

Ecology's Central Regional Office Employee Engagement

Agency: Department of Ecology

Project Impact

The Department of Ecology's Central Regional Office implemented several employee survey incentive activities, resulting in an increase in participation from 75 percent in the 2015 survey to 92 percent in the 2016 survey.

Project Summary

We believed some of our staff didn't participate in the employee survey because they didn't understand its value and how Ecology would follow up on their input.

We wanted to increase employee survey participation from 75 percent to 85 percent by March 2017 and are happy to report we exceeded our goal by 7 percent.

We improved the employee survey response rate in our Central Regional Office by:

- Having members of the regional management team (director and section managers) personally ask staff to take the survey.
- The management team committed to personally reviewing results with staff and follow up with them to continue improving the regional office.

Project Results



**Employee
Engagement**

Increased participation in the employee survey **from** 75 percent in 2015 **to** 92 percent in 2016.



Total increase of 17 percent.

Project Details

Date improvement project was initiated: 10/1/2016

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