

Similar Size Benchmarks 2025-2026

Similar Size Benchmark scores are the average scores for all state agencies that participated in the Survey of Employee Engagement grouped by the number of employees in the organization (FTE).

Similar Size Categories

Category	Description
1	Organizations with less than 26 employees.
2	Organizations with 26 to 100 employees.
3	Organizations with 101 to 300 employees.
4	Organizations with 301 to 1000 employees.
5	Organizations with 1001 to 10,000 employees.
6	Organizations with greater than 10,000 employees.

Overall Scores

	FTE 1	FTE 2	FTE 3	FTE 4	FTE 5	FTE 6
Overall	4.21	4.08	4.09	3.96	3.99	3.86

Response Rate

	FTE 1	FTE 2	FTE 3	FTE 4	FTE 5	FTE 6
Overall	81.44%	77.98%	70.51%	66.08%	76.29%	60.48%

Construct Scores

Cons #	Construct	FTE 1	FTE 2	FTE 3	FTE 4	FTE 5	FTE 6
1	Workgroup	441	433	436	424	427	412
2	Strategic	441	425	429	414	418	408
3	Supervision	428	424	429	411	422	412

4	Workplace	442	427	424	408	414	398
5	Community	435	420	425	414	419	399
6	Information Systems	411	418	415	400	406	403
7	Internal Communication	423	402	407	381	390	381
8	Pay	322	282	285	275	265	248
9	Benefits	412	410	397	386	387	374
10	Employee Development	414	396	400	387	396	394
11	Job Satisfaction	420	406	406	388	394	373
12	Employee Engagement	430	419	423	407	415	403

Item Scores

Item #	Text	FTE 1	FTE 2	FTE 3	FTE 4	FTE 5	FTE 6
1	My work group cooperates to get the job done.	4.54	4.46	4.49	4.41	4.40	4.27
2	In my work group I can share my opinions and ideas.	4.44	4.36	4.39	4.32	4.29	4.13
3	In my workgroup, we encourage each other to learn from our mistakes.	4.38	4.33	4.34	4.24	4.24	4.13
4	In my work group, there is a real feeling of teamwork.	4.29	4.15	4.22	4.14	4.13	3.96
5	Our organization is known for the quality of work we provide.	4.42	4.19	4.28	4.16	4.19	3.97
6	I know how my work impacts others in the organization.	4.55	4.53	4.45	4.36	4.37	4.33
7	My organization develops services to match the needs of our customers/clients.	4.36	4.10	4.19	4.08	4.14	3.99
8	Our organization communicates effectively with the public.	4.20	4.02	4.09	3.91	3.97	3.81
9	I have a good understanding of our mission, vision, and strategic plan.	4.51	4.41	4.44	4.25	4.34	4.28

10	My supervisor provides me with a clear understanding of my work responsibilities.	4.35	4.31	4.36	4.21	4.26	4.21
11	My supervisor recognizes outstanding work.	4.21	4.18	4.24	4.14	4.19	4.05
12	I am given the opportunity to do my best work.	4.37	4.30	4.34	4.15	4.23	4.14
13	My supervisor is consistent when administering policies concerning employees.	4.22	4.14	4.19	4.06	4.12	4.04
14	My supervisor evaluates my performance fairly.	4.26	4.24	4.31	4.20	4.27	4.16
15	Given the type of work I do, my physical workplace meets my needs.	4.55	4.34	4.33	4.14	4.19	4.02
16	My workplace is well maintained.	4.29	4.19	4.17	4.08	4.09	3.88
17	There are sufficient procedures to ensure the safety of employees in the workplace.	4.46	4.24	4.22	4.10	4.19	4.04
18	I have adequate resources and equipment to do my job.	4.39	4.29	4.25	4.00	4.12	3.99
19	The people I work with treat each other with respect.	4.35	4.22	4.30	4.22	4.22	4.01
20	I work with people that have a variety of skills and experiences.	4.60	4.46	4.48	4.45	4.46	4.33
21	The people I work with care about my personal well-being.	4.33	4.17	4.18	4.11	4.10	3.91
22	I trust the people in my workplace.	4.11	3.95	4.04	3.94	3.95	3.73
23	My work group uses the latest technologies to communicate and interact.	3.94	3.86	3.94	3.77	3.90	3.84

24	We receive regular and useful updates on how to keep our computer and sensitive information secure from cyber-attack.	4.23	4.42	4.38	4.31	4.33	4.28
25	Support is available for the technologies we use.	4.22	4.26	4.25	4.00	4.17	4.15
26	Our computer systems enable me to quickly find the information I need.	4.06	4.19	4.01	3.79	3.91	3.87
27	The communication channels I must go through at work are reasonable.	4.28	4.15	4.13	3.80	3.94	3.88
28	My work atmosphere encourages open and honest communication.	4.16	3.98	4.03	3.83	3.92	3.73
29	The communications I receive at work are timely and informative.	4.23	3.95	4.05	3.81	3.93	3.81
30	My pay keeps pace with the cost of living.	3.15	2.65	2.67	2.59	2.48	2.28
31	Salaries are competitive with similar jobs in the community.	3.06	2.82	2.81	2.76	2.63	2.55
32	I feel I am paid fairly for the work I do.	3.43	3.01	3.07	2.98	2.86	2.61
33	Retirement benefits are competitive with similar jobs in the community.	4.08	4.00	3.92	3.80	3.75	3.59
34	Health insurance benefits are competitive with similar jobs in the community.	4.22	4.19	4.02	3.95	3.90	3.80
35	Benefits can be selected to meet individual needs.	4.05	4.11	3.97	3.92	3.89	3.82
36	I believe I have a career with this organization.	4.28	4.08	4.12	4.01	4.05	4.03
37	Training is made available to me so that I can do my job better.	4.13	3.95	3.99	3.87	3.96	3.94

38	Training is made available to me for personal growth and development.	4.02	3.86	3.89	3.82	3.90	3.85
39	My work environment supports a balance between work and personal life.	4.28	4.11	4.13	3.90	3.96	3.63
40	I feel free to be myself at work.	4.22	4.07	4.03	3.84	3.89	3.72
41	The pace of work enables employees to effectively perform their job.	3.94	3.83	3.80	3.75	3.78	3.58
42	I am proud to tell people that I work for this organization.	4.37	4.20	4.29	4.19	4.17	3.98
43	Harassment is not tolerated at my workplace.	4.58	4.39	4.35	4.31	4.33	4.20
44	Employees are generally ethical in my workplace.	4.54	4.31	4.33	4.24	4.27	4.07
45	I believe we will use the information from this survey to improve our workplace.	3.91	3.76	3.78	3.54	3.62	3.42
46	I am satisfied with the opportunities I have to give feedback on my supervisor's performance.	3.99	3.96	3.93	3.74	3.86	3.78
47	Upper management (i.e. Executive and/or Senior Leadership) effectively communicates important information.	4.31	3.89	4.01	3.65	3.78	3.64
48	I am treated fairly in my workplace.	4.23	4.21	4.06	4.11	3.94	4.26