

2015 CDFW Employee Engagement Survey Results

Question #	Question	Strongly Disagree %	Disagree %	Agree %	Strongly Agree %	Total Responses	Overall Score (MEAN)
1	I believe my work makes a difference in the lives of Californians.	3.61%	6.76%	57.80%	31.82%	1301	3.18
2	My co-workers care about me as a person.	2.39%	7.63%	60.14%	29.84%	1297	3.18
3	I feel valued as an employee.	10.90%	24.84%	50.23%	14.02%	1284	2.68
4	I know what is expected of me on the job.	1.93%	10.57%	58.80%	28.70%	1296	3.15
5	I have the opportunity to develop within the position I hold.	10.85%	20.85%	50.78%	17.52%	1290	2.76
6	I receive the training I need to do my job well.	6.62%	27.65%	54.36%	11.37%	1284	2.71
7	I receive the information I need to do my job well.	5.59%	30.59%	54.19%	9.63%	1288	2.68
8	I have confidence in my supervisor.	10.28%	14.33%	45.09%	30.30%	1284	2.96
9	People where I work are accountable for results.	10.36%	25.23%	51.71%	12.69%	1284	2.67
10	I receive recognition for doing good work.	12.29%	24.49%	52.95%	10.26%	1286	2.62
11	CDFW is successful at accomplishing its mission.	9.80%	26.88%	57.99%	5.33%	1276	2.60
12	My work unit produces high-quality products and services.	2.03%	10.06%	57.64%	30.27%	1282	3.17
13	The work I do is meaningful to me.	1.78%	5.04%	45.46%	47.71%	1289	3.40
14	I make an extra effort when it is important for my work.	0.78%	1.32%	33.02%	64.88%	1290	3.62
15	I am proud to work for CDFW.	4.53%	8.91%	46.56%	40.00%	1280	3.23
16	Overall, I am satisfied with my supervisor.	9.58%	14.64%	45.09%	30.69%	1284	2.98
17	Overall, in my Branch/Region/District, people seem to trust management.	18.14%	33.85%	42.53%	5.47%	1279	2.36
18	I meet with my supervisor one-on-one on a regular basis.	9.74%	22.64%	43.74%	23.88%	1294	2.82
19	Overall, I trust CDFW's top leadership.	17.30%	29.62%	46.45%	6.64%	1266	2.44
20	I am confident that CDFW's top leadership is taking us in the right direction.	18.45%	30.75%	44.09%	6.71%	1252	2.41
21	My job makes good use of my skills and abilities.	7.30%	15.99%	55.90%	20.81%	1288	2.91
22	I receive the resources I need to do my job well.	9.43%	33.05%	49.03%	8.50%	1283	2.57
23	I am highly productive in my job.	0.78%	10.63%	56.25%	32.35%	1289	3.20
24	At CDFW, recognition is based on performance.	18.67%	37.65%	39.63%	4.05%	1259	2.30
25	I am satisfied with the recognition I receive for my work.	10.83%	26.92%	54.79%	7.46%	1274	2.60
26	My supervisor says "thank you" when appropriate.	5.77%	12.25%	55.85%	26.13%	1282	3.03
27	In the past six months, someone has talked to me about my progress at work.	10.80%	27.04%	47.09%	15.07%	1287	2.67
28	Someone at work encourages my development.	10.89%	24.75%	48.33%	16.03%	1285	2.70
29	I am treated with respect at work.	5.90%	9.31%	62.37%	22.42%	1289	3.02
30	My opinions count at work.	7.95%	19.33%	55.88%	16.84%	1283	2.83
31	We have cooperation and teamwork in my unit.	5.91%	13.39%	53.93%	26.77%	1285	3.02
32	I have regular meetings with my co-workers.	4.34%	15.81%	55.66%	24.19%	1290	3.01
33	It is important to me to have co-workers who say "thank you" when appropriate.	1.47%	13.40%	61.74%	23.39%	1291	3.07
34	Overall, I am satisfied with my job.	6.25%	16.16%	60.19%	17.41%	1281	2.89
Totals		8.01%	19.14%	51.64%	21.20%	43652	2.87

Notes: Survey conducted in September of 2015 by OTD
 Total number of respondents: 1304 (64%)