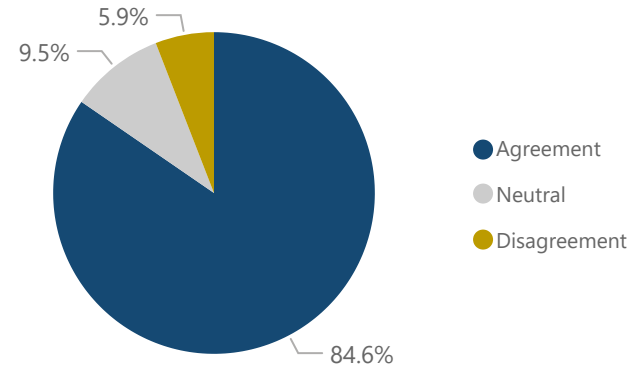


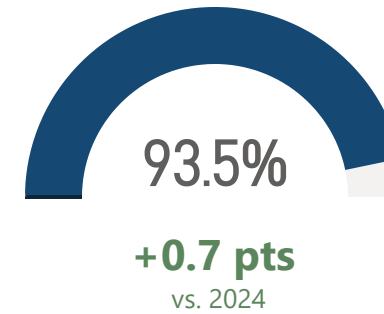
2025 EMPLOYEE SURVEY RESULTS

Positivity Score measures the proportion of positive feedback to negative feedback
Positivity Score = (Strongly Agree + Agree) / (Total Responses - Neutral Responses)

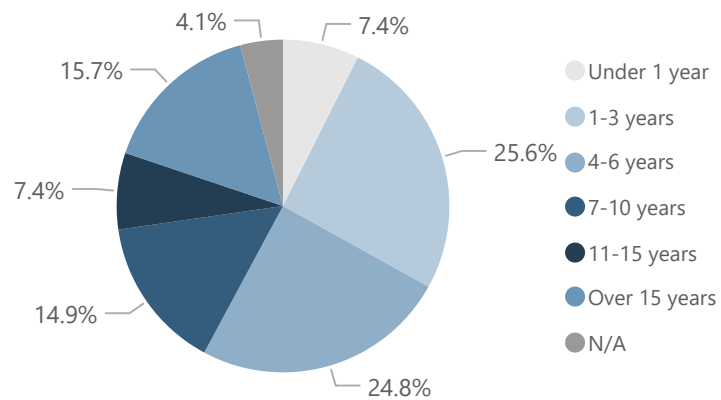
Overall Sentiment



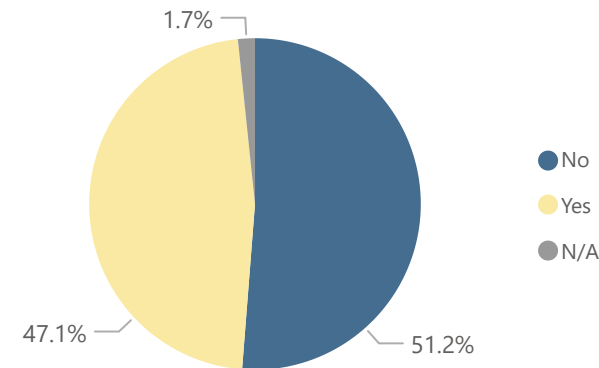
2025 Positivity Score



Responses by Years of Service



Responses by Supervisor Status

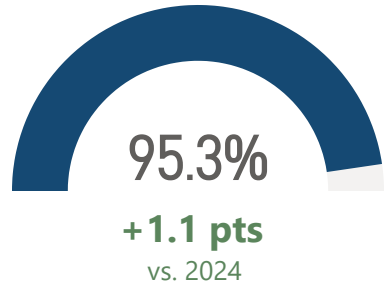


Response Rate

39% in 2025
37% in 2024

MY EXPERIENCE AT DIVISION OF BUDGET

2025 Positivity Score



Largest Changes in 2025 vs 2024 Survey

I have access to advancement opportunities (e.g., promotion, professional development) just like those in similar roles at DOB

91.1%

2025 Positivity Score

9.1%

Change from last year

I feel encouraged to come up with new and better ways of doing my work

87.3%

2025 Positivity Score

3.0%

Change from last year

My work gives me a feeling of personal accomplishment

92.4%

2025 Positivity Score

2.4%

Change from last year

2025 Evaluation by Question

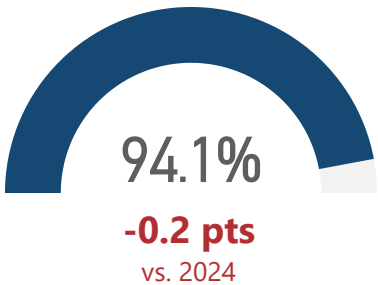
Positivity Score



● Strongly Agree ● Agree ● Neither Agree Nor Disagree ● Disagree ● Strongly Disagree

MY SUPERVISOR

2025 Positivity Score



Largest Changes in 2025 vs 2024 Survey

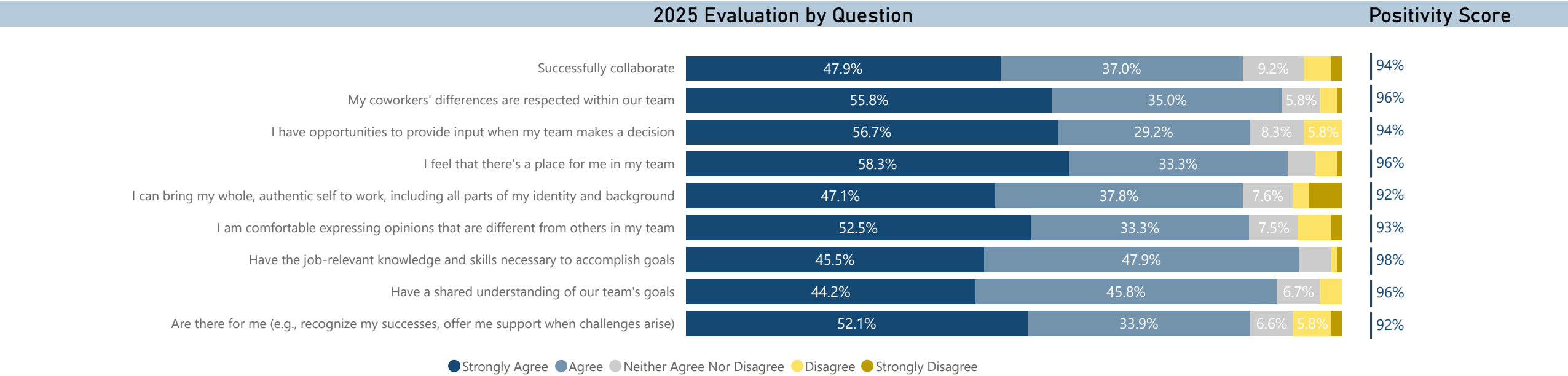
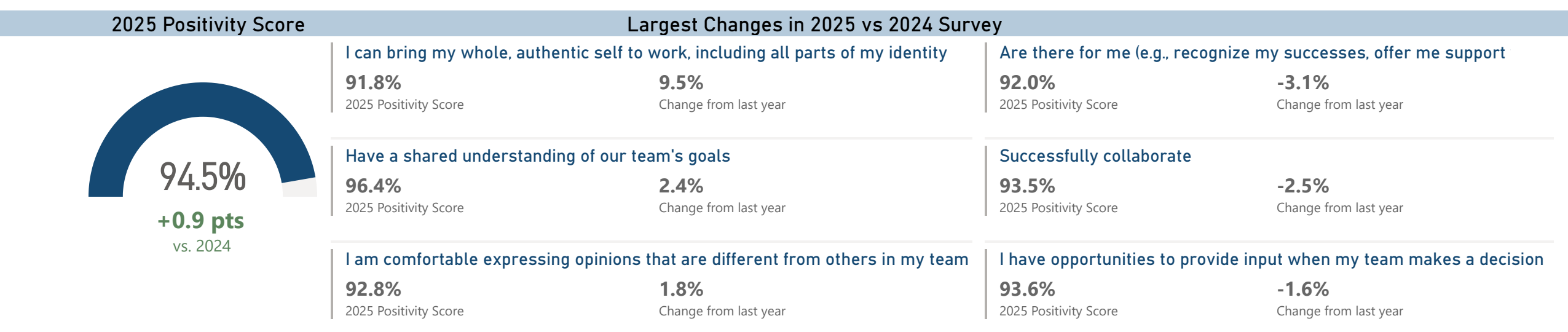
Is supportive of my learning (e.g., DOB trainings, mentoring, external learning...)	Recognizes employees for good performance (e.g., well-produced work ...)
98.2%	91.1%
2025 Positivity Score	2025 Positivity Score
3.3%	-4.2%
Change from last year	Change from last year
Effectively delegates work	Gives me constructive feedback
90.6%	93.7%
2025 Positivity Score	2025 Positivity Score
1.8%	-2.3%
Change from last year	Change from last year
Is supportive of my career advancement (e.g., takes an interest in my career ...)	Provides appropriate context for completing assignments
93.6%	93.6%
2025 Positivity Score	2025 Positivity Score
1.7%	-1.2%
Change from last year	Change from last year

2025 Evaluation by Question

Positivity Score

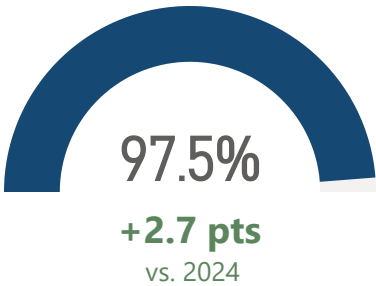
Treats me with respect	66.9%	28.1%			99%
Supports my need to balance work and other life priorities	64.5%	26.4%			94%
Responds effectively to issues raised by staff	50.0%	34.2%	8.3%	6.7%	92%
Recognizes employees for good performance (e.g., well-produced work products or developing positive work ...)	56.8%	29.7%			91%
Provides opportunities fairly to all employees in my team (e.g., training, work assignments)	49.2%	35.8%	10.0%		94%
Provides appropriate context for completing assignments	47.9%	37.2%	9.1%	5.8%	94%
Listens to what I have to say	62.0%	34.7%			98%
Is supportive of my learning (e.g., DOB trainings, mentoring, external learning opportunities)	59.5%	32.2%	6.6%		98%
Is supportive of my career advancement (e.g., takes an interest in my career goals, provides opportunities for me...)	52.9%	31.4%	9.9%		94%
Gives me constructive feedback	50.4%	37.0%	6.7%		94%
Effectively delegates work	40.0%	40.0%	11.7%	7.5%	91%
Connects me with the supports I need (e.g., one-on-one training, DOB Online resources, additional instruction' ...)	50.4%	33.1%	11.6%		94%
Communicates expectations clearly	48.8%	32.2%	9.9%	6.6%	90%

● Strongly Agree ● Agree ● Neither Agree Nor Disagree ● Disagree ● Strongly Disagree



MY TEAM LEADER

2025 Positivity Score



Largest Changes in 2025 vs 2024 Survey

Communicates Unit goals

98.3%
2025 Positivity Score

6.8%
Change from last year

Expresses appreciation for high quality work

98.3%
2025 Positivity Score

-1.7%
Change from last year

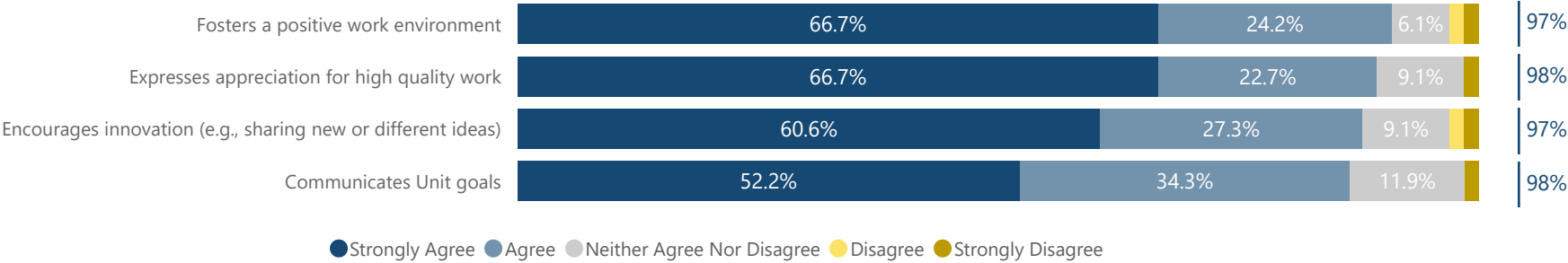
Encourages innovation (e.g., sharing new or different ideas)

96.7%
2025 Positivity Score

5.0%
Change from last year

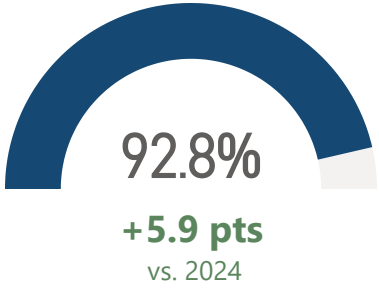
2025 Evaluation by Question

Positivity Score



MY SECTION HEAD

2025 Positivity Score



Largest Changes in 2025 vs 2024 Survey

Communicates Unit goals

96.1%
2025 Positivity Score

9.7%
Change from last year

Fosters a positive work environment

94.9%
2025 Positivity Score

8.2%
Change from last year

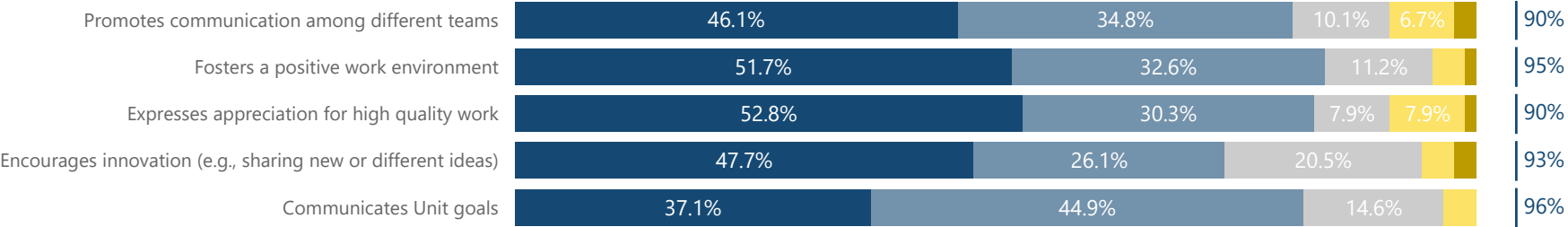
Encourages innovation (e.g., sharing new or different ideas)

92.9%
2025 Positivity Score

7.8%
Change from last year

2025 Evaluation by Question

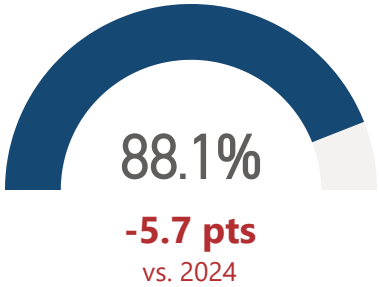
Positivity Score



Strongly Agree Agree Neither Agree Nor Disagree Disagree Strongly Disagree

MY ASSISTANT UNIT CHIEF

2025 Positivity Score

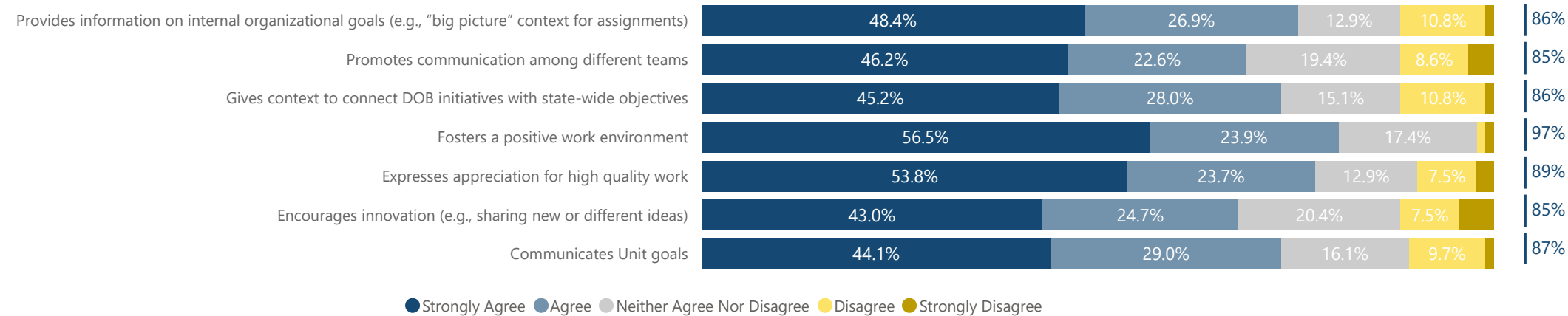


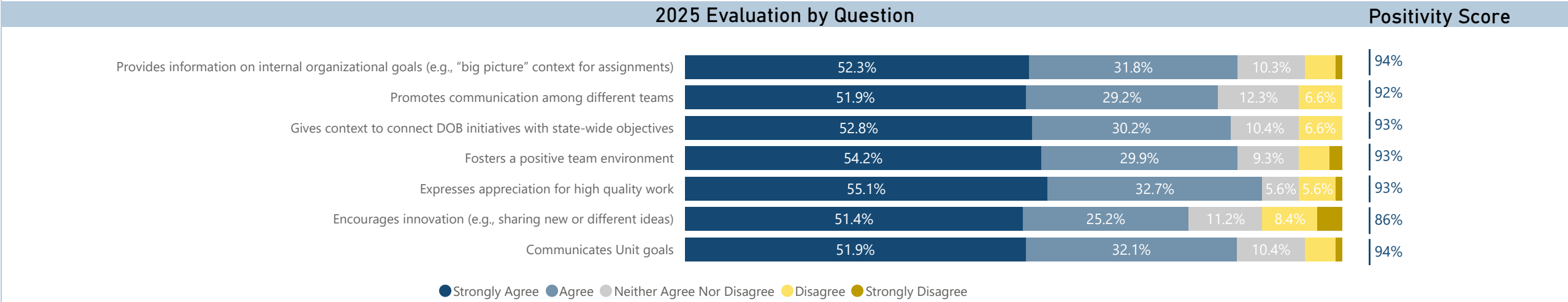
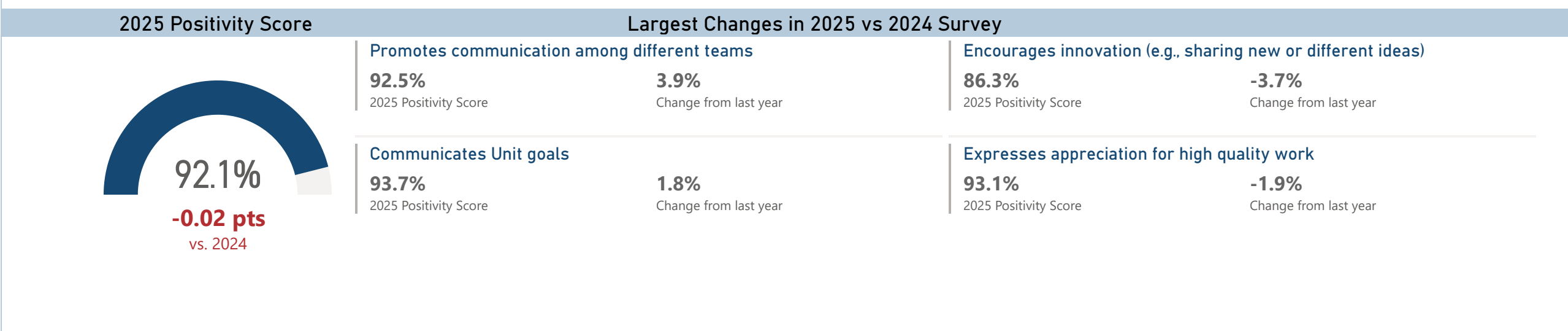
Largest Changes in 2025 vs 2024 Survey

Promotes communication among different teams	85.3%	-9.6%
2025 Positivity Score		Change from last year
Communicates Unit goals	87.2%	-8.1%
2025 Positivity Score		Change from last year
Encourages innovation (e.g., sharing new or different ideas)	85.1%	-6.7%
2025 Positivity Score		Change from last year

2025 Evaluation by Question

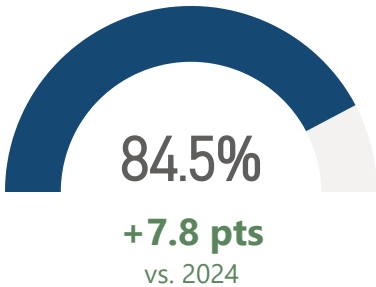
Positivity Score





FRONT OFFICE

2025 Positivity Score



Largest Changes in 2025 vs 2024 Survey

Promotes a culture of collegiality at DOB

90.5%
2025 Positivity Score

10.8%
Change from last year

Fosters a positive team environment

82.8%
2025 Positivity Score

6.9%
Change from last year

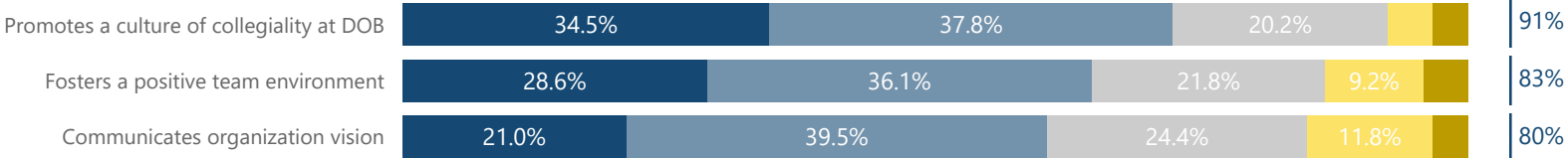
Communicates organization vision

80.0%
2025 Positivity Score

5.6%
Change from last year

2025 Evaluation by Question

Positivity Score

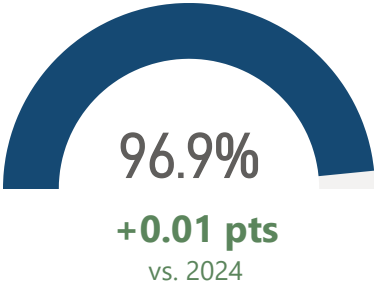


Strongly Agree Agree Neither Agree Nor Disagree Disagree Strongly Disagree

REMOTE WORK

2025 Positivity Score

Largest Changes in 2025 vs 2024 Survey



Remote work opportunities offer me additional flexibility ...

Metric	Value
2025 Positivity Score	99.2%
Change from last year	1.0%

It is easy for me to get input and feedback from my supervisor while working ...

Metric	Value
2025 Positivity Score	96.5%
Change from last year	-1.6%

2025 Evaluation by Question

Positivity Score

