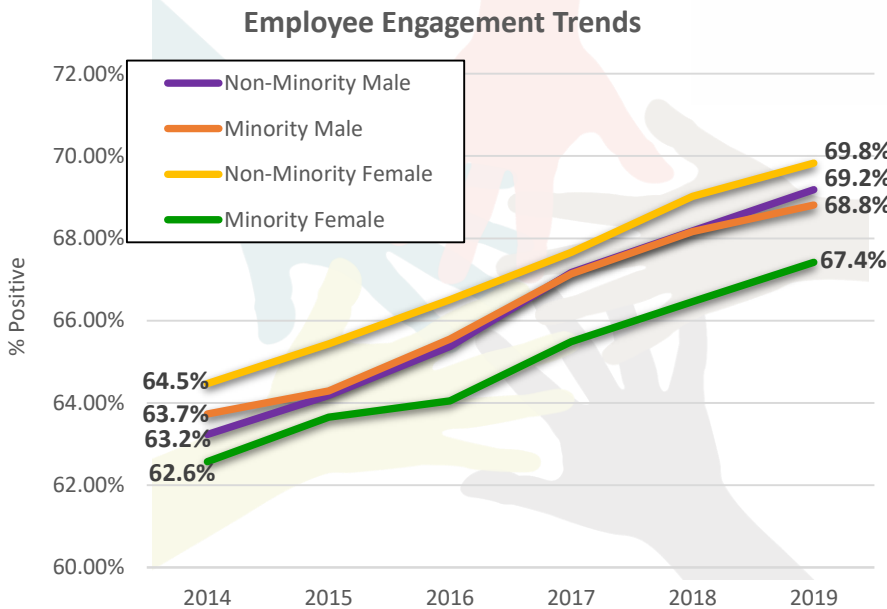


Regardless of sex and minority status, Federal employee engagement scores have significantly increased over the past five years.



Overall, engagement scores have improved 5.4% since 2014. However, scores among minority females are improving at a slower rate than other groups.

Minority female scores improved because there were increases in perceptions of supervisors' support for employee development (Q61), as well as confidence, trust, and respect for leadership (Q61, Q65). Although improved, minority women's scores on those questions are still lower than other groups. Additionally, questions that saw the least improvement among minority women were already high scoring and comparable to other group scores.

**Key Takeaway:** Despite a substantial increase in employee engagement, demographic differences in the rate of improvement remain. To continue these improvements, supervisors and senior leaders should meet with employees across all demographics, but in particular with minority women, to address their concerns, support their development and continue to build trust, confidence, and respect.

### Most Improved Engagement Questions Among Federal Employees (2014 - 2019)

Highest Value  Lowest Value

- Q51. I have trust and confidence in my supervisor.
- Q47. Supervisors in my work unit support employee development.
- Q61. I have a high level of respect for my organization's senior leaders.

Question	Minority Female	Non-Minority Male	Minority Male	Non-Minority Female
Q51. I have trust and confidence in my supervisor.	<b>7.39%</b> (66.79%)	<b>6.08%</b> (75.29%)	<b>6.50%</b> (72.51%)	<b>6.89%</b> (72.54%)
Q47. Supervisors in my work unit support employee development.	<b>6.76%</b> (67.04%)	<b>8.46%</b> (73.29%)	<b>7.29%</b> (69.85%)	<b>7.90%</b> (72.84%)
Q61. I have a high level of respect for my organization's senior leaders.	<b>6.74%</b> (59.92%)	<b>7.74%</b> (55.90%)	<b>6.92%</b> (60.29%)	<b>7.16%</b> (57.18%)

% Difference  
(2019 % Positive)

### Least Improved Engagement Questions Among Federal Employees (2014 - 2019)

- Q12. I know how my work relates to the agency's goals and priorities.
- Q6. I know what is expected of me on the job.
- Q4. My work gives me a feeling of personal accomplishment.

Question	Minority Female	Non-Minority Male	Minority Male	Non-Minority Female
Q12. I know how my work relates to the agency's goals and priorities.	<b>1.97%</b> (87.69%)	<b>4.43%</b> (83.48%)	<b>2.53%</b> (85.04%)	<b>3.07%</b> (87.53%)
Q6. I know what is expected of me on the job.	<b>1.33%</b> (82.71%)	<b>2.87%</b> (79.77%)	<b>1.59%</b> (82.51%)	<b>1.58%</b> (81.32%)
Q4. My work gives me a feeling of personal accomplishment.	<b>1.22%</b> (71.99%)	<b>3.58%</b> (71.76%)	<b>1.71%</b> (71.98%)	<b>2.46%</b> (75.38%)

% Difference  
(2019 % Positive)

\*The heatmap color gradient is determined by the % difference values.