FEDERAL EMPLOYEE VIEWPOINT SURVEY

[Welcome letter]

General Survey Instructions

Caution: If you click the browser's Refresh or Reload buttons you will clear your latest responses from the page you are on. To ensure your survey responses are not lost, please **Save** survey if you cannot complete the entire survey in one sitting. On the **Last** page of the survey there is a **Send/Submit** button. **Send/Submit** send/submits a copy of the survey to be included in the agency results. Once you click on **Send/Submit**, you will not be able to access your survey again for any reason.

Buttons that are available on the bottom of each survey page are:

- Previous takes you to the previous page in the survey,
- Next takes you to the next page in the survey,
- Save saves the survey on the system so you can continue at a later time,
- 1 | 2 | 3...Last takes you to that page of the survey,
- Quit allows you to quit the survey and gives you the option to Return and continue with the survey, Quit the system, or Save your current survey (after which you may continue with the survey or exit the system).

Privacy Act Statement

Collection of this information is authorized by Section 4702 of Title 5, U.S. Code.

- Your responses to this survey are voluntary and there is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative.
- The principal purpose in collecting this information is to study and report attitudes and perceptions about Human Capital programs and policies. Routine uses for the survey results are to assist in the formulation of policies which may be needed to improve the working environment.
- Access to completed surveys will be limited to OPM staff and contractors who are involved in collecting or preparing the information for analysis and agencies such as GAO that have specific authority to obtain agency records.
- In any public release of survey results, no data will be disclosed that could be used to identify specific individuals.
- Your agency will only receive summary reports for the whole population and for certain subgroups. Your agency will not receive data by subgroups that could be used to identify a specific individual or a person's specific response to a survey question.

Public Burden Statement

We think providing this information takes an average of 10 minutes per respondent to complete, including the time for reviewing instructions, getting the needed data, and reviewing the completed survey. Send comments regarding our estimate or any other aspect of this survey, including suggestions for reducing completion time, to the Office of Personnel Management (OPM), Reports and Forms Officer, Paperwork Reduction Project (3206-0252), Washington, D.C. 20415. The OMB number 3206-0252 is currently valid. OPM may not collect this information, and you are not required to respond, unless this number is displayed.

FEVS Definitions

Several items refer to organization, work unit, senior leaders, managers, supervisors, etc. Use the following definitions when answering items referring to these terms.

Senior Leaders	The heads of departments/agencies and their immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment and typically a member of the Senior Executive Service or equivalent.
Managers	Those in management positions who typically supervise one or more supervisors.
Supervisors	First-line supervisors typically responsible for employees' performance appraisals and leave approval.
Non-supervisor	Anyone who does not have supervisory responsibilities.
Telework	Telework means working at a location other than your normal work site during your regular work hours (excludes travel).
Work Unit	This is your immediate work unit headed by your immediate supervisor.
Organization	This is your agency, office, or division. Please respond to these questions based on the level in your organization that is appropriate for the content of the question. Depending on how your organization is structured, this could either be one or more levels above your own.

Section I: My Work Experience

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. I am given a real opportunity to improve my skills in my organization.					
2. I have enough information to do my job well.					
3. I feel encouraged to come up with new and better ways of doing things.					
4. My work gives me a feeling of personal accomplishment.					
5. I like the kind of work I do.					
6. I know what is expected of me on the job.					
7. When needed I am willing to put in the extra effort to get a job done.					
8. I am constantly looking for ways to do my job better.					

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagre e	Strongly Disagree	Do Not Know
9. I have sufficient resources (for example, people, materials, budget) to get my job done.						
10. My workload is reasonable.						
11. My talents are used well in the workplace.						
12. I know how my work relates to the agency's goals and priorities.						
13. The work I do is important.						
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.						
15. My performance appraisal is a fair reflection of my performance.						
16. I am held accountable for achieving results.						

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagre e	Strongly Disagree	Do Not Know
17. I can disclose a suspected violation of any law, rule or regulation without featof reprisal.	□ ar					
18. My training needs are assessed.						
19. In my most recent performance appra different performance levels (for example,					ted at	
 ☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree ☐ No Basis to Judge 						
Section II: My Work Unit 20. The people I work with cooperate to g	et the job do	one.				
☐ Strongly Agree☐ Agree☐ Neither Agree nor Disagree☐ Disagree☐ Strongly Disagree						
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know
21. My work unit is able to recruit people with the right skills.						
22. Promotions in my work unit are based on merit.						
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.						
24. In my work unit, differences in performance are recognized in a meaningful way.						

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know
25. Awards in my work unit depend on how well employees perform their jobs.						
26. Employees in my work unit share job knowledge with each other.						
27. The skill level in my work unit has improved in the past year.						
28. How would you rate the overall quality ☐ Very Good ☐ Good	of work do	one by yo	our work unit	?		
Fair Poor Very Poor						

Section III: My Agency

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.						
30. Employees have a feeling of personal empowerment with respect to work processes.						
31. Employees are recognized for providing high quality products and services.						
32. Creativity and innovation are rewarded.						
33. Pay raises depend on how well employees perform their jobs.						
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).						

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know
35. Employees are protected from health and safety hazards on the job.						
36. My organization has prepared employees for potential security threats.						
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.						
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.						
39. My agency is successful at accomplishing its mission.						
40. I recommend my organization as a good posterior of the strongly Agree Strongly Agree Disagree Strongly Disagree Strongly Disagree Strongly Agree Agree Neither Agree nor Disagree Neither Agree nor Disagree Disagree Strongly Disagree Do Not Know			ency a bett	er place to v	vork.	

Section IV: My Supervisor

	Strongly Agree	/ Agre	e Neither Agree r Disagre	nor	e Strongly Disagree	Do Not Know
42. My supervisor supports my need to balance work and other life issues.						
43. My supervisor provides me with opportunities to demonstrate my leadership skills.						
44. Discussions with my supervisor about my performance are worthwhile.						
45. My supervisor is committed to a workforce representative of all segments of society.						
46. My supervisor provides me with constructive suggestions to improve my job performance.						
47. Supervisors in my work unit support employee development.						
			Agree	Neither	Disagree	Strongly
48. My supervisor listens to what I have	Αį	rongly gree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
say.	Aç e to □	• •		Agree nor Disagree		Disagree
say. 49. My supervisor treats me with respective 50. In the last six months, my supervisor.	e to ect. or	• •	_	Agree nor	_	Disagree
say. 49. My supervisor treats me with respe	e to ect. or	• •		Agree nor Disagree		Disagree
say. 49. My supervisor treats me with respector. 50. In the last six months, my supervisor has talked with me about my performation. I have trust and confidence in my	e to ect. or nce.	gree		Agree nor Disagree		Disagree

Section V: Leadership

		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
	53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
	54. My organization's senior leaders maintain high standards of honesty and integrity.					
	55. Supervisors work well with employees of different backgrounds.					
	56. Managers communicate the goals and priorities of the organization.					
	57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.					
	58. Managers promote communication among different work units (for example, about projects, goals, needed resources).					
	59. Managers support collaboration across work units to accomplish work objectives.					
	0. Overall, how good a job do you feel is being on mediate supervisor? □ Very Good □ Good	lone by the	e manag	er directly a	above your	
	☐ Fair ☐ Poor ☐ Very Poor ☐ Do Not Know					
6	1. I have a high level of respect for my organizat	tion's senio	or leader	S.		
	☐ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree ☐ Do Not Know					

Do Not Know

☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree ☐ Do Not Know					
Section VI: My Satisfaction					
	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
63. How satisfied are you with your involvement in decisions that affect your work?					
64. How satisfied are you with the information you receive from management on what's going on in your organization?					
65. How satisfied are you with the recognition you receive for doing a good job?					
66. How satisfied are you with the policies and practices of your senior leaders?					
67. How satisfied are you with your opportunity to get a better job in your organization?					
68. How satisfied are you with the					
training you receive for your present job? 69. Considering everything, how satisfied are you with your job?					
70. Considering everything, how satisfied are you with your pay?					

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

☐ Strongly Agree

71. Considering everything, how

satisfied are you with your organization?

☐ Agree

Section VII: Work/Life

72. Have you been notified whether or not you are eligible	le to tele	work?					
 ☐ Yes, I was notified that I was eligible to telework. ☐ Yes, I was notified that I was not eligible to telework ☐ No, I was not notified of my telework eligibility. ☐ Not sure if I was notified of my telework eligibility. 							
73. Please select the response below that BEST describ	es your	current telewor	king situation.				
☐ I do not telework because I have to be physically pre Enforcement Officers, Park Rangers, Security Personne ☐ I do not telework because I have technical issues (e equipment) that prevent me from teleworking.	☐ I telework 1 or 2 days per week. ☐ I telework, but no more than 1 or 2 days per month. ☐ I telework very infrequently, on an unscheduled or short-term basis. ☐ I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel). ☐ I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking. ☐ 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. ☐ I do not telework because I choose not to telework.						
	Yes	No	Not Available to Me				
74. Alternative Work Schedules (AWS)							
75. Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)							
76. Employee Assistance Program (EAP)							
77. Child Care Programs (for example, daycare, parenting classes, parenting support groups)							
78. Elder Care Programs (for example, support groups, speakers)							

How satisfied are you with the following Work/Life programs in your agency?

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	No Basis to Judge
79. Telework						
80. Alternative Work Schedules (AWS)						
81. Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)			0			
82. Employee Assistance Program (EAP)						
83. Child Care Programs (for example, daycare, parenting classes, parenting support groups)						
84. Elder Care Programs (for example, support groups, speakers)						

Section VIII: Demographics

85. Where do you work?	
☐ Headquarters ☐ Field	
86. What is your supervisory status?	
 Non-Supervisor: You do not supervise other employees. Team Leader: You are not an official supervisor; you provide employees we day guidance in work projects, but do not have supervisory responsibilities conduct performance appraisals. Supervisor: You are a first-line supervisor who is responsible for employeed performance appraisals and leave approval. Manager: You are in a management position and supervise one or more supervisors. 	s or es'
Senior Leader: You are the head of a department/agency or a member of immediate leadership team responsible for directing the policies and prior department/agency. May hold either a political or career appointment, ar is a member of the Senior Executive Service or equivalent.	ities of the
87. Are you:	
☐ Male ☐ Female	
88. Are you Hispanic or Latino?	
☐ Yes ☐ No	
89. What is your race? Select one or more).	
 □ American Indian or Alaska Native □ Asian □ Black or African American □ Native Hawaiian or Other Pacific Islander □ White 	

90. What is the highest degree or level of education you have completed?
 Less than High School High School Diploma/GED or equivalent Trade or Technical Certificate Some College (no degree) Associate's Degree (e.g., AA, AS) Bachelor's Degree (e.g., BA, BS) Master's Degree (e.g., MA, MS, MBA) Doctoral/Professional Degree (e.g., Ph.D., MD, JD)
91. What is your pay category/grade?
 ☐ Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY) ☐ GS 1-6 ☐ GS 7-12 ☐ GS 13-15 ☐ Senior Executive Service ☐ Senior Level (SL) or Scientific or Professional (ST) ☐ Other
92. How long have you been with the Federal Government (excluding military service)?
☐ Less than 1 year ☐ 1 to 3 years ☐ 4 to 5 years ☐ 6 to 10 years ☐ 11 to 14 years ☐ 15 to 20 years ☐ More than 20 years
93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?
 □ Less than 1 year □ 1 to 3 years □ 4 to 5 years □ 6 to 10 years □ 11 to 20 years □ More than 20 years

94. Are you considering leaving your organization within the next year, and if so, why?
 No Yes, to retire Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government Yes, other
95. I am planning to retire:
 □ Within one year □ Between one and three years □ Between three and five years □ Five or more years
96. Are you transgender? No Yes
97. Which one of the following do you consider yourself to be? Straight, that is not gay or lesbian Gay or Lesbian Bisexual Something else
98. What is your US military service status?
 □ No Prior Military Service □ Currently in National Guard or Reserves □ Retired □ Separated or Discharged
99. Are you an individual with a disability?
□ Yes □ No