

Q12 Employee Engagement Debrief

The following charts and graphs depict results and comparisons of the Fall 2024 Q12 Employee Engagement Survey for the Division of Student Affairs. This document is designed to supplement the formal Q12 report provided.

Q12 DETAILS

Dates: August 5, 2024 – August 19, 2024

Total Respondents: 110 (55% Completion)

- 0–3 Years: 48 Respondents
- 3– 5 Years: 20 Respondents
- 5+ Years: 42 Respondents

Q12 MARKERS

Q00	Employee & Workplace Satisfaction
Q01	I know what is expected of me at work.
Q02	I have the materials and equipment I need to do my work right.
Q03	At work, I have the opportunity to do what I do best every day.
Q04	In the last 7 days, I have received recognition or praise for good work.
Q05	My supervisor, or someone at work, seems to care about me.
Q06	There is someone at work who encourages my development.
Q07	At work, my opinions seem to count.
Q08	The mission or purpose of my org. makes me feel my job is important.
Q09	My coworkers are committed to doing quality work.
Q10	I have a best friend at work.
Q11	In the last 6 months, someone at work has talked to me about my progress.
Q12	This last year, I have had opportunities at work to learn and grow.

EMPLOYEE SATISFACTION

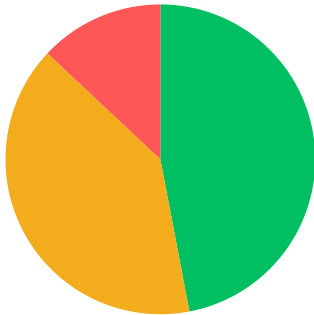
The overall satisfaction is a measure of how content your team is with the overall company as a place to work. Being a satisfied employee does not equate with being engaged, though the two are highly related.



WSU's Division of Student Affairs is in the 38th percentile compared to the Gallup Database

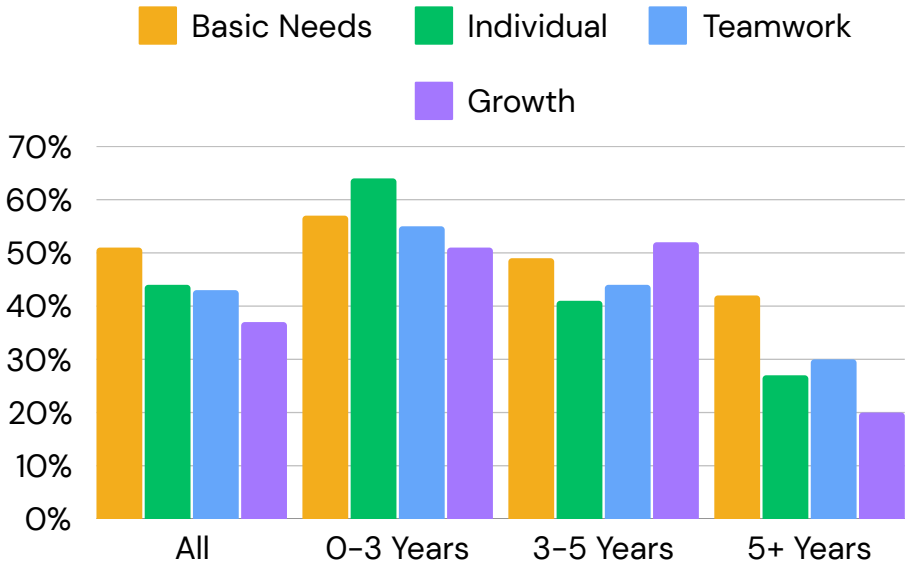
ENGAGEMENT INDEX

- Engaged: 47%
- Not Engaged: 40%
- Actively Disengaged: 13%



The engagement index is a macro-level indicator of an organizations health that allows the leaders to track the engagement levels of employees.

REPORTING GROUP RANKINGS



Percentile Ranking: The higher your percentile, the stronger the item is in relation to the overall Gallup database. Used to compare to internal and external workgroups.
*WSU's Division of Student Affairs is in the 44th percentile of the Gallup Database