**Employee Survey Results – 2021**

**(504 Respondents – 496 last year)**

**HIGHEST SCORES**

* I know what is expected of me on the job (438 strongly agree or agree)
* I believe that my manager treats me fairly (443 strongly agree or agree)
* The people I work with help each other out (463 strongly agree or agree)
* Employees can contribute to their fullest potential regardless of their age, race, color, ethnic background, gender, religion, disability or sexual orientation (461 strongly agree or agree)
* I am proud to work at EDSI (451 strongly agree or agree)
* I understand EDSI’s mission and values (492 strongly agree or agree)
* I speak highly of EDSI whenever I get a chance (456 strongly agree or agree)
* I have a sufficient amount of control over my workday (438 strongly agree or agree)
* I find senior leadership (CEO and Directors) provides open and honest communication (443 strongly agree or agree)

**WHAT DO YOU VALUE MOST ABOUT WORKING AT EDSI? (Common Themes)**

* The people I work with - being part of a team, friendships
* The clients we help/helping others
* Leadership team – servant leadership
* Kevin Schnieders – approachable and supportive CEO
* Life/Work balance – flex days, PTO policy
* Support from colleagues and management
* The mission, culture and values – daily ways
* The ability to voice my opinion and be heard
* Recognition for hard work
* The efforts made to have everyone work remotely throughout the pandemic
* Learning/professional development/growth opportunities
* Autonomy
* Ethical practices

**LOWEST SCORES**

* My healthcare and insurance benefits meet my individual and/or family needs - medical, dental, vision, life insurance, and disability (50 disagree or strongly disagree, 139 neither agree nor disagree)
* I am satisfied with the way pay increases are administered (72 disagree or strongly disagree, 142 neither agree nor disagree)
* I feel that I can save enough for the future through our 401(k) plan (106 disagree or strongly disagree, 162 neither agree nor disagree)
* EDSI is successful in retaining top performers (63 disagree or strongly disagree, 128 neither agree nor disagree)
* I am fairly compensated for my contributions (88 disagree or strongly disagree, 86 neither agree nor disagree)
* I believe the way EDSI promotes/transfers employees is fair (45 disagree or strongly disagree, 132 neither agree nor disagree)

**WHAT DO YOU LIKE LEAST ABOUT WORKING AT EDSI? (Common Themes)**

* Many commented N/A or that they did not have anything that they are unhappy with
* Salary/pay increases
* Company match on 401k
* No consequences for low-performing employees, managers
* No room for growth/no clear career path
* The office space needs to be improved
* Medical benefits
* Too much funder/workforce board involvement – feels like we work for the state and not EDSI
* Favoritism/nepotism in hiring and management decisions
* Local Management – disconnect between corporate office and regional offices. Values aren’t practiced in some offices.
* Too many levels of management
* Lack of communication
* Uncertainly with contracts
* Work too many hours and too much overtime; no boundaries - texts/contact even when on PTO, bereavement, maternity, etc.

**COMMENTS: WHAT DOES IT FEEL LIKE TO WORK IN YOUR OFFICE**

**Good**

Many responses: “Good” or “Great”

Healthy environment

It is nice to work with my team – like a family

Very comfortable

Good communication

Welcoming and friendly

Positive and upbeat

Supportive and safe

Team lives the values

Fun

Working from home now – enjoy interaction with the team remotely or at the office

**Needs Improvement**

Very hectic and busy

Hostile, verbally abusive

Micromanaged by leadership

Too much competition

Unprofessional

Building is outdated

EDSI is great – funder influence causes issues, too much board involvement

Disparity, unfair, people not treated the same way

Director/Manager doesn’t listen to concerns

Scary, unsafe due to COVID

**Additional Comments/Suggestions**

* Many comments of “thank you” and “EDSI is a great place to work!”
* Additional comments related to topics already covered in other questions
* Worry/anxiety about returning to the office
* Many comments thanking EDSI for its accommodations during the pandemic
* Appreciate recent diversity efforts
* Appreciate Kevin and all of his communication
* Many requests to continue working from home