

Action Plans

2020 Oklahoma State Employee Engagement Survey



OKLAHOMA

Action Planning Steps

1. Review your agency's survey results and year-over-year changes
 - [Qualtrics dashboard](#).
 - [Statewide Report](#).
2. View the Employee Engagement [Action Planning Guide](#).
3. Select a survey item that needs improvement at your agency.



Action Planning Steps

OKLAHOMA Employee Engagement Action Planning Guide

Select a survey item using the filter below to view action planning suggestions

Survey Item
There is an overall spirit of cooperation and teamwork at my agency.

Create a culture that enables teamwork

Why It's Important

Agencies rely on teamwork to accomplish complex tasks that are essential to their missions. When employees are enabled to work together and barriers to cooperation are removed, work is performed more efficiently and effectively.

Self-Reflection

What opportunities exist for collaboration within my team? What about with other teams in the organization? How can I go about encouraging cooperation between teams?

Suggested Actions

Pay special attention to virtual teams

Teamwork and collaboration can suffer for virtual teams when the culture does not support collaboration. To prevent silos from occurring in the digital workforce, consider "sharing" employees with other teams in your organization. This action allows employees to create connections across the organization as well as learn new and varied skills.

Demonstrate behaviors that foster collaboration

There are a number of behaviors that can promote a collaborative culture. Showing appreciation, communicating meaningfully, and solving conflicts quickly will facilitate collaboration within and across teams. When you demonstrate these behaviors, employees are encouraged to engage in teamwork.

4. Determine the actions your agency will take:
 - Use a suggested action from the Employee Engagement Action Planning Guide.
 - Determine your own.
5. Assign responsibility to implement the action.
6. Complete Employee Engagement Action Plan Worksheet.
7. Submit worksheet to workforceplanning@omes.ok.gov by **March 1, 2021**.
8. Submit a copy to your cabinet secretary.