leither Disagree Strongly Disagree	N	DNK	M	SD
1. The people I work with cooperate to get the job done.	62	31 4 4	55		4.51	0.74
2. I am given a real opportunity to improve my skills in my organization.	45	36 15 <mark>4</mark>	55		4.24	0.84
3. My work gives me a feeling of personal accomplishment.	56	29 9 5	55		4.36	0.87
4. I like the kind of work I do.	60	36 4	55		4.56	0.57
5. My workload is reasonable.	36	42 7 13 2	55		3.98	1.06
6. The work I do is important.	72	24 4	54	1	4.69	0.54
7. Employees have a feeling of personal empowerment with respect to work processes.	40	36 21 <mark>4</mark>	53	2	4.11	0.87
8. I know how my work relates to the agency's goals and priorities.	64	31 4 2	55	0	4.56	0.66

33

5 9

55

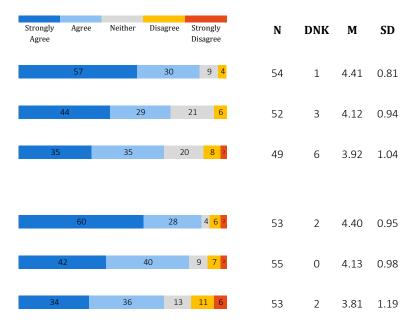
4.29

0.94



Recruitment, Development, & Retention

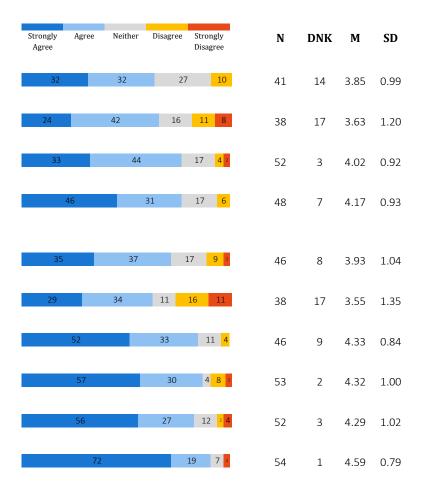
- 10. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.
- 11. My work unit is able to recruit people with the right skills.
- 12. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women; training in awareness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





Performance Culture

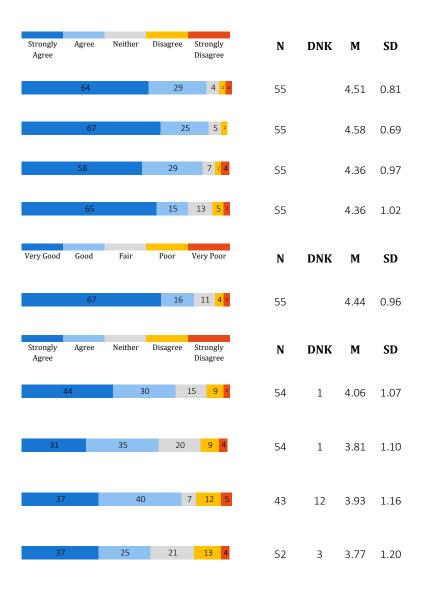
- 16. Promotions in my work unit are based on merit.
- 17. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.
- 18. Creativity and innovation are rewarded.
- 19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).
- 20. In my work unit, differences in performance are recognized in a meaningful way.
- 21. Pay raises depend on how well employees perform their jobs.
- 22. My performance appraisal is a fair reflection of my performance.
- 23. Discussions with my supervisor about my performance are worthwhile.
- 24. Managers/supervisors work well with employees of different backgrounds.
- 25. My supervisor supports my need to balance work and other life issues.





Leadership

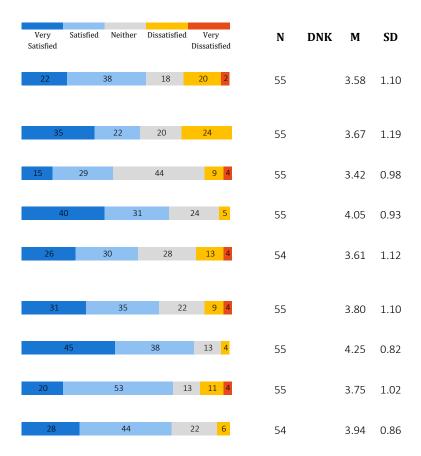
- 26. My supervisor listens to what I have to say.
- 27. My supervisor treats me with respect.
- 28. In the last six months, my supervisor has talked with me about my performance.
- 29. I have trust and confidence in my supervisor.
- 30. Overall, how good a job do you feel is being done by your immediate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





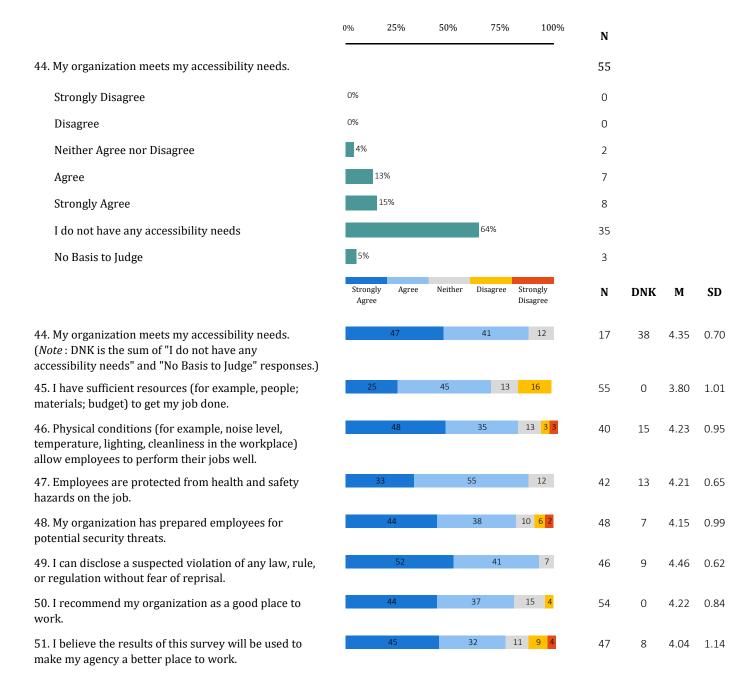
My Satisfaction

- 35. How satisfied are you with the information you receive from management on what's going on in your organization?
- 36. How satisfied are you with your involvement in decisions that affect your work?
- 37. How satisfied are you with your opportunity to get a better job in your organization?
- 38. How satisfied are you with the recognition you receive for doing a good job?
- 39. How satisfied are you with the policies and practices of your senior leaders (Commissioners, executive director, and legal counsel)?
- 40. How satisfied are you with the training you receive for your present job?
- 41. Considering everything, how satisfied are you with your job?
- 42. Considering everything, how satisfied are you with your pay?
- 43. Considering everything, how satisfied are you with your organization?





My Agency





Telework

