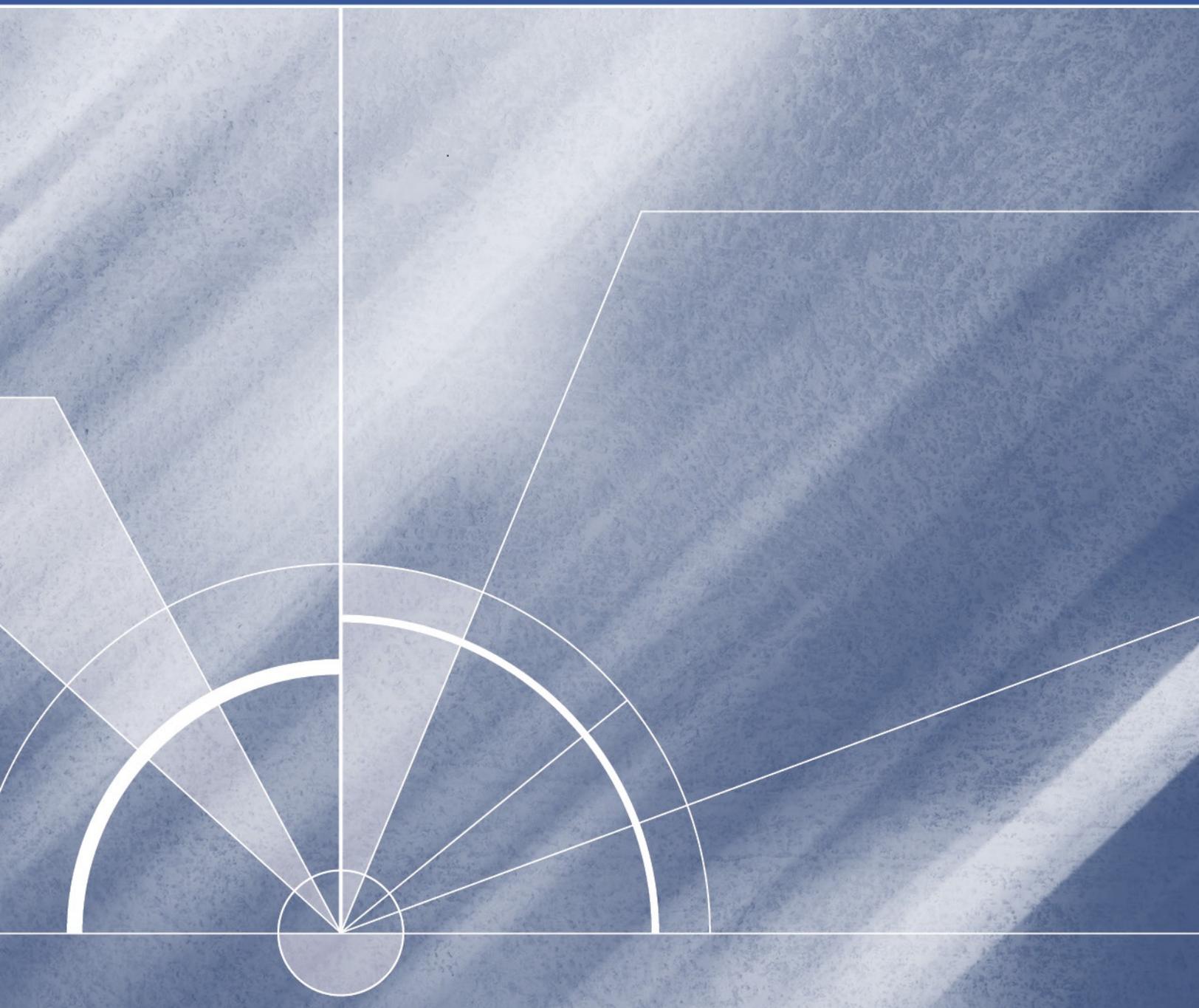


2017

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

1st Level  
Subagency  
Comparison  
Report

U.S. Office of Government Ethics





## U.S. Office of Government Ethics *1st Level Subagency Comparison Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

### Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>71.0%</b>
General Counsel & Legal Policy Division	13	61.9%
Program Counsel Division	16	88.9%
Compliance Division	<10	--
Internal Operations Division	<10	--

### Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

### Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

# U.S. Office of Government Ethics

## *1st Level Subagency Comparison Report*

### My Work Experience

#### *1. I am given a real opportunity to improve my skills in my organization.*

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>77.7%</b>	<b>11.4%</b>	<b>10.9%</b>
General Counsel & Legal Policy Division	13	67.2%	23.0%	9.8%
Program Counsel Division	16	88.9%	11.1%	0.0%

#### *2. I have enough information to do my job well.*

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>80.5%</b>	<b>7.0%</b>	<b>12.5%</b>
General Counsel & Legal Policy Division	13	75.3%	14.9%	9.8%
Program Counsel Division	16	88.9%	5.7%	5.3%

#### *3. I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>83.8%</b>	<b>1.6%</b>	<b>14.6%</b>
General Counsel & Legal Policy Division	13	85.1%	0.0%	14.9%
Program Counsel Division	16	94.7%	5.3%	0.0%

#### *4. My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>83.9%</b>	<b>8.6%</b>	<b>7.5%</b>
General Counsel & Legal Policy Division	13	90.2%	9.8%	0.0%
Program Counsel Division	16	89.1%	10.9%	0.0%

#### *5. I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>92.9%</b>	<b>3.3%</b>	<b>3.8%</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%
Program Counsel Division	16	89.1%	10.9%	0.0%

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>92.5%</b>	<b>2.7%</b>	<b>4.7%</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%
Program Counsel Division	16	100.0%	0.0%	0.0%

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%
Program Counsel Division	16	100.0%	0.0%	0.0%

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>95.5%</b>	<b>4.5%</b>	<b>0.0%</b>
General Counsel & Legal Policy Division	13	93.2%	6.8%	0.0%
Program Counsel Division	16	100.0%	0.0%	0.0%

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>50.0%</b>	<b>14.7%</b>	<b>35.4%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	37.6%	14.6%	47.7%	0
Program Counsel Division	16	55.2%	16.8%	27.9%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>58.6%</b>	<b>16.8%</b>	<b>24.6%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	51.3%	16.2%	32.5%	0
Program Counsel Division	16	61.6%	21.9%	16.4%	0

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>79.0%</b>	<b>11.7%</b>	<b>9.2%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	91.9%	8.1%	0.0%	0
Program Counsel Division	16	78.0%	16.3%	5.8%	0

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>97.1%</b>	<b>2.9%</b>	<b>0.0%</b>	<b>1</b>
General Counsel & Legal Policy Division	13	91.9%	8.1%	0.0%	0
Program Counsel Division	16	100.0%	0.0%	0.0%	0

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>93.9%</b>	<b>6.1%</b>	<b>0.0%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%	0
Program Counsel Division	16	88.9%	11.1%	0.0%	0

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>80.1%</b>	<b>10.5%</b>	<b>9.5%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	61.6%	21.8%	16.6%	0
Program Counsel Division	16	94.3%	0.0%	5.7%	0

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>93.5%</b>	<b>1.7%</b>	<b>4.7%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%	0
Program Counsel Division	16	94.3%	5.7%	0.0%	0

# U.S. Office of Government Ethics 1st Level Subagency Comparison Report

## My Work Experience (continued)

### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>92.4%</b>	<b>2.8%</b>	<b>4.7%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	91.9%	0.0%	8.1%	0
Program Counsel Division	16	100.0%	0.0%	0.0%	0

### 17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
<b>U.S. Office of Government Ethics</b>	<b>41</b>	<b>69.3%</b>	<b>14.2%</b>	<b>16.5%</b>	<b>3</b>
General Counsel & Legal Policy Division	12	74.5%	14.9%	10.6%	1
Program Counsel Division	16	66.7%	28.0%	5.3%	0

### 18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>69.1%</b>	<b>13.8%</b>	<b>17.1%</b>	<b>1</b>
General Counsel & Legal Policy Division	13	67.2%	8.1%	24.7%	0
Program Counsel Division	16	60.9%	28.0%	11.1%	0

### 19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
<b>U.S. Office of Government Ethics</b>	<b>42</b>	<b>91.5%</b>	<b>1.8%</b>	<b>6.7%</b>	<b>2</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%	0
Program Counsel Division	15	87.8%	6.1%	6.1%	1

## My Work Unit

### 20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>89.4%</b>	<b>5.9%</b>	<b>4.6%</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%
Program Counsel Division	16	89.4%	10.6%	0.0%

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### My Work Unit (continued)

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>70.3%</b>	<b>17.2%</b>	<b>12.5%</b>	<b>1</b>
General Counsel & Legal Policy Division	13	74.4%	7.8%	17.9%	0
Program Counsel Division	15	76.6%	11.7%	11.7%	1

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
<b>U.S. Office of Government Ethics</b>	<b>41</b>	<b>69.8%</b>	<b>20.3%</b>	<b>9.9%</b>	<b>3</b>
General Counsel & Legal Policy Division	11	90.5%	9.5%	0.0%	2
Program Counsel Division	15	70.0%	23.9%	6.1%	1

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
<b>U.S. Office of Government Ethics</b>	<b>34</b>	<b>56.2%</b>	<b>27.3%</b>	<b>16.5%</b>	<b>10</b>
General Counsel & Legal Policy Division	11	36.1%	44.4%	19.5%	2
Program Counsel Division	10	57.9%	42.1%	0.0%	6

**24. In my work unit, differences in performance are recognized in a meaningful way.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
<b>U.S. Office of Government Ethics</b>	<b>37</b>	<b>47.5%</b>	<b>37.7%</b>	<b>14.8%</b>	<b>7</b>
General Counsel & Legal Policy Division	11	51.6%	27.8%	20.7%	2
Program Counsel Division	12	50.0%	42.5%	7.4%	4

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
<b>U.S. Office of Government Ethics</b>	<b>36</b>	<b>59.9%</b>	<b>15.9%</b>	<b>24.2%</b>	<b>8</b>
General Counsel & Legal Policy Division	10	67.0%	10.3%	22.7%	3
Program Counsel Division	11	66.3%	16.5%	17.1%	5

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### My Work Unit (continued)

**26. Employees in my work unit share job knowledge with each other.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>91.2%</b>	<b>4.0%</b>	<b>4.8%</b>	<b>1</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%	0
Program Counsel Division	16	94.2%	5.8%	0.0%	0

**27. The skill level in my work unit has improved in the past year.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
<b>U.S. Office of Government Ethics</b>	<b>42</b>	<b>79.9%</b>	<b>8.7%</b>	<b>11.4%</b>	<b>2</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%	0
Program Counsel Division	15	64.2%	23.6%	12.2%	1

**28. How would you rate the overall quality of work done by your work unit?**

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>92.5%</b>	<b>2.7%</b>	<b>4.7%</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%
Program Counsel Division	16	100.0%	0.0%	0.0%

### My Agency

**29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>89.0%</b>	<b>6.3%</b>	<b>4.7%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	74.1%	17.9%	8.1%	0
Program Counsel Division	16	100.0%	0.0%	0.0%	0

**30. Employees have a feeling of personal empowerment with respect to work processes.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
<b>U.S. Office of Government Ethics</b>	<b>41</b>	<b>61.2%</b>	<b>16.2%</b>	<b>22.6%</b>	<b>3</b>
General Counsel & Legal Policy Division	13	59.1%	6.8%	34.0%	0
Program Counsel Division	15	64.8%	29.1%	6.1%	1

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### My Agency (continued)

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>71.5%</b>	<b>23.6%</b>	<b>4.9%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	74.1%	25.9%	0.0%	0
Program Counsel Division	16	72.0%	28.0%	0.0%	0

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
<b>U.S. Office of Government Ethics</b>	<b>42</b>	<b>70.0%</b>	<b>19.0%</b>	<b>10.9%</b>	<b>2</b>
General Counsel & Legal Policy Division	13	68.9%	23.0%	8.1%	0
Program Counsel Division	15	81.1%	18.9%	0.0%	1

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
<b>U.S. Office of Government Ethics</b>	<b>36</b>	<b>45.7%</b>	<b>35.9%</b>	<b>18.3%</b>	<b>8</b>
General Counsel & Legal Policy Division	10	57.6%	32.3%	10.2%	3
Program Counsel Division	11	53.0%	23.2%	23.8%	5

#### 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
<b>U.S. Office of Government Ethics</b>	<b>42</b>	<b>69.0%</b>	<b>20.2%</b>	<b>10.8%</b>	<b>2</b>
General Counsel & Legal Policy Division	12	64.8%	26.5%	8.7%	1
Program Counsel Division	16	72.1%	27.9%	0.0%	0

#### 35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>79.5%</b>	<b>18.6%</b>	<b>1.9%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	74.4%	25.6%	0.0%	0
Program Counsel Division	16	77.4%	22.6%	0.0%	0

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### My Agency (continued)

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>49.9%</b>	<b>23.3%</b>	<b>26.7%</b>	<b>1</b>
General Counsel & Legal Policy Division	13	44.5%	37.6%	17.9%	0
Program Counsel Division	16	50.1%	22.4%	27.5%	0

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
<b>U.S. Office of Government Ethics</b>	<b>42</b>	<b>65.6%</b>	<b>23.1%</b>	<b>11.3%</b>	<b>2</b>
General Counsel & Legal Policy Division	13	74.1%	16.2%	9.8%	0
Program Counsel Division	14	74.7%	25.3%	0.0%	2

**38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
<b>U.S. Office of Government Ethics</b>	<b>41</b>	<b>78.3%</b>	<b>10.1%</b>	<b>11.6%</b>	<b>3</b>
General Counsel & Legal Policy Division	13	90.2%	0.0%	9.8%	0
Program Counsel Division	14	81.1%	18.9%	0.0%	2

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>95.2%</b>	<b>2.9%</b>	<b>1.9%</b>	<b>1</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%	0
Program Counsel Division	15	100.0%	0.0%	0.0%	1

**40. I recommend my organization as a good place to work.**

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>77.8%</b>	<b>11.3%</b>	<b>10.9%</b>
General Counsel & Legal Policy Division	13	90.2%	0.0%	9.8%
Program Counsel Division	16	77.8%	22.2%	0.0%

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### My Agency (continued)

**41. I believe the results of this survey will be used to make my agency a better place to work.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
<b>U.S. Office of Government Ethics</b>	<b>42</b>	<b>67.9%</b>	<b>19.0%</b>	<b>13.1%</b>	<b>2</b>
General Counsel & Legal Policy Division	12	80.8%	8.7%	10.5%	1
Program Counsel Division	16	49.8%	44.8%	5.3%	0

### My Supervisor

**42. My supervisor supports my need to balance work and other life issues.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>83.0%</b>	<b>1.7%</b>	<b>15.3%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	90.2%	0.0%	9.8%	0
Program Counsel Division	16	88.9%	5.7%	5.3%	0

**43. My supervisor provides me with opportunities to demonstrate my leadership skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>81.1%</b>	<b>8.0%</b>	<b>10.9%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%	0
Program Counsel Division	16	77.4%	11.1%	11.5%	0

**44. Discussions with my supervisor about my performance are worthwhile.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>77.8%</b>	<b>6.5%</b>	<b>15.7%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	82.1%	0.0%	17.9%	0
Program Counsel Division	16	88.5%	5.8%	5.7%	0

**45. My supervisor is committed to a workforce representative of all segments of society.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
<b>U.S. Office of Government Ethics</b>	<b>41</b>	<b>77.0%</b>	<b>15.1%</b>	<b>7.9%</b>	<b>3</b>
General Counsel & Legal Policy Division	13	82.1%	17.9%	0.0%	0
Program Counsel Division	14	87.6%	12.4%	0.0%	2

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

#### 46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>74.8%</b>	<b>13.1%</b>	<b>12.0%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	82.1%	9.8%	8.1%	0
Program Counsel Division	16	77.4%	16.8%	5.7%	0

#### 47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>84.3%</b>	<b>8.2%</b>	<b>7.5%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	91.9%	8.1%	0.0%	0
Program Counsel Division	16	88.5%	11.5%	0.0%	0

#### 48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>88.0%</b>	<b>1.7%</b>	<b>10.2%</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%
Program Counsel Division	16	94.2%	5.8%	0.0%

#### 49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>88.0%</b>	<b>4.5%</b>	<b>7.5%</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%
Program Counsel Division	16	94.2%	5.8%	0.0%

#### 50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>93.5%</b>	<b>1.7%</b>	<b>4.7%</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%
Program Counsel Division	16	94.2%	5.8%	0.0%

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>77.2%</b>	<b>10.9%</b>	<b>12.0%</b>
General Counsel & Legal Policy Division	13	82.1%	17.9%	0.0%
Program Counsel Division	16	94.3%	0.0%	5.7%

#### 52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>86.2%</b>	<b>3.6%</b>	<b>10.2%</b>
General Counsel & Legal Policy Division	13	100.0%	0.0%	0.0%
Program Counsel Division	16	94.3%	5.7%	0.0%

### Leadership

#### 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>70.7%</b>	<b>18.4%</b>	<b>10.9%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	67.2%	23.0%	9.8%	0
Program Counsel Division	16	72.6%	27.4%	0.0%	0

#### 54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>79.1%</b>	<b>16.0%</b>	<b>4.9%</b>	<b>1</b>
General Counsel & Legal Policy Division	13	90.2%	9.8%	0.0%	0
Program Counsel Division	16	77.8%	22.2%	0.0%	0

#### 55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
<b>U.S. Office of Government Ethics</b>	<b>40</b>	<b>72.5%</b>	<b>13.6%</b>	<b>13.9%</b>	<b>4</b>
General Counsel & Legal Policy Division	13	82.1%	8.1%	9.8%	0
Program Counsel Division	14	66.5%	26.5%	6.9%	2

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### Leadership (continued)

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>71.0%</b>	<b>10.4%</b>	<b>18.6%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	67.2%	6.8%	25.9%	0
Program Counsel Division	16	77.4%	16.9%	5.7%	0

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
<b>U.S. Office of Government Ethics</b>	<b>41</b>	<b>79.8%</b>	<b>5.5%</b>	<b>14.7%</b>	<b>3</b>
General Counsel & Legal Policy Division	13	67.2%	6.8%	25.9%	0
Program Counsel Division	15	100.0%	0.0%	0.0%	1

#### 58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>68.3%</b>	<b>10.4%</b>	<b>21.3%</b>	<b>1</b>
General Counsel & Legal Policy Division	13	68.9%	6.8%	24.2%	0
Program Counsel Division	16	66.8%	16.9%	16.4%	0

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
<b>U.S. Office of Government Ethics</b>	<b>42</b>	<b>76.6%</b>	<b>12.3%</b>	<b>11.2%</b>	<b>2</b>
General Counsel & Legal Policy Division	12	82.7%	17.3%	0.0%	1
Program Counsel Division	16	78.3%	11.1%	10.6%	0

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>89.1%</b>	<b>3.4%</b>	<b>7.5%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	90.2%	9.8%	0.0%	0
Program Counsel Division	16	100.0%	0.0%	0.0%	0

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### Leadership (continued)

**61. I have a high level of respect for my organization's senior leaders.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>79.6%</b>	<b>9.5%</b>	<b>10.9%</b>	<b>0</b>
General Counsel & Legal Policy Division	13	82.1%	8.1%	9.8%	0
Program Counsel Division	16	77.8%	22.2%	0.0%	0

**62. Senior leaders demonstrate support for Work/Life programs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>82.5%</b>	<b>4.7%</b>	<b>12.8%</b>	<b>1</b>
General Counsel & Legal Policy Division	13	82.1%	8.1%	9.8%	0
Program Counsel Division	16	88.9%	5.7%	5.3%	0

### My Satisfaction

**63. How satisfied are you with your involvement in decisions that affect your work?**

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>69.8%</b>	<b>13.2%</b>	<b>17.0%</b>
General Counsel & Legal Policy Division	13	67.2%	23.0%	9.8%
Program Counsel Division	16	78.0%	10.9%	11.1%

**64. How satisfied are you with the information you receive from management on what's going on in your organization?**

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>62.0%</b>	<b>18.7%</b>	<b>19.3%</b>
General Counsel & Legal Policy Division	12	64.3%	7.5%	28.2%
Program Counsel Division	16	55.8%	28.0%	16.2%

**65. How satisfied are you with the recognition you receive for doing a good job?**

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>66.1%</b>	<b>17.4%</b>	<b>16.5%</b>
General Counsel & Legal Policy Division	13	67.2%	24.7%	8.1%
Program Counsel Division	16	66.5%	22.0%	11.5%

# U.S. Office of Government Ethics 1st Level Subagency Comparison Report

## My Satisfaction (continued)

### 66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>72.3%</b>	<b>12.4%</b>	<b>15.3%</b>
General Counsel & Legal Policy Division	13	75.3%	14.9%	9.8%
Program Counsel Division	16	77.8%	16.9%	5.3%

### 67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>46.4%</b>	<b>29.7%</b>	<b>23.9%</b>
General Counsel & Legal Policy Division	13	62.1%	23.0%	14.9%
Program Counsel Division	16	38.6%	33.5%	28.0%

### 68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>66.8%</b>	<b>25.8%</b>	<b>7.5%</b>
General Counsel & Legal Policy Division	13	70.1%	21.8%	8.1%
Program Counsel Division	16	71.6%	28.4%	0.0%

### 69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>80.0%</b>	<b>7.9%</b>	<b>12.1%</b>
General Counsel & Legal Policy Division	13	91.9%	8.1%	0.0%
Program Counsel Division	16	83.1%	16.9%	0.0%

### 70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>75.2%</b>	<b>11.5%</b>	<b>13.3%</b>
General Counsel & Legal Policy Division	13	86.3%	13.7%	0.0%
Program Counsel Division	16	61.2%	22.2%	16.6%

# U.S. Office of Government Ethics

## *1st Level Subagency Comparison Report*

### My Satisfaction (continued)

#### 71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>76.8%</b>	<b>7.9%</b>	<b>15.3%</b>
General Counsel & Legal Policy Division	13	82.1%	8.1%	9.8%
Program Counsel Division	16	77.8%	16.9%	5.3%

### Work/Life

#### 72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>80.2%</b>	<b>19.8%</b>	<b>0.0%</b>	<b>0.0%</b>
General Counsel & Legal Policy Division	13	85.1%	14.9%	0.0%	0.0%
Program Counsel Division	16	94.3%	5.7%	0.0%	0.0%

#### 73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>10.2%</b>	<b>29.8%</b>	<b>2.9%</b>	<b>35.3%</b>
General Counsel & Legal Policy Division	12	8.7%	24.4%	8.7%	32.0%
Program Counsel Division	16	5.8%	39.9%	0.0%	48.6%

*(continued)*

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### Work/Life (continued)

**73. Please select the response below that BEST describes your current teleworking situation. (continued)**

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>2.5%</b>	<b>0.0%</b>	<b>11.3%</b>	<b>8.1%</b>
General Counsel & Legal Policy Division	12	7.4%	0.0%	0.0%	18.9%
Program Counsel Division	16	0.0%	0.0%	0.0%	5.7%

**74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)**

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>44.9%</b>	<b>47.7%</b>	<b>7.5%</b>
General Counsel & Legal Policy Division	12	59.6%	40.4%	0.0%
Program Counsel Division	16	27.1%	67.1%	5.8%

**75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>50.1%</b>	<b>41.8%</b>	<b>8.1%</b>
General Counsel & Legal Policy Division	13	32.5%	59.4%	8.1%
Program Counsel Division	16	55.2%	33.7%	11.1%

**76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)**

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>12.8%</b>	<b>81.9%</b>	<b>5.2%</b>
General Counsel & Legal Policy Division	13	17.6%	67.5%	14.9%
Program Counsel Division	16	5.3%	94.7%	0.0%

# U.S. Office of Government Ethics 1st Level Subagency Comparison Report

## Work/Life (continued)

### 77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
<b>U.S. Office of Government Ethics</b>	<b>44</b>	<b>0.0%</b>	<b>54.0%</b>	<b>46.0%</b>
General Counsel & Legal Policy Division	13	0.0%	45.7%	54.3%
Program Counsel Division	16	0.0%	67.2%	32.8%

### 78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
<b>U.S. Office of Government Ethics</b>	<b>43</b>	<b>0.0%</b>	<b>52.4%</b>	<b>47.6%</b>
General Counsel & Legal Policy Division	13	0.0%	45.7%	54.3%
Program Counsel Division	15	0.0%	70.8%	29.2%

### 79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
<b>U.S. Office of Government Ethics</b>	<b>35</b>	<b>86.8%</b>	<b>11.1%</b>	<b>2.1%</b>	<b>1</b>
General Counsel & Legal Policy Division	10	100.0%	0.0%	0.0%	0
Program Counsel Division	15	71.0%	23.3%	5.6%	0

\*The results for this item only include employees who indicated that they participated in this program.

### 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
<b>U.S. Office of Government Ethics</b>	<b>19</b>	<b>96.5%</b>	<b>0.0%</b>	<b>3.5%</b>	<b>0</b>
General Counsel & Legal Policy Division	8	100.0%	0.0%	0.0%	0
Program Counsel Division	4	80.3%	0.0%	19.7%	0

\*The results for this item only include employees who indicated that they participated in this program.

# U.S. Office of Government Ethics

## 1st Level Subagency Comparison Report

### Work/Life (continued)

**81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
<b>U.S. Office of Government Ethics</b>	<b>22</b>	<b>87.4%</b>	<b>12.6%</b>	<b>0.0%</b>	<b>1</b>
General Counsel & Legal Policy Division	4	100.0%	0.0%	0.0%	0
Program Counsel Division	9	78.0%	22.0%	0.0%	1

*\*The results for this item only include employees who indicated that they participated in this program.*

**82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
<b>U.S. Office of Government Ethics</b>	<b>3</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1</b>
General Counsel & Legal Policy Division	2	100.0%	0.0%	0.0%	0
Program Counsel Division	1	100.0%	0.0%	0.0%	0

*\*The results for this item only include employees who indicated that they participated in this program.*

**83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
<b>U.S. Office of Government Ethics</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>0</b>
General Counsel & Legal Policy Division	0	--	--	--	0
Program Counsel Division	0	--	--	--	0

*\*The results for this item only include employees who indicated that they participated in this program.*

**84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
<b>U.S. Office of Government Ethics</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>1</b>
General Counsel & Legal Policy Division	0	--	--	--	0
Program Counsel Division	0	--	--	--	1

*\*The results for this item only include employees who indicated that they participated in this program.*

# ANNUAL EMPLOYEE SURVEY RESULTS 2017

The U.S. Office of Government Ethics (OGE) strives for continuous improvement and uses feedback from the Federal Employee Viewpoint Survey (FEVS) to build a better workplace.

This report highlights what OGE employees have identified as areas of strengths, along with areas of progress and opportunities for improvement. The 2017 results are compared with the 2016 results. OGE continues to maintain the significant increases made on the Employee Engagement Index (EEI). Between 2013 and 2017, OGE's score rose 17 percentage points. This year, OGE scored 83% on the EEI and had **the fifth highest score amongst all small agencies**. The EEI is an overarching model comprised of three subfactors: Leaders Lead, Supervisors, and Intrinsic Work Experience (the box below contains OGE's subfactor scores).

# 83%

Employee Engagement Index Score

## LEADERS LEAD

Reflects the employees' perceptions of the integrity of leadership, as well as leadership behaviors such as communication and workforce motivation.

2013 = 63%  
2017 = 78%

## SUPERVISORS

Reflects the interpersonal relationship between worker and supervisor, including trust, respect, and support.

2013 = 71%  
2017 = 85%

## INTRINSIC WORK EXPERIENCE

Reflects the employees' feelings of motivation and competency relating to their role in the workplace.

2013 = 64%  
2017 = 87%

Below are the top five survey items (out of 61) that were identified as strengths (65% positive or more) as well as the one item that was identified as a challenge (35% negative or more).<sup>i</sup>

## TOP FIVE STRENGTHS

When needed I am willing to put in the extra effort to get a job done. (Q.7)

- **100% positive**
- 0% neutral
- 0% negative
- 96% government-wide average

I know how my work relates to the agency's goals and priorities. (Q.12)

- **97% positive**
- 3% neutral
- 0% negative
- 84% government-wide average

I am constantly looking for ways to do my job better. (Q.8)

- **95% positive**
- 5% neutral
- 0% negative
- 91% government-wide average

My agency is successful at accomplishing its mission. (Q.39)

- **95% positive**
- 3% neutral
- 2% negative
- 76% government-wide average

The work I do is important. (Q.13)

- **94% positive**
- 6% neutral
- 0% negative
- 89% government-wide average

## TOP CHALLENGE

I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)

- **50% positive**
- 15% neutral
- 35% negative
- 47% government-wide average

# 71%

of OGE employees participated in the survey.

Below are the survey items that had the largest increases and decreases in percentage points for positive responses since the 2016 survey.

### **INCREASED THE MOST**

I know what is expected of me on the job. (Q.6)  
**+19** percentage points

- **93% positive**
- 3% neutral
- 5% negative
- 80% government-wide average

My agency is successful at accomplishing its mission. (Q.39)  
**+16** percentage points

- **95% positive**
- 3% neutral
- 2% negative
- 76% government-wide average

The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)  
**+12** percentage points

- **89% positive**
- 6% neutral
- 5% negative
- 71% government-wide average

### **DECREASED THE MOST**

I have sufficient resources to get my job done. (Q.9)  
**-14** percentage points

- **50% positive**
- 15% neutral
- 35% negative
- 47% government-wide average

I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal. (Q.17)  
**-12** percentage points

- **69% positive**
- 14% neutral
- 17% negative
- 64% government-wide average

Physical conditions allow employees to perform their jobs well. (Q.14)  
**-11** percentage points

- **80% positive**
- 10% neutral
- 9% negative
- 66% government-wide average

Below are the responses to each of the survey items.

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<sup>i</sup>Note: Numbers are rounded to the nearest whole number.

Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	77.67%	39.38%	38.29%	11.41%	5.33%	5.58%	10.92%	19	17	4	2	2	44	N/A
Agree -disagree	2	I have enough information to do my job well.	80.52%	39.91%	40.61%	6.97%	5.03%	7.48%	12.51%	19	17	3	2	3	44	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	83.79%	47.48%	36.31%	1.60%	9.04%	5.58%	14.62%	22	15	1	4	2	44	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	83.91%	45.42%	38.49%	8.60%	1.90%	5.58%	7.48%	21	16	4	1	2	44	N/A
Agree -disagree	5	I like the kind of work I do.	92.93%	46.34%	46.59%	3.28%	3.79%	0.00%	3.79%	22	18	2	2	0	44	N/A
Agree -disagree	6	I know what is expected of me on the job.	92.52%	42.93%	49.58%	2.75%	1.90%	2.84%	4.74%	20	21	1	1	1	44	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	100.00%	72.43%	27.57%	0.00%	0.00%	0.00%	0.00%	32	12	0	0	0	44	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	95.47%	62.91%	32.56%	4.53%	0.00%	0.00%	0.00%	29	13	2	0	0	44	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	49.96%	11.26%	38.70%	14.68%	25.59%	9.77%	35.35%	6	18	6	10	4	44	0
Agree -disagree	10	*My workload is reasonable.	58.61%	11.03%	47.58%	16.83%	14.05%	10.51%	24.56%	6	21	8	5	4	44	0
Agree -disagree	11	*My talents are used well in the workplace.	79.05%	33.42%	45.62%	11.73%	1.74%	7.48%	9.22%	16	19	5	1	3	44	0
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	97.08%	69.03%	28.05%	2.92%	0.00%	0.00%	0.00%	30	12	1	0	0	43	1
Agree -disagree	13	The work I do is important.	93.92%	76.46%	17.46%	6.08%	0.00%	0.00%	0.00%	34	8	2	0	0	44	0
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	80.05%	44.56%	35.50%	10.48%	7.56%	1.90%	9.46%	21	15	4	3	1	44	0
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	93.54%	63.95%	29.59%	1.72%	0.00%	4.74%	4.74%	28	13	1	0	2	44	0
Agree -disagree	16	I am held accountable for achieving results.	92.43%	55.88%	36.54%	2.84%	2.84%	1.90%	4.74%	25	16	1	1	1	44	0
Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.29%	49.00%	20.29%	14.25%	6.02%	10.44%	16.46%	21	9	5	2	4	41	3
Agree -disagree	18	My training needs are assessed.	69.11%	41.06%	28.05%	13.76%	12.35%	4.78%	17.13%	19	12	5	5	2	43	1
Agree -disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	91.49%	62.79%	28.70%	1.79%	3.78%	2.95%	6.72%	26	12	1	2	1	42	2
Agree -disagree	20	*The people I work with cooperate to get the job done.	89.41%	52.82%	36.59%	5.94%	1.90%	2.75%	4.65%	24	15	3	1	1	44	N/A
Agree -disagree	21	My work unit is able to recruit people with the right skills.	70.30%	26.73%	43.57%	17.16%	9.75%	2.79%	12.54%	13	17	8	4	1	43	1
Agree -disagree	22	Promotions in my work unit are based on merit.	69.77%	25.97%	43.80%	20.34%	1.86%	8.02%	9.88%	12	17	8	1	3	41	3
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	56.22%	30.00%	26.22%	27.26%	6.43%	10.09%	16.52%	12	8	9	2	3	34	10
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	47.53%	25.43%	22.10%	37.70%	5.33%	9.43%	14.76%	11	8	13	2	3	37	7
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	59.90%	35.35%	24.54%	15.94%	10.95%	13.22%	24.16%	15	8	5	4	4	36	8
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	91.24%	50.18%	41.06%	3.98%	0.00%	4.78%	4.78%	22	17	2	0	2	43	1
Agree -disagree	27	The skill level in my work unit has improved in the past year.	79.87%	44.17%	35.70%	8.75%	3.60%	7.78%	11.38%	19	15	3	2	3	42	2
Good -poor	28	How would you rate the overall quality of work done by your work unit?	92.52%	67.55%	24.96%	2.75%	4.74%	0.00%	4.74%	30	11	1	2	0	44	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	88.99%	41.37%	47.62%	6.27%	2.84%	1.90%	4.74%	20	20	2	1	1	44	0
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	61.19%	32.04%	29.15%	16.19%	14.62%	8.00%	22.62%	15	12	6	5	3	41	3
Agree -disagree	31	Employees are recognized for providing high quality products and services.	71.50%	34.69%	36.82%	23.63%	0.00%	4.87%	4.87%	17	15	9	0	2	43	0
Agree -disagree	32	Creativity and innovation are rewarded.	70.04%	31.64%	38.40%	19.04%	3.00%	7.92%	10.92%	15	15	8	1	3	42	2
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	45.73%	17.85%	27.88%	35.93%	9.48%	8.85%	18.34%	8	9	12	4	3	36	8

## Core Survey

Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	68.96%	35.17%	33.80%	20.24%	5.89%	4.90%	10.79%	16	14	8	2	2	42	2
Agree -disagree	35	Employees are protected from health and safety hazards on the job.	79.47%	39.73%	39.74%	18.63%	0.00%	1.90%	1.90%	19	17	7	0	1	44	0
Agree -disagree	36	My organization has prepared employees for potential security threats.	49.94%	16.06%	33.88%	23.34%	13.01%	13.70%	26.71%	8	15	10	5	5	43	1
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	65.59%	35.12%	30.46%	23.14%	0.00%	11.28%	11.28%	16	13	9	0	4	42	2
Agree -disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	78.28%	46.92%	31.36%	10.11%	2.92%	8.69%	11.61%	20	13	4	1	3	41	3
Agree -disagree	39	My agency is successful at accomplishing its mission.	95.19%	55.33%	39.85%	2.88%	0.00%	1.93%	1.93%	24	17	1	0	1	43	1
Agree -disagree	40	*I recommend my organization as a good place to work.	77.78%	31.17%	46.60%	11.31%	4.74%	6.18%	10.92%	16	19	5	2	2	44	N/A
Agree -disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	67.85%	33.02%	34.83%	19.04%	4.58%	8.53%	13.11%	15	14	8	2	3	42	2
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	83.02%	62.68%	20.34%	1.72%	4.34%	10.92%	15.26%	28	9	1	2	4	44	0
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	81.08%	56.47%	24.61%	7.97%	3.46%	7.48%	10.94%	26	10	3	2	3	44	0
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	77.77%	48.72%	29.04%	6.49%	4.64%	11.11%	15.75%	21	13	3	2	4	43	0
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	76.98%	50.42%	26.56%	15.15%	2.93%	4.95%	7.88%	22	10	6	1	2	41	3
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	74.84%	46.77%	28.07%	13.11%	4.56%	7.48%	12.04%	21	12	6	2	3	44	0
Agree -disagree	47	Supervisors in my work unit support employee development.	84.33%	53.42%	30.91%	8.19%	0.00%	7.48%	7.48%	25	12	4	0	3	44	0
Agree -disagree	48	My supervisor listens to what I have to say.	88.04%	66.36%	21.68%	1.74%	2.75%	7.48%	10.23%	30	9	1	1	3	44	N/A
Agree -disagree	49	My supervisor treats me with respect.	88.04%	68.08%	19.96%	4.48%	0.00%	7.48%	7.48%	31	8	2	0	3	44	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	93.53%	64.34%	29.18%	1.74%	2.84%	1.90%	4.74%	28	13	1	1	1	44	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	77.16%	58.07%	19.08%	10.89%	2.75%	9.21%	11.95%	26	9	4	1	4	44	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	86.16%	60.23%	25.93%	3.62%	5.49%	4.74%	10.23%	27	11	2	2	2	44	N/A
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	70.67%	38.60%	32.07%	18.42%	0.00%	10.92%	10.92%	18	14	8	0	4	44	0
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	79.11%	47.70%	31.41%	16.02%	0.00%	4.87%	4.87%	22	13	6	0	2	43	1
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	72.49%	44.50%	27.99%	13.57%	8.78%	5.16%	13.94%	19	11	5	3	2	40	4
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	70.97%	42.73%	28.24%	10.39%	7.53%	11.11%	18.64%	20	12	4	3	4	43	0
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	79.84%	50.46%	29.37%	5.48%	6.06%	8.63%	14.68%	22	12	2	2	3	41	3
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	68.29%	38.04%	30.25%	10.40%	13.69%	7.63%	21.31%	18	12	4	6	3	43	1
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	76.58%	44.47%	32.11%	12.26%	3.34%	7.82%	11.16%	20	12	5	2	3	42	2
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	89.08%	50.88%	38.21%	3.43%	0.00%	7.48%	7.48%	24	16	1	0	3	44	0
Agree -disagree	61	I have a high level of respect for my organization's senior leaders.	79.58%	40.14%	39.44%	9.51%	3.43%	7.48%	10.92%	19	17	4	1	3	44	0
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	82.52%	51.57%	30.95%	4.69%	6.43%	6.36%	12.79%	23	13	2	3	2	43	1
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	69.77%	29.05%	40.71%	13.24%	10.66%	6.34%	16.99%	14	17	6	4	3	44	N/A

Core Survey

Satisfied -dissatisfi ed	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	62.02%	32.40%	29.61%	18.72%	10.86%	8.41%	19.27%	15	13	7	5	3	43	N/A
Satisfied -dissatisfi ed	65	*How satisfied are you with the recognition you receive for doing a good job?	66.06%	31.75%	34.32%	17.41%	10.94%	5.58%	16.52%	15	15	7	5	2	44	N/A
Satisfied -dissatisfi ed	66	How satisfied are you with the policies and practices of your senior leaders?	72.30%	26.41%	45.89%	12.44%	4.34%	10.92%	15.26%	13	20	5	2	4	44	N/A
Satisfied -dissatisfi ed	67	How satisfied are you with your opportunity to get a better job in your organization?	46.39%	20.78%	25.61%	29.75%	14.65%	9.22%	23.86%	10	11	13	6	4	44	N/A
Satisfied -dissatisfi ed	68	How satisfied are you with the training you receive for your present job?	66.75%	30.21%	36.54%	25.77%	2.84%	4.65%	7.48%	14	16	11	1	2	44	N/A
Satisfied -dissatisfi ed	69	*Considering everything, how satisfied are you with your job?	79.97%	43.44%	36.53%	7.91%	6.54%	5.58%	12.12%	20	16	3	3	2	44	N/A
Satisfied -dissatisfi ed	70	Considering everything, how satisfied are you with your pay?	75.22%	31.48%	43.74%	11.47%	10.57%	2.75%	13.32%	14	19	5	5	1	44	N/A
Satisfied -dissatisfi ed	71	*Considering everything, how satisfied are you with your organization?	76.83%	42.10%	34.73%	7.91%	7.78%	7.48%	15.26%	20	15	3	3	3	44	N/A
Satisfied -dissatisfi ed	79	How satisfied are you with the following Work/Life programs in your agency? Telework	86.80%	40.71%	46.09%	11.12%	2.09%	0.00%	2.09%	14	16	4	1	0	35	1
Satisfied -dissatisfi ed	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	96.54%	90.59%	5.94%	0.00%	3.46%	0.00%	3.46%	17	1	0	1	0	19	0
Satisfied -dissatisfi ed	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	87.38%	41.45%	45.93%	12.62%	0.00%	0.00%	0.00%	9	10	3	0	0	22	1
Satisfied -dissatisfi ed	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	100.00%	55.81%	44.19%	0.00%	0.00%	0.00%	0.00%	2	1	0	0	0	3	1
Satisfied -dissatisfi ed	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	--	--	--	--	--	--	--	--	--	--	--	--	0	0
Satisfied -dissatisfi ed	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	--	--	--	--	--	--	--	--	--	--	--	--	0	1

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

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

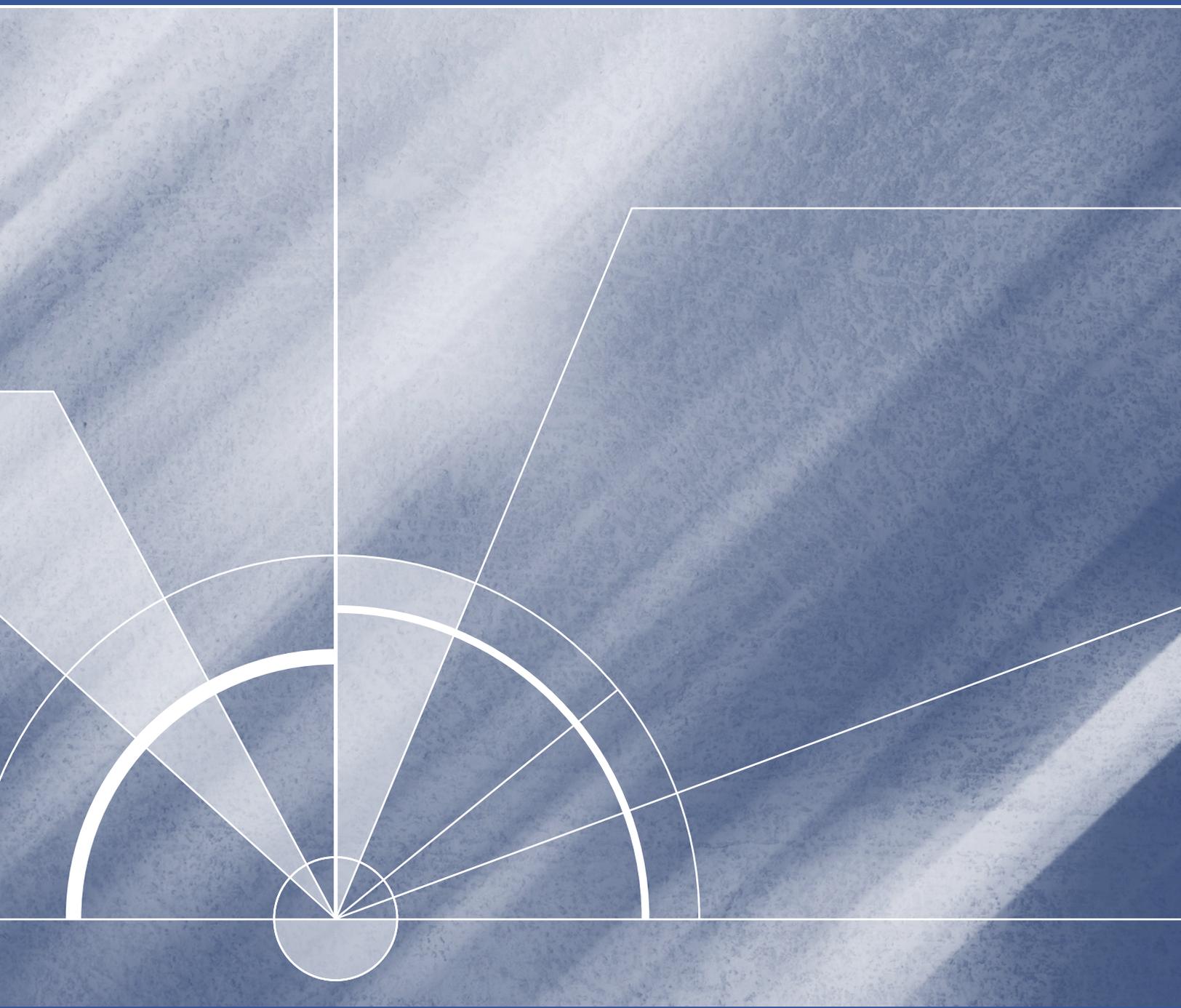
The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

2017

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

**Small Agency Management Report**  
U.S. Office of Government Ethics





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# About This Report

The 2017 Federal Employee Viewpoint Survey (FEVS) Small Agency Management Report (SAM) was designed to provide an overview of survey results, enabling agencies to identify issues and take action for improvement. The SAM can be helpful in providing a starting point for analysis of your agency's FEVS results, acting as an agency overview before drilling down into specific components of the agency for a more in-depth analysis. This report also highlights important agency successes, which should be acknowledged. We encourage you to share both successes and areas for improvement with employees.

When reviewing results, keep the guidelines below in mind. These guidelines were created to organize survey results in a way that is easier to digest and interpret.

## Understanding Your Results

### Percent Positive

The sum of two positive categories (e.g., Strongly Agree/Agree)

### Percent Negative

The sum of two negative categories (e.g., Strongly Disagree/Disagree)

### Percent Neutral

The neutral category (e.g., Neither Agree nor Disagree)

## Identifying Strengths, Challenges, and Neutral Findings

**65 percent positive or higher** is considered a strength

**35 percent negative or higher** is considered a challenge

**30 percent neutral or higher** suggests uncertainty, presenting an opportunity for communication between managers and staff

## Identifying Increases and Decreases

Movement up or down since the previous year is another important piece of information to consider when examining your results. Any increase or decrease in results can be important; however larger increases or decreases (generally 3 or more percentage points) may be a result of significant changes taking place within your agency and should be explored. Increases indicate positive change that should continue to be reinforced. Decreases, especially in areas considered mission critical, may call for appropriate action to initiate and support beneficial workplace improvements.

### OGE Response Rate

**71%** (44 out of 62 employees responded)

Field Period: May 9, 2017 – June 20, 2017  
Overall 2016 Response Rate: 78%

### Component Response Rates

89% Program Counsel Division

62% General Counsel & Legal Policy Division

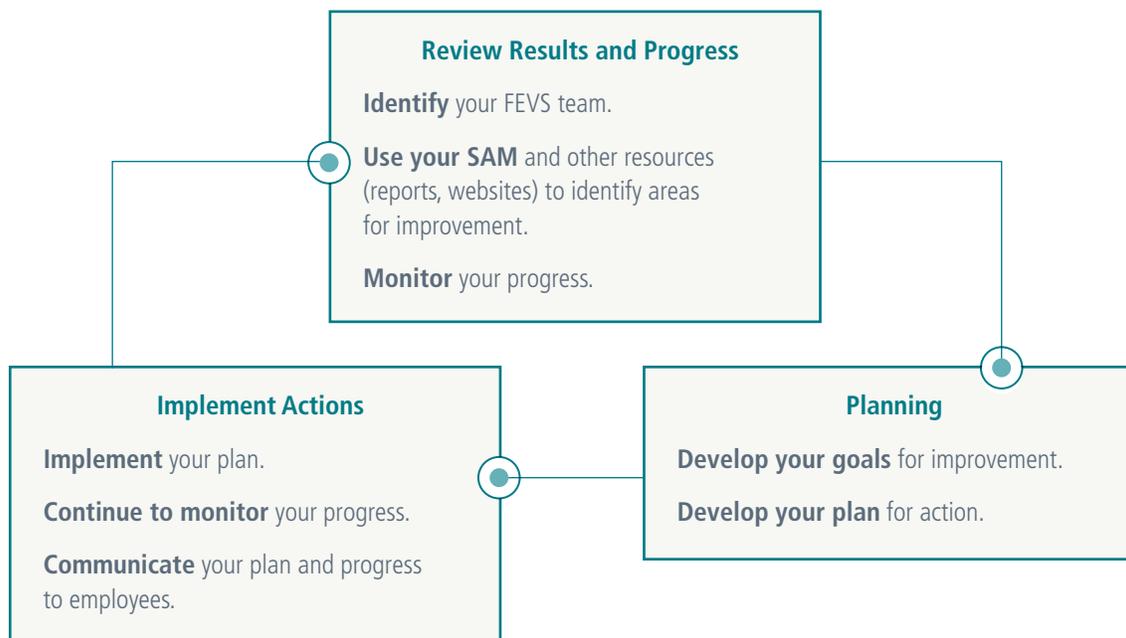
Agency results have a margin of error of +/- 8%



# Your FEVS Results: Taking Action

This section provides guidelines for taking action based on your FEVS results — focusing on steps you can take to form an action planning team, identify challenges, develop an action plan, and measure progress toward meeting goals. In addition, descriptions of helpful resources and tools are outlined. A broad overview of the process of moving from results to action is displayed in the diagram below, with the specific steps and guidelines outlined in the following pages.

## Moving from Results To Action



## Getting Started

Agencies receive many FEVS reports each year, so it can be confusing to know where to start. One suggested starting point is to adopt a strategy based on an action planning framework. This involves looking for improvements you have made in previous years while also examining areas of decline. To help you get started, several steps are outlined below, including references to sections of the SAM and other resources that you may find useful to help you focus on the most critical issues.

### Step 1: Identify and Establish a FEVS Action Team

This is a crucial step, as the team you establish can make or break your efforts to improve areas of concern and keep strengths strong. Teams can be composed of leadership, employees, or a combination. It is important that each member of your team is actively engaged in the process and supports its goals. Identifying your team is not just limited to personnel selection. It also includes identifying and pulling together your available resources while being aware of staff interests, capabilities, and agency budget and resources.

### Step 2: Use Your SAM and Other Resources to Identify Areas for Improvement

Your agency has many available resources that present your FEVS results. The sections of the SAM as well as additional resources described below will help narrow your focus on the tools and results that may be most helpful to take action.



### Sections of the SAM

#### Employee Engagement Index and New IQ Index

The Employee Engagement Index (EEI) and New IQ Index provide agencies with consistent metrics for measuring progress toward objectives. Benchmarks are included to provide insight into how your agency compares to others, and to encourage information sharing between agencies. For example, some of the top ranking agencies in the Engagement Index may have suggestions on things that have and have not worked to engage their employees. Trends for both indices are also displayed, going as far back as 2014 when available.

#### Employee Engagement Key Drivers

These groupings of FEVS items have been shown to influence the engagement potential of workplaces. While the EEI provides perspective on the conditions important to supporting engagement, the drivers can help you to more effectively target resources and actions needed to influence conditions and improve the engagement potential of your agency.

#### Decision Aid

The Decision Aid is useful in helping you easily identify the most critical issues in your agency as well as recognize where your agency has improved since 2016. The Decision Aid is divided into three sections to help you focus your attention on improvements and declines in your results since last year:

**Increases** contains items that increased since 2016

**Decreases** contains items that decreased since 2016

**No Change** contains items that did not change since 2016

#### Appendices

The appendices give you an opportunity to more thoroughly understand your workforce by displaying item-level results. Appendix A shows how well your agency scored relative to other small agencies. Scanning the graphs can indicate how your agency is generally performing as well as help you identify particularly strong or weak areas. Appendix B shows the breakdown of the Work/Life Program results. Appendix C is a list of agencies arranged by employee population size.

Note: The Decision Aid only includes items 1-71. See Appendix B for a breakdown of the Work/Life results for your agency.



## Your FEVS Results: Taking Action (continued)

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### Additional FEVS Resources

#### Other Reports

##### **Governmentwide Management Report**

This report provides an overview of the governmentwide results. The report includes item results, index scores, trends, and information on who responded to the survey.

##### **All Items/Indices All Levels Report**

The purpose of this report is to provide a comprehensive summary of all FEVS items and index scores for all subagencies with at least 10 respondents in a Microsoft® Excel® spreadsheet.

##### **Subagency Comparison Report**

This report provides the results of all the offices that report to the same “parent” office. This report is only created when there are two or more sub-offices that both have at least ten responses. Note: Subagency reports are only available for agencies that included organizational breakouts in 2017.

##### **Subagency Breakout Report**

This report displays survey results for a single office so long as it has at least ten responses. Note: Subagency reports are only available for agencies that included organizational breakouts in 2017.

##### **Occupational Series Reports**

This report allows for the comparison of occupational series and families at the agency level.

##### **Annual Employee Survey (AES) Report**

This report is a Microsoft® Excel® spreadsheet with a breakdown of agency and first level results. It also includes trends from previous FEVS administrations.

#### Websites

##### **FEVS website**

Agencies and the general public can access governmentwide data reports, as well as special topic reports produced from the FEVS. This website includes results from the 2004 administration of the survey to the present. Access the FEVS website at [www.opm.gov/FEVS](http://www.opm.gov/FEVS).

##### **Public Release Data File (PRDF)**

A public use data set is available for the FEVS and can be requested by completing the form available at: [www.fedview.opm.gov/2017/EVSDATA](http://www.fedview.opm.gov/2017/EVSDATA). Note: The 2017 PRDF will be available in the winter.

##### **FedScope**

OPM's FedScope is an online publicly available tool which allows users to access and analyze HR data from OPM's Enterprise Human Resources Integration (EHRI). Access this site using the following link: [www.fedscope.opm.gov](http://www.fedscope.opm.gov).

##### **UnlockTalent**

A tool for both the general public and agencies to view comprehensive data visualizations with broad displays of FEVS data and personnel data from the Enterprise Human Resources Integration (EHRI). These displays allow agencies to identify subcomponents for action to improve engagement, as well as resources agencies can apply to their action planning. This site can be accessed at [www.unlocktalent.gov](http://www.unlocktalent.gov). Questions and feedback for the dashboard can be sent to [unlocktalent@opm.gov](mailto:unlocktalent@opm.gov).

##### **FEVS Online Data Analysis Tool**

A password protected tool for agency points of contact to access agency-specific and governmentwide reports. In addition, agency users can develop customized reports that may be useful for data analysis and action planning. Questions and feedback for this online tool can be sent to [EVS@opm.gov](mailto:EVS@opm.gov).



### Step 3: Develop Your Goals for Improvement

To develop your goals for improvement, you should consider issues that are most critical to your agency and how these issues relate to your strategic goals. It is also important to focus on issues that will provide both short-term, visible, measurable results, and those that will require long-term perspective. Keep in mind that you are more likely to show and achieve improvements if you follow SMART (Specific, Measurable, Attainable, Realistic, Time Specific) guidelines when establishing your goals. To be achievable goals must be:

#### Specific

Goals need to be concrete and detailed enough to know when you meet with success.

- What exactly do you intend to do? Use action words such as lead, coordinate, direct, develop, plan, and build.
- How are you going to do it? Describe which actions need to be taken by which employees and when.

#### Measurable

What evidence will you have to show that you have met your goal? Put a concrete figure or value to the objective (e.g., percentage increase in positive scores).

#### Attainable

Goals should not be too easy or too difficult. Those that require a slight stretch to meet can create excitement, motivation, and the kind of commitment it takes to reach them.

#### Realistic

Make goals challenging, but identify your resources and any limitations on those so you can actually achieve your objectives.

#### Time Specific

Set a deadline to keep plans on track and meet the needs of decision-makers. Large goals should be established as a series of milestones to keep motivation high and the overall goal on schedule.

### Step 4: Develop Your Plan for Action

Once your team has identified its goals, you should develop a list of actions that must be taken to reach these goals. You might also consider soliciting employee input on your plan. Assign staff responsibilities for each action and keep in mind timeframes. Tasks should include start dates, end dates, milestones, and descriptions of how you plan to measure and provide evidence for goal success. Make sure you get approval for the actions you must take to achieve your agency goals. Remember that leadership buy-in, involvement, and communication is critical to your success.

### Step 5: Communicate the Implementation of Your Plan

There are many ways to publicize and communicate your intentions to employees, such as all-hands meetings, announcements, intranet/web updates, and social media, to name a few. After your plan is communicated and you have leadership support, you are ready to launch the plan. Communicating early and often ensures staff and leadership are well-informed.

### Step 6: Monitor and Communicate Your Progress

In addition to measuring your progress along the way and evaluating the success of your plan, it is important that you communicate progress toward goals and final outcomes. *Communicating during the entire process provides transparency which can add to staff engagement.*

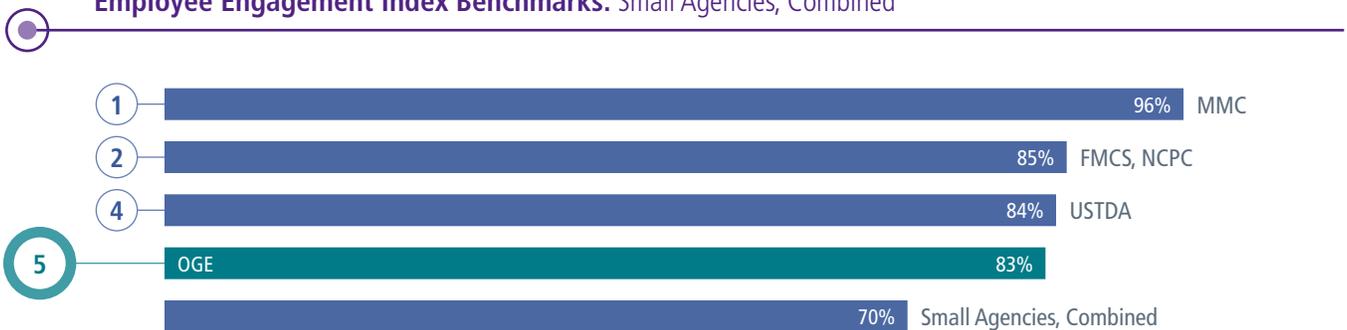


# Employee Engagement Index

Because the FEVS is an assessment of organizational climate, the Employee Engagement Index (EEI) does not directly evaluate an employee's level of engagement. Therefore, instead of measuring aspects of engagement such as focused attention and dedication to completing assignments, this index concentrates on factors that lead to an engaged workforce (e.g., supporting employee development, communicating agency goals).

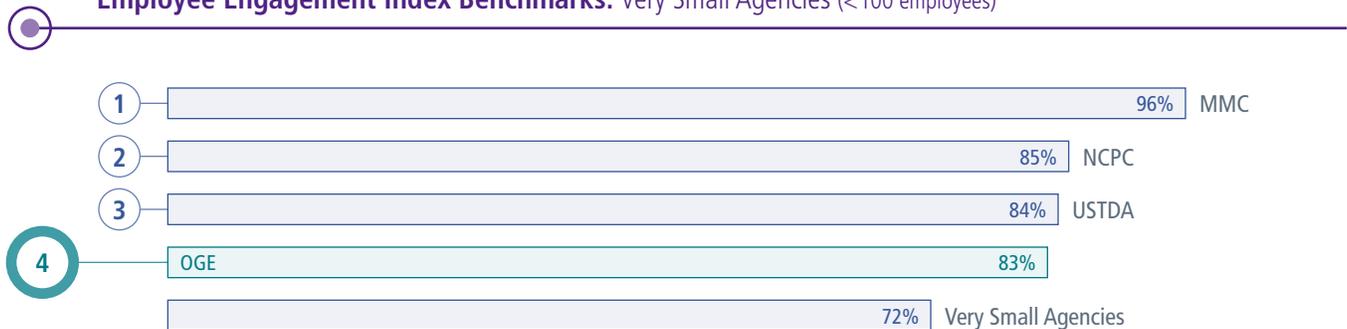
Below, you can see where your agency's EEI score ranks (out of 40 small agencies with 10 or more respondents) and how it compares to the combined small agency average. The names of the highest-ranked small agencies are listed to facilitate the sharing of information, such as best practices. The U.S. Office of Personnel Management (OPM) has also created the UnlockTalent website ([www.unlocktalent.gov](http://www.unlocktalent.gov)) to share resources and help with interagency communication.

## Employee Engagement Index Benchmarks: Small Agencies, Combined



In addition to looking at your agency's EEI results from a combined small agencies perspective, the figure below allows you to compare your EEI results to those from similar sized agencies. Appendix C contains a listing of agencies by size category for your reference.

## Employee Engagement Index Benchmarks: Very Small Agencies (<100 employees)





## Employee Engagement Index (continued)

This table displays the EEI score for each component in your agency as well as the scores for the three engagement subfactors, which can facilitate information-sharing within your agency. To provide more information on engagement, the table also includes engagement trends back to 2014 for your components, as well as the combined small agency trends for comparison. Please note that depending on organizational structure in previous administrations, not all components may trend back to 2014.

### Employee Engagement Index Component Scores and Trends

	EEI Trends				2017 EEI Subfactors		
	2014	2015	2016	2017	Leaders Lead	Supervisors	Intrinsic Work Experience
<b>Small Agencies, Combined</b>	65	67	69	70	58	78	74
<b>U.S. Office of Government Ethics</b>	76	80	82	83	78	85	87
Program Counsel Division	—	—	—	89	81	93	92
General Counsel & Legal Policy Division	—	—	—	89	79	95	92

**Leaders Lead:** Employees' perceptions of leadership's integrity as well as leadership behaviors such as communication and workforce motivation. (Q.53, 54, 56, 60, and 61)

**Supervisors:** Interpersonal relationship between worker and supervisor, including trust, respect, and support. (Q.47, 48, 49, 51, and 52)

**Intrinsic Work Experience:** Employees' feelings of motivation and competency relating to their role in the workplace. (Q.3, 4, 6, 11, and 12)



# Employee Engagement Key Drivers

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## What is a Key Driver of the Employee Engagement Index?

The Employee Engagement Index (EEI) measures conditions that support employee engagement. “What actions can agency leadership take to influence those conditions and improve the engagement potential of workplaces?” is a question often asked. To help answer that question, OPM identified items on the FEVS that are key drivers of the EEI. Key drivers are groupings of FEVS items that influence the engagement potential of workplaces.

## How Can Drivers Help Identify Effective Action?

Using the key drivers of the EEI and its subfactors, agencies can more effectively target resources to improve conditions that support engagement. Through a thorough review, OPM’s Survey Analysis team found that a number of FEVS items align with topics shown to be important to both employee engagement and to overall effective management practices. Final item selection for EEI drivers was guided by three principles: 1) they align with prior research, 2) they are strongly related to the EEI and/or its subfactors, and 3) they are actionable because they indicate practices and behaviors that can influence an agency’s engagement potential.

OPM examined the impact of nine different factors on the EEI. These nine factors were: 1) Collaborative/Cooperative Management; 2) Training and Development; 3) Job Resources; 4) Merit System Principles; 5) Performance Feedback; 6) Performance Rating; 7) Performance Recognition and Reward; 8) Supportive Coworkers; and 9) Work/Life Balance. The figure on the following page identifies and ranks the key drivers of the overall EEI and subfactors in order of impact for all of the small agencies combined. A ‘1’ indicates the key driver with the greatest impact on the index or subfactor.

For an example of how to use EEI drivers, consider the driver labeled Performance Feedback. It is comprised of three FEVS items:

- Discussions with my supervisor about my performance are worthwhile. (Q.44)
- My supervisor provides me with constructive suggestions to improve my job performance. (Q.46)
- In the last six months, my supervisor has talked with me about my performance. (Q.50)

Assume that a review of your agency’s FEVS results shows low scores on one or more of the items under Performance Feedback. To improve the engagement potential of your workplace, actions could be taken to address priorities indicated by the wording of the items, such as ensuring feedback that provides worthwhile or constructive suggestions to improve performance, as well as timely feedback.

Note: OPM conducted regression analyses of 2014, 2015, 2016, and most recently 2017 FEVS data to identify the key drivers. Small Agencies, due to the small number of employees in each, were included as a single combined group, rather than 43 separate agencies. Factors with statistically significant standardized regression coefficients of 0.10 or above were identified as a “key driver.” A detailed discussion of the methodology used to conduct all of the key driver analyses can be found at [www.opm.gov/FEVS](http://www.opm.gov/FEVS).



## Employee Engagement Key Drivers (continued)

### Employee Engagement Key Drivers: Small Agencies, Combined

	Employee Engagement Index	Leaders Lead	Supervisors	Intrinsic Work Experience
<b>Performance Feedback</b> Provide meaningful, worthwhile, and constructive performance conversations. (Q.44, 46, and 50)	1		1	
<b>Collaborative/Cooperative Management</b> Promote and support collaborative communication and teamwork in accomplishing goals and objectives. (Q.58 and 59)	2	1		4
<b>Merit System Principles</b> Support fairness and protect employees from arbitrary actions, favoritism, political coercion, and reprisal. (Q.17, 37, and 38)	3	2		5
<b>Training and Development</b> Target opportunities for employees to improve skills and enhance professional development, including training needs assessments. (Q.1 and 18)	4			1
<b>Work/Life Balance</b> Support employee needs to balance work and life responsibilities. (Q.42)	5		2	
<b>Performance Recognition and Reward</b> Support and effective recognition and reward system in which supervisors/managers/leaders recognize outstanding actions. (Q.22, 23, 24, and 25)				
<b>Performance Rating</b> Ensure employees are held accountable and performance is evaluated and rated. (Q.15, 16, and 19)				2
<b>Job Resources</b> Allow sufficient materials, knowledge, personnel, skills, information and work distribution to complete the job. (Q.2, 9, and 10)				2
<b>Supportive Co-workers</b> Refers to supportive coworker relationships that involve cooperation and information sharing to perform job. (Q.20 and 26)				



# New IQ Index

The New IQ stands for the New Inclusion Quotient. The New IQ is based on the concept that individual behaviors repeated over time will create habits necessary for inclusiveness. It consists of 20 questions that relate to inclusive work environments. These 20 questions are grouped into five Habits of Inclusion: Fair, Open, Cooperative, Supportive, and Empowering. The New IQ Index score for your agency, the highest scoring agencies, and the combined small agency average, are displayed below, along with your agency ranking (out of 40 small agencies with 10 or more respondents).

## New IQ Index Benchmarks: Small Agencies, Combined



In addition to looking at your agency's New IQ Index results from a combined small agencies perspective, the figure below allows you to compare your New IQ Index results to those from similar sized agencies. Appendix C contains a listing of agencies by size category for your reference.

## New IQ Index Benchmarks: Very Small Agencies (<100 employees)





## New IQ Index (continued)

This table shows the New IQ Index score for each component in your agency as well as the scores for all five habits of inclusion. To provide more information on the New IQ, the table also includes trends back to 2014 for your components, as well as combined small agency trends for comparison. Please note that depending on organizational structure in previous administrations, not all components may trend back to 2014.

### New IQ Index Component Scores and Trends

	New IQ Index Trends					2017 New IQ Index Subfactors			
	2014	2015	2016	2017	Fair	Open	Cooperative	Supportive	Empowering
<b>Small Agencies, Combined</b>	58	60	62	64	52	63	59	81	63
<b>U.S. Office of Government Ethics</b>	70	72	75	74	62	72	72	85	76
Program Counsel Division	—	—	—	77	66	77	73	90	82
General Counsel & Legal Policy Division	—	—	—	77	64	75	76	94	78

**Fair:** Are all employees treated equally? (Q.23, 24, 25, 37, and 38)

**Open:** Does management support diversity in all ways? (Q.32, 34, 45, and 55)

**Cooperative:** Does management encourage communication and collaboration? (Q.58 and 59)

**Supportive:** Do supervisors value employees? (Q.42, 46, 48, 49, and 50)

**Empowering:** Do employees have the resources and support needed to excel? (Q.2, 3, 11, and 30)



# Decision Aid: Increases

## Identifying Increases Since 2016

The items in this section are sorted by greatest to smallest increase in percent positive results. The items are sorted to allow you to quickly and easily identify where your agency has made the greatest improvements since last year.

## Using the Legend Icons

The legend icons provide context for interpreting these results. While these items have improved, some may still be considered challenges (35% or more negative) or others may have reached the 65% or more positive mark and become new strengths this year. The “Top Pos/Neg” icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

### 32 Items Increased Since 2016



#### Strength

These items are 65 percent positive or higher



#### Caution

These items are 30 percent neutral or higher



#### Challenge

These items are 35 percent negative or higher



#### New Strength

These items became a new strength in 2017



#### Top Pos/Neg

These items are in your top positive or top negative

	2016 Positive	2017 Positive	2017 Neutral	2017 Negative	Increase Since 2016
I know what is expected of me on the job. (Q. 6)	74	93	3	5	+19
My agency is successful at accomplishing its mission. (Q. 39)	79	95	3	2	+16
The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q. 29)	77	89	6	5	+12
The skill level in my work unit has improved in the past year. (Q. 27)	71	80	9	11	+9
Creativity and innovation are rewarded. (Q. 32)	61	70	19	11	+9
My work unit is able to recruit people with the right skills. (Q. 21)	61	70	17	13	+9
Promotions in my work unit are based on merit. (Q. 22)	61	70	20	10	+9
My organization’s senior leaders maintain high standards of honesty and integrity. (Q. 54)	71	79	16	5	+8
I have enough information to do my job well. (Q. 2)	73	81	7	13	+8
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). (Q. 19)	84	91	2	7	+7

Note: The Decision Aid only includes items 1-71. See Appendix B for a breakdown of the Work/Life results for your agency.



## Decision Aid: Increases (continued)

	2016 Positive	2017 Positive	2017 Neutral	2017 Negative	Increase Since 2016
My supervisor provides me with constructive suggestions to improve my job performance. (Q. 46)	68	75	13	12	+7
How satisfied are you with the policies and practices of your senior leaders? (Q. 66)	66	72	12	15	+6
I like the kind of work I do. (Q. 5)	87	+ 93	3	4	+6
I have a high level of respect for my organization's senior leaders. (Q. 61)	74	80	10	11	+6
My organization has prepared employees for potential security threats. (Q. 36)	45	50	23	- 27	+5
My talents are used well in the workplace. (Q. 11)	74	79	12	9	+5
Employees have a feeling of personal empowerment with respect to work processes. (Q. 30)	56	61	16	- 23	+5
Considering everything, how satisfied are you with your organization? (Q. 71)	72	77	8	15	+5
How would you rate the overall quality of work done by your work unit? (Q. 28)	88	+ 93	3	5	+5
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q. 23)	52	56	27	17	+4
I feel encouraged to come up with new and better ways of doing things. (Q. 3)	80	84	2	15	+4
My supervisor provides me with opportunities to demonstrate my leadership skills. (Q. 43)	77	81	8	11	+4
The work I do is important. (Q. 13)	90	+ 94	6	0	+4
Employees in my work unit share job knowledge with each other. (Q. 26)	88	91	4	5	+3
When needed I am willing to put in the extra effort to get a job done. (Q. 7)	97	+ 100	0	0	+3
My work gives me a feeling of personal accomplishment. (Q. 4)	82	84	9	7	+2
Considering everything, how satisfied are you with your pay? (Q. 70)	73	75	11	13	+2
I know how my work relates to the agency's goals and priorities. (Q. 12)	95	+ 97	3	0	+2
My supervisor listens to what I have to say. (Q. 48)	87	88	2	10	+1
How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 64)	61	62	19	- 19	+1
I recommend my organization as a good place to work. (Q. 40)	77	78	11	11	+1
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 53)	70	71	18	11	+1



# Decision Aid: Decreases

## Identifying Decreases Since 2016

The items in this section are sorted by greatest to smallest decrease in percent positive results. The items are sorted to allow you to quickly and easily identify where results have dropped since last year.

## Using the Legend Icons

The legend icons provide context for interpreting these results. When identifying the most critical decreases to focus on, it is important to check if these decreases are also identified as challenges (35% or more negative) or if they were previously identified as strengths that have fallen below the 65% or more positive threshold. The “Top Pos/Neg” icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

### 35 Items Decreased Since 2016



#### Strength

These items are 65 percent positive or higher



#### Caution

These items are 30 percent neutral or higher



#### Challenge

These items are 35 percent negative or higher



#### Past Strength

These items are no longer a strength in 2017



#### Top Pos/Neg

These items are in your top positive or top negative

	2016 Positive	2017 Positive	2017 Neutral	2017 Negative	Decrease Since 2016
I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9)	64	50	15	35	-14
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q. 17)	81	69	14	16	-12
Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q. 14)	91	80	10	9	-11
How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)	56	46	30	24	-10
I am given a real opportunity to improve my skills in my organization. (Q. 1)	87	78	11	11	-9
My supervisor is committed to a workforce representative of all segments of society. (Q. 45)	86	77	15	8	-9
Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). (Q. 34)	78	69	20	11	-9
How satisfied are you with the recognition you receive for doing a good job? (Q. 65)	74	66	17	17	-8
Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 58)	76	68	10	21	-8
How satisfied are you with the training you receive for your present job? (Q. 68)	74	67	26	7	-7

Note: The Decision Aid only includes items 1-71. See Appendix B for a breakdown of the Work/Life results for your agency.



## Decision Aid: Decreases (continued)

	2016 Positive	2017 Positive	2017 Neutral	2017 Negative	Decrease Since 2016
Managers review and evaluate the organization's progress toward meeting its goals and objectives. (Q. 57)	87	80	5	15	-7
My supervisor treats me with respect. (Q. 49)	95	88	4	7	-7
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q. 37)	72	66	23	11	-6
My workload is reasonable. (Q. 10)	64	59	17	25	-5
How satisfied are you with your involvement in decisions that affect your work? (Q. 63)	75	70	13	17	-5
My supervisor supports my need to balance work and other life issues. (Q. 42)	88	83	2	15	-5
Awards in my work unit depend on how well employees perform their jobs. (Q. 25)	65	60	16	24	-5
Overall, how good a job do you feel is being done by your immediate supervisor? (Q. 52)	91	86	4	10	-5
My performance appraisal is a fair reflection of my performance. (Q. 15)	98	94	2	5	-4
Managers support collaboration across work units to accomplish work objectives. (Q. 59)	81	77	12	11	-4
Supervisors work well with employees of different backgrounds. (Q. 55)	76	72	14	14	-4
I have trust and confidence in my supervisor. (Q. 51)	81	77	11	12	-4
Supervisors in my work unit support employee development. (Q. 47)	88	84	8	7	-4
In my work unit, differences in performance are recognized in a meaningful way. (Q. 24)	51	48	38	15	-3
Considering everything, how satisfied are you with your job? (Q. 69)	83	80	8	12	-3
I am held accountable for achieving results. (Q. 16)	95	92	3	5	-3
I believe the results of this survey will be used to make my agency a better place to work. (Q. 41)	70	68	19	13	-2
Employees are protected from health and safety hazards on the job. (Q. 35)	81	79	19	2	-2
Prohibited Personnel Practices are not tolerated. (Q. 38)	80	78	10	12	-2
The people I work with cooperate to get the job done. (Q. 20)	91	89	6	5	-2
In the last six months, my supervisor has talked with me about my performance. (Q. 50)	95	94	2	5	-1
Managers communicate the goals and priorities of the organization. (Q. 56)	72	71	10	19	-1



## Decision Aid: Decreases (continued)

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	2016 Positive	2017 Positive	2017 Neutral	2017 Negative	Decrease Since 2016
Senior leaders demonstrate support for Work/Life programs. (Q. 62)	84	83	5	13	-1
Pay raises depend on how well employees perform their jobs. (Q. 33)	47	46	36	18	-1
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q. 60)	90	89	3	7	-1



# Decision Aid: No Change

## Identifying Items That Have Not Changed Since 2016

Your percent positive results for these items have not changed since last year. These are items that your agency is maintaining, which can be either a positive, neutral, or negative finding. For example, an item with low percent positive results over several years is a strong indication of a need for focused action. You may also want to consider changing or updating your approach to addressing these issues if the item has been the focus of attention in the past. On the other hand, a trend of stable, high percent positive results is a finding that should be celebrated. Review each item carefully to determine whether there may be areas of concern for your agency.

## Using the Legend Icons

The legend icons provide context for interpreting results. While these items have not increased or decreased, they still may be causes for celebration or concern depending on the percent positive, negative, and neutral results. The “Top Pos/Neg” icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

### 4 Items Did Not Change Since 2016



#### Strength

These items are 65 percent positive or higher



#### Caution

These items are 30 percent neutral or higher



#### Challenge

These items are 35 percent negative or higher



#### Top Pos/Neg

These items are in your top positive or top negative

	2016 Positive	2017 Positive	2017 Neutral	2017 Negative	Change Since 2016
I am constantly looking for ways to do my job better. (Q. 8)	95	<b>+ 95</b>	5	0	0
My training needs are assessed. (Q. 18)	69	<b>69</b>	14	17	0
Employees are recognized for providing high quality products and services. (Q. 31)	72	<b>72</b>	24	5	0
Discussions with my supervisor about my performance are worthwhile. (Q. 44)	78	<b>78</b>	6	16	0

Note: The Decision Aid only includes items 1-71. See Appendix B for a breakdown of the Work/Life results for your agency.



# Appendix A: Item Results and Benchmarks

For each item, your agency's percent positive results are shown on a 0 to 100 scale, with the triangular arrow indicating where your agency falls. The gray bars represent the range of scores for the 40 small agencies surveyed that had 10 or more respondents.

To understand how well your agency performed compared to other small agencies, focus on the location of the triangle within the gray bar. If the triangle is toward the right side of the bar, then your agency was above average on that item. If it is at the right edge of the bar, then you had the highest percent positive results for that item. Additionally, you can numerically compare your percent positive results to the combined small agency average, listed to the right of each item.

	0	Low	High	100	Small Agencies, Combined
<b>My Work Experience</b>					
‡1. I am given a real opportunity to improve my skills in my organization.					70%
2. I have enough information to do my job well.					74%
3. I feel encouraged to come up with new and better ways of doing things.					64%
4. My work gives me a feeling of personal accomplishment.					75%
5. I like the kind of work I do.					85%
6. I know what is expected of me on the job.					81%
7. When needed I am willing to put in the extra effort to get a job done.					96%
8. I am constantly looking for ways to do my job better.					91%
9. I have sufficient resources (for example, people, materials, budget) to get my job done.					55%
‡10. My workload is reasonable.					65%
‡11. My talents are used well in the workplace.					63%
‡12. I know how my work relates to the agency's goals and priorities.					86%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



## Appendix A: Item Results and Benchmarks (continued)

	0	Low	OGE	High	100	Small Agencies, Combined
13. The work I do is important.						89%
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.						78%
15. My performance appraisal is a fair reflection of my performance.						76%
16. I am held accountable for achieving results.						85%
‡17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.						66%
18. My training needs are assessed.						53%
19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).						72%
<b>My Work Unit</b>						
‡20. The people I work with cooperate to get the job done.						80%
21. My work unit is able to recruit people with the right skills.						58%
22. Promotions in my work unit are based on merit.						48%
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.						40%
‡24. In my work unit, differences in performance are recognized in a meaningful way.						42%
25. Awards in my work unit depend on how well employees perform their jobs.						51%
26. Employees in my work unit share job knowledge with each other.						78%
27. The skill level in my work unit has improved in the past year.						62%
28. How would you rate the overall quality of work done by your work unit?						88%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



## Appendix A: Item Results and Benchmarks (continued)

	0	Low	OGE	High	100	Small Agencies, Combined
<b>My Agency</b>						
‡29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.			89%			78%
30. Employees have a feeling of personal empowerment with respect to work processes.			61%			53%
31. Employees are recognized for providing high quality products and services.			72%			57%
32. Creativity and innovation are rewarded.			70%			46%
33. Pay raises depend on how well employees perform their jobs.			46%			35%
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).			69%			61%
35. Employees are protected from health and safety hazards on the job.			79%			82%
36. My organization has prepared employees for potential security threats.			50%			73%
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.			66%			58%
38. Prohibited Personnel Practices are not tolerated.			78%			71%
39. My agency is successful at accomplishing its mission.			95%			80%
‡40. I recommend my organization as a good place to work.			78%			68%
‡41. I believe the results of this survey will be used to make my agency a better place to work.			68%			50%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



## Appendix A: Item Results and Benchmarks (continued)

	0	Low	OGE	High	100	Small Agencies, Combined
<b>My Supervisor</b>						
42. My supervisor supports my need to balance work and other life issues.						86%
43. My supervisor provides me with opportunities to demonstrate my leadership skills.						73%
44. Discussions with my supervisor about my performance are worthwhile.						70%
45. My supervisor is committed to a workforce representative of all segments of society.						76%
46. My supervisor provides me with constructive suggestions to improve my job performance.						69%
47. Supervisors in my work unit support employee development.						73%
48. My supervisor listens to what I have to say.						82%
49. My supervisor treats me with respect.						85%
50. In the last six months, my supervisor has talked with me about my performance.						85%
51. I have trust and confidence in my supervisor.						74%
52. Overall, how good a job do you feel is being done by your immediate supervisor?						77%
<b>Leadership</b>						
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.						47%
54. My organization's senior leaders maintain high standards of honesty and integrity.						58%
55. Supervisors work well with employees of different backgrounds.						71%
‡56. Managers communicate the goals and priorities of the organization.						64%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



## Appendix A: Item Results and Benchmarks (continued)

	0	Low	OGE	High	100	Small Agencies, Combined
57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.						65%
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).						57%
59. Managers support collaboration across work units to accomplish work objectives.						60%
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?						65%
61. I have a high level of respect for my organization's senior leaders.						58%
62. Senior leaders demonstrate support for Work/Life programs.						65%

### My Satisfaction

‡63. How satisfied are you with your involvement in decisions that affect your work?						58%
‡64. How satisfied are you with the information you receive from management on what's going on in your organization?						56%
‡65. How satisfied are you with the recognition you receive for doing a good job?						57%
66. How satisfied are you with the policies and practices of your senior leaders?						49%
67. How satisfied are you with your opportunity to get a better job in your organization?						37%
68. How satisfied are you with the training you receive for your present job?						56%
‡69. Considering everything, how satisfied are you with your job?						71%
70. Considering everything, how satisfied are you with your pay?						61%
‡71. Considering everything, how satisfied are you with your organization?						65%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



## Appendix A: Item Results and Benchmarks (continued)



### Work/Life Programs

72. Have you been notified that you are eligible to telework? (See Appendix B)

73. Please select the response below that best describes your current teleworking situation. (See Appendix B)

74 - 78. Do you participate in the following Work/Life programs? (See Appendix B)

79 - 84. How satisfied are you with the following Work/Life programs?\*

79. Telework		79%
80. Alternative Work Schedules (AWS)		91%
81. Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)		85%
82. Employee Assistance Program (EAP)		79%
83. Child Care Programs (for example, daycare, parenting classes, parenting support groups)		63%
84. Elder Care Programs (for example, support groups, speakers)		68%

\* The Work/Life program satisfaction results include only employees who indicated that they participated in the program. If there is no agency score displayed, your agency did not have any employees who participated in the program and answered the item.



# Appendix B: Work/Life Programs

Appendix B displays more detailed Work/Life Program results for your agency. Use the Work/Life results to gain an understanding of how your Work/Life Programs are used and rated.

2017  
Percentages

<b>Work/Life Programs</b>	
Have you been notified that you are eligible to telework?	
Yes, I was notified that I was eligible to telework	80
Yes, I was notified that I was not eligible to telework	20
No, I was not notified of my telework eligibility	0
Not sure if I was notified of my telework eligibility	0
Please select the response below that BEST describes your current teleworking situation.	
I telework 3 or more days per week	10
I telework 1 or 2 days per week	30
I telework, but no more than 1 or 2 days per month	3
I telework very infrequently, on an unscheduled or short-term basis	35
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel)	2
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	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	11
I do not telework because I choose not to telework	8
Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	
Yes	45
No	48
Not Available to Me	7
Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	
Yes	50
No	42
Not Available to Me	8



## Appendix B: Work/Life Programs (continued)

---

2017  
Percentages

Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	
Yes	13
No	82
Not Available to Me	5
Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	
Yes	0
No	54
Not Available to Me	46
Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	
Yes	0
No	52
Not Available to Me	48



# Appendix C: Participating Agencies by Employee Population Size Categories

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## Very Large Agencies (>75,000 employees)

Department of Agriculture  
Department of Defense  
    Department of the Air Force  
    Department of the Army  
    Department of the Navy  
    OSD, Joint Staff, Defense Agencies, and Field Activities (DoD 4th Estate)  
Department of Health and Human Services  
Department of Homeland Security  
Department of Justice  
Department of the Treasury  
Department of Veterans Affairs

## Large Agencies (10,000–74,999 employees)

Department of Commerce  
Department of Energy  
Department of Labor  
Department of State  
Department of the Interior  
Department of Transportation  
Environmental Protection Agency  
General Services Administration  
National Aeronautics and Space Administration  
Social Security Administration

## Medium Agencies (1,000–9,999 employees)

Broadcasting Board of Governors  
Court Services and Offender Supervision Agency  
Department of Education  
Department of Housing and Urban Development  
Equal Employment Opportunity Commission  
Federal Communications Commission  
Federal Energy Regulatory Commission  
Federal Trade Commission  
National Archives and Records Administration  
National Credit Union Administration  
National Labor Relations Board  
National Science Foundation  
Nuclear Regulatory Commission  
Office of Personnel Management  
Securities and Exchange Commission  
Small Business Administration  
U.S. Agency for International Development

## Small Agencies (100–999 employees)

Commodity Futures Trading Commission  
Consumer Product Safety Commission

Corporation for National and Community Service  
Defense Nuclear Facilities Safety Board  
Export-Import Bank of the United States  
Farm Credit Administration  
Federal Election Commission  
Federal Housing Finance Agency  
Federal Labor Relations Authority  
Federal Maritime Commission  
Federal Mediation and Conciliation Service  
Federal Retirement Thrift Investment Board  
International Boundary and Water Commission  
Merit Systems Protection Board  
National Endowment for the Arts  
National Endowment for the Humanities  
National Gallery of Art  
National Indian Gaming Commission  
National Transportation Safety Board  
Office of Management and Budget  
Office of the U.S. Trade Representative  
Overseas Private Investment Corporation  
Pension Benefit Guaranty Corporation  
Railroad Retirement Board  
Selective Service System  
Surface Transportation Board  
U.S. International Trade Commission  
U.S. Office of Special Counsel

## Very Small Agencies (<100 employees)

AbilityOne Commission  
African Development Foundation  
American Battle Monuments Commission  
Chemical Safety and Hazard Investigation Board  
Commission on Civil Rights  
Farm Credit System Insurance Corporation  
Institute of Museum and Library Services  
Inter-American Foundation  
Marine Mammal Commission  
National Capital Planning Commission  
National Council on Disability  
National Mediation Board  
Occupational Safety and Health Review Commission  
Office of Navajo and Hopi Indian Relocation  
Postal Regulatory Commission  
U.S. Access Board  
U.S. Office of Government Ethics  
U.S. Trade and Development Agency

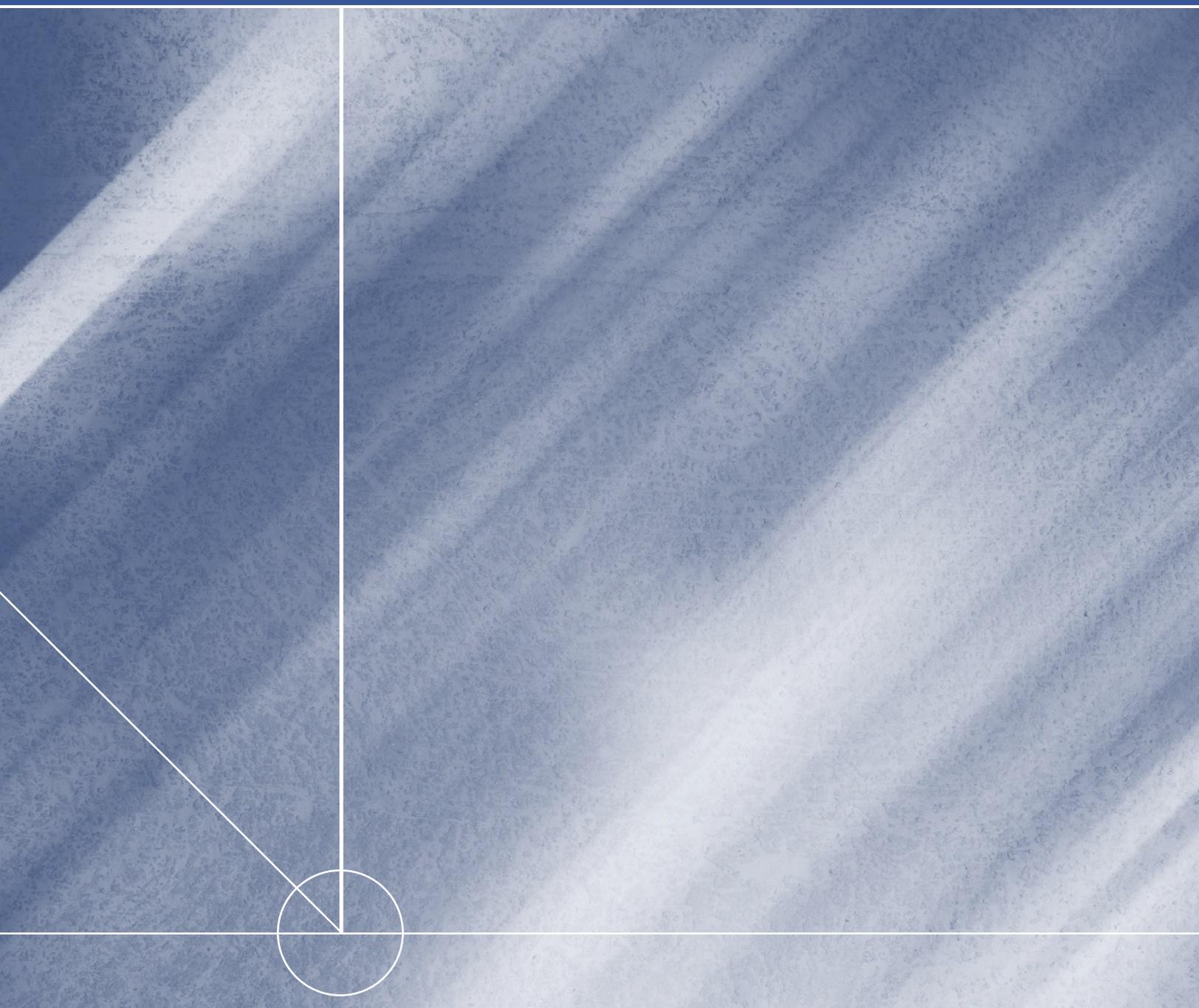
Note: All agencies listed in the Small and Very Small categories make up the Small Agencies, Combined benchmark category, with the exception of the Office of Management and Budget, Pension Benefit Guaranty Corporation, and Railroad Retirement Board.



United States  
Office of Personnel Management  
Planning and Policy Analysis

1900 E Street, NW  
Washington, DC 20415

[www.opm.gov/FEVS](http://www.opm.gov/FEVS)



## Agency-Specific Questions

**1. I am familiar with the Government ethics rules that apply to my conduct as an executive branch employee.**

	# of Respondents	
	2017	2016
Yes	44	44
No	0	0
Total	44	44

**2. If I thought an official action raised a serious ethical concern, I would bring the matter to the attention of an ethics official.**

	2017	2016
Strongly Agree	32	23
Agree	10	15
Neither Agree nor Disagree	2	3
Disagree	0	1
Strongly Disagree	0	2
Total	44	44

**3. I know how to contact an ethics official at my agency for assistance in applying the government ethics rules.**

	# of Respondents	
	2017	2016
Yes	44	44
No	0	0
Total	44	44

**4. Information I receive at OGE meetings helps me do my job better.**

	# of Respondents	Percent
	2017	2017

Strongly Agree	20	45.1%
Agree	11	25.7%
Neither Agree nor Disagree	6	13.3%
Disagree	4	10.2%
Strongly Disagree	2	5.7%
Do Not Know/No Basis to Judge	1	--
<b>Total</b>	<b>44</b>	<b>100.0%</b>

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

***5. Information I receive at OGE meetings makes me feel more engaged with my organization.***

	<b># of Respondents</b>	<b>Percent</b>
	<b>2017</b>	<b>2017</b>
Strongly Agree	17	38.3%
Agree	11	25.7%
Neither Agree nor Disagree	10	27.4%
Disagree	2	3.8%
Strongly Disagree	2	4.9%
Do Not Know/No Basis to Judge	1	--
<b>Total</b>	<b>43</b>	<b>100.0%</b>

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

***6. I need more information than I currently receive to do my job well.***

	<b># of Respondents</b>	<b>Percent</b>
	<b>2017</b>	<b>2017</b>
Strongly Agree	3	6.6%
Agree	8	18.7%
Neither Agree nor Disagree	11	28.9%
Disagree	14	29.5%
Strongly Disagree	7	16.3%
Do Not Know/No Basis to Judge	1	--
<b>Total</b>	<b>44</b>	<b>100.0%</b>

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

**7. I am constantly looking for ways to improve my organization.**

	<b># of Respondents</b>	<b>Percent</b>
	<b>2017</b>	<b>2017</b>
Strongly Agree	18	40.7%
Agree	21	48.5%
Neither Agree nor Disagree	4	10.8%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
Do Not Know/No Basis to Judge	0	--
<b>Total</b>	<b>43</b>	<b>100.0%</b>

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

**8. I am afforded opportunities to provide input to improve my organization.**

	<b># of Respondents</b>	<b>Percent</b>
	<b>2017</b>	<b>2017</b>
Strongly Agree	13	28.5%
Agree	20	44.0%
Neither Agree nor Disagree	6	14.7%
Disagree	2	5.3%
Strongly Disagree	3	7.5%
Do Not Know/No Basis to Judge	0	--
<b>Total</b>	<b>44</b>	<b>100.0%</b>

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

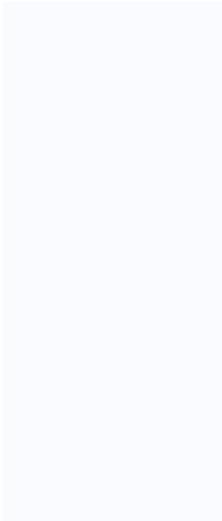
Source: Federal Employee Viewpoint Survey

of idents	Percent					
	2015	2014	2017	2016	2015	2014
	45	51	100.0%	100.0%	100.0%	100.0%
	0	0	0.0%	0.0%	0.0%	0.0%
	45	51	100.0%	100.0%	100.0%	100.0%

*ppropriate official.*

# of Respondents	Percent						
	2015	2014	2013	2017	2016	2015	2014
	33	33	33	71.7%	51.3%	69.7%	67.1%
	7	12	13	22.1%	34.5%	14.9%	26.4%
	3	1	2	6.2%	6.6%	7.1%	2.5%
	0	0	2	0.0%	2.3%	0.0%	0.0%
	3	2	4	0.0%	5.3%	8.3%	4.0%
	46	48	54	100.0%	100.0%	100.0%	100.0%

Percent			
2015	2017	2016	2015
45	100.0%	100.0%	97.2%
1	0.0%	0.0%	2.8%
46	100.0%	100.0%	100.0%



---

**2013**

61.6%

23.1%

3.6%

4.0%

7.6%

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100.0%

