Equal Employment Opportunity Commission OPM FEVS AES Report	Agency Information
Field Period	**May 8 - Jul 7, 2023**
Sample or Census	Census
Number of Surveys Completed	1,379
Number of Surveys Administered	2,152
Response Rate	64.1%
Number of items identified as Strengths (65% positive or higher)	77
Number of items identified as Challenges (35% negative or higher)	0
2023 Engagement Index	79%
Leaders Lead Subindex	72%
Supervisors Subindex	84%
Intrinsic Work Experience Subindex	80%

Notes: Number of items identified as strengths and challenges are based on items 1-90, excluding item 16.

A "–^{d}" indicates that there were no responses to the item.

Item	Item Text	Index	Performance Dimension	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.	N/A	Employee-Focused: Employee Development	Agree-disagree	77%	40%	36%	13%	7%	4%	11%	554	497	174	96	52	1,373	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	69%	35%	34%	13%	11%	6%	18%	482	456	182	154	87	1,361	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	83%	49%	34%	10%	5%	2%	7%	672	456	137	61	33	1,359	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	85%	44%	41%	6%	6%	2%	8%	596	560	86	83	30	1,355	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	58%	26%	32%	15%	15%	12%	27%	351	440	201	204	167	1,363	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	70%	33%	37%	15%	9%	6%	15%	444	509	206	117	83	1,359	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	91%	55%	36%	6%	2%	2%	4%	747	487	74	28	23	1,359	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	69%	38%	31%	15%	8%	9%	16%	497	413	195	100	111	1,316	60
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	81%	34%	46%	9%	8%	2%	10%	470	636	129	111	29	1,375	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	75%	33%	42%	14%	8%	4%	11%	449	569	191	108	49	1,366	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	Agree-disagree	92%	47%	45%	5%	2%	1%	3%	637	622	68	23	18	1,368	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	83%	38%	46%	9%	5%	2%	8%	510	625	124	72	33	1,364	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	73%	36%	36%	13%	9%	5%	14%	493	501	184	119	75	1,372	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	64%	27%	36%	18%	12%	6%	18%	378	498	249	163	88	1,376	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	87%	51%	36%	8%	3%	2%	5%	700	502	102	48	24	1,376	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	Agree-disagree	57%	20%	38%	23%	13%	7%	20%	219	424	256	148	74	1,121	254
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	87%	49%	38%	8%	4%	1%	5%	669	515	104	50	15	1,353	22
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	87%	43%	44%	8%	4%	2%	5%	576	607	106	49	21	1,359	19
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	92%	50%	42%	7%	0%	0%	1%	635	541	92	6	5	1,279	96
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	93%	63%	30%	6%	1%	0%	1%	809	387	83	9	6	1,294	74
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	89%	56%	33%	9%	1%	1%	1%	716	427	119	11	8	1,281	93
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	88%	56%	32%	10%	2%	1%	2%	709	405	127	19	11	1,271	95
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	Agree-disagree	70%	29%	40%	20%	6%	4%	10%	360	493	244	78	45	1,220	152
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	67%	29%	38%	21%	8%	4%	12%	402	522	282	113	52	1,371	N/A
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	86%	45%	41%	8%	4%	1%	5%	615	570	112	58	18	1,373	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	61%	27%	34%	21%	13%	6%	18%	341	440	263	160	73	1,277	95
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	75%	34%	42%	15%	6%	4%	10%	437	543	195	77	47	1,299	72
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	76%	33%	43%	17%	5%	2%	7%	416	541	208	68	23	1,256	105
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	76%	32%	44%	16%	6%	2%	8%	397	560	205	73	23	1,258	100
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	69%	28%	42%	21%	7%	2%	9%	346	524	270	90	28	1,258	97
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	84%	42%	42%	11%	4%	1%	5%	544	534	141	54	15	1,288	62
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	77%	38%	39%	17%	5%	2%	7%	471	494	214	60	23	1,262	99
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	80%	42%	38%	13%	4%	3%	8%	556	501	167	55	44	1,323	41
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	73%	31%	42%	14%	8%	5%	13%	407	559	178	104	68	1,316	47
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	83%	44%	39%	10%	4%	3%	7%	577	518	139	49	46	1,329	35
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	83%	38%	45%	10%	4%	2%	6%	510	602	137	59	29	1,337	27
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	86%	45%	41%	9%	3%	2%	5%	616	561	120	40	25	1,362	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	Agree-disagree	84%	42%	42%	11%	4%	2%	5%	527	542	136	46	24	1,275	77
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	65%	28%	37%	18%	12%	5%	17%	358	485	239	159	64	1,305	24
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	65%	26%	39%	17%	12%	6%	18%	329	514	226	160	81	1,310	23
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	75%	28%	47%	16%	6%	3%	9%	359	599	197	78	43	1,276	55
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	74%	31%	42%	15%	6%	5%	11%	410	565	208	81	66	1,330	19
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	89%	38%	51%	8%	1%	1%	3%	504	683	112	18	16	1,333	10
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	60%	30%	30%	21%	9%	11%	19%	372	379	259	110	133	1,253	88
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	74%	39%	35%	14%	7%	5%	12%	529	477	189	91	67	1,353	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	Agree-disagree	55%	26%	29%	23%	11%	12%	22%	322	366	291	137	147	1,263	96
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	84%	52%	32%	8%	4%	4%	8%	684	424	101	55	52	1,316	14
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	87%	62%	25%	7%	3%	3%	6%	836	344	88	42	38	1,348	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	86%	61%	24%	7%	3%	4%	7%	827	330	95	48	49	1,349	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	88%	65%	24%	5%	3%	3%	6%	877	318	70	44	44	1,353	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	80%	59%	21%	11%	5%	5%	9%	794	284	143	65	63	1,349	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	92%	63%	29%	6%	1%	1%	2%	849	394	80	12	12	1,347	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	Good-poor	82%	61%	21%	11%	3%	3%	7%	828	283	148	46	44	1,349	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	80%	50%	29%	11%	5%	3%	9%	678	401	151	75	45	1,350	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	84%	50%	34%	8%	5%	3%	9%	665	462	100	74	42	1,343	6
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	63%	31%	32%	18%	10%	10%	19%	396	411	233	127	127	1,294	41
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	70%	38%	32%	18%	4%	8%	12%	471	402	225	51	105	1,254	87
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	79%	37%	43%	11%	5%	4%	9%	481	568	149	68	59	1,325	16
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	70%	34%	36%	15%	8%	8%	15%	433	468	195	98	101	1,295	35
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	Good-poor	77%	48%	29%	13%	5%	6%	11%	606	374	161	60	74	1,275	62
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	73%	41%	32%	15%	6%	7%	13%	538	421	198	80	87	1,324	14
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	69%	37%	32%	17%	6%	8%	14%	461	402	218	78	98	1,257	78
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	64%	32%	32%	19%	10%	7%	17%	411	409	248	128	96	1,292	44
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	64%	32%	32%	18%	10%	8%	18%	407	408	240	127	103	1,285	44

#	Item	Category	Subcategory	Scale	%	%	%	%	%	%	%	N	N	N	N	N	Total	N/A
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	56%	28%	28%	18%	14%	12%	26%	357	356	236	184	150	1,283	48
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	59%	26%	33%	21%	13%	6%	20%	340	444	283	180	84	1,331	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	Satisfied-dissatisfied	65%	28%	37%	18%	11%	5%	17%	366	496	247	153	70	1,332	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	Satisfied-dissatisfied	68%	31%	37%	17%	9%	6%	15%	412	499	224	118	80	1,333	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	76%	37%	39%	13%	7%	4%	12%	488	510	168	102	57	1,325	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	61%	26%	35%	15%	16%	9%	25%	342	470	194	211	117	1,334	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	73%	34%	39%	14%	9%	5%	14%	446	522	184	115	65	1,332	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	78%	44%	34%	12%	6%	5%	11%	557	423	149	69	62	1,260	73
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	81%	52%	28%	11%	4%	4%	8%	656	358	143	50	52	1,259	76
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	Agree-disagree	75%	38%	37%	13%	6%	6%	12%	489	464	162	80	70	1,265	66
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	76%	43%	33%	13%	5%	5%	10%	535	416	162	68	61	1,242	82
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	73%	42%	32%	13%	8%	5%	13%	512	385	164	96	66	1,223	106
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	85%	46%	39%	10%	2%	2%	4%	606	510	136	26	28	1,306	21
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	83%	45%	38%	12%	2%	2%	4%	583	487	158	26	28	1,282	43
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	80%	42%	38%	11%	5%	4%	9%	545	503	140	69	56	1,313	15
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	82%	45%	37%	11%	4%	3%	7%	581	488	143	47	38	1,297	28
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	78%	42%	36%	12%	5%	5%	9%	551	477	161	66	60	1,315	11
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	79%	43%	36%	12%	4%	5%	9%	413	354	118	39	47	971	172
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	74%	42%	32%	16%	5%	5%	10%	371	286	144	44	49	894	229
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	75%	42%	33%	16%	3%	5%	8%	380	300	146	32	43	901	217
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	78%	41%	37%	14%	5%	4%	8%	537	494	181	61	49	1,322	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	84%	47%	37%	9%	4%	3%	7%	621	489	127	55	33	1,325	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	71%	39%	32%	18%	6%	5%	11%	518	422	237	84	62	1,323	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	92%	57%	35%	6%	1%	1%	2%	771	455	80	13	11	1,330	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	95%	65%	31%	4%	0%	1%	1%	858	402	49	5	9	1,323	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.

For confidentiality purposes, a "–" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: **Equal Employment Opportunity Commission AES Report,** 2023 OPM Federal Employee Viewpoint Survey

Performance Dimension: Goal Oriented: Accountability

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

	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	221	15.9%	152	13.8%
Remain in the work unit and continue to underperform	282	20.2%	240	21.4%
Leave the work unit - removed or transferred	120	8.6%	97	8.6%
Leave the work unit - quit	84	6.1%	67	5.9%
There are no poor performers in my work unit	340	25.0%	264	24.2%
Do Not Know	451	33.1%	374	34.5%
Total (percents will add to more than 100% because respondents could choose more than one response option)	1,375	N/A	1,098	N/A

Percentages are weighted to represent the Agency's population.

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

Source: **Equal Employment Opportunity Commission AES Report,** 2023 OPM Federal Employee Viewpoint Survey

Item	Item Text	Index	Performance Dimension	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	Difference 2023-2020	Difference 2023-2021	Difference 2023-2022	Sort for Largest Differences 2023-2020	Sort for Largest Differences 2023-2021	Sort for Largest Differences 2023-2022
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	73%	77%	73%	77%	4%	0%	4%	6	8	8
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	68%	70%	67%	69%	1%	-1%	2%	18	20	25
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	82%	85%	82%	83%	1%	-2%	1%	17	21	39
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	85%	86%	82%	85%	0%	-1%	3%	21	18	10
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	62%	61%	58%	58%	-4%	-3%	0%	35	27	53
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	70%	73%	69%	70%	0%	-3%	1%	20	30	50
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	92%	92%	90%	91%	-1%	-1%	1%	27	13	44
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	63%	67%	68%	69%	6%	2%	1%	3	2	38
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	–a	–a	80%	81%	–a	–a	1%	–a	–a	51
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	–a	–a	73%	75%	–a	–a	2%	–a	–a	28
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	–a	–a	94%	92%	–a	–a	-2%	–a	–a	81
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	–a	–a	78%	83%	–a	–a	5%	–a	–a	6
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	88%	88%	86%	87%	-1%	-1%	1%	26	17	36
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	61%	64%	56%	57%	-4%	-7%	1%	32	37	42
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	–a	–a	85%	87%	–a	–a	2%	–a	–a	26
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	89%	88%	87%	87%	-2%	-1%	0%	30	19	54
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	90%	92%	91%	92%	2%	0%	1%	9	10	37
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	94%	93%	92%	93%	-1%	0%	1%	28	7	47
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	93%	90%	90%	89%	-4%	-1%	-1%	33	16	67
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	92%	89%	88%	88%	-4%	-1%	0%	36	15	61
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	–a	–a	69%	70%	–a	–a	1%	–a	–a	52
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	–a	–a	62%	67%	–a	–a	5%	–a	–a	5
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	–a	–a	83%	86%	–a	–a	3%	–a	–a	13
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	–a	–a	56%	61%	–a	–a	5%	–a	–a	3
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	–a	–a	75%	75%	–a	–a	0%	–a	–a	55
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	–a	–a	77%	76%	–a	–a	-1%	–a	–a	70
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	–a	–a	76%	76%	–a	–a	0%	–a	–a	63
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	–a	–a	67%	69%	–a	–a	2%	–a	–a	20
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	–a	–a	83%	84%	–a	–a	1%	–a	–a	49
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	–a	–a	75%	77%	–a	–a	2%	–a	–a	31
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	–a	–a	78%	80%	–a	–a	2%	–a	–a	32
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	72%	74%	74%	73%	1%	-1%	-1%	16	14	72
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	87%	86%	71%	83%	-4%	-3%	12%	37	31	1
37	My organization is successful at accomplishing its mission.	N/A	Other	80%	83%	80%	83%	3%	0%	3%	7	6	15
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	–a	–a	84%	86%	–a	–a	2%	–a	–a	19
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	–a	–a	73%	75%	–a	–a	2%	–a	–a	23
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	–a	–a	65%	74%	–a	–a	9%	–a	–a	2

#	Item											
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	_a	_a	87%	89%	_a	_a	2%	_a	_a	21
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	_a	_a	60%	60%	_a	_a	0%	_a	_a	59
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	73%	76%	70%	74%	1%	-2%	4%	14	23	7
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	50%	52%	55%	55%	5%	3%	0%	4	1	58
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	81%	83%	84%	84%	3%	1%	0%	8	3	62
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	88%	88%	89%	87%	-1%	-1%	-2%	25	11	80
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	84%	85%	86%	86%	2%	1%	0%	11	4	65
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	87%	88%	89%	88%	1%	0%	-1%	15	5	71
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	78%	81%	81%	80%	2%	-1%	-1%	10	12	76
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	_a	_a	94%	92%	_a	_a	-2%	_a	_a	77
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	82%	85%	84%	82%	0%	-3%	-2%	19	28	78
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	_a	_a	79%	80%	_a	_a	1%	_a	_a	45
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	_a	_a	82%	84%	_a	_a	2%	_a	_a	30
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	58%	65%	58%	63%	5%	-2%	5%	5	26	4
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	63%	70%	67%	70%	7%	0%	3%	2	9	17
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	81%	81%	78%	79%	-2%	-2%	1%	31	25	35
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	70%	73%	70%	70%	0%	-3%	0%	22	29	64
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	75%	79%	76%	77%	2%	-2%	1%	12	24	46
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	64%	75%	71%	73%	9%	-2%	2%	1	22	29
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	73%	77%	68%	69%	-4%	-8%	1%	38	38	48
64	Management encourages innovation.	N/A	Agile: Innovation	_a	_a	63%	64%	_a	_a	1%	_a	_a	40
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	_a	_a	62%	64%	_a	_a	2%	_a	_a	33
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	_a	_a	53%	56%	_a	_a	3%	_a	_a	11
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	61%	63%	56%	59%	-2%	-4%	3%	29	34	9
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	69%	71%	62%	65%	-4%	-6%	3%	34	36	12
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	69%	72%	67%	68%	-1%	-4%	1%	24	35	43
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	76%	79%	76%	76%	0%	-3%	0%	23	32	60
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	70%	70%	61%	61%	-9%	-9%	0%	39	39	56
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	71%	76%	70%	73%	2%	-3%	3%	13	33	16
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	_a	_a	80%	78%	_a	_a	-2%	_a	_a	83
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	_a	_a	83%	81%	_a	_a	-2%	_a	_a	82
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	_a	_a	73%	75%	_a	_a	2%	_a	_a	24
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	_a	_a	77%	76%	_a	_a	-1%	_a	_a	73
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	_a	_a	75%	73%	_a	_a	-2%	_a	_a	79
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	_a	_a	83%	85%	_a	_a	2%	_a	_a	27
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	_a	_a	81%	83%	_a	_a	2%	_a	_a	22
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	_a	_a	77%	80%	_a	_a	3%	_a	_a	18
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	_a	_a	81%	82%	_a	_a	1%	_a	_a	34
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	_a	_a	79%	78%	_a	_a	-1%	_a	_a	69
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	_a	_a	82%	79%	_a	_a	-3%	_a	_a	84

84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	_a	_a	74%	74%	_a	_a	0%	_a	_a	57
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	_a	_a	76%	75%	_a	_a	-1%	_a	_a	68
86	My job inspires me.	Employee Experience	N/A	_a	_a	75%	78%	_a	_a	3%	_a	_a	14
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	_a	_a	83%	84%	_a	_a	1%	_a	_a	41
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	_a	_a	71%	71%	_a	_a	0%	_a	_a	66
89	I identify with the mission of my organization.	Employee Experience	N/A	_a	_a	93%	92%	_a	_a	-1%	_a	_a	74
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	_a	_a	96%	95%	_a	_a	-1%	_a	_a	75

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

Percentages are weighted to represent the Agency's population.

Only items 1-12, 15, 17-38, 42-90 that carried over from the 2022 OPM FEVS are included on this tab.

A "_a" indicates that there are no trending results available for the year.

For confidentiality purposes, a "_c" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

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,** 2023 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

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

	2023 N	2023 %	2022 N	2022 %	2021 N	2021 %
I telework every work day (i.e., remote work agreement)	160	11.9%	N/A	N/A	857	91.1%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	147	14.2%	N/A	N/A
I telework 3 or 4 days per week	728	54.7%	N/A	N/A	50	5.5%
I telework 3 or more days per week	N/A	N/A	625	60.2%	N/A	N/A
I telework 1 or 2 days per week	406	30.9%	245	24.0%	18	2.0%
I telework, but only about 1 or 2 days per month	8	0.6%	4	0.4%	1	0.1%
I telework very infrequently, on an unscheduled or short-term basis	11	0.9%	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)	1	0.1%	0	0.0%	0	0.0%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	1	0.1%	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	2	0.2%	1	0.1%	1	0.1%
I do not telework because I choose not to telework	10	0.7%	7	0.7%	6	0.7%
Total	1,327	100.0%	1,034	100.0%	937	100.0%

Only those who answered "I telework every work day" in 2023 or "I have an approved remote work agreement" in 2022 to the previous question received Question 91a.

91a. What is your current remote work status?

	2023 N	2023 %	2022 N	2022 %
I do not have an approved remote work agreement	15	9.6%	N/A	N/A
I have an approved remote work agreement and live **outside** the local commuting area (more than 50 miles away)	50	31.9%	56	38.1%

|				
I have an approved remote work agreement and live **inside** the local commuting area (less than 50 miles away)	67	43.5%	90	61.9%
I do not know	24	14.9%	N/A	N/A
Total	156	100.0%	146	100.0%

Percentages are weighted to represent the Agency's population.

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

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

In 2023, the response options for Q91 and Q91a were slightly different than in previous years. To facilitate trending, all possible response options are shown and an N/A is shown when the response option is not relevant for that given year.

Source: **Equal Employment Opportunity Commission AES Report**, 2023 OPM Federal Employee Viewpoint Survey
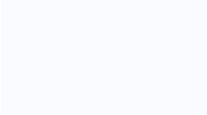
Employment Demographics

Where do you work?

	%
Headquarters	23.4%
Field	68.2%
Full-time telework (e.g., home office, telecenter)	8.4%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	3.5%
Manager	6.5%
Supervisor	12.5%
Team Leader	5.0%
Non-Supervisor	72.4%
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	7.4%
GS 7-12	41.3%
GS 13-15	48.1%
Senior Executive Service	1.8%
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	70.7%
Currently in National Guard or Reserves	1.1%
Retired	8.9%
Separated or Discharged	19.3%
Total	100.0%

Are you:

	%
The spouse of a current active duty service member of the U.S. Armed Forces	1.2%
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	2.6%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.2%
None of the categories listed	96.0%
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?

	%
Yes	17.6%
No	82.4%
Total	100.0%

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

	%
Less than 1 year	5.9%
1 to 3 years	11.4%
4 to 5 years	8.1%
6 to 10 years	17.5%
11 to 14 years	12.6%
15 to 20 years	13.8%
More than 20 years	30.6%

Total	100.0%

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

	%
Less than 1 year	13.8%
1 to 3 years	17.8%
4 to 5 years	10.4%
6 to 10 years	14.6%
11 to 14 years	11.0%
15 to 20 years	8.8%
More than 20 years	23.6%
Total	100.0%

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

	%
No	63.3%
Yes, to retire	5.7%
Yes, to take another job within the Federal Government	22.7%
Yes, to take another job outside the Federal Government	2.5%
Yes, other	5.8%
Total	100.0%

If the response to the previous question on your intent to leave was "No," this item was skipped.
Has your work unit's telework or remote work options influenced your intent to leave?

	%
Yes	57.7%
No	42.3%
Total	100.0%

I am planning to retire:

	%
Less than 1 year	3.2%
1 year	2.5%

2 years	4.7%
3 years	4.4%
4 years	3.2%
5 years	6.7%
More than 5 years	75.3%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	17.5%
No	82.5%
Total	100.0%

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

	%
White	50.9%
Black or African American	36.0%
All other races	13.1%
Total	100.0%

What is your age group?

	%
29 years and under	4.4%
30-39 years old	19.7%
40-49 years old	28.0%
50-59 years old	31.0%
60 years or older	16.9%
Total	100.0%

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

	%

Less than High School/ High School Diploma/ GED	1.9%
Certification/ Some College/ Associate's Degree	15.7%
Bachelor's Degree	32.4%
Advanced Degrees (Post Bachelor's Degree)	50.0%
Total	100.0%

Are you an individual with a disability?

	%
Yes	40.9%
No	59.1%
Total	100.0%

Are you:

	%
Male	36.8%
Female	63.2%
Total	100.0%

Are you transgender?

	%
Yes	0.3%
No	99.7%
Total	100.0%

Which one of the following best represents how you think of yourself?

	%
Lesbian or gay	3.6%
Straight, that is not lesbian or gay	90.9%
Bisexual	2.2%
I use a different term	3.2%
Total	100.0%

Percentages for demographic questions are unweighted.

The first two response options "Lesbian or gay" and "Straight, that is not lesbian or gay" for the sexual orientation item were re-worded and re-ordered from the 2022 survey.

Note: For confidentiality purposes, a "–^{c}" indicates 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,** 2023 OPM Federal Employee Viewpoint Survey

Agency Specific Item

I can easily identify the people in my organization who can help me do my job well.

	N	%
Strongly Agree	535	40.3%
Agree	550	41.4%
Neither Agree nor Disagree	140	10.4%
Disagree	74	5.5%
Strongly Disagree	30	2.4%
Total	1,329	100.0%

My work is not typically delayed by specific colleagues (or a specific team) in the organization.

	N	%
Strongly Agree	379	28.8%
Agree	467	34.9%
Neither Agree nor Disagree	203	15.3%
Disagree	199	14.7%
Strongly Disagree	84	6.2%
Total	1,332	100.0%

In my work unit, collaboration and knowledge management are fostered and encouraged.

	N	%
Strongly Agree	555	41.9%
Agree	476	35.8%
Neither Agree nor Disagree	171	12.8%
Disagree	91	6.7%
Strongly Disagree	37	2.8%
Total	1,330	100.0%

If you are you considering leaving your agency within the next year why? (select all that apply)

	N	%
Pay and Benefits	276	21.3%
Work/life Balance	218	16.6%
Remote work opportunity	326	24.7%
Growth potential	279	21.5%
Agency leadership	190	14.4%
I am not considering leaving my agency	601	45.2%
None of these	129	9.9%
Total	1,321	N/A

EEOC is actively striving to foster a workplace culture where individuals from all backgrounds can thrive.

	N	%
Strongly Agree	533	40.1%
Agree	441	33.1%
Neither Agree nor Disagree	239	18.1%
Disagree	81	6.0%
Strongly Disagree	35	2.7%
Total	1,329	100.0%

My agency has proactive programs in place to: (Multiple selections possible)

	N	%
Address workplace conflict in a timely and effective manner when it rises	487	36.8%
Develop a pipeline of diverse leaders	330	25.2%
Provide formal and informal mentoring opportunities for all employees	497	37.5%
Provide targeted development opportunities for diverse employees	319	24.3%
Recruit diverse candidates	399	30.3%
Do not know	465	35.5%

	N	%
None of the above	128	9.8%
Total	1,317	N/A

I believe my Agency's senior leadership communicates effectively with employees on matters pertaining to all staff.

	N	%
Strongly Agree	352	26.8%
Agree	470	35.4%
Neither Agree nor Disagree	254	18.9%
Disagree	153	11.5%
Strongly Disagree	100	7.4%
Total	1,329	100.0%

I believe that my supervisor prioritizes diversity, equity, inclusion, and accessibility in our work environment.

	N	%
Strongly Agree	567	42.7%
Agree	439	32.9%
Neither Agree nor Disagree	220	16.7%
Disagree	54	4.1%
Strongly Disagree	48	3.6%
Total	1,328	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Equal Employment Opportunity Commission AES Report**, 2023

OPM Federal Employee Viewpoint Survey