

Employee Engagement

2026 UCR DAE Engagement Survey

Feb 13, 2026 - Mar 05, 2026

Participation: 86%

Reporting Group: Direct | All - All

Q¹² Mean

The Gallup Q¹² score represents the average, combined score of the 12 elements that measure employee engagement. Each element has consistently been linked to better business outcomes.

ENGAGEMENT MEAN



TRENDED MEAN

Change From Last Mean: -0.31
3.96 | 3.83 | 4.04 | 4.09 | 3.78

MEAN PERCENTILE RANK



Database: Gallup Overall

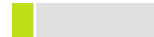

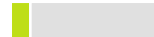
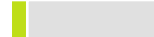









RESPONDENTS

76

ENGAGEMENT INDEX



Gallup Q¹² Items

Questions	Respondents	Current Mean	Last Mean	Change	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
Q00: On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with your organization as a place to work?	76	3.53	3.92	▼ -0.39	16 	3.53
Q01: I know what is expected of me at work.	76	4.12	4.29	-0.17	19 	4.12
Q02: I have the materials and equipment I need to do my work right.	76	3.57	4.07	▼ -0.50	13 	3.57
Q03: At work, I have the opportunity to do what I do best every day.	76	3.45	3.99	▼ -0.54	11 	3.45
Q04: In the last seven days, I have received recognition or praise for doing good work.	76	3.75	3.88	-0.13	46 	3.75
Q05: My supervisor, or someone at work, seems to care about me as a person.	76	4.24	4.58	▼ -0.34	44 	4.24
Q06: There is someone at work who encourages my development.	75	3.95	4.20	▼ -0.25	39 	3.95
Q07: At work, my opinions seem to count.	76	3.53	3.91	▼ -0.38	25 	3.53
Q08: The mission or purpose of my organization makes me feel my job is important.	76	4.11	4.33	▼ -0.22	44 	4.11
Q09: My coworkers are committed to doing quality work.	76	4.03	4.28	▼ -0.25	39 	4.03
Q10: I have a best friend at work.	62	3.31	3.50	-0.19	30 	3.31
Q11: In the last six months, someone at work has talked to me about my progress.	76	3.45	3.90	▼ -0.45	23 	3.45
Q12: This last year, I have had opportunities at work to learn and grow.	76	3.91	4.19	▼ -0.28	33 	3.91

Gallup Q¹² Items – Trended Details

Questions	Trended Mean	Past Report 4	Past Report 3	Past Report 2	Past Report 1	Current Report
Q00: On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with your organization as a place to work?	3.94 3.64 3.85 3.92 3.53	3.94 95	3.64 91	3.85 100	3.92 106	3.53 76
Q01: I know what is expected of me at work.	4.28 3.79 4.08 4.29 4.12	4.28 96	3.79 91	4.08 99	4.29 105	4.12 76
Q02: I have the materials and equipment I need to do my work right.	4.15 4.05 4.07 4.07 3.57	4.15 95	4.05 91	4.07 100	4.07 105	3.57 76
Q03: At work, I have the opportunity to do what I do best every day.	4.01 3.73 3.98 3.99 3.45	4.01 96	3.73 91	3.98 100	3.99 105	3.45 76
Q04: In the last seven days, I have received recognition or praise for doing good work.	3.91 3.63 3.72 3.88 3.75	3.91 95	3.63 89	3.72 99	3.88 104	3.75 76
Q05: My supervisor, or someone at work, seems to care about me as a person.	4.34 4.28 4.54 4.58 4.24	4.34 95	4.28 90	4.54 100	4.58 106	4.24 76
Q06: There is someone at work who encourages my development.	3.86 3.77 4.13 4.20 3.95	3.86 96	3.77 91	4.13 100	4.20 105	3.95 75
Q07: At work, my opinions seem to count.	3.79 3.48 3.86 3.91 3.53	3.79 95	3.48 91	3.86 100	3.91 106	3.53 76
Q08: The mission or purpose of my organization makes me feel my job is important.	4.27 4.18 4.26 4.33 4.11	4.27 96	4.18 91	4.26 100	4.33 106	4.11 76
Q09: My coworkers are committed to doing quality work.	4.15 4.22 4.28 4.28 4.03	4.15 96	4.22 90	4.28 99	4.28 106	4.03 76
Q10: I have a best friend at work.	3.39 3.47 3.58 3.50 3.31	3.39 89	3.47 85	3.58 92	3.50 96	3.31 62
Q11: In the last six months, someone at work has talked to me about my progress.	3.67 3.55 3.84 3.90 3.45	3.67 94	3.55 89	3.84 99	3.90 102	3.45 76
Q12: This last year, I have had opportunities at work to learn and grow.	3.74 3.79 4.10 4.19 3.91	3.74 95	3.79 90	4.10 97	4.19 105	3.91 76

Basic Needs - What do I get?

Employees need to have a clear understanding of what excellence in their role looks like so they can be successful. Groups with high scores on the first element are more productive, cost-effective, creative and adaptive.

MEAN



TRENDED MEAN

Change From Last Mean: -0.34
4.21 | 3.92 | 4.08 | 4.18 | 3.84

MEAN PERCENTILE RANK



Database: Gallup Overall

RESPONDENTS

76

Questions	Respondents	Current Mean	Last Mean	Change	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
Q01: I know what is expected of me at work.	76	4.12	4.29	-0.17	19	4.12
Q02: I have the materials and equipment I need to do my work right.	76	3.57	4.07	▼ -0.50	13	3.57

Individual - What do I give?

Employees want to know about their individual contributions and their worth to the organization. Manager support is especially important during this stage because managers typically define and reinforce value.

MEAN



TRENDED MEAN

Change From Last Mean: -0.31
4.03 | 3.85 | 4.09 | 4.16 | 3.85

MEAN PERCENTILE RANK



Database: Gallup Overall

RESPONDENTS

76

Questions	Respondents	Current Mean	Last Mean	Change	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
Q03: At work, I have the opportunity to do what I do best every day.	76	3.45	3.99	▼ -0.54	11	3.45
Q04: In the last seven days, I have received recognition or praise for doing good work.	76	3.75	3.88	-0.13	46	3.75
Q05: My supervisor, or someone at work, seems to care about me as a person.	76	4.24	4.58	▼ -0.34	44	4.24
Q06: There is someone at work who encourages my development.	75	3.95	4.20	▼ -0.25	39	3.95

Teamwork - Do I belong here?

Employees need to feel like they belong and are a good fit with their team. They need to know they are part of something bigger than themselves. As a manager, encourage opportunities for teamwork and a sense of belonging.

MEAN



TRENDED MEAN

Change From Last Mean: -0.26
3.90 | 3.84 | 3.99 | 4.00 | 3.74

MEAN PERCENTILE RANK



Database: Gallup Overall

RESPONDENTS

76

Questions	Respondents	Current Mean	Last Mean	Change	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
Q07: At work, my opinions seem to count.	76	3.53	3.91	▼ -0.38	25	3.53
Q08: The mission or purpose of my organization makes me feel my job is important.	76	4.11	4.33	▼ -0.22	44	4.11
Q09: My coworkers are committed to doing quality work.	76	4.03	4.28	▼ -0.25	39	4.03
Q10: I have a best friend at work.	62	3.31	3.50	-0.19	30	3.31

Growth - How can I grow?

Employees need to be challenged to learn something new and find better ways to do their jobs. They need to feel a sense of movement and progress as they mature in their roles.

MEAN



TRENDED MEAN

Change From Last Mean: -0.37
3.70 | 3.67 | 3.97 | 4.05 | 3.68

MEAN PERCENTILE RANK



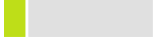
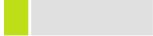
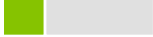
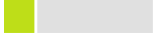
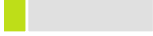
Database: Gallup Overall

RESPONDENTS

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Questions	Respondents	Current Mean	Last Mean	Change	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
Q11: In the last six months, someone at work has talked to me about my progress.	76	3.45	3.90	▼ -0.45	23	3.45
Q12: This last year, I have had opportunities at work to learn and grow.	76	3.91	4.19	▼ -0.28	33	3.91

Additional Questions

Questions	Respondents	Current Mean	Last Mean	Change	Mean Percentile Rank - Gallup Overall	Company Overall Current Mean
There is open communication throughout all levels of my organization.	76	2.91	3.23	▼ -0.32	16 	2.91
The performance appraisal process at my organization is transparent and fair.	75	3.13	3.38	▼ -0.25	18 	3.13
My manager inspires me to do more than I thought I could.	76	3.61	3.85	▼ -0.24	28 	3.61
My workplace has systems in place to encourage collaboration.	76	3.36	3.75	▼ -0.39	22 	3.36
I am asked for my input regarding changes that affect my work.	75	3.03	3.70	▼ -0.67	16 	3.03
My current DAE flexible work arrangement contributes to my job satisfaction.	76	4.70	4.76	-0.06	*	4.70
I am satisfied with my ability to engage with DAE colleagues in our current environment.	76	3.87	4.02	-0.15	*	3.87

*Sentiment Distribution is not available when n<50

Additional Questions

Questions	Respondents	Positive	Negative	Neutral	Mixed
<p>Please share comments or feedback here that you want the Development and Alumni Engagement Leadership Team to read. Because this is an anonymous survey, do not include information that will reveal your identity or describe a specific situation in which you feel individual intervention is needed. If there are specific circumstances that you'd like addressed, you can discuss with your supervisor, department head (Annya, Jorge, Josh), or Kim directly. You can also go to https://help.ucr.edu/ for a list of campus resources to address a wide range of workplace issues. Themes from the comments received will be shared with the survey results.</p>	31	*	*	*	*

Your responses are available in a .xlsx file. Please log on to my.gallup.com to download your full list of responses.

Engagement Index

There is a powerful link between employees who are engaged in their jobs and the achievement of crucial business outcomes.

ENGAGEMENT INDEX RATIO

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ENGAGEMENT INDEX



Engaged

Employees are highly involved in and enthusiastic about their work and workplace. They are psychological "owners", drive performance, innovation, and move the organization forward.

Not Engaged

Employees are essentially psychologically unattached to their work and company. Because their engagement needs are not being fully met, they're putting time – but not energy or passion – into their work.

Actively Disengaged

Employees aren't just unhappy at work – they are resentful that their needs are not being met and are busy acting out their unhappiness. Every day, these workers potentially undermine what their engaged coworkers accomplish.

Footnotes

Trended Report Details

	Report Name	Date
Current Report	2026 UCR DAE Engagement Survey	Feb 13, 2026 - Mar 05, 2026
Past Report 1	2025 UCR UA Engagement Survey	Feb 21, 2025 - Mar 10, 2025
Past Report 2	2024 UCR UA Engagement Survey	Feb 16, 2024 - Mar 04, 2024
Past Report 3	2023 UCR UA Engagement Survey	Feb 17, 2023 - Mar 06, 2023
Past Report 4	2022 UCR UA Engagement Survey	Feb 18, 2022 - Mar 09, 2022

* - Scores are not available due to data suppression.

Respondents can select multiple responses for multi-select questions.

Not shown if $n < 4$ for all Means, Top Box, and Verbatim Responses; $n < 10$ for Frequency; or data are unavailable.

Mean Percentile Rank is being calculated against other workgroup scores in the Gallup Overall database.

An arrow indicates a meaningful change of 0.2 or more between surveys. Depending on the survey's date, meaningful change is 0.1 or more when $n \geq 1000$.

Percentile Rank in Gallup Overall Database

■ < 25th Percentile ■ 25-49th Percentile ■ 50-74th Percentile ■ 75-89th Percentile ■ \geq 90th Percentile

*All text analytics are machine generated. Because we use machine learning to generate sentiments, results may not be 100% accurate.

*Percent Engaged available when $n \geq 30$. All categories available when $n \geq 100$.

* - Scores are not available due to data suppression. Respondents can select multiple responses for multi-select questions.

Thank You