

# STATE OF MO WORKFORCE SURVEY

*The State of Missouri Workforce Survey is designed to uncover actionable insights that enhance the team member experience and foster a workplace culture that strengthens our service to the public.*

## Framework:



**Yearly comprehensive survey** as well as one “reconnect survey” to measure the impact of initiatives.



**Simple, confidential questions** that improve data accuracy by focusing on a single ask.



Measurements showcase team member sentiment in **four key themes: Empowerment, Culture, Direction, and Leadership.**

“I think leadership should be ensuring that context is provided to all levels below and following up to make sure that people understand. I think sometimes there is the assumption that information is relayed when many times it is not.”

*- Feedback gathered from focus group*

## Benefits and Impact:



**Accurate, well-governed, and confidential data** will provide State leadership with the information they need to make strategic decisions.



Leadership will have **results to support action plans** to improve team member experience and citizen service.



**Comprehensive dashboard accessibility**, supported by Qualtrics, to add valuable data and support leadership in driving change.



Leadership can **gain extensive insight** into department health **by combining survey results with data from other sources**, such as the Workforce Analytics Dashboard and the Talent Management Dashboard.

## Anticipated Timeline:

