

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).ⁱ

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.

ⁱNote: Numbers are rounded to the nearest whole number.