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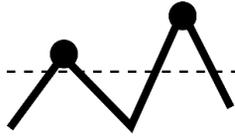
REASONS

EMPLOYEE SURVEY SCORES MAY GO DOWN



HEARING FROM DIFFERENT PEOPLE

Large fluctuations in response rates may indicate we're not hearing from the same employees year over year.



REGRESSION TO THE MEAN

2017 was a record-high year for the state and many agencies. Our current scores are largely consistent with longer-term trends.



INFLUENCE OF LARGE PLAYERS

Large agencies (or divisions) can have a big impact on overall scores due to their sheer size. Dig deeper to understand trends.



CHANGING EMPLOYEE EXPECTATIONS

This is a good thing! We've told employees to expect more from their employers. Now we work to deliver on that promise.



ORGANIZATIONAL CHANGE

Leadership and organizational changes can be difficult for employees.



ACTION PLANNING TAKES TIME

Engagement strategies often involve culture change, which takes time. Be patient. Use the survey as a pulse check.



NOT ENOUGH COMMUNICATION

It's not only the change itself, but also the *communication* about the change that matters. Communicate early and often, especially during times of uncertainty.