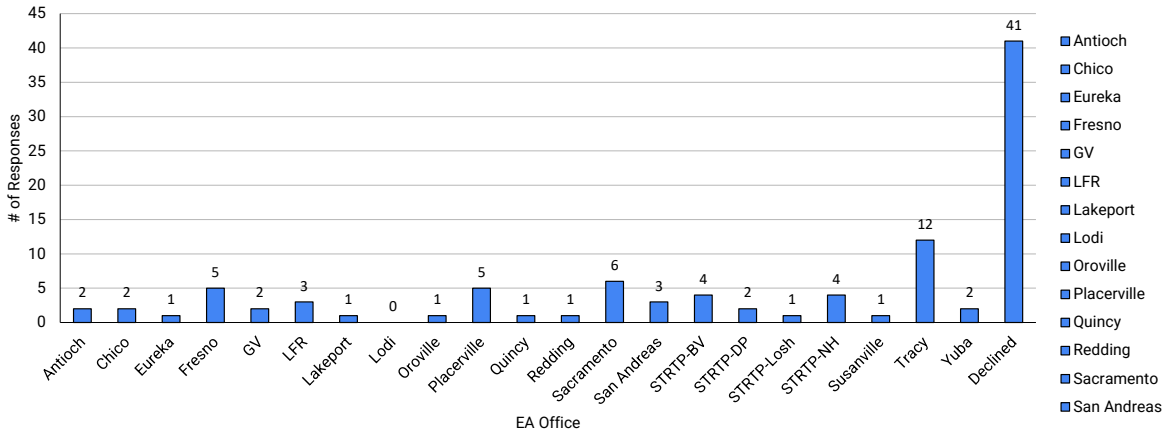


# EA Employee Satisfaction Survey 2023



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 104, down from 124 in 2022.

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	31	39	23	8	3
Item Mean	3.84				
2022 Mean	4.16				

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



	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	30	48	11	11	4
Item Mean	3.86				
2022 Mean	4.12				

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



Great	Very Good	Ok	Needs Improvement	Poor
34	23	20	22	5

# of Responses	34	23	20	22	5
Item Mean	3.57				
2022 Mean	3.54				

Q4: I feel like I've been given the necessary feedback to learn and grow in my role.



# of Responses	Extremely Often	Very Often	Somewhat Often	Not So Often	Not At All Often
	35	36	23	7	3
Item Mean	3.89				
2022 Mean	3.49				

Q5: I have received praise for doing good work?



# of Responses	Yes, Definitely	Yes, Somewhat	No
	66	31	7
Item Mean	2.57		
2022 Mean	2.61		

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



# of Responses	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
	76	20	3	3	2
Item Mean	4.59				
2022 Mean	4.69				

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



# of Responses	Always	Usually	Never
	67	32	3

Item Mean	2.58
2022 Mean	2.63

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



	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	54	26	19	3	2

Item Mean	4.22
2022 Mean	4.28

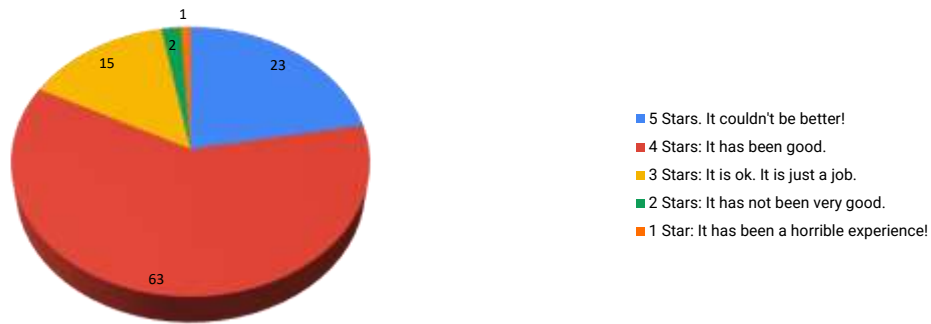
Q9: EA works to promote my professional growth and success.



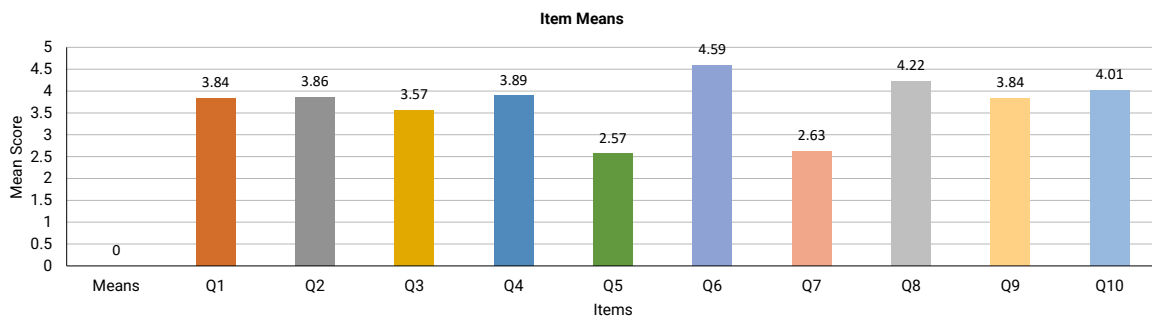
	Strongly Agree	Agree	Neutral/Neither Agree Nor Disagree	Disagree	Strongly Disagree
# of Responses	35	35	20	10	4

Item Mean	3.84
2022 Mean	3.84

Q10: How would you rate your overall experience working at EA?



### Means



Lowest Item Mean	3.57	How would you rate communication between leadership and employees at EA.
Highest Item Mean	4.59	I am satisfied with the workplace flexibility offered by my organization. (Same every year we've surveyed staff)

\*\*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\*\*