FEVS 2024 Results

FEDERAL EMPLOYEE VIEWPOINT SURVEY

Conducted May 20–July 5, 2024

U.S. AGENCY FOR GLOBAL MEDIA

RESPONSE RATE **45.5**% *561 out of 1,234 surveys completed*

Global Satisfaction Index

66%

Performance Confidence Index

81%

Employee Experience Index

78%

58 Number of items identified as **Strengths** (65% positive or higher)
Second year in row

0 Number of items identified as **Challenges** (35% negative or higher)
Fourth consecutive year

Employee Engagement Index

OVERALL
70%

LEADERS LEAD
59%

SUPERVISORS
76%

INTRINSIC WORK EXPERIENCE
75%

Diversity, Equity, Inclusion, and Accessibility (DEIA) Index

OVERALL **67**%

Diversity
69%

Equity
59%

Inclusion
74%

Accessibility
68%

Highest Positive Percentages

· It is important to me that my work contribute to the common good. **93**%

· I know how my work relates to the agency's goals. **86**%

· My organization has prepared me for potential cybersecurity threats. **86**%

· Employees in my work unit contribute positively to my agency's performance. **85**%

· My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS). **84**%

For more information on FEVS and the survey, please visit opm.gov/fevs/reports/opm-fevs-dashboard/

Item	Item Text	Index	Performance Dimension	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	Agree-disagree	67%	28%	39%	16%	8%	10%	18%	165	218	83	39	52	557	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	67%	26%	41%	14%	9%	11%	20%	156	227	69	47	53	552	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	76%	37%	39%	12%	6%	7%	13%	212	208	63	31	35	549	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	82%	42%	40%	9%	5%	4%	9%	229	217	46	26	22	540	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	68%	25%	44%	15%	7%	9%	17%	143	239	82	43	48	555	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	65%	27%	37%	15%	9%	12%	20%	159	210	76	47	57	549	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	86%	44%	41%	8%	2%	5%	7%	252	223	40	12	24	551	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	61%	27%	33%	16%	10%	13%	23%	152	182	82	48	65	529	27
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	78%	29%	50%	12%	4%	6%	10%	168	272	62	24	30	556	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	68%	25%	43%	21%	5%	6%	11%	145	236	113	29	30	553	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal-Oriented: Accountability	Agree-disagree	84%	35%	49%	11%	3%	2%	5%	207	267	55	17	11	557	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	80%	35%	45%	10%	5%	5%	10%	198	249	52	26	28	553	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	71%	28%	43%	14%	8%	8%	16%	166	237	72	38	43	556	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	54%	19%	36%	21%	16%	8%	25%	115	200	112	83	46	556	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	81%	39%	42%	9%	5%	4%	9%	230	232	48	26	23	559	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal-Oriented: Recognition	Agree-disagree	48%	14%	34%	26%	12%	14%	26%	74	174	128	55	67	498	60
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	75%	29%	46%	14%	7%	4%	11%	167	256	73	34	23	553	5
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	78%	32%	45%	11%	5%	6%	11%	188	249	57	28	29	551	10
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	83%	45%	38%	10%	6%	2%	7%	249	201	48	25	9	532	21
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	85%	52%	33%	9%	5%	2%	6%	281	171	44	22	8	526	19
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	81%	48%	33%	12%	5%	2%	7%	265	181	59	24	10	539	16
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	77%	47%	30%	14%	6%	2%	8%	259	157	71	29	11	527	23
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	Agree-disagree	64%	24%	40%	23%	6%	7%	13%	118	184	93	28	26	449	109
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	65%	21%	44%	19%	7%	9%	16%	132	248	98	38	42	558	N/A
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	81%	39%	42%	10%	4%	5%	9%	223	233	53	22	26	557	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	49%	17%	31%	25%	14%	12%	26%	101	179	127	73	60	540	17
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	70%	24%	46%	16%	5%	8%	14%	138	246	81	28	40	533	24
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	66%	25%	41%	21%	7%	6%	13%	147	218	110	36	28	539	15
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	69%	24%	45%	18%	8%	5%	13%	139	232	88	39	26	524	20
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	62%	22%	40%	21%	10%	6%	16%	129	210	110	54	27	530	18
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	74%	32%	42%	14%	6%	6%	12%	182	225	74	30	26	537	12
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	67%	26%	41%	20%	7%	6%	13%	153	216	103	35	28	535	18
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	72%	30%	42%	14%	5%	8%	14%	176	228	74	26	40	544	9
35	Employees are recognized for providing high quality products and services.	N/A	Goal-Oriented: Recognition	Agree-disagree	60%	18%	42%	15%	10%	14%	24%	107	225	82	51	71	536	15
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	63%	24%	39%	20%	9%	8%	17%	136	208	102	40	39	525	26
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	73%	27%	46%	15%	5%	8%	12%	156	246	76	24	37	539	12
38	I have a good understanding of my organization's priorities.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	76%	36%	40%	12%	6%	6%	12%	205	221	62	36	28	552	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	Agree-disagree	84%	34%	50%	10%	4%	2%	6%	182	263	52	19	11	527	17
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	58%	18%	41%	23%	11%	8%	19%	97	212	113	55	38	515	11
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	59%	17%	42%	23%	12%	6%	18%	99	218	115	62	31	525	15
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	62%	20%	42%	26%	6%	6%	12%	111	214	127	31	30	513	24
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	75%	28%	47%	17%	4%	4%	7%	158	255	89	20	17	539	4
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	86%	33%	53%	9%	3%	3%	5%	183	279	46	12	15	535	2
45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	52%	21%	31%	19%	13%	16%	29%	115	166	95	65	75	516	27
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	62%	23%	39%	20%	9%	9%	17%	132	219	106	45	43	545	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	Agree-disagree	59%	25%	34%	20%	8%	13%	21%	137	174	101	39	61	512	38
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	73%	37%	36%	13%	5%	8%	13%	214	192	68	25	40	539	4
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	80%	49%	31%	10%	3%	7%	10%	282	164	49	16	35	546	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	78%	46%	33%	10%	4%	8%	12%	266	168	48	20	40	542	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	83%	50%	33%	6%	4%	6%	11%	291	169	31	22	31	544	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	72%	41%	31%	13%	6%	9%	15%	240	164	66	28	48	546	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal-Oriented: Accountability	Agree-disagree	83%	45%	38%	10%	3%	4%	7%	262	195	49	15	20	541	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	Good-poor	74%	47%	27%	14%	5%	8%	12%	274	141	72	24	38	549	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	71%	36%	35%	15%	6%	8%	14%	214	186	77	32	40	549	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	73%	36%	37%	14%	5%	8%	13%	210	200	71	28	39	548	1
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	48%	17%	31%	23%	12%	16%	29%	99	168	115	63	83	528	16
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	58%	19%	38%	18%	7%	17%	24%	107	191	89	36	81	504	32
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	64%	20%	44%	17%	7%	13%	19%	113	230	88	36	60	527	12
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	59%	20%	39%	20%	7%	14%	21%	109	201	103	36	67	516	25
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	Good-poor	62%	30%	33%	16%	9%	12%	22%	164	163	79	42	60	508	34
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	61%	25%	37%	16%	11%	12%	23%	137	195	81	57	59	529	11
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	60%	21%	39%	26%	5%	10%	15%	112	200	121	24	48	505	32
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	58%	22%	36%	22%	9%	12%	20%	121	185	110	42	56	514	22
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	55%	19%	36%	22%	10%	12%	23%	106	183	112	47	58	506	27
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	43%	17%	26%	24%	17%	17%	33%	95	141	120	79	82	517	19
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	50%	17%	33%	25%	15%	10%	25%	101	182	131	75	49	538	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	Satisfied-dissatisfied	54%	17%	37%	25%	13%	9%	21%	100	202	129	64	44	539	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal-Oriented: Recognition	Satisfied-dissatisfied	55%	19%	36%	20%	13%	12%	25%	110	198	105	62	63	538	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	70%	27%	43%	15%	8%	7%	15%	155	226	82	37	35	535	N/A

#	Question	Category		Scale														
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	69%	22%	47%	14%	9%	7%	17%	124	253	75	50	36	538	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	61%	23%	38%	18%	10%	10%	20%	132	208	96	50	52	538	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	69%	26%	42%	20%	4%	8%	12%	135	214	92	20	34	495	43
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	69%	30%	39%	18%	4%	9%	13%	158	193	91	19	41	502	38
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	Agree-disagree	58%	20%	38%	18%	10%	14%	23%	117	196	90	45	65	513	21
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	60%	25%	35%	19%	7%	13%	21%	142	180	91	34	61	508	25
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	57%	25%	33%	20%	8%	15%	23%	134	163	96	36	68	497	37
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	76%	32%	45%	14%	4%	6%	10%	179	232	68	18	29	526	7
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	76%	31%	46%	15%	3%	6%	9%	171	230	73	12	30	516	14
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	72%	28%	44%	14%	5%	10%	14%	161	230	69	23	47	530	4
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	74%	29%	45%	13%	5%	9%	13%	165	229	61	24	39	518	14
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	73%	30%	43%	14%	5%	8%	13%	170	228	70	22	38	528	7
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	71%	28%	44%	21%	3%	4%	8%	114	166	75	12	16	383	150
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	65%	27%	37%	26%	3%	6%	9%	105	136	89	12	20	362	171
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	69%	27%	41%	24%	3%	5%	7%	107	150	82	9	17	365	166
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	69%	35%	34%	17%	7%	7%	14%	193	175	93	36	34	531	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	78%	40%	38%	12%	5%	6%	10%	217	197	62	23	29	528	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	70%	35%	35%	15%	6%	9%	15%	192	186	81	32	42	533	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	81%	44%	37%	11%	3%	4%	7%	242	193	56	17	20	528	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	93%	55%	37%	4%	1%	2%	3%	303	191	25	6	9	534	N/A

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

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

Percentages are weighted to represent the Agency's population.

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

Source: **U.S. Agency for Global Media AES Report,** 2024 Federal Employee Viewpoint Survey

Performance Dimension: Goal-Oriented: Accountability

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

	2024 N	2024 %	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	93	16.5%	140	19.6%	135	19.2%
Remain in the work unit and continue to underperform	178	33.3%	253	34.8%	254	36.7%
Leave the work unit - removed or transferred	37	6.5%	54	6.9%	51	6.7%
Leave the work unit - quit	20	3.2%	19	2.4%	22	3.2%
There are no poor performers in my work unit	166	28.2%	179	24.9%	156	22.3%
Do Not Know	113	20.6%	137	19.5%	134	20.2%
Total (percents will add to more than 100% because respondents could choose more than one response option)	559	N/A	722	N/A	690	N/A

Percentages are weighted to represent the Agency's population.
A "–ⁿᵗ" indicates that there are no trending results available for the year.

Source: **U.S. Agency for Global Media AES Report,** 2024 Federal Employee Viewpoint Survey