National Endowment for the Humanities OPM FEVS AES Report	Agency Information
Field Period	**May 16 - Jul 14, 2023**
Sample or Census	Census
Number of Surveys Completed	90
Number of Surveys Administered	126
Response Rate	71.4%
Number of items identified as Strengths (65% positive or higher)	87
Number of items identified as Challenges (35% negative or higher)	0
2023 Engagement Index	86%
Leaders Lead Subindex	78%
Supervisors Subindex	93%
Intrinsic Work Experience Subindex	88%

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

A "–[d]" indicates that there were no responses to the item.

Item	Item Text	Index	Performance Dimension	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	Agree-disagree	88%	53%	36%	8%	1%	3%	4%	48	30	7	1	3	89	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	90%	53%	37%	3%	3%	4%	7%	49	31	3	3	3	89	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	91%	55%	35%	3%	1%	4%	6%	50	32	3	1	4	90	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	87%	46%	41%	9%	3%	1%	4%	41	38	8	2	1	90	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	68%	30%	38%	14%	11%	8%	19%	26	34	12	10	7	89	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	78%	39%	39%	11%	5%	5%	10%	35	36	10	4	5	90	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	94%	68%	27%	4%	0%	2%	2%	61	23	3	0	2	89	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	87%	58%	28%	10%	2%	2%	4%	48	23	8	1	2	82	7
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	88%	46%	42%	6%	5%	1%	6%	40	38	5	5	1	89	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	81%	42%	40%	13%	5%	1%	6%	36	36	12	4	1	89	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	Agree-disagree	93%	52%	40%	7%	1%	0%	1%	46	36	6	1	0	89	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	87%	46%	41%	6%	6%	1%	7%	41	37	5	6	1	90	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	87%	48%	39%	6%	6%	1%	7%	42	36	6	5	1	90	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	74%	35%	39%	15%	9%	2%	12%	31	36	13	8	2	90	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	94%	70%	24%	2%	3%	1%	4%	63	21	2	3	1	90	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	Agree-disagree	54%	15%	39%	27%	15%	4%	19%	12	30	21	11	3	77	12
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	94%	61%	33%	3%	1%	2%	3%	55	29	2	1	2	89	1
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	88%	50%	38%	9%	3%	0%	3%	45	34	8	3	0	90	0
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	96%	62%	34%	4%	0%	0%	0%	54	28	4	0	0	86	4
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	98%	79%	19%	2%	0%	0%	0%	70	16	2	0	0	88	2
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	96%	71%	24%	4%	0%	0%	0%	62	22	4	0	0	88	2
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	97%	69%	28%	2%	0%	1%	1%	60	25	2	0	1	88	2
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	76%	53%	23%	15%	9%	0%	9%	40	18	11	6	0	75	15
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	88%	41%	47%	8%	3%	1%	4%	38	41	6	2	1	88	N/A
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	89%	55%	34%	6%	5%	0%	5%	50	29	5	4	0	88	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	73%	23%	50%	14%	13%	0%	13%	21	44	12	11	0	88	0
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	86%	38%	49%	10%	4%	0%	4%	33	41	8	3	0	85	3
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	89%	46%	43%	8%	4%	0%	4%	37	38	7	3	0	85	2
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	84%	43%	42%	14%	1%	1%	2%	35	38	11	1	1	86	1
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	82%	38%	44%	14%	5%	0%	5%	31	37	12	4	0	84	2
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	93%	62%	31%	5%	2%	0%	2%	51	26	4	2	0	83	1
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	90%	54%	36%	6%	3%	0%	3%	45	33	5	3	0	86	1
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	90%	61%	29%	6%	1%	2%	3%	52	24	6	1	2	85	1
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	81%	40%	41%	11%	6%	1%	7%	34	35	10	6	1	86	2
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	94%	62%	32%	3%	2%	0%	2%	54	28	3	2	0	87	1
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	93%	67%	26%	3%	3%	1%	4%	59	23	2	3	1	88	0
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	89%	57%	32%	3%	6%	1%	7%	50	28	3	5	1	87	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	88%	45%	43%	7%	4%	1%	5%	37	36	6	4	1	84	3
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	76%	33%	42%	12%	10%	2%	12%	28	36	10	9	2	85	N/A
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	65%	26%	40%	20%	10%	5%	15%	20	35	16	8	4	83	3
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	84%	39%	45%	10%	6%	1%	7%	32	38	9	5	1	85	2
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	77%	35%	43%	17%	5%	1%	6%	27	35	14	4	1	81	5
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	91%	62%	29%	7%	0%	2%	2%	53	26	6	0	2	87	0
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	76%	33%	43%	12%	5%	7%	13%	27	34	9	4	6	80	7
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	91%	67%	24%	5%	2%	2%	4%	59	20	4	2	2	87	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	70%	38%	32%	18%	8%	5%	12%	30	26	14	6	4	80	7
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	93%	62%	31%	5%	0%	2%	2%	53	27	4	0	2	86	1
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	99%	77%	22%	0%	0%	1%	1%	67	19	0	0	1	87	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	94%	80%	14%	5%	0%	1%	1%	69	13	4	0	1	88	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	94%	83%	11%	5%	0%	1%	1%	73	10	4	0	1	88	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	92%	72%	20%	2%	2%	3%	6%	64	17	2	2	3	88	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	97%	73%	24%	2%	0%	1%	1%	64	21	2	0	1	88	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	91%	74%	17%	8%	0%	1%	1%	65	15	7	0	1	88	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	87%	46%	42%	6%	5%	1%	6%	39	37	6	5	1	88	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	86%	52%	35%	7%	3%	3%	6%	44	31	7	3	3	88	0
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	69%	35%	34%	19%	6%	7%	13%	30	30	15	5	6	86	0
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	86%	50%	36%	9%	0%	5%	5%	42	30	8	0	4	84	3
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	77%	45%	31%	14%	7%	2%	9%	38	28	12	6	2	86	N/A
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	62%	28%	35%	21%	8%	9%	17%	24	29	18	7	8	86	N/A
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	74%	54%	21%	20%	3%	2%	5%	46	18	16	3	2	85	2
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	85%	46%	39%	6%	7%	2%	9%	41	32	5	6	1	86	1
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	90%	56%	33%	6%	3%	1%	4%	50	27	5	3	1	86	1
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	78%	31%	47%	16%	4%	2%	6%	27	38	14	4	2	85	2
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	73%	32%	41%	17%	6%	4%	10%	28	34	14	5	4	85	2
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	74%	36%	38%	11%	8%	7%	15%	31	32	10	8	6	87	N/A
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	78%	37%	41%	8%	12%	2%	14%	32	36	7	10	2	87	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	78%	33%	45%	9%	10%	3%	13%	29	38	8	9	3	87	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	Satisfied-dissatisfied	78%	46%	32%	8%	11%	3%	14%	40	28	7	10	2	87	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	90%	55%	36%	4%	4%	2%	6%	47	30	3	3	2	85	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	82%	41%	42%	4%	12%	1%	13%	37	36	3	10	1	87	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	90%	53%	37%	6%	3%	1%	4%	46	32	5	3	1	87	N/A

#	Item	Index		Scale														
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	83%	44%	39%	10%	3%	4%	7%	36	33	8	3	3	83	4
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	84%	52%	32%	9%	2%	5%	7%	43	27	7	2	4	83	4
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	81%	51%	30%	8%	7%	4%	11%	41	25	7	5	3	81	6
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	83%	57%	26%	10%	3%	4%	7%	47	21	9	2	3	82	4
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	79%	45%	34%	9%	8%	4%	12%	37	27	7	7	3	81	6
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	87%	57%	30%	6%	4%	2%	6%	49	26	6	3	2	86	0
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	86%	54%	32%	8%	3%	3%	6%	46	27	7	2	3	85	1
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	85%	51%	34%	5%	8%	2%	11%	43	30	5	6	2	86	0
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	88%	50%	38%	6%	1%	5%	6%	43	33	5	1	4	86	0
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	81%	47%	35%	8%	7%	4%	11%	41	30	6	5	4	86	0
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	88%	50%	38%	12%	0%	0%	0%	27	18	6	0	0	51	15
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	81%	45%	36%	19%	0%	0%	0%	22	17	9	0	0	48	19
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	86%	43%	44%	14%	0%	0%	0%	21	20	7	0	0	48	19
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	76%	42%	34%	16%	5%	2%	7%	37	29	14	5	2	87	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	88%	51%	37%	8%	2%	2%	4%	45	31	7	2	2	87	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	83%	50%	33%	11%	3%	2%	5%	45	28	9	3	2	87	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	91%	68%	23%	6%	1%	2%	3%	60	19	5	1	2	87	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	94%	74%	21%	5%	1%	0%	1%	64	18	4	1	0	87	N/A

Performance Dimension: Goal Oriented: Accountability

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

	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	24	25.2%	25	24.6%
Remain in the work unit and continue to underperform	20	22.5%	19	18.7%
Leave the work unit - removed or transferred	5	5.3%	3	3.6%
Leave the work unit - quit	1	1.0%	3	3.2%
There are no poor performers in my work unit	37	42.1%	33	35.7%
Do Not Know	10	11.0%	19	18.7%
Total (percents will add to more than 100% because respondents could choose more than one response option)	90	N/A	98	N/A

Percentages are weighted to represent the Agency's population.

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

Source: **National Endowment for the Humanities AES Report,** 2023 OPM Federal Employee Viewpoint Survey

Item	Item Text	Index	Performance Dimension	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	Difference 2023-2020	Difference 2023-2021	Difference 2023-2022	Sort for Largest Differences 2023-2020	Sort for Largest Differences 2023-2021	Sort for Largest Differences 2023-2022
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	67%	76%	79%	88%	21%	12%	9%	16	5	8
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	65%	79%	78%	90%	25%	11%	12%	11	7	2
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	76%	81%	84%	91%	15%	10%	7%	23	11	21
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	86%	87%	88%	87%	1%	0%	-1%	38	32	64
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	55%	68%	73%	68%	13%	0%	-5%	27	33	81
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	65%	76%	79%	78%	13%	2%	-1%	26	28	67
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	89%	95%	94%	94%	5%	-1%	0%	34	36	54
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	64%	79%	80%	87%	23%	8%	7%	13	14	22
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	—[a]	—[a]	91%	88%	—[a]	—[a]	-3%	—[a]	—[a]	73
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	—[a]	—[a]	73%	81%	—[a]	—[a]	8%	—[a]	—[a]	13
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	—[a]	—[a]	95%	93%	—[a]	—[a]	-2%	—[a]	—[a]	70
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	—[a]	—[a]	76%	87%	—[a]	—[a]	11%	—[a]	—[a]	5
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	84%	95%	93%	94%	10%	-1%	1%	31	37	53
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	53%	65%	59%	54%	1%	-11%	-5%	39	39	78
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	—[a]	—[a]	93%	94%	—[a]	—[a]	1%	—[a]	—[a]	52
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	86%	89%	91%	88%	2%	-1%	-3%	37	35	72
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	92%	95%	96%	96%	4%	1%	0%	36	31	57
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	93%	98%	96%	98%	5%	0%	2%	35	34	47
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	90%	93%	99%	96%	6%	3%	-3%	33	24	74
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	85%	85%	92%	97%	12%	12%	5%	28	6	33
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	—[a]	—[a]	86%	76%	—[a]	—[a]	-10%	—[a]	—[a]	84
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	—[a]	—[a]	78%	88%	—[a]	—[a]	10%	—[a]	—[a]	6
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	—[a]	—[a]	90%	89%	—[a]	—[a]	-1%	—[a]	—[a]	63
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	—[a]	—[a]	75%	73%	—[a]	—[a]	-2%	—[a]	—[a]	69
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	—[a]	—[a]	85%	86%	—[a]	—[a]	1%	—[a]	—[a]	50
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	—[a]	—[a]	82%	89%	—[a]	—[a]	7%	—[a]	—[a]	20
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	—[a]	—[a]	89%	84%	—[a]	—[a]	-5%	—[a]	—[a]	80
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	—[a]	—[a]	74%	82%	—[a]	—[a]	8%	—[a]	—[a]	14
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	—[a]	—[a]	89%	93%	—[a]	—[a]	4%	—[a]	—[a]	37
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	—[a]	—[a]	83%	90%	—[a]	—[a]	7%	—[a]	—[a]	16
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	—[a]	—[a]	88%	90%	—[a]	—[a]	2%	—[a]	—[a]	43
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	74%	84%	78%	81%	7%	-3%	3%	32	38	40
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	81%	85%	94%	94%	13%	9%	0%	25	12	55
37	My organization is successful at accomplishing its mission.	N/A	Other	82%	91%	92%	93%	11%	2%	1%	29	26	49
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	—[a]	—[a]	89%	89%	—[a]	—[a]	0%	—[a]	—[a]	56
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	—[a]	—[a]	85%	84%	—[a]	—[a]	-1%	—[a]	—[a]	68
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	—[a]	—[a]	72%	77%	—[a]	—[a]	5%	—[a]	—[a]	31
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	—[a]	—[a]	91%	91%	—[a]	—[a]	0%	—[a]	—[a]	59
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	—[a]	—[a]	75%	76%	—[a]	—[a]	1%	—[a]	—[a]	51
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	71%	89%	83%	91%	20%	2%	8%	17	29	12
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	35%	59%	67%	70%	35%	11%	3%	6	9	41
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	72%	76%	86%	93%	21%	17%	7%	15	1	17
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	84%	88%	93%	99%	15%	11%	6%	24	8	30
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	79%	91%	90%	94%	15%	3%	4%	22	22	35
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	84%	91%	88%	94%	10%	3%	6%	30	23	25
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	73%	86%	83%	92%	19%	6%	9%	19	18	9
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	—[a]	—[a]	90%	97%	—[a]	—[a]	7%	—[a]	—[a]	23
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	71%	89%	86%	91%	20%	2%	5%	18	27	32
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	—[a]	—[a]	75%	87%	—[a]	—[a]	12%	—[a]	—[a]	3
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	—[a]	—[a]	75%	86%	—[a]	—[a]	11%	—[a]	—[a]	4
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders	N/A	31%	67%	70%	69%	38%	2%	-1%	4	30	66
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders	N/A	41%	79%	89%	86%	45%	7%	-3%	2	17	75
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders	N/A	49%	66%	79%	77%	28%	11%	-2%	8	10	71
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	37%	57%	71%	62%	25%	5%	-9%	12	20	82
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders	N/A	53%	69%	84%	74%	21%	5%	-10%	14	19	83
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders	N/A	38%	69%	88%	85%	47%	16%	-3%	1	2	76
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	54%	76%	91%	90%	36%	14%	-1%	5	4	65
64	Management encourages innovation.	N/A	Agile: Innovation	—[a]	—[a]	74%	78%	—[a]	—[a]	4%	—[a]	—[a]	36
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	—[a]	—[a]	78%	73%	—[a]	—[a]	-5%	—[a]	—[a]	79
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	—[a]	—[a]	68%	74%	—[a]	—[a]	6%	—[a]	—[a]	29
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	52%	74%	72%	78%	26%	4%	6%	10	21	27
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	38%	69%	71%	78%	40%	9%	7%	3	13	19
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	61%	75%	69%	78%	17%	3%	9%	21	25	11
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	63%	83%	87%	90%	27%	7%	3%	9	16	39
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	64%	67%	78%	82%	18%	15%	4%	20	3	34
72	Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	59%	82%	83%	90%	31%	8%	7%	7	15	18
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	—[a]	—[a]	75%	83%	—[a]	—[a]	8%	—[a]	—[a]	15
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	—[a]	—[a]	78%	84%	—[a]	—[a]	6%	—[a]	—[a]	26
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	—[a]	—[a]	68%	81%	—[a]	—[a]	13%	—[a]	—[a]	1
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	—[a]	—[a]	73%	83%	—[a]	—[a]	10%	—[a]	—[a]	7
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	—[a]	—[a]	70%	79%	—[a]	—[a]	9%	—[a]	—[a]	10
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	—[a]	—[a]	85%	87%	—[a]	—[a]	2%	—[a]	—[a]	42
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	—[a]	—[a]	80%	86%	—[a]	—[a]	6%	—[a]	—[a]	28
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	—[a]	—[a]	81%	85%	—[a]	—[a]	4%	—[a]	—[a]	38

#	Item	Category				2022	2023			Diff			Rank
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	—ᵃ	—ᵃ	86%	88%	—ᵃ	—ᵃ	2%	—ᵃ	—ᵃ	48
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	—ᵃ	—ᵃ	86%	81%	—ᵃ	—ᵃ	-5%	—ᵃ	—ᵃ	77
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	—ᵃ	—ᵃ	88%	88%	—ᵃ	—ᵃ	0%	—ᵃ	—ᵃ	60
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	—ᵃ	—ᵃ	82%	81%	—ᵃ	—ᵃ	-1%	—ᵃ	—ᵃ	62
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	—ᵃ	—ᵃ	84%	86%	—ᵃ	—ᵃ	2%	—ᵃ	—ᵃ	44
86	My job inspires me.	Employee Experience	N/A	—ᵃ	—ᵃ	74%	76%	—ᵃ	—ᵃ	2%	—ᵃ	—ᵃ	45
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	—ᵃ	—ᵃ	86%	88%	—ᵃ	—ᵃ	2%	—ᵃ	—ᵃ	46
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	—ᵃ	—ᵃ	77%	83%	—ᵃ	—ᵃ	6%	—ᵃ	—ᵃ	24
89	I identify with the mission of my organization.	Employee Experience	N/A	—ᵃ	—ᵃ	91%	91%	—ᵃ	—ᵃ	0%	—ᵃ	—ᵃ	58
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	—ᵃ	—ᵃ	95%	94%	—ᵃ	—ᵃ	-1%	—ᵃ	—ᵃ	61

Telework/Remote Work

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

	2023 N	2023 %	2022 N	2022 %	2021 N	2021 %
I telework every work day (i.e., remote work agreement)	52	60.6%	N/A	N/A	52	89.0%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	40	46.7%	N/A	N/A
I telework 3 or 4 days per week	18	20.7%	N/A	N/A	2	4.0%
I telework 3 or more days per week	N/A	N/A	36	36.6%	N/A	N/A
I telework 1 or 2 days per week	12	13.6%	12	13.0%	1	2.0%
I telework, but only about 1 or 2 days per month	0	0.0%	0	0.0%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	3	3.9%	1	1.3%	1	2.0%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0	0.0%	1	1.2%	0	0.0%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%	0	0.0%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	0	0.0%	0	0.0%	1	1.7%
I do not telework because I choose not to telework	1	1.1%	1	1.3%	1	1.4%
Total	86	100.0%	91	100.0%	58	100.0%

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

91a. What is your current remote work status?

	2023 N	2023 %	2022 N	2022 %
I do not have an approved remote work agreement	14	27.3%	N/A	N/A
I have an approved remote work agreement and live **outside** the local commuting area (more than 50 miles away)	9	15.8%	14	34.7%
I have an approved remote work agreement and live **inside** the local commuting area (less than 50 miles away)	22	45.4%	26	65.3%
I do not know	6	11.5%	N/A	N/A
Total	51	100.0%	40	100.0%

Percentages are weighted to represent the Agency's population.

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

"–ᵈ" indicates that there were no responses to this item.
In 2023, the response options for Q91 and Q91a were slightly different than in previous years. To facilitate trending, all possible response options are shown and an N/A is shown when the response option is not relevant for that given year.

Source: **National Endowment for the Humanities AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?

	%
Headquarters	41.7%
Field	1.2%
Full-time telework (e.g., home office, telecenter)	57.1%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	1.2%
Manager	8.3%
Supervisor	14.3%
Team Leader	21.4%
Non-Supervisor	54.8%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	0.0%
GS 1-6	0.0%
GS 7-12	28.2%
GS 13-15	71.8%
Senior Executive Service	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.0%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	92.9%
Currently in National Guard or Reserves	0.0%
Retired	1.2%
Separated or Discharged	5.9%
Total	100.0%

Are you:

	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.0%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	2.4%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	97.6%
Total	100.0%

If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.
Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

	%
Yes	50.0%
No	50.0%
Total	100.0%

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

	%
Less than 1 year	2.4%
1 to 3 years	13.3%
4 to 5 years	9.6%
6 to 10 years	8.4%
11 to 14 years	16.9%
15 to 20 years	26.5%
More than 20 years	22.9%
Total	100.0%

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

	%
Less than 1 year	2.4%
1 to 3 years	23.8%
4 to 5 years	16.7%
6 to 10 years	9.5%
11 to 14 years	15.5%
15 to 20 years	13.1%
More than 20 years	19.0%
Total	100.0%

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

	%
No	75.0%
Yes, to retire	8.3%
Yes, to take another job within the Federal Government	10.7%
Yes, to take another job outside the Federal Government	3.6%
Yes, other	2.4%
Total	100.0%

If the response to the previous question on your intent to leave was "No," this item was skipped.

Has your work unit's telework or remote work options influenced your intent to leave?

	%
Yes	28.6%
No	71.4%
Total	100.0%

I am planning to retire:

	%
Less than 1 year	4.7%
1 year	2.4%
2 years	8.2%
3 years	1.2%
4 years	1.2%
5 years	4.7%
More than 5 years	77.6%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	—[c]
No	—[c]
Total	—[c]

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

	%
White	71.6%
Black or African American	22.2%
All other races	6.2%
Total	100.0%

What is your age group?

	%
29 years and under	0.0%
30-39 years old	14.5%
40-49 years old	33.7%
50-59 years old	31.3%
60 years or older	20.5%
Total	100.0%

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

	%
Less than High School/ High School Diploma/ GED	0.0%
Certification/ Some College/ Associate's Degree	11.9%
Bachelor's Degree	17.9%
Advanced Degrees (Post Bachelor's Degree)	70.2%
Total	100.0%

Are you an individual with a disability?

	%
Yes	13.3%
No	86.7%
Total	100.0%

Are you:

	%
Male	33.7%
Female	66.3%
Total	100.0%

Are you transgender?

	%
Yes	—[c]
No	—[c]
Total	—[c]

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

	%
Lesbian or gay	8.5%
Straight, that is not lesbian or gay	72.0%
Bisexual	7.3%
I use a different term	12.2%
Total	100.0%

Percentages for demographic questions are unweighted.

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

Note: For confidentiality purposes, a "—[c]" indicates that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

A "—[d]" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **National Endowment for the Humanities AES Report,** 2023 OPM Federal Employee Viewpoint Survey

Agency Specific Item

I am given adequate opportunities to receive professional development (e.g. training or conferences).

	N	%
Strongly Agree	39	46.6%
Agree	31	35.5%
Neither Agree nor Disagree	10	11.8%
Disagree	3	3.7%
Strongly Disagree	2	2.3%
Total	85	100.0%

My supervisor supports work/life programs (e.g. telework, alternate work schedules, health and wellness programs, and employee assistance programs).

	N	%
Strongly Agree	54	63.4%
Agree	28	32.7%
Neither Agree nor Disagree	0	0.0%
Disagree	1	1.5%
Strongly Disagree	2	2.3%
Total	85	100.0%

I have sufficient freedom to determine how to perform the tasks assigned to me.

	N	%
Strongly Agree	57	67.2%
Agree	23	27.4%
Neither Agree nor Disagree	2	2.7%
Disagree	1	1.5%
Strongly Disagree	1	1.2%
Total	84	100.0%

I feel comfortable discussing questions and problems openly with my supervisor.

	N	%
Strongly Agree	57	67.7%
Agree	17	20.7%
Neither Agree nor Disagree	7	7.5%
Disagree	2	3.0%
Strongly Disagree	1	1.2%
Total	84	100.0%

When I come up with new suggestions or recommendations, my supervisor is generally responsive.

	N	%
Strongly Agree	55	63.7%

	N	%
Agree	22	27.1%
Neither Agree nor Disagree	3	3.0%
Disagree	4	5.1%
Strongly Disagree	1	1.2%
Total	85	100.0%

I am satisfied with the frequency my work unit meets to exchange information?

	N	%
Strongly Agree	44	52.9%
Agree	29	33.8%
Neither Agree nor Disagree	7	9.5%
Disagree	2	2.7%
Strongly Disagree	1	1.2%
Total	83	100.0%

An opportunity for 360-degree performance appraisal-that is, seeking feedback from those below, above, around me-would be valuable to my professional development.

	N	%
Strongly Agree	24	28.2%
Agree	20	24.8%
Neither Agree nor Disagree	27	32.2%
Disagree	10	12.0%
Strongly Disagree	2	2.8%
Total	83	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **National Endowment for the Humanities AES Report**, 2023
OPM Federal Employee Viewpoint Survey