

Equal Employment Opportunity Commission
OPM FEVS AES Report

Agency Information

Field Period	May 31 - Jul 15, 2022
Sample or Census	Census
Number of Surveys Completed	1,102
Number of Surveys Administered	2,009
Response Rate	54.9%
Number of items identified as Strengths (65% positive or higher)	73
Number of items identified as challenges (35% negative or higher)	0
2022 Engagement Index	78%
Leaders Lead Subindex	70%
Supervisors Subindex	85%
Intrinsic Work Experience Subindex	78%

Notes: Number of items identified as strengths and challenges are based on items 1-89, excluding items 12, 15, and 34. Items 12 and 34 are negatively worded and while the results for these items are shown in the Core Q1-14, 16-89 tab, they should be interpreted with caution as these items have been flagged for review for 2023.

A "—" indicates that there were no responses to the item.

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	73.4%	32.9%	40.5%	13.4%	9.2%	4.0%	13.2%	355	447	147	100	44	1,093	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	66.9%	32.4%	34.4%	14.3%	12.4%	6.4%	18.8%	349	374	153	137	70	1,083	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	81.8%	45.8%	36.0%	9.9%	5.5%	2.8%	8.3%	494	393	108	60	31	1,086	N/A
4	I know what is expected of me on the job.	Agree-disagree	82.1%	43.5%	38.6%	8.8%	7.0%	2.1%	9.1%	469	426	94	78	23	1,090	N/A
5	*My workload is reasonable.	Agree-disagree	57.5%	23.6%	33.9%	13.7%	16.7%	12.1%	28.8%	250	372	145	184	136	1,087	N/A
6	*My talents are used well in the workplace.	Agree-disagree	69.5%	30.2%	39.3%	15.4%	10.0%	5.2%	15.1%	321	427	167	106	56	1,077	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	89.8%	52.8%	37.0%	6.0%	2.4%	1.8%	4.2%	569	402	64	26	19	1,080	N/A
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	67.7%	35.2%	32.5%	17.2%	6.5%	8.6%	15.1%	360	337	179	68	88	1,032	69
9	I have enough information to do my job well.	Agree-disagree	80.0%	32.6%	47.4%	9.9%	8.0%	2.0%	10.1%	351	527	110	87	23	1,098	N/A
10	I receive the training I need to do my job well.	Agree-disagree	72.6%	29.9%	42.7%	15.6%	9.2%	2.6%	11.8%	321	474	172	101	30	1,098	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	93.7%	48.8%	44.9%	4.4%	1.1%	0.8%	1.9%	530	500	49	13	9	1,101	N/A
12	Continually changing work priorities make it hard for me to produce high quality work. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.)	Agree-disagree, negatively worded	36.0%	18.1%	22.0%	23.9%	26.1%	9.9%	40.1%	193	240	256	285	104	1,078	21
13	I have a clear idea of how well I am doing my job.	Agree-disagree	78.4%	32.9%	45.6%	12.6%	6.2%	2.7%	8.9%	358	506	139	68	30	1,101	N/A
14	*The people I work with cooperate to get the job done.	Agree-disagree	85.7%	49.1%	36.6%	9.0%	3.8%	1.5%	5.3%	536	403	100	42	17	1,098	N/A
16	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	56.2%	18.8%	37.4%	22.9%	13.8%	7.1%	20.9%	162	324	200	123	62	871	229
17	Employees in my work unit share job knowledge.	Agree-disagree	85.3%	43.8%	41.6%	8.6%	4.1%	1.9%	6.0%	479	453	95	44	21	1,092	8
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	86.8%	42.7%	44.1%	8.3%	3.9%	1.0%	4.9%	458	476	90	42	11	1,077	21
19	Employees in my work unit meet the needs of our customers.	Always-never	90.7%	48.4%	42.3%	7.6%	1.4%	0.3%	1.7%	473	432	77	14	3	999	92
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	91.8%	59.1%	32.7%	6.9%	1.0%	0.3%	1.3%	593	334	70	10	3	1,010	76
21	Employees in my work unit produce high-quality work.	Always-never	89.6%	53.0%	36.7%	8.7%	1.4%	0.3%	1.7%	519	369	87	14	3	992	93
22	Employees in my work unit adapt to changing priorities.	Always-never	87.8%	52.6%	35.1%	9.7%	1.9%	0.6%	2.5%	520	355	96	19	6	996	92
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	69.5%	26.3%	43.2%	21.7%	5.7%	3.1%	8.8%	250	413	209	55	30	957	141
24	I can influence decisions in my work unit.	Agree-disagree	62.4%	23.6%	38.8%	22.4%	10.5%	4.7%	15.2%	259	424	245	116	53	1,097	N/A
25	I know what my work unit's goals are.	Agree-disagree	83.4%	40.1%	43.3%	9.6%	5.4%	1.5%	6.9%	435	479	106	61	16	1,097	N/A

26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	55.6%	24.2%	31.4%	22.6%	14.4%	7.4%	21.8%	231	307	223	146	75	982	118
27	My work unit successfully manages disruptions to our work.	Agree-disagree	75.1%	31.8%	43.3%	15.0%	6.1%	3.8%	10.0%	323	447	153	62	40	1,025	73
28	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	77.0%	32.7%	44.3%	14.6%	5.9%	2.4%	8.3%	312	432	143	58	24	969	113
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	76.2%	31.1%	45.2%	15.4%	5.9%	2.5%	8.4%	295	436	151	58	25	965	110
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	67.0%	26.3%	40.8%	21.6%	8.4%	2.9%	11.3%	245	388	209	82	28	952	121
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	83.2%	37.6%	45.6%	12.1%	2.9%	1.7%	4.7%	374	463	123	30	17	1,007	67
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	75.0%	32.9%	42.1%	18.0%	4.7%	2.3%	7.0%	319	417	180	48	23	987	86
33	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	78.5%	39.9%	38.6%	12.7%	4.6%	4.3%	8.9%	405	395	131	49	44	1,024	43
34	Employees in my work unit are typically under too much pressure to meet work goals. <i>(Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.)</i>	Agree-disagree, negatively worded	39.1%	14.4%	23.1%	23.4%	27.3%	11.8%	37.5%	145	227	231	274	113	990	77
35	Employees are recognized for providing high quality products and services.	Agree-disagree	74.3%	28.4%	45.9%	11.7%	9.2%	4.8%	14.0%	282	471	123	98	50	1,024	54
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	71.3%	34.9%	36.4%	12.3%	8.4%	8.0%	16.4%	361	376	127	89	84	1,037	42
37	My organization is successful at accomplishing its mission.	Agree-disagree	80.4%	32.8%	47.6%	12.0%	4.8%	2.8%	7.5%	335	502	130	52	29	1,048	30
38	I have a good understanding of my organization's priorities.	Agree-disagree	84.0%	37.6%	46.4%	8.9%	5.2%	1.9%	7.1%	400	502	97	57	21	1,077	N/A
39	My organization effectively adapts to changing government priorities.	Agree-disagree	73.2%	29.4%	43.8%	15.7%	7.0%	4.1%	11.2%	293	450	161	73	43	1,020	59
40	My organization has prepared me for potential physical security threats.	Agree-disagree	65.2%	22.3%	42.9%	13.8%	13.5%	7.4%	21.0%	228	443	143	145	79	1,038	33
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	86.7%	30.7%	55.9%	8.0%	3.8%	1.5%	5.3%	322	591	84	42	16	1,055	16
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	59.8%	25.8%	34.0%	18.8%	11.4%	9.9%	21.3%	240	323	176	110	96	945	129
43	*I recommend my organization as a good place to work.	Agree-disagree	70.5%	32.3%	38.2%	17.6%	7.6%	4.3%	11.9%	340	407	193	83	47	1,070	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	54.7%	21.4%	33.3%	19.4%	11.3%	14.6%	26.0%	201	321	187	113	144	966	107
45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	85.2%	55.9%	29.3%	10.3%	2.6%	1.9%	4.5%	565	296	103	26	20	1,010	61
46	Supervisors in my work unit support employee development.	Agree-disagree	84.1%	52.1%	32.0%	9.6%	3.1%	3.2%	6.3%	548	337	99	33	35	1,052	19
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	89.1%	61.9%	27.2%	6.1%	2.5%	2.3%	4.8%	655	289	65	28	24	1,061	N/A
48	My supervisor listens to what I have to say.	Agree-disagree	85.9%	58.3%	27.7%	6.8%	5.2%	2.1%	7.2%	620	291	73	57	22	1,063	N/A
49	My supervisor treats me with respect.	Agree-disagree	89.3%	64.0%	25.3%	6.2%	2.6%	1.9%	4.5%	678	266	66	29	21	1,060	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	81.2%	57.7%	23.5%	9.6%	5.7%	3.5%	9.1%	608	244	102	62	37	1,053	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	93.6%	62.1%	31.5%	5.0%	0.8%	0.6%	1.4%	657	333	53	10	7	1,060	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	83.6%	61.7%	21.9%	10.6%	4.0%	1.8%	5.8%	656	233	114	43	20	1,066	N/A
53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	78.9%	47.9%	31.0%	12.4%	6.1%	2.6%	8.7%	505	331	130	68	28	1,062	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	82.2%	48.0%	34.1%	10.0%	5.0%	2.8%	7.8%	507	361	104	55	30	1,057	9
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	57.7%	27.0%	30.7%	20.1%	12.5%	9.7%	22.3%	268	307	205	130	102	1,012	40

56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	67.2%	33.9%	33.3%	18.7%	5.9%	8.1%	14.1%	319	324	179	59	80	961	90
57	*Managers communicate the goals of the organization.	Agree-disagree	77.6%	33.8%	43.9%	11.8%	6.2%	4.4%	10.5%	340	456	124	65	47	1,032	13
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	69.9%	29.7%	40.1%	15.9%	7.4%	6.8%	14.2%	290	404	164	77	71	1,006	37
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	76.0%	45.3%	30.7%	13.8%	5.5%	4.8%	10.2%	444	305	142	55	48	994	65
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	70.7%	35.3%	35.4%	16.1%	5.9%	7.2%	13.1%	355	367	172	64	77	1,035	17
61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	68.2%	33.3%	34.9%	17.4%	7.2%	7.1%	14.4%	313	336	170	73	70	962	89
62	Management encourages innovation.	Agree-disagree	62.6%	27.9%	34.6%	20.3%	9.1%	8.1%	17.2%	271	345	203	95	84	998	46
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	62.4%	28.0%	34.4%	18.4%	10.5%	8.7%	19.2%	271	343	188	108	91	1,001	45
64	Management involves employees in decisions that affect their work.	Agree-disagree	52.7%	22.0%	30.7%	19.4%	15.7%	12.1%	27.9%	215	306	192	162	127	1,002	42
65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	55.6%	21.9%	33.6%	22.3%	15.6%	6.5%	22.1%	224	346	237	166	71	1,044	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	62.1%	23.7%	38.4%	19.3%	13.2%	5.5%	18.7%	242	400	206	141	59	1,048	N/A
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	67.5%	28.7%	38.7%	19.0%	8.5%	5.0%	13.6%	295	407	204	88	53	1,047	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	75.5%	33.2%	42.3%	11.4%	9.0%	4.1%	13.1%	341	444	121	96	44	1,046	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	60.6%	21.2%	39.4%	14.7%	15.9%	8.8%	24.8%	216	414	156	167	92	1,045	N/A
70	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	70.1%	27.8%	42.3%	14.6%	9.6%	5.7%	15.3%	284	440	156	104	61	1,045	N/A
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	79.8%	41.9%	37.9%	11.1%	5.0%	4.1%	9.1%	400	366	106	51	40	963	82
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	82.6%	50.1%	32.5%	11.7%	3.3%	2.3%	5.6%	481	313	111	32	23	960	87
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	73.2%	35.6%	37.6%	14.1%	6.7%	6.0%	12.7%	350	375	139	65	58	987	55
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	77.4%	41.6%	35.9%	12.1%	6.7%	3.8%	10.5%	397	346	115	64	36	958	83
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	74.8%	40.9%	34.0%	13.0%	8.2%	4.0%	12.2%	375	316	120	77	37	925	116
76	Employees in my work unit treat me as a valued member of the team.	Agree-disagree	85.4%	49.1%	36.3%	9.0%	3.2%	2.4%	5.6%	504	370	94	33	25	1,026	17
77	Employees in my work unit make me feel I belong.	Agree-disagree	83.4%	48.2%	35.1%	10.1%	3.5%	3.0%	6.5%	493	359	105	36	31	1,024	18
78	Employees in my work unit care about me as a person.	Agree-disagree	81.1%	46.6%	34.6%	13.5%	2.6%	2.8%	5.4%	470	347	136	26	29	1,008	33
79	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	77.2%	35.0%	42.2%	10.1%	7.9%	4.8%	12.7%	350	431	102	81	49	1,013	22
80	In my work unit, people's differences are respected.	Agree-disagree	80.8%	39.4%	41.3%	12.7%	3.5%	3.0%	6.5%	391	414	126	36	30	997	41
81	I can be successful in my organization being myself.	Agree-disagree	78.6%	38.9%	39.8%	12.3%	5.0%	4.1%	9.1%	393	407	123	52	43	1,018	20
82	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	81.7%	40.9%	40.7%	10.6%	4.3%	3.5%	7.8%	306	308	80	32	28	754	281
83	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	73.5%	38.2%	35.3%	16.5%	6.1%	3.9%	10.0%	261	245	115	43	28	692	344
84	My organization meets my accessibility needs.	Agree-disagree	75.8%	39.2%	36.7%	16.7%	4.1%	3.3%	7.4%	269	255	117	29	24	694	338
85	My job inspires me.	Agree-disagree	75.1%	39.3%	35.8%	15.0%	6.5%	3.4%	9.9%	405	372	157	69	36	1,039	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	82.8%	44.9%	37.9%	10.3%	4.1%	2.8%	6.9%	462	395	107	42	30	1,036	N/A

87	I feel a strong personal attachment to my organization.	Agree-disagree	71.4%	37.3%	34.1%	17.4%	6.6%	4.6%	11.2%	387	355	178	71	49	1,040	N/A
88	I identify with the mission of my organization.	Agree-disagree	93.2%	58.9%	34.3%	5.6%	0.5%	0.7%	1.2%	613	356	59	5	7	1,040	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	96.4%	66.1%	30.3%	3.2%	0.2%	0.2%	0.4%	683	316	34	2	2	1,037	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs."

Percentages are weighted to represent the Agency's population.

Q12 and Q34 are negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Results for these items should be interpreted with caution as these items have been flagged for review for 2023.

For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to Questions 82, 83, or 84 and results are therefore suppressed.

Source: **Equal Employment Opportunity Commission AES Report, 2022 OPM Federal Employee Viewpoint Survey**

15. In my work unit poor performers usually (select all that apply):

	2022	2022
	N	%
Remain in the work unit and improve their performance over time	152	13.8%
Remain in the work unit and continue to underperform	240	21.4%
Leave the work unit - removed or transferred	97	8.6%
Leave the work unit - quit	67	5.9%
There are no poor performers in my work unit	264	24.2%
Do Not Know	374	34.5%
Total (percents will add to more than 100% because respondents could choose more than one response option)	1,098	N/A

Percentages are weighted to represent the Agency's population.

Source: **Equal Employment Opportunity Commission AES Report, 2022 OPM Federal Employee Viewpoint Survey**

Item	Item Text	2019 Percent Positive	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	Difference 2022-2019	Difference 2022-2020	Difference 2022-2021	Sort for Largest Differences 2022-2019	Sort for Largest Differences 2022-2020	Sort for Largest Differences 2022-2021
1	*I am given a real opportunity to improve my skills in my organization.	67%	73%	77%	73%	6%	0%	-4%	16	15	27
2	I feel encouraged to come up with new and better ways of doing things.	63%	68%	70%	67%	4%	-1%	-3%	24	23	23
3	My work gives me a feeling of personal accomplishment.	83%	82%	85%	82%	-1%	0%	-3%	33	19	19
4	I know what is expected of me on the job.	81%	85%	86%	82%	1%	-3%	-4%	30	30	30
5	*My workload is reasonable.	56%	62%	61%	58%	2%	-4%	-3%	28	34	24
6	*My talents are used well in the workplace.	65%	70%	73%	69%	4%	-1%	-4%	20	21	28
7	*I know how my work relates to the agency's goals.	90%	92%	92%	90%	0%	-2%	-2%	32	28	16
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61%	63%	67%	68%	7%	5%	1%	13	3	6
14	*The people I work with cooperate to get the job done.	79%	88%	88%	86%	7%	-2%	-2%	15	26	17
16	*In my work unit, differences in performance are recognized in a meaningful way.	47%	61%	64%	56%	9%	-5%	-8%	3	35	36
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84%	89%	88%	87%	3%	-2%	-1%	26	25	14
19	Employees in my work unit meet the needs of our customers.	— ^a	90%	92%	91%	— ^a	1%	-1%	— ^a	13	15
20	Employees in my work unit contribute positively to my agency's performance.	— ^a	94%	93%	92%	— ^a	-2%	-1%	— ^a	27	10
21	Employees in my work unit produce high-quality work.	— ^a	93%	90%	90%	— ^a	-3%	0%	— ^a	31	9
22	Employees in my work unit adapt to changing priorities.	— ^a	92%	89%	88%	— ^a	-4%	-1%	— ^a	33	11
35	Employees are recognized for providing high quality products and services.	60%	72%	74%	74%	14%	2%	0%	1	9	8
36	Employees are protected from health and safety hazards on the job.	80%	87%	86%	71%	-9%	-16%	-15%	36	40	40
37	My organization is successful at accomplishing its mission.	76%	80%	83%	80%	4%	0%	-3%	21	16	20
43	*I recommend my organization as a good place to work.	66%	73%	76%	70%	4%	-3%	-6%	22	29	32
44	*I believe the results of this survey will be used to make my agency a better place to work.	46%	50%	52%	55%	9%	5%	3%	8	2	1
45	My supervisor is committed to a workforce representative of all segments of society.	76%	82%	86%	85%	9%	3%	-1%	5	5	13
46	Supervisors in my work unit support employee development.	72%	81%	83%	84%	12%	3%	1%	2	6	4
47	My supervisor supports my need to balance work and other life issues.	83%	88%	88%	89%	6%	1%	1%	17	12	5
48	My supervisor listens to what I have to say.	81%	84%	85%	86%	5%	2%	1%	19	10	3
49	My supervisor treats me with respect.	84%	87%	88%	89%	5%	2%	1%	18	8	2
50	I have trust and confidence in my supervisor.	73%	78%	81%	81%	8%	3%	0%	10	7	7
52	Overall, how good a job do you feel is being done by your immediate supervisor?	76%	82%	85%	84%	8%	2%	-1%	11	11	12
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49%	58%	65%	58%	9%	0%	-7%	7	17	35
56	My organization's senior leaders maintain high standards of honesty and integrity.	59%	63%	70%	67%	8%	4%	-3%	9	4	22
57	*Managers communicate the goals of the organization.	74%	81%	81%	78%	4%	-3%	-3%	23	32	26
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	63%	70%	73%	70%	7%	0%	-3%	14	18	18
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	67%	75%	79%	76%	9%	1%	-3%	6	14	21
60	I have a high level of respect for my organization's senior leaders.	62%	64%	75%	71%	9%	7%	-4%	4	1	29
61	Senior leaders demonstrate support for Work-Life programs.	67%	73%	77%	68%	1%	-5%	-9%	29	37	38
65	*How satisfied are you with your involvement in decisions that affect your work?	57%	61%	63%	56%	-1%	-5%	-7%	34	36	34
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	59%	69%	71%	62%	3%	-7%	-9%	25	38	37
67	*How satisfied are you with the recognition you receive for doing a good job?	60%	69%	72%	67%	7%	-2%	-5%	12	24	31
68	*Considering everything, how satisfied are you with your job?	75%	76%	79%	76%	1%	0%	-3%	31	20	25
69	Considering everything, how satisfied are you with your pay?	66%	70%	70%	61%	-5%	-9%	-9%	35	39	39
70	*Considering everything, how satisfied are you with your organization?	68%	71%	76%	70%	2%	-1%	-6%	27	22	33

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

Percentages are weighted to represent the Agency's population.

Only items 1-8, 14, 16, 18-22, 35-37, 43-50, 52, 55-61, 65-70 that carried over from the 2021 OPM FEVS are included on this tab.

Q19-Q22 were not included in the 2019 OPM FEVS.

Item text for Q37 has changed from "My agency" to "My organization" in the 2022 OPM FEVS.

A "—^a" indicates that there are no trending results available for the year.

The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

Source: **Equal Employment Opportunity Commission AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Pandemic, Transition to the Worksite, Workplace Flexibilities

90. What percentage of your work time are you currently required to be physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

	2022	2022
	N	%
100% of my work time	14	1.4%
At least 75% but less than 100%	21	2.1%
At least 50% but less than 75%	124	12.2%
At least 25% but less than 50%	502	48.3%
Less than 25%	195	18.8%
I am not currently required to be physically present at my agency worksite	182	17.2%
Total	1,038	100.0%

Percentages are weighted to represent the Agency's population.

Source: **Equal Employment Opportunity Commission AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

Telework : a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position, and other authorized activities, from an approved worksite other than the location from which the employee would otherwise work. In practice, telework is a work arrangement that allows employees to have regularly scheduled days on which they telework and regularly scheduled days when they work in their agency worksite.

Remote work : an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis. A remote worker's official worksite may be within or outside the local commuting area of an agency worksite.

91. Please select the response that BEST describes your current remote work or teleworking schedule.

	2022 N	2022 %	2021 N	2021 %
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	147	14.2%	N/A	N/A
I telework 3 or more days per week	625	60.2%	N/A	N/A
I telework 1 or 2 days per week	245	24.0%	18	2.0%
I telework, but only about 1 or 2 days per month	4	0.4%	1	0.1%
I telework very infrequently, on an unscheduled or short-term basis	5	0.5%	4	0.4%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0	0.0%	0	0.0%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	1	0.1%	1	0.1%
I do not telework because I choose not to telework	7	0.7%	6	0.7%
Total	1,034	100.0%	N/A	N/A

Only those who answered "I have an approved remote work agreement" to the previous question received Question 91a.

91a. What is your current remote work status?

2022 N	2022 %
-----------	-----------

I have an approved remote work agreement and live <u>outside</u> the local commuting area (more than 50 miles away)	56	38.1%
I have an approved remote work agreement and live <u>within</u> the local commuting area (less than 50 miles away)	90	61.9%
Total	146	100.0%

92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

	2022	2022
	N	%
Yes	439	42.8%
No	596	57.2%
Total	1,035	100.0%

93. Based on your work unit’s current telework or remote work options, are you considering leaving your organization, and if so, why?

	2022	2022
	N	%
No	742	71.9%
Yes, to retire	57	5.7%
Yes, to take another job within my Agency	10	1.0%
Yes, to take another job within the Federal Government	141	13.6%
Yes, to take another job outside the Federal Government	22	2.1%
Yes, other	59	5.7%
Total	1,031	100.0%

Re-entry” is a term used to describe the transition from the work environment that has existed during the pandemic to the agency’s new work environment.

94. My agency’s re-entry arrangements are fair in accounting for employees’ diverse needs and situations.

	2022	2022
	N	%
Strongly Agree	200	20.3%
Agree	289	29.0%
Neither Agree nor Disagree	213	21.3%
Disagree	135	13.1%
Strongly Disagree	165	16.2%
Not Applicable	30	— ^b
Total	1,032	100.0%

95. Please select the response that BEST describes how employees in your work unit currently report to work:

	2022	2022
	N	%
All employees in my work unit are physically present on the worksite	64	6.0%
Some employees are physically present on the worksite and others telework or work remotely	813	79.0%
No employees in my work unit are physically present on the worksite, we all work remotely	56	5.5%
Other	98	9.6%
Total	1,031	100.0%

Percentages are weighted to represent the Agency's population.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "Not Applicable" responses are not included in percentage calculations.

"—^d" indicates that there were no responses to this item.

In 2022, the first two response options to Question 91 (Telework) changed from how it was provided in 2021. To facilitate trending, only results for the 2021 response options that were the same in 2022 are provided.

Questions 92-95 in the remote work/telework section are new for 2022. Therefore, trending is not possible for this year.

Source: **Equal Employment Opportunity Commission AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Senior Leaders and Support

96. My organization’s senior leaders support policies and procedures to protect employee health and safety.

	2022 N	2022 %	2021 N	2021 %	2020 N	2020 %
Strongly Agree	337	34.3%	506	56.7%	802	63.1%
Agree	370	37.1%	289	31.5%	364	29.0%
Neither Agree nor Disagree	111	10.9%	74	8.0%	72	5.7%
Disagree	89	8.6%	20	2.3%	17	1.4%
Strongly Disagree	93	9.0%	14	1.5%	10	0.8%
No Basis to Judge	32	— ^b	30	— ^b	21	— ^b
Total	1,032	100.0%	933	100.0%	1,286	100.0%

97. My organization’s senior leaders provide effective communications about what to expect with the return to the physical worksite.

	2022 N	2022 %	2021 N	2021 %
Strongly Agree	336	34.2%	375	45.2%
Agree	377	37.5%	247	28.5%
Neither Agree nor Disagree	107	10.4%	120	13.7%
Disagree	96	9.1%	64	7.1%
Strongly Disagree	92	8.7%	49	5.5%
No Basis to Judge	10	— ^b	77	— ^b
Total	1,018	100.0%	932	100.0%

98. My supervisor supports my efforts to stay healthy and safe while working.

	2022 N	2022 %	2021 N	2021 %	2020 N	2020 %
Strongly Agree	576	57.1%	590	65.6%	836	66.5%
Agree	327	32.0%	231	25.5%	307	24.9%
Neither Agree nor Disagree	64	6.2%	58	6.4%	80	6.6%
Disagree	26	2.5%	12	1.4%	17	1.4%
Strongly Disagree	22	2.2%	10	1.2%	9	0.7%

No Basis to Judge	19	— ^b	35	— ^b	41	— ^b
Total	1,034	100.0%	936	100.0%	1,290	100.0%

99. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

	2022	2022	2021	2021	2020	2020
	N	%	N	%	N	%
Strongly Agree	547	54.6%	555	62.2%	791	63.3%
Agree	314	30.7%	218	24.5%	279	23.0%
Neither Agree nor Disagree	90	8.9%	72	7.9%	114	9.3%
Disagree	31	3.0%	28	3.1%	40	3.1%
Strongly Disagree	29	2.8%	20	2.3%	17	1.3%
No Basis to Judge	16	— ^b	38	— ^b	45	— ^b
Total	1,027	100.0%	931	100.0%	1,286	100.0%

Percentages are weighted to represent the Agency's population.

Note: Trending for Q96, Q98-Q99 are based on the "During the COVID-19 Pandemic" responses in 2020.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: **Equal Employment Opportunity Commission AES Report, 2022 OPM Federal Employee Viewpoint Survey**

Employment Demographics

Where do you work?

	%
Headquarters	22.5%
Field	65.9%
Full-time telework (e.g., home office, telecenter)	11.6%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	3.6%
Manager	6.1%
Supervisor	13.7%
Team Leader	4.5%
Non-Supervisor	72.2%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	0.0%
GS 1-6	7.9%
GS 7-12	41.1%
GS 13-15	47.4%
Senior Executive Service	2.3%
Senior Level (SL) or Scientific or Professional (ST)	1.0%
Other	0.3%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	69.5%

Currently in National Guard or Reserves	1.7%
Retired	8.9%
Separated or Discharged	19.9%
Total	100.0%

Are you:

	<u>%</u>
The spouse of a current active duty service member of the U.S. Armed Forces	1.0%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	3.3%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.1%
None of the categories listed	95.6%
Total	100.0%

If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

	<u>%</u>
Yes	14.0%
No	86.0%
Total	100.0%

How long have you been with the Federal Government (excluding military service)?

	<u>%</u>
Less than 1 year	4.2%
1 to 3 years	10.0%
4 to 5 years	7.6%
6 to 10 years	17.5%
11 to 14 years	15.8%
15 to 20 years	11.8%
More than 20 years	33.1%
Total	100.0%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	<u>%</u>
Less than 1 year	11.2%
1 to 3 years	15.6%
4 to 5 years	10.4%
6 to 10 years	14.4%
11 to 14 years	14.4%
15 to 20 years	8.2%
More than 20 years	26.0%
Total	100.0%

Are you considering leaving your organization within the next year, and if so, why?

	<u>%</u>
No	64.4%
Yes, to retire	7.1%
Yes, to take another job within the Federal Government	19.1%
Yes, to take another job outside the Federal Government	2.8%
Yes, other	6.5%
Total	100.0%

I am planning to retire:

	<u>%</u>
Less than 1 year	3.1%
1 year	2.3%
2 years	6.3%
3 years	5.3%
4 years	2.8%
5 years	6.4%
More than 5 years	73.7%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	<u>%</u>
Yes	16.3%
No	83.7%
Total	100.0%

Please select the racial category or categories with which you most closely identify.

	<u>%</u>
White	51.5%
Black or African American	36.9%
All other races	11.7%
Total	100.0%

What is your age group?

	<u>%</u>
29 years and under	3.7%
30-39 years old	19.0%
40-49 years old	26.9%
50-59 years old	32.0%
60 years or older	18.5%
Total	100.0%

What is the highest degree or level of education you have completed?

	<u>%</u>
Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree	1.5%
Bachelor's Degree	15.1%
Advanced Degrees (Post Bachelor's Degree)	30.2%
Total	53.1%
	100.0%

Are you an individual with a disability?

	<u>%</u>
Yes	41.9%
No	58.1%
Total	100.0%

<i>Are you:</i>	
	%
Male	36.2%
Female	63.8%
Total	100.0%

<i>Are you transgender?</i>	
	%
Yes	0.4%
No	99.6%
Total	100.0%

<i>Which one of the following best represents how you think of yourself?</i>	
	%
Straight, that is not gay or lesbian	91.2%
Gay or Lesbian	3.7%
Bisexual	2.6%
I use a different term	2.5%
Total	100.0%

Percentages for demographic questions are unweighted.

The "I use a different term" response option for the sexual orientation item was worded as "Something else" in 2021.

Note: For confidentiality purposes, a "^c" indicated that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

A "^d" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Equal Employment Opportunity Commission AES Report, 2022 OPM Federal Employee Viewpoint Survey**

Agency-Specific Questions

1. Senior leaders clearly articulate, prioritize, and explain the reasons behind major decisions.

	N	%
Strongly Agree	199	20.0%
Agree	346	34.1%
Neither Agree nor Disagree	215	20.6%
Disagree	166	15.7%
Strongly Disagree	104	9.6%
Total	1,030	100.0%

2. My Agency actively seeks out ways to increase diversity in the staff makeup.

	N	%
Strongly Agree	257	25.4%
Agree	320	31.5%
Neither Agree nor Disagree	362	34.3%
Disagree	59	5.5%
Strongly Disagree	34	3.3%
Total	1,032	100.0%

3. My supervisor keeps me informed on information and issues related to my position and work environment.

	N	%
Strongly Agree	414	40.3%
Agree	395	38.5%
Neither Agree nor Disagree	124	11.8%
Disagree	67	6.4%
Strongly Disagree	32	3.0%
Total	1,032	100.0%

4. I could be more productive in my job if I had... (Choose the top three that apply)

	N	%
More collaboration in work unit	184	18.4%
Better training	268	26.6%
Job-related software	214	21.2%
Clearer processes and procedures	361	35.4%
Clearer guidance	285	27.6%
I do not require anything else	352	35.0%
Total	1,009	N/A

5. What types of recognition are most meaningful to you? (Choose up to three)

	N	%
Timely acknowledgement from my supervisor	404	39.0%
Acknowledgement from peers	118	11.4%
Honorary Awards	110	10.9%
Special Act or Service Award	165	16.2%
Performance Award	678	65.9%
Quality Step Increase	641	62.4%
Time Off Award	511	49.8%
Other	48	4.8%
Total	1,026	N/A

6. Looking forward, which of the following areas should be a priority for making improvements in my Agency? (Choose up to three)

	N	%
Awards	268	26.5%
Information technology issues	394	38.3%
Cross-training, detail assignments, or other developmental activities	418	41.2%
Performance management	182	17.8%
Workplace flexibilities	560	53.9%
Expansion of career ladders	417	40.8%

Visionary / inspirational leadership	175	16.9%
Other	96	9.1%
Total	1,026	N/A

7. The work I perform over the course of the year closely reflects my performance plan.

	N	%
Strongly Agree	360	35.5%
Agree	427	41.6%
Neither Agree nor Disagree	144	14.2%
Disagree	64	5.9%
Strongly Disagree	31	2.8%
Total	1,026	100.0%

8. I have access to the technology I need to do my job effectively.

	N	%
Strongly Agree	271	27.1%
Agree	486	47.0%
Neither Agree nor Disagree	119	11.5%
Disagree	98	9.3%
Strongly Disagree	56	5.1%
Total	1,030	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Equal Employment Opportunity Commission AES Report, 2022 OPM**

Federal Employee Viewpoint Survey