

2nd Annual State of Maine Workforce Engagement Survey - Paper Version

Participating in this survey is **voluntary**. Your responses will be combined with the responses of other employees to ensure that your answers remain **anonymous**. No individual answers will be identifiable based on any specific information.

Most questions are required, which are marked with an asterisk. However, if you're uncomfortable answering one, select "prefer not to answer."

The survey should take around 25-30 minutes to complete and we encourage you to fill it out during work hours.

The terms "agency" and "department" are used interchangeably throughout the survey.

If you are unable to complete the survey online and would like to submit a paper version, a PDF version of the survey is available on the Bureau of Human Resources' website under the State Employees tab and the Bureau of Human Resources' Talent Management Division Sharepoint site. Please complete the survey and mail it to the Bureau of Human Resources. Envelopes containing mailed versions of the survey will be shredded to protect anonymity.

Interoffice mail

Bureau of Human Resources
Attn: Talent Management Division
4 SHS

By mail

Bureau of Human Resources
Attn: Talent Management Division
111 Sewall Street 4th Floor
4 SHS
Augusta, Maine 04333

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Section 1

Employer of Choice

Maine State Government is working hard to become an employer of choice, meaning, an organization that prides itself on having a healthy workplace culture, effective leadership, opportunities for career growth and development,

and engaged employees.

We want to learn more about why people choose to work here and what might make them leave. Your input will help guide efforts to enhance state government's work environment.

* 1. Why did you originally choose a career in Maine State Government? (Select all that apply)

- ☐ Opportunity to make a difference for the people of Maine
- ☐ Working in public service is important to me
- ☐ Job security
- ☐ Salary
- ☐ Benefit options (employer-paid benefits and retirement)
- ☐ Competitive compensation package (salary + employer-paid benefits and retirement)
- ☐ Flexible work schedule
- ☐ Opportunity to telework
- ☐ Commitment to diversity, equity, inclusion, and belonging
- ☐ The work seemed interesting
- ☐ Agency's reputation
- ☐ Agency's culture and values
- ☐ Work-life balance
- ☐ Alignment with career goals
- ☐ Career advancement
- ☐ Development opportunities
- ☐ A current or former State employee inspired me to apply
- ☐ I needed a job
- ☐ Prefer not to answer
- ☐ Other (please specify)

* 2. Have you ever left your job in Maine State Government and returned (either to the same position or a different position)?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

* 3. Which department did you leave? (If you have worked in multiple departments, please choose the one you've left most recently.)

To protect the anonymity of employees and contractors in smaller offices, we are not listing every department or office. If your department or office is not listed, please select "other".

- ☐ Administrative and Financial Services
- ☐ Agriculture, Conservation, and Forestry
- ☐ Attorney General (Office of)
- ☐ Baxter State Park Authority
- ☐ Corrections
- ☐ Defense, Veterans, and Emergency Management
- ☐ Economic and Community Development
- ☐ Education
- ☐ Environmental Protection
- ☐ Governor's Office
- ☐ Health and Human Services
- ☐ Inland Fisheries and Wildlife
- ☐ Labor
- ☐ Marine Resources
- ☐ Professional and Financial Regulation

- ☐ Public Safety
- ☐ Public Utilities Commission
- ☐ State Auditor (Office of)
- ☐ Transportation
- ☐ Workers' Compensation Board
- ☐ Prefer not to answer
- ☐ Other (small agencies, boards, commissions, etc.)

* 4. Why did you leave state service? (Select all that apply)

- ☐ Eligible for retirement
- ☐ Offered a more exciting opportunity at another employer
- ☐ Offered a higher salary at another employer
- ☐ Offered better benefits at another employer (including employer-paid benefits and retirement)
- ☐ Offered a more competitive compensation package at another employer (salary + employer-paid benefits and retirement)
- ☐ Lack of work-life balance
- ☐ Lack of opportunity to telework
- ☐ Lack of flexible work schedule
- ☐ Wanted a shorter commute
- ☐ Moved to a new location
- ☐ Lack of commitment to diversity, equity, inclusion and belonging
- ☐ No connection to the State's mission, vision, and values
- ☐ No connection to my agency's mission, vision, and values
- ☐ Work culture
- ☐ Direct supervisor did not address team issues

☐ Direct supervisor did not hold employees accountable

☐ Felt unsupported by direct supervisor

☐ Felt unsupported by management

☐ No longer aligned with my career goals

☐ Lack of opportunities for career advancement

☐ Lack of opportunities for career development

☐ Lack of interest in the work itself

☐ School/education

☐ Family reasons

☐ Lack of childcare

☐ Prefer not to answer

☐ Other (please specify)

* 5. Why did you return to state service? (Select all that apply)

- ☐ Opportunity to make a difference for the people of Maine
- ☐ Job security
- ☐ Salary
- ☐ Benefit options (including employer-paid benefits and retirement)
- ☐ Competitive compensation package (salary + employer-paid benefits and retirement)
- ☐ Work-life balance
- ☐ Flexible work schedule
- ☐ Opportunity to telework
- ☐ Diversity, equity, inclusion and belonging
- ☐ Workplace culture
- ☐ Leadership (Agency head)
- ☐ Colleagues (people who work in the same field but not for the same unit or division)
- ☐ Team
- ☐ Management (direct supervisor)
- ☐ Team (co-workers within your unit or division)
- ☐ Recognition
- ☐ Enjoy the work
- ☐ Alignment with career goals
- ☐ Career advancement
- ☐ Development opportunities
- ☐ Prefer not to answer
- ☐ Other (please specify)

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Employer of Choice

* 6. What motivates you to continue to working in Maine State Government?
(Select all that apply)

- ☐ Opportunity to make a difference for the people of Maine
- ☐ Job security
- ☐ Salary
- ☐ Benefit options (including employer-paid benefits and retirement)
- ☐ Competitive compensation package (salary + employer-paid benefits and retirement)
- ☐ Work-life balance
- ☐ Flexible work schedule
- ☐ Opportunity to telework
- ☐ Diversity, equity, inclusion and belonging
- ☐ Workplace culture
- ☐ Leadership (Agency head)
- ☐ Colleagues (people who work in the same field but not for the same unit or division)
- ☐ Management (direct supervisor)
- ☐ Team (co-workers within your unit or division)
- ☐ Recognition
- ☐ Enjoy the work
- ☐ Alignment with career goals
- ☐ Career advancement
- ☐ Development opportunities
- ☐ Prefer not to answer
- ☐ Other (please specify)

* 7. Over the last 12 months, I have been actively looking for a new job outside of Maine State Government.

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

* 8. I intend to continue working in Maine State Government for:

- ☐ Less than 1 year
- ☐ Between 1-2 years
- ☐ Between 2-5 years
- ☐ Between 5-10 years
- ☐ Between 10-15 years
- ☐ 15+ years
- ☐ I have not decided how long I will stay
- ☐ Prefer not to answer

* 9. What factors would cause you to leave Maine State Government? (Select all that apply)

- ☐ Eligible for retirement
- ☐ Offered a more exciting opportunity at another employer
- ☐ Offered a higher salary at another employer
- ☐ Offered better benefits at another employer (including employer-paid benefits and retirement)
- ☐ Offered more competitive compensation package at another employer (salary + employer-paid benefits and retirement)
- ☐ Lack of work-life balance
- ☐ Lack of opportunity to telework

- ☐ Lack of flexible work schedule
- ☐ Needed a shorter commute
- ☐ Moved to a new location
- ☐ Lack of commitment to diversity, equity, inclusion and belonging
- ☐ No connection to the State's mission, vision, and values
- ☐ No connection to my agency's mission, vision, and values
- ☐ Work environment
- ☐ Direct supervisor not addressing team issues
- ☐ Direct supervisor not holding employees accountable
- ☐ Feeling unsupported by direct supervisor
- ☐ Feeling unsupported by management
- ☐ Work culture
- ☐ Team culture
- ☐ No longer aligning with my career goals
- ☐ Lack of opportunities for career advancement
- ☐ Lack of opportunities for career development
- ☐ Lack of interest in the work itself
- ☐ School/education
- ☐ Family reasons
- ☐ Lack of childcare
- ☐ There is nothing that would make me leave my job in state government
- ☐ Prefer not to answer
- ☐ Other (please specify)

* 10. What could make working in your agency better? (Select all that apply)

- ☐ Higher salary/pay
- ☐ More employee benefits options (including employer-paid benefits and retirement)
- ☐ Competitive total compensation package (salary + employer-paid benefits and retirement)
- ☐ Better work-life balance
- ☐ Flexible work schedule
- ☐ Opportunity to telework
- ☐ More commitment to diversity, equity, inclusion and belonging values
- ☐ More inclusive workplace culture
- ☐ More positive workplace culture
- ☐ Understanding how my work impacts the agency's mission, vision, and values
- ☐ Understanding how my work impacts the State's mission, vision, and values
- ☐ More employee recognition by management
- ☐ More employee recognition by peers
- ☐ More opportunities for career advancement
- ☐ More development and training opportunities
- ☐ Better internal communication from leadership
- ☐ Easier to access resources
- ☐ Improved accountability by management
- ☐ I am unsure
- ☐ Other (please specify)

* 11. My agency has the staffing necessary to achieve its mission.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer
- ☐ Unsure

* 12. If given a choice, I would remain with my agency, even if a job with similar pay and benefits were available elsewhere.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

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Section 2

Agency Culture

This section asks questions about working at your agency. For the purposes of this survey, we are using the term ‘agency’ to refer to all cabinet-level departments led by a commissioner appointed by the governor, departments or offices led by constitutional officers, and boards and commissions.

We are collecting this information to understand if there are opportunities to improve the success of each agency. Your responses will help guide efforts to enhance state government’s work environment.

* 13. I recommend my agency as a great place to work.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 14. My agency's leadership communicates a vision that motivates me.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 15. I have trust and confidence in my agency's leadership.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 16. My agency helps me navigate change.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 17. I know how my role impacts the success of the agency.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 18. At my agency, I feel valued for who I am as a person.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 19. Descriptions and examples of successful work are provided to me.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 20. My peers show their appreciation for the work I do.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 21. I have considered leaving my agency because I felt isolated or unwelcome.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 22. My agency provides me with the information I need in a timely manner.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 23. How do you receive informational or organizational updates about your agency? (Select all that apply)

- ☐ In-person meeting
- ☐ Infographic
- ☐ Instant message
- ☐ Intranet
- ☐ Kiosk
- ☐ Letter/postcard via mail
- ☐ Microsoft Teams
- ☐ Newsletter
- ☐ Noticeboard/bulletin board
- ☐ Personal email
- ☐ Photo
- ☐ Podcast
- ☐ Poster
- ☐ SharePoint
- ☐ Social media
- ☐ Text message
- ☐ Video
- ☐ Virtual meeting
- ☐ Work email
- ☐ I don't receive communication from my agency
- ☐ None of the above

* 24. How do you prefer to receive informational and organizational updates about your agency? (Select all that apply)

☐ Centralized information portal

☐ In-person meeting

☐ Infographic

☐ Instant message

☐ Intranet

☐ Kiosk

☐ Letter/postcard via mail

☐ Microsoft Teams

☐ Newsletter

☐ Noticeboard/bulletin board

☐ Personal email

☐ Photo

☐ Podcast

☐ Poster

☐ SharePoint

☐ Social media

☐ Text message

☐ Video

☐ Virtual meeting

☐ Work email

☐ Unsure

☐ Other (please specify)

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Section 3

Engagement: Supervisor

This section asks questions about your direct supervisor. For the purposes of this survey, direct supervisor, manager, and leadership refer to different levels of management, as defined below:

- **Supervisor** – Refers to the person an employee reports directly to;
- **Manager** – Refers to the manager of the direct supervisor, though it is also possible an employee reports directly to a manager;
- **Leadership** – Refers to Commissioners, Directors, and other higher-level Management roles.

We are collecting this information to understand if there are opportunities to support employee-supervisor relationships. Your responses will help guide efforts to enhance state government's work environment.

Contractors: please answer based on to whom you report at the state or the person at the state who assigns your work.

* 25. My supervisor treats me with dignity and respect.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 26. I feel comfortable sharing ideas with my supervisor.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 27. My supervisor shows appreciation for the work I do.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 28. Cooperation and teamwork exists in my work group.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 29. My supervisor keeps our team informed on important information that impacts our unit/division, office, or bureau.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

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Section 4

Engagement: Employee

This section asks questions about you, as an employee or contractor.

We are collecting this information to understand how you feel about your work. Your responses will help guide efforts to enhance state government's work environment.

* 30. I see a clear link between my work and the mission, vision, and values of my agency.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ I do not know my agency's mission, vision, and values.
- ☐ Prefer not to answer

* 31. I feel my work offers value to the people of Maine.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 32. I know what is expected of me at work.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 33. I find my work sufficiently challenging.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 34. I feel the amount of work I am expected to perform is reasonable.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 35. My work gives me a feeling of personal accomplishment.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 36. I find meaning in my work.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 37. I feel encouraged to come up with new and better ways of doing things.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 38. I have the opportunity to give input on decisions affecting my work.

- ☐ All of the time
- ☐ Most of the time
- ☐ Some of the time
- ☐ Almost never
- ☐ Never
- ☐ Prefer not to answer

* 39. In general, I'm satisfied with my job.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

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Section 5

Performance and Career Development

This section asks questions about your career development.

We are collecting this information to understand if there are gaps in developing and training our workforce and if so, to work on closing those gaps. Your responses will help guide efforts to enhance state government's work environment.

* 40. How often is your supervisor reviewing your performance management form with you?

- ☐ Annually
- ☐ Quarterly
- ☐ Monthly
- ☐ Weekly
- ☐ More frequently than monthly
- ☐ Less frequently than annually
- ☐ I don't know
- ☐ Prefer not to answer

* 41. My performance is part of an ongoing conversation with my supervisor.

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

* 42. My supervisor provides me with timely feedback on my job performance.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 43. What tools and/or resources do you need to perform your job more effectively? (Select all that apply)

- ☐ Improved technology (apps, systems, security, user experience, collaboration tools, etc.)
- ☐ Improved equipment (laptop, phone, desk, keyboard, monitor, etc.)
- ☐ New/improved standard operating procedures (SOPs)
- ☐ New/improved process documents
- ☐ Additional training
- ☐ Job-related quick reference guides
- ☐ I do not need any additional tools or resources to do my job more effectively
- ☐ Other (please specify)

* 44. My supervisor provides guidance that supports my career development.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ I do not need more career development opportunities at this time
- ☐ Prefer not to answer

* 45. How often is your supervisor discussing your career development journey?

A career development journey reflects your career goals and how you are going to achieve them (entry level, upward movement, lateral movement, different career/field, or preparing for retirement).

- ☐ Annually
- ☐ Quarterly
- ☐ Monthly
- ☐ Weekly
- ☐ More frequently than monthly
- ☐ Less frequently than annually
- ☐ I have never had a conversation about my career with my supervisor
- ☐ I do not need more career development opportunities at this time
- ☐ Prefer not to answer
- ☐ Other (please specify)

* 46. I have opportunities to learn transferrable skills at work (communication, leadership, critical thinking, problem-solving, decision-making, planning, technology, etc.).

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ I do not need more training or development opportunities at this time
- ☐ Prefer not to answer

* 47. What learning opportunities would you like to see offered in your agency?
(Select all that apply)

- ☐ Lunch and Learns
- ☐ Access to webinars, workshops, and trainings that pertain to my field
- ☐ Access to webinars, workshops, and trainings that support learning transferrable skills
- ☐ Coaching
- ☐ Mentoring
- ☐ Case Studies
- ☐ Role-play
- ☐ Focus Groups
- ☐ I do not want more training or development opportunities at this time
- ☐ None of the above
- ☐ Other (please specify)

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Section 6

Employee Wellbeing

This section asks questions about your wellbeing.

We are collecting this information to better support your wellbeing, both at work and at home. Your responses will help guide efforts to enhance state government's work environment.

* 48. I am aware I have access to physical health, mental health, and financial and legal wellness resources through the Living Resources program.

- ☐ Yes
- ☐ No
- ☐ I have not heard of the Living Resources program

* 49. My supervisor supports my need to balance work and life responsibilities.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 50. Leadership at my agency encourages all employees to prioritize using their paid time off, as operational needs allow.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 51. I can effectively transition from work time to rest time.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 52. My work schedule leaves enough time to take care of other things in my life, such as spending time with loved ones, taking care of my home, and other activities that are important to me.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 53. In the past year, I have felt burned out from my work.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer

* 54. Does your supervisor address conflict within your team should it arise?

- ☐ Yes
- ☐ No
- ☐ I have not seen conflict on my team
- ☐ I am unsure
- ☐ Prefer not to answer

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Section 7

General Maine State Government Questions

This section asks questions about your employment in Maine State Government.

The information collected in this section helps us see how different groups of people answer the survey questions. We do this so we can tell departments how they are doing and where they can improve. We don't look at any one person's answers, just at the big picture for each department and Maine State Government.

This information can be used to:

- Improve workforce management practices
- Improve workplace culture
- Celebrate what's being done well
- Help retain and engage a productive workforce

* 55. Which department do you work for?

To protect the anonymity of employees and contractors in smaller offices, we are not listing every department or office. If your department or office is not listed, please select "other".

- ☐ Administrative and Financial Services
- ☐ Agriculture, Conservation, and Forestry
- ☐ Attorney General (Office of)
- ☐ Baxter State Park Authority
- ☐ Corrections
- ☐ Defense, Veterans, and Emergency Management
- ☐ Economic and Community Development
- ☐ Education
- ☐ Environmental Protection
- ☐ Governor's Office
- ☐ Health and Human Services
- ☐ Inland Fisheries and Wildlife
- ☐ Labor
- ☐ Marine Resources
- ☐ Professional and Financial Regulation
- ☐ Public Safety
- ☐ Public Utilities Commission
- ☐ Secretary of State
- ☐ State Auditor (Office of)
- ☐ Transportation

- ☐ Workers' Compensation Board
- ☐ Other (small agencies, boards, commissions, etc.)

56. If you work for the Department of Health and Human Services, which division do you work for?

- ☐ Aging and Disability Services
- ☐ Center for Disease Control and Prevention (including LAB)
- ☐ Child and Family Services (including CES, CWS)
- ☐ Commissioner's Office, including Administrative Hearings Unit (AHU); Audit (AUD); Division of Contract Management (DCM); Health Insurance Marketplace (HIM); Office of Quality Improvement Services (OQI); Program and Fiscal Coordination (PFC))
- ☐ Disability Determination Services
- ☐ Division of Licensing and Certification
- ☐ Dorothea Dix Psychiatric Center
- ☐ Office of Behavioral Health
- ☐ Office of Family Independence (including Division of Support Enforcement (DSE); Fraud (FRD))
- ☐ Office of Mainecare Services (including Rate Setting (RTS))
- ☐ Riverview Psychiatric Center
- ☐ Prefer not to answer

57. If you work for the Secretary of State's office, which division do you work for?

- ☐ Bureau of Motor Vehicles
- ☐ SOS Central Office, Archives, Corporations, Elections, and Commissions
- ☐ Prefer not to answer

58. If you work for the Department of Transportation, which division do you work for?

- ☐ Crew
- ☐ Exception
- ☐ Prefer not to answer

* 59. Are you a:

- ☐ Maine State Government employee
- ☐ Contractor
- ☐ Prefer not to answer

* 60. Are you a supervisor or manager in Maine State Government?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

* 61. How long have you worked for Maine state government?

- ☐ Less than 1 year
- ☐ Between 1-2 years
- ☐ Between 2-5 years
- ☐ Between 5-10 years
- ☐ Between 10-15 years
- ☐ Between 15-20 years
- ☐ More than 20 years
- ☐ Prefer not to answer
- ☐ Other (please specify)

* 62. Select the option that best describes the salary range of your job.

- ☐ \$0-\$9,999
- ☐ \$10,000-\$24,999
- ☐ \$25,000-\$49,999
- ☐ \$50,000-\$74,999
- ☐ \$75,000-\$99,999
- ☐ \$100,000-\$124,999
- ☐ \$125,000-\$149,999
- ☐ \$150,000+
- ☐ Prefer not to answer

* 63. How many days on average do you currently telework per week?

- ☐ Less than 1 day/occasional
- ☐ 1 day
- ☐ 2 days
- ☐ 3 days
- ☐ 4 days
- ☐ 100% telework
- ☐ N/A - doesn't apply to my position
- ☐ Not currently teleworking but maybe in the future
- ☐ Prefer not to answer

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Section 8

Demographic Questions

This section asks questions about demographics.

We are collecting this information to look for trends in responses based on personal characteristics that help us identify unmet needs for particular populations working in state government.

Your responses will be combined with the responses of other employees to ensure that your answers remain anonymous. No individual answers will be identifiable based on race, ethnicity, gender, sex, location, or any other specifying information. Responses from employees working in small agencies will be combined.

* 64. What is your gender?

The U.S. Equal Employment Opportunity Commission has recognized that presenting only “male” and “female” options does not reflect the full range of gender identities. In order to more accurately fulfill the State’s obligation to accurately report the demographics of our employees, we have added “X” to improve our data collection efforts.

☐ Female

☐ Male

☐ X (non-binary/third gender)

☐ Prefer not to answer

☐ Prefer to self-identify (please specify):

* 65. Are you of Hispanic, Latino, or Spanish origin?

☐ No, not of Hispanic, Latina/o, or Spanish origin

☐ Yes, Mexican, Mexican American, or Chicano

☐ Yes, Puerto Rican

☐ Yes, Cuban

☐ Prefer not to answer

☐ Yes, another Hispanic, Latina/o, or Spanish origin (please specify):

* 66. What is your race? (check all that apply)

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ Some other race
- ☐ Prefer not to answer

* 67. Are you of Middle Eastern or North African descent?

The federal government is considering changes to its existing race and ethnicity categories and one of these changes would be to add Middle Eastern or North African as a minimum category.

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

* 68. Do the race and ethnicity categories you selected above reflect how you identify?

- ☐ Yes
- ☐ Prefer not to answer
- ☐ No (If “no,” how do you identify?)

* 69. Are you a U.S. Veteran?

"Veteran" is defined as a person who has served on active duty in the United States Armed Forces including active duty other than for training in the Reserves of the United States Armed Forces and the National Guard and received a discharge other than dishonorable. For more information, visit <https://www.va.gov/OSDBU/docs/Determining-Veteran-Status.pdf>.

☐ Yes

☐ No

☐ Prefer not to answer

* 70. I am in the following age range:

☐ Under 20

☐ 20-29

☐ 30-39

☐ 40-49

☐ 50-59

☐ 60-69

☐ 70-79

☐ 80-89

☐ 90-99

☐ 100+

☐ Prefer not to answer

* 71. The highest level of school that I have completed is:

- ☐ Did not complete high school
- ☐ High school or GED
- ☐ Some college
- ☐ Associate degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctoral degree
- ☐ Prefer not to answer

* 72. Do you identify as a person with a disability?

- ☐ Yes
- ☐ No
- ☐ Unsure
- ☐ Prefer not to answer

73. If there are aspects about your identity that weren't captured in the survey questions, please share below.

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Section 9

Diversity, Equity, and Inclusion

Your answers to this section of the survey will help measure the level of employee knowledge and engagement related to diversity, equity, and inclusion efforts in the workplace.

* 74. I am familiar with the term diversity, equity, and inclusion.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Unsure
- ☐ Prefer not to answer

* 75. I have received training about diversity, equity, and inclusion.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Unsure
- ☐ Prefer not to answer

* 76. I would like more information about diversity, equity, and inclusion.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Unsure
- ☐ Prefer not to answer

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Thank you for taking the time to share your feedback about Maine State Government!

Submit your survey:

Interoffice mail

Bureau of Human Resources
Attn: Talent Management Division
4 SHS

By mail

Bureau of Human Resources
Attn: Talent Management Division
111 Sewall Street 4th Floor
4 SHS
Augusta, Maine 04333

77. Please use this space to share any additional comments.

Please keep in mind that this is an anonymous survey. Therefore, information or concerns about violations of law or state policy (including harassment or discrimination) should be reported to a supervisor or Human Resources.

A large, empty rectangular box with a thin blue border, intended for the respondent to provide additional comments. The box is positioned below the survey instructions and occupies a significant portion of the lower half of the page.