

STATEWIDE EMPLOYEE ENGAGEMENT AND INCLUSION SURVEY

High-Level Employee Statement Results
August 2025



SUMMARY

The 2025 Employee Engagement and Inclusion Survey was sponsored by Enterprise Employee Experience (EEx), a section within Minnesota Management and Budget (MMB) dedicated to recruiting, engaging, and retaining diverse employees by fostering a culture of inclusion across the state enterprise. The purpose of the survey is to gain insights about how employees feel about key aspects of workplace engagement and inclusion.

This was the fourth iteration of the survey. It was open to most executive branch employees, and 48 percent of invited employees participated. EEx contracted with Management Analysis and Development (MAD) to conduct the survey. State agencies will identify important issues in the survey results that they will address in a follow-up action plan. MMB will provide support for cross-agency issues with resources to state agencies.

Statement Responses

Most questions on the survey asked respondents to rate their level of agreement or disagreement with a statement on a scale from disagree (1) to agree (5).

KEY FINDINGS

Statements with Most Agreement

I strive to do my best at work every day.

89%



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
0%	0%	2%	9%	89%

I understand how my work helps achieve my agency's mission.

13%

82%



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
1%	1%	3%	13%	82%

I know how to report misconduct in my workplace.

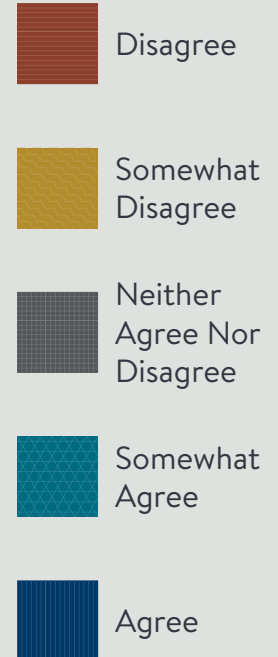
13%

80%



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
1%	2%	3%	13%	80%

KEY



Statements with Most Disagreement

I hardly ever think about leaving my agency for a job outside of state government.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
12%	12%	12%	20%	44%

I am satisfied with the career advancement opportunities available at my agency.



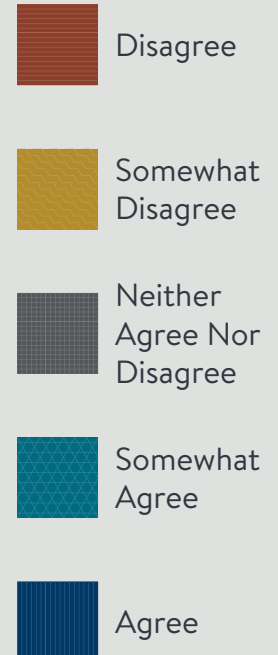
Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
13%	12%	15%	25%	36%

I am satisfied with the career advancement opportunities available in state government.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
10%	12%	20%	25%	33%

KEY



DAILY WORK

I strive to do my best at work every day.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
0%	0%	2%	9%	89%

I am trusted to do my job.



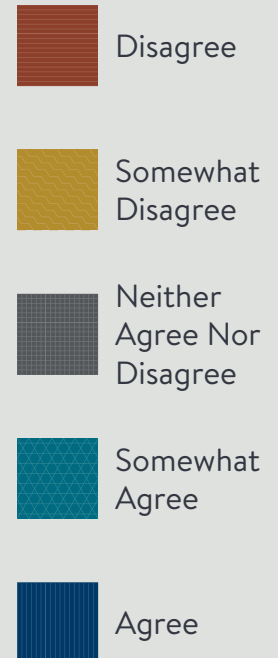
Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
2%	3%	3%	12%	79%

I have the flexibility I need in my work schedule to take care of personal matters (using sick leave, vacation time, comp time, flexible hours, etc.).



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
3%	3%	3%	13%	78%

KEY



I have a good working relationship with my immediate supervisor.



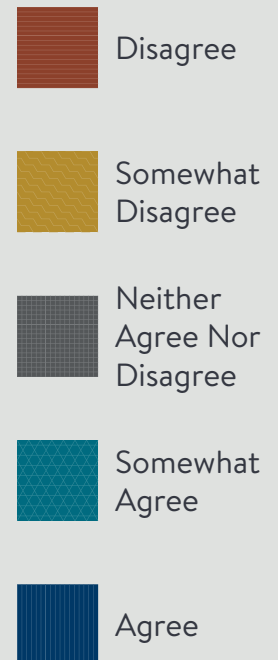
Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
2%	3%	4%	11%	80%

Overall, my workload is manageable.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
7%	11%	6%	25%	51%

KEY



COMMUNICATION

I understand how my work helps achieve my agency's mission.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
1%	1%	3%	13%	82%

I am encouraged to participate in decisions that affect my work.



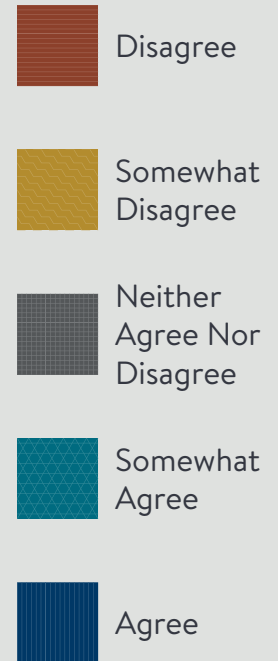
Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
7%	9%	8%	25%	51%

I receive enough information about relevant agency issues, initiatives, etc.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
5%	9%	9%	32%	45%

KEY

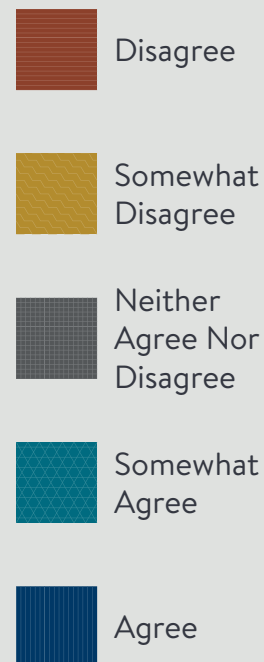


Leaders make sufficient effort to get the opinions of people who work at my agency.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
11%	12%	12%	28%	37%

KEY



DEVELOPMENT

I receive the training I need to perform my job.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
3%	7%	5%	29%	55%

I am aware of the professional development opportunities available to me (training, leadership opportunities, resources, etc.).



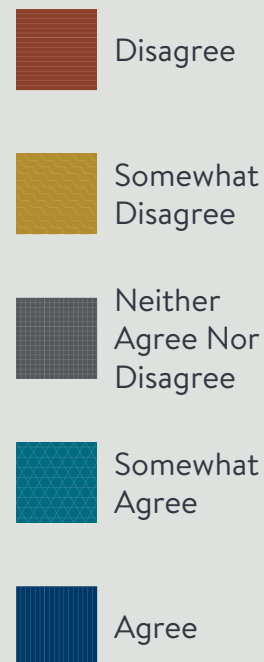
Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
4%	7%	9%	28%	51%

I am satisfied with the professional development opportunities available to me (training, leadership opportunities, resources, etc.).



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
7%	10%	14%	27%	42%

KEY



I understand how to advance my career in state government.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
9%	11%	15%	27%	39%

I am satisfied with the career advancement opportunities available at my agency.



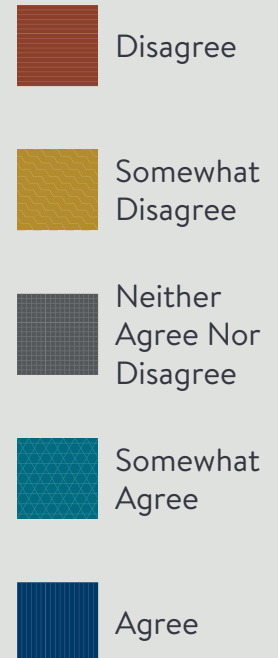
Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
13%	12%	15%	25%	36%

I am satisfied with the career advancement opportunities available in state government.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
10%	12%	20%	25%	33%

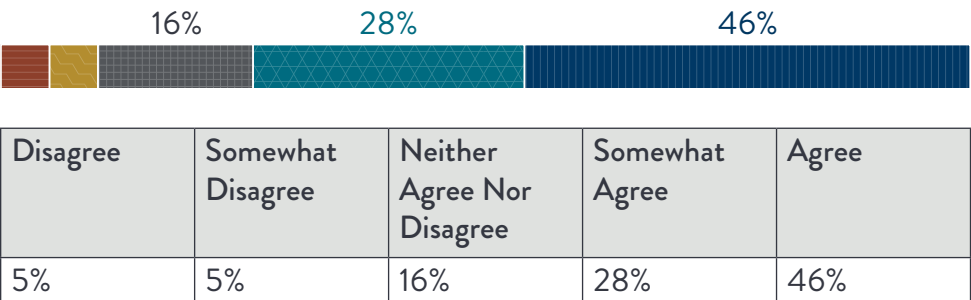
KEY



INDIVIDUAL DEVELOPMENT PLAN

Nearly three-quarters of the respondents (74 percent) indicated they have an Individual Development Plan (IDP). The following statement was answered exclusively by those respondents.

My Individual Development Plan identifies meaningful skill and career development goals that help me prepare for advancement opportunities in state government.



KEY



WORKPLACE INCLUSION

I feel equipped to look at situations from other cultural perspectives when I'm doing my job.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
1%	2%	9%	24%	64%

I am treated respectfully in the workplace.



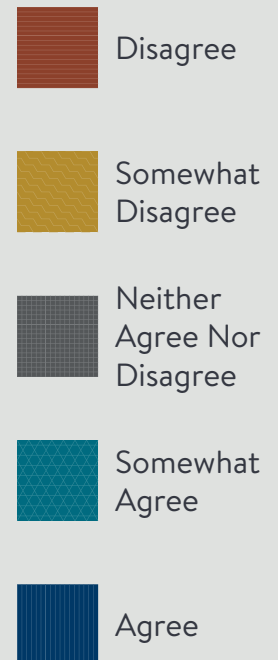
Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
3%	5%	4%	16%	72%

I am treated as a valuable team member.

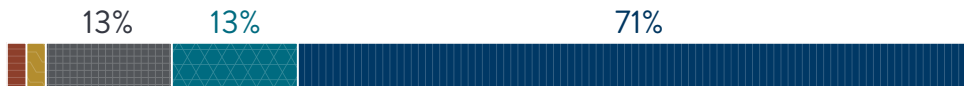


Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
4%	5%	5%	18%	68%

KEY



My supervisor holds me accountable for creating a work culture that is inclusive of people of difference backgrounds.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
2%	2%	13%	13%	71%

I feel comfortable sharing my ideas, opinions, and perspectives at work, even when they differ from others'.



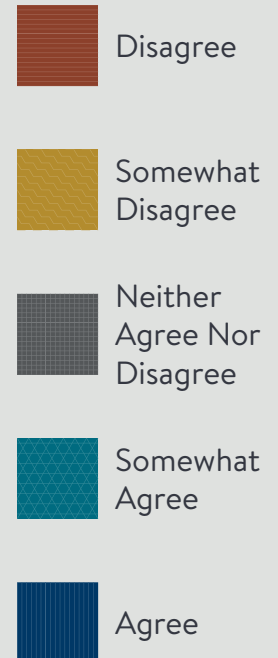
Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
5%	7%	6%	24%	58%

I do not need to conceal or distort valued parts of my identity, style, or individual characteristics in order to fit in at work.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
6%	8%	8%	16%	62%

KEY



I know how to report misconduct in my workplace.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
1%	2%	3%	13%	80%

If I experienced misconduct in the workplace, I would feel comfortable reporting it to an appropriate authority.



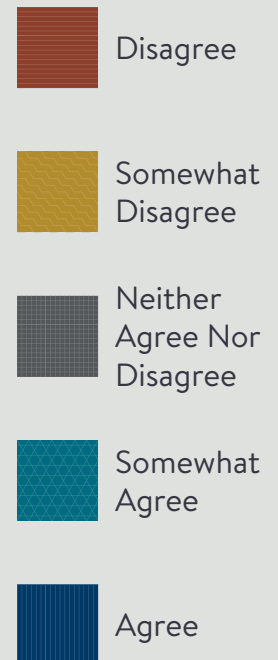
Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
5%	5%	5%	16%	68%

Managers and supervisors in my agency model respectful behavior.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
5%	6%	6%	20%	62%

KEY



My agency has encouraged me to participate in continuing education and training opportunities on topics related to diversity, equity, and inclusion.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
4%	4%	14%	16%	62%

My agency makes decisions (for example, setting direction or allocating resources) that are in line with improving equity.



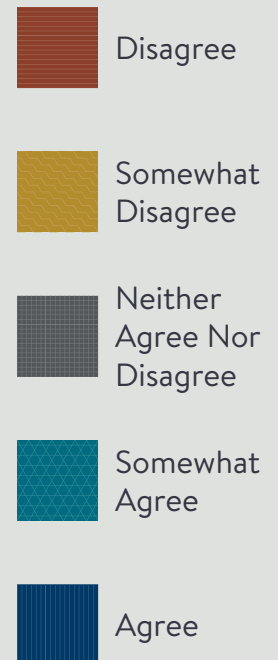
Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
5%	4%	16%	21%	54%

My agency implements policies and procedures in a fair and impartial way.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
8%	7%	12%	21%	53%

KEY



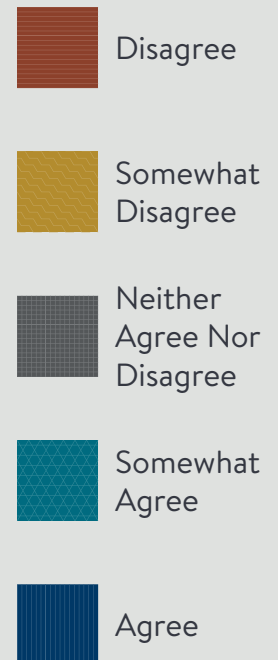
EMPLOYEE BENEFITS

I would feel comfortable accessing mental health resources or services if I or a family member needed them.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
2%	3%	9%	15%	70%

KEY



OVERALL SATISFACTION

Overall, I am satisfied working in state government.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
3%	5%	8%	25%	58%

I would recommend working in state government.



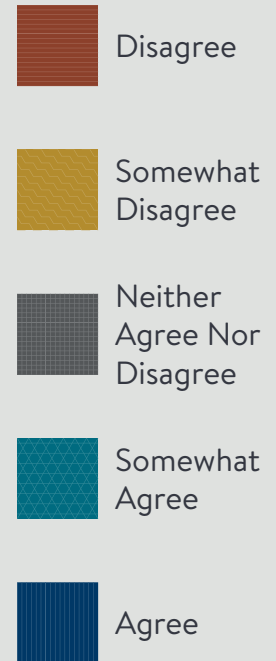
Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
4%	4%	11%	24%	57%

Overall, I am satisfied working at my agency.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
5%	7%	8%	23%	57%

KEY



I would recommend my agency as a place to work.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
7%	5%	11%	21%	56%

I hardly ever think about leaving my agency for a job outside of state government.



Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree
12%	12%	12%	20%	44%

KEY

