

Similar Mission Benchmarks 2025-2026

Similar Mission Benchmark scores are the average scores for all state agencies that participated in the Survey of Employee Engagement grouped by the general mission of the organization.

Similar Mission Categories

Mission	Name	Description
Mission 1/10	General Government	The General Government category includes organizations involved in the general operating procedures of the government.
Mission 2	Health and Human Services	The Health and Human Services category includes organizations involved in assisting people with health, economic, and mental development services.
Mission 3	Education	The Education category includes Universities, Colleges, Institutes and other Agencies involved with students, teachers, administrators and families throughout many areas of learning.
Mission 5	Public Safety/Criminal Justice	The Public Safety/Criminal Justice category includes organizations involved in providing public protection and service, and the supervision of adult and juvenile offenders.
Mission 6	Natural Resources	The Natural Resources category includes organizations involved in the protection and conservation of natural resources and animal life.

Mission 7	Business and Economic Development	The Business and Economic Development category includes organizations involved in workforce, transportation, economic, and overall development of the communities they serve.
Mission 8	Regulatory	The Regulatory category includes organizations involved in the regulation of medical, financial, and other service industries.

Overall Scores

	Mission 1/10	Mission 2	Mission 3	Mission 5	Mission 6	Mission 7
Overall Score	4.06	3.91	3.98	3.96	4.01	3.92

Response Rate

	Mission 1/10	Mission 2	Mission 3	Mission 5	Mission 6	Mission 7
Overall Score	77%	63.09%	64%	65%	72.22%	83.40%

Construct Scores

Cons #	Construct	Mission 1	Mission 2	Mission 3	Mission 5	Mission 6	Mission 7
1	Workgroup	434	419	423	427	428	415
2	Strategic	428	413	408	417	421	414
3	Supervision	418	418	411	418	422	413
4	Workplace	421	407	410	411	415	413
5	Community	425	404	413	413	418	406
6	Information Systems	406	411	402	402	405	408
7	Internal Communication	399	386	379	386	393	386
8	Pay	288	248	276	261	273	257
9	Benefits	405	383	384	380	389	378
10	Employee Development	400	387	384	392	401	396
11	Job Satisfaction	404	380	382	399	401	386
12	Employee Engagement	419	408	405	410	416	407

Item Scores

Item #	Item Text	Mission 1/10	Mission 2	Mission 3	Mission 5	Mission 6	Mission 7
1	My work group cooperates to get the job done.	4.45	4.36	4.48	4.41	4.40	4.28
2	In my work group I can share my opinions and ideas.	4.39	4.22	4.37	4.26	4.33	4.17
3	In my workgroup, we encourage each other to learn from our mistakes.	4.30	4.17	4.30	4.26	4.26	4.16
4	In my work group, there is a real feeling of teamwork.	4.20	4.03	4.20	4.15	4.11	3.98
5	Our organization is known for the quality of work we provide.	4.31	4.03	4.11	4.12	4.21	4.04
6	I know how my work impacts others in the organization.	4.46	4.40	4.33	4.40	4.35	4.36
7	My organization develops services to match the needs of our customers/clients.	4.20	4.08	4.10	4.04	4.14	4.09
8	Our organization communicates effectively with the public.	4.02	3.85	3.79	3.92	4.04	3.92
9	I have a good understanding of our mission, vision, and strategic plan.	4.40	4.31	4.23	4.37	4.31	4.28
10	My supervisor provides me with a clear understanding of my work responsibilities.	4.27	4.28	4.24	4.22	4.26	4.20
11	My supervisor recognizes outstanding work.	4.14	4.12	4.20	4.14	4.20	4.08
12	I am given the opportunity to do my best work.	4.23	4.20	4.14	4.21	4.24	4.15
13	My supervisor is consistent when administering policies concerning employees.	4.08	4.08	4.18	4.08	4.11	4.04
14	My supervisor evaluates my performance fairly.	4.18	4.23	4.25	4.23	4.28	4.16
15	Given the type of work I do, my physical workplace meets my needs.	4.31	4.11	4.24	4.24	4.19	4.14
16	My workplace is well maintained.	4.11	3.98	4.22	4.06	4.08	4.06
17	There are sufficient procedures to ensure the safety of employees in the workplace.	4.23	4.07	4.14	4.11	4.21	4.21

18	I have adequate resources and equipment to do my job.	4.18	4.10	4.08	4.00	4.09	4.09
19	The people I work with treat each other with respect.	4.26	4.09	4.28	4.16	4.19	4.07
20	I work with people that have a variety of skills and experiences.	4.53	4.37	4.49	4.41	4.45	4.36
21	The people I work with care about my personal well-being.	4.21	3.95	4.17	4.06	4.10	3.99
22	I trust the people in my workplace.	4.01	3.74	3.97	3.89	3.98	3.80
23	My work group uses the latest technologies to communicate and interact.	3.82	3.88	3.80	3.80	3.90	3.89
24	We receive regular and useful updates on how to keep our computer and sensitive information secure from cyber-attack.	4.27	4.33	4.23	4.36	4.34	4.33
25	Support is available for the technologies we use.	4.17	4.23	3.99	4.12	4.08	4.18
26	Our computer systems enable me to quickly find the information I need.	3.97	4.01	3.76	3.82	3.86	3.90
27	The communication channels I must go through at work are reasonable.	4.03	3.96	3.77	3.91	3.95	3.93
28	My work atmosphere encourages open and honest communication.	3.95	3.78	3.86	3.86	3.95	3.82
29	The communications I receive at work are timely and informative.	3.98	3.85	3.85	3.81	3.90	3.85
30	My pay keeps pace with the cost of living.	2.72	2.26	2.80	2.44	2.53	2.40
31	Salaries are competitive with similar jobs in the community.	2.84	2.55	2.97	2.56	2.69	2.59
32	I feel I am paid fairly for the work I do.	3.08	2.64	3.12	2.81	2.98	2.74
33	Retirement benefits are competitive with similar jobs in the community.	4.03	3.70	3.78	3.68	3.79	3.67
34	Health insurance benefits are competitive with similar jobs in the community.	4.12	3.91	3.88	3.85	3.96	3.80
35	Benefits can be selected to meet individual needs.	4.01	3.88	3.89	3.86	3.90	3.86

36	I believe I have a career with this organization.	4.10	3.96	3.96	4.09	4.11	4.03
37	Training is made available to me so that I can do my job better.	3.99	3.90	3.83	3.88	3.98	3.96
38	Training is made available to me for personal growth and development.	3.90	3.76	3.77	3.78	3.94	3.89
39	My work environment supports a balance between work and personal life.	4.05	3.78	3.93	3.94	3.99	3.91
40	I feel free to be myself at work.	4.04	3.79	3.84	3.92	3.93	3.80
41	The pace of work enables employees to effectively perform their job.	3.81	3.63	3.63	3.85	3.84	3.67
42	I am proud to tell people that I work for this organization.	4.27	3.99	4.01	4.23	4.26	4.04
43	Harassment is not tolerated at my workplace.	4.41	4.25	4.34	4.25	4.31	4.27
44	Employees are generally ethical in my workplace.	4.36	4.14	4.29	4.22	4.27	4.14
45	I believe we will use the information from this survey to improve our workplace.	3.67	3.49	3.71	3.60	3.58	3.56
46	I am satisfied with the opportunities I have to give feedback on my supervisor's performance.	3.85	3.78	3.83	3.80	3.87	3.86
47	Upper management (i.e. Executive and/or Senior Leadership) effectively communicates important information.	3.89	3.76	3.65	3.71	3.74	3.78
48	I am treated fairly in my workplace.	4.15	4.02	4.07	4.08	4.13	4.01

Mission
8
4.14

Mission
8
76.19%

Mission
8
436
431
431
431
427
418
413
298
404
404
409
426

**Mission
8**

4.51

4.37

4.36

4.21

4.28

4.51

4.18

4.13

4.45

4.37

4.25

4.37

4.24

4.32

4.38

4.23

4.29

4.34
4.32
4.49
4.22
4.06
3.95
4.40
4.25
4.12
4.21
4.08
4.11
2.84
2.92
3.18
3.95
4.12
4.05

4.17
4.03
3.94
4.17
4.07
3.85
4.28
4.44
4.38
3.85
4.00
4.09
4.26