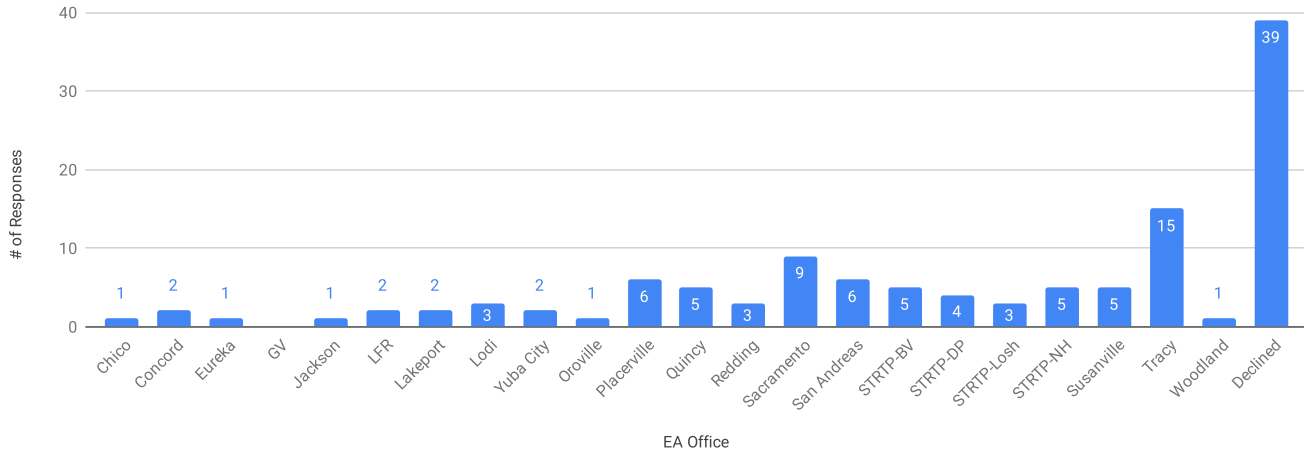


EA Employee Satisfaction Survey 2022

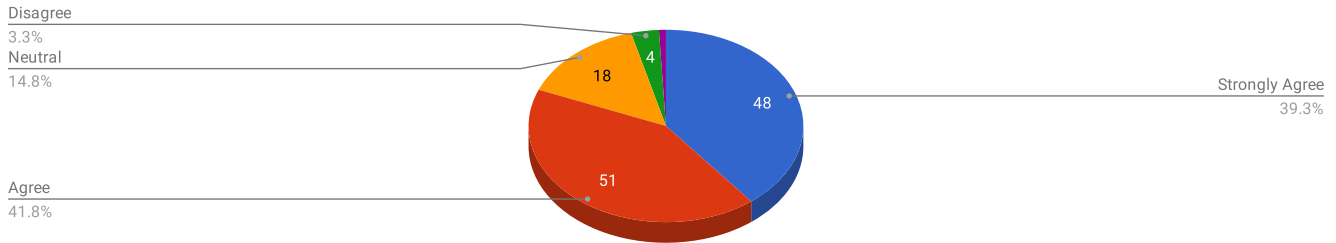


This satisfaction survey was administered via a SurveyMonkey link to all EA employees. The survey consisted of eleven items, nine of which are based on a 5-point Likert scale. Likert-scaled responses are scored on a range from 5 to 1 (e.g. "Strongly Agree" to "Strongly Disagree"). This survey ended with a sample size (n) of 124, up from 123 in 2021.

In which EA office do you work?

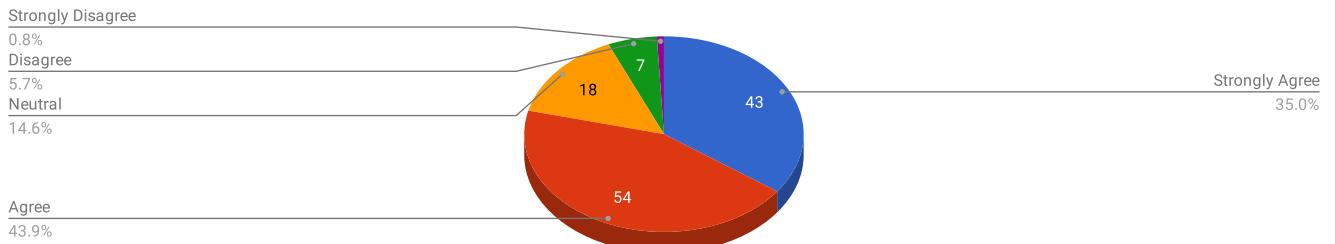


Q1: My work environment inspires me to give my best effort each day?



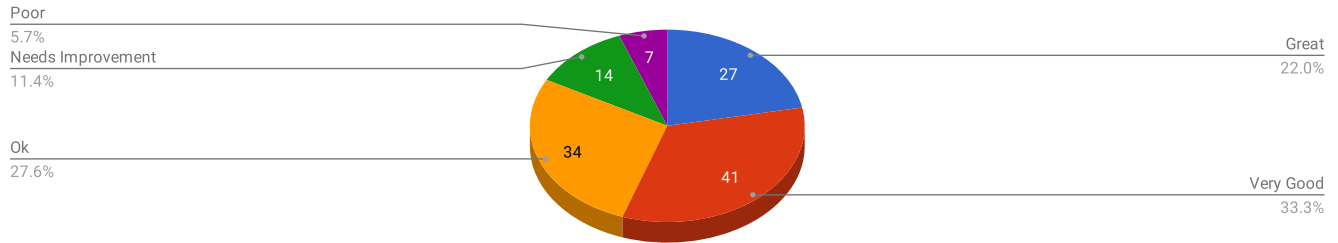
	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	48	51	18	4	1
Item Mean	4.16				
2021 Mean	4.08				

Q2: I feel I work in a healthy work environment.



	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	43	54	18	7	1
Item Mean	4.07				
2021 Mean	4.12				

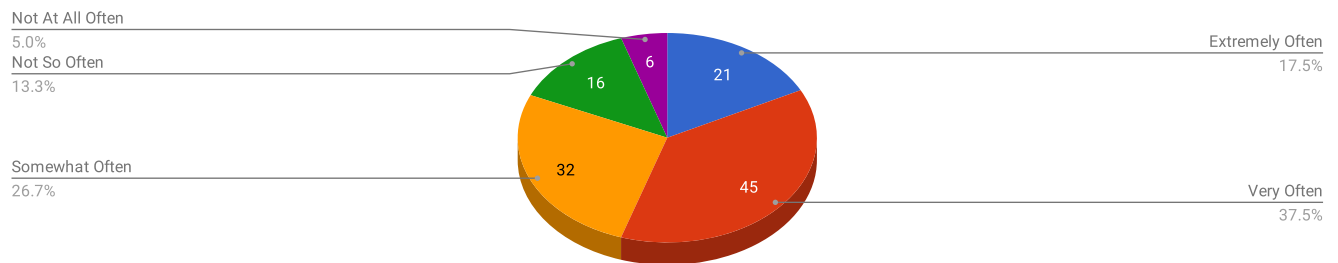
Q3: How would you rate communication between leadership and employees in my organization?



	Great	Very Good	Ok	Needs Improvement	Poor
# of Responses	27	41	34	14	7

Item Mean	3.54
2021 Mean	3.73

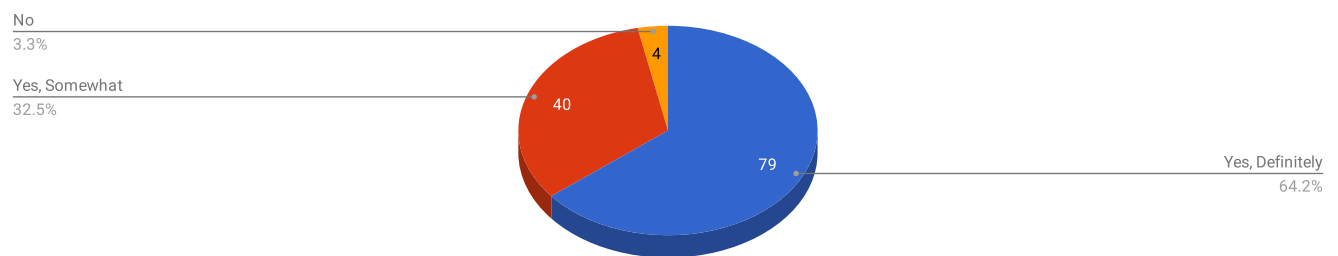
Q4: How often does your supervisor give you feedback about your work?



	Extremely Often	Very Often	Somewhat Often	Not So Often	Not At All Often
# of Responses	21	45	32	16	6

Item Mean	3.49
2021 Mean	3.4

Q5: I have received praise for doing good work?

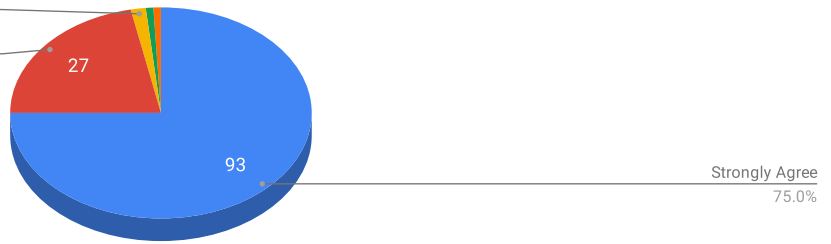


	Yes, Definitely	Yes, Somewhat	No
# of Responses	79	40	4

Item Mean	2.61
2021 Mean	2.66

Q6: I am satisfied with the workplace flexibility offered by my organization.

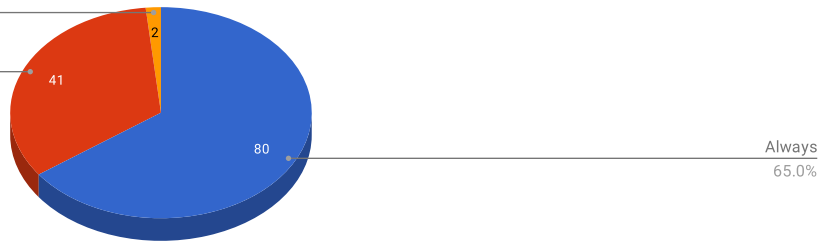
Neutral
1.6%
Agree
21.8%



	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	93	27	2	1	1
Item Mean	4.69				
2021 Mean	4.7				

Q7: We are encouraged to work with other staff to solve problems.

Never
1.6%
Usually
33.3%



	Always	Usually	Never
# of Responses	80	41	2
Item Mean	2.63		
2021 Mean	2.63		

Q8: I feel my cultural concerns and preferences (race, spirituality, identity, etc.) are respected by EA.

Disagree
0.8%
Neutral
17.1%
Agree
35.0%



	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	58	43	21	1	0
Item Mean	4.28				
2021 Mean	4.38				

Q9: EA works to promote my professional growth and success.

Strongly Disagree

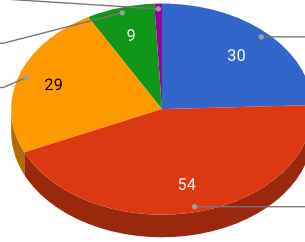
0.8%

Disagree

7.3%

Neutral

23.6%



Strongly Agree

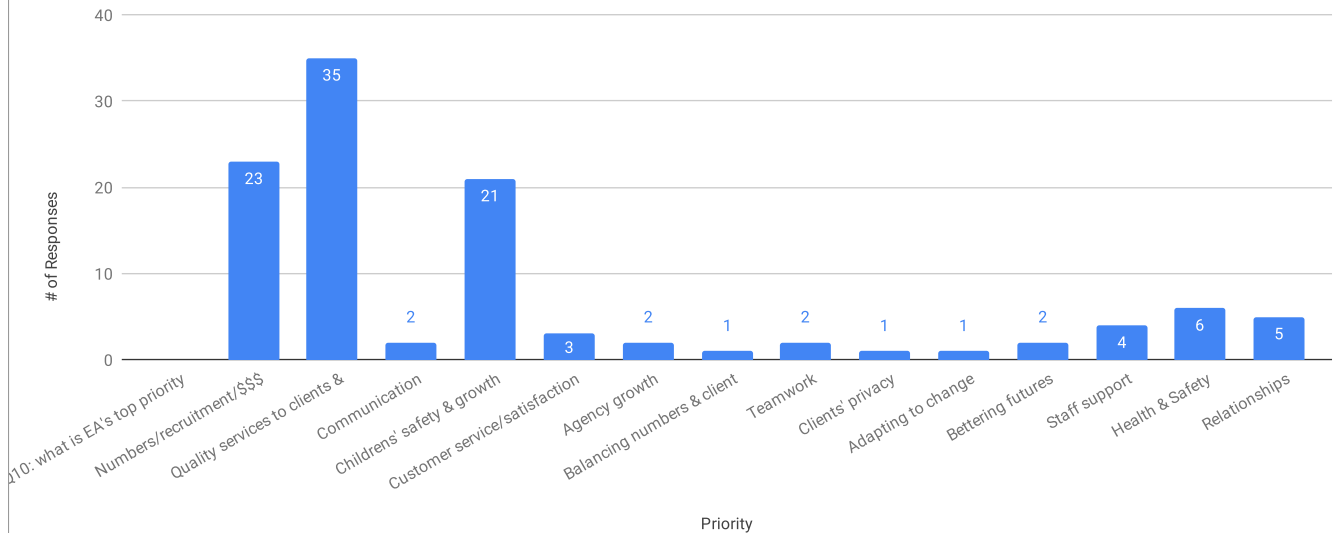
24.4%

Agree

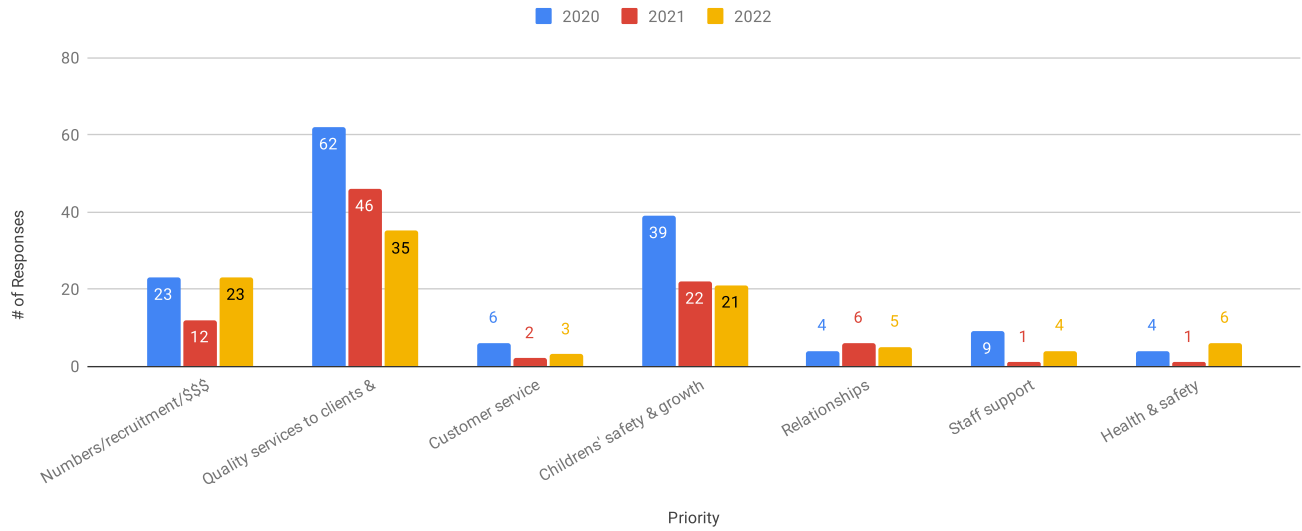
43.9%

	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	30	54	29	9	1
Item Mean	3.84				
2021 Mean	4				

Q10: What do you feel is the top priority of EA Family Services?

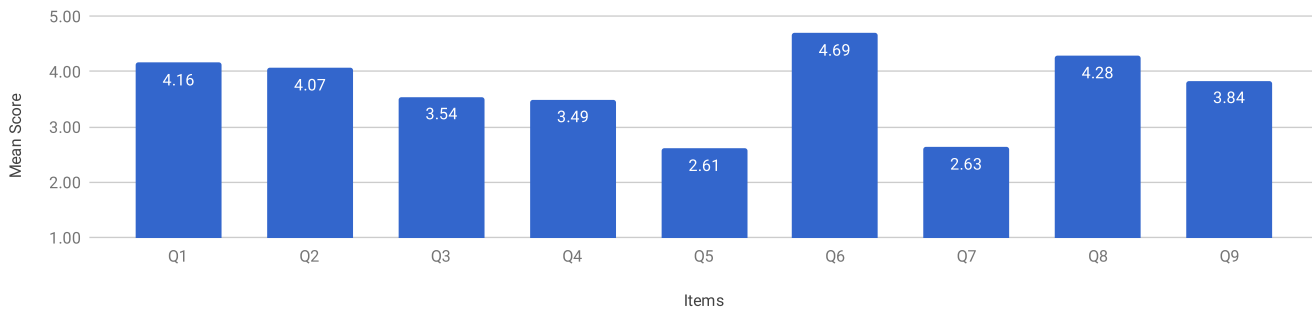


EA Priorities Comparative Analysis (2020 - 2022)



Means

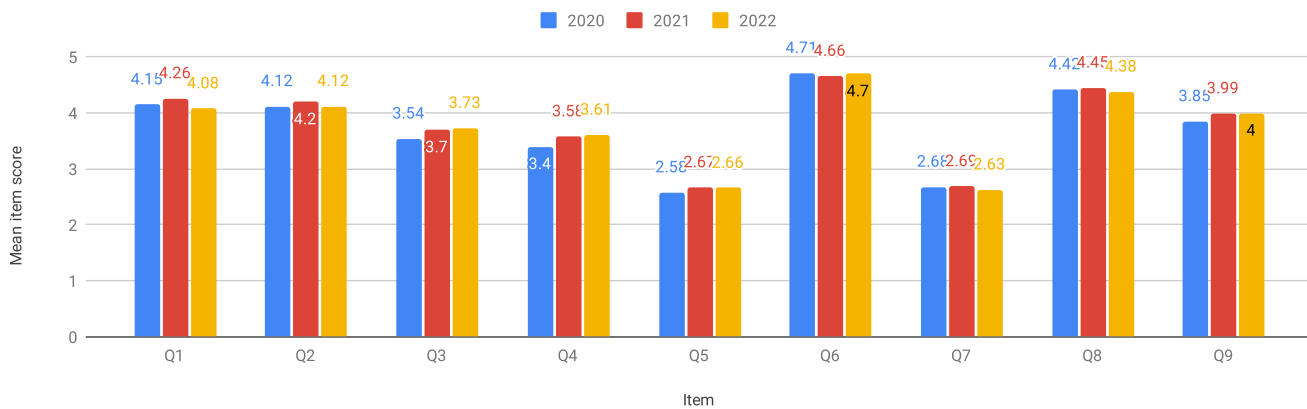
Item Means



Lowest Item Mean	3.49	How often does your supervisor give you feedback about your work? (Same in 2019, 2020 & 2021)
Highest Item Mean	4.69	I am satisfied with the workplace flexibility offered by my organization. (Same in 2019, 2020 & 2021)

Items Q5 & Q7 are not included in "Lowest Item Mean" and "Highest Item Mean" as they are on a 3-point scale, rather than 5-point

Item comparative analysis (2020 - 2022)



Greatest positive change (2021 - 2022)	.04	I am satisfied with the workplace flexibility offered by EA.
Greatest negative change (2021 - 2022)	-0.18	My work environment inspires me to give my best effort each day.