

**National Endowment for the Humanities
2024 FEVS AES Report**

Agency Information

Field Period	May 21 - Jul 5, 2024
Sample or Census	Census
Number of Surveys Completed	81
Number of Surveys Administered	138
Response Rate	58.7%
Number of items identified as Strengths (65% positive or higher)	87
Number of items identified as Challenges (35% negative or higher)	0
2024 Engagement Index	86%
Leaders Lead Subindex	79%
Supervisors Subindex	92%
Intrinsic Work Experience Subindex	86%

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

A "—" 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/ Somewhat/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Barely/ Very Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Somewhat/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Barely/ Very Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Item Response Total**	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit/ I do not have any accessibility needs
1	"I am given a real opportunity to improve my skills in my organization."	N/A	Employee Focused: Employee Development	Agree-disagree	84%	48%	36%	8%	6%	1%	7%	37	31	6	5	1	80	N/A
2	"I feel encouraged to come up with new and better ways of doing things."	N/A	Employee Focused: Intrinsic Work Experience	Agree-disagree	86%	57%	29%	6%	3%	4%	8%	44	24	5	3	3	79	N/A
3	"My work gives me a feeling of personal accomplishment."	N/A	Employee Focused: Intrinsic Work Experience	Agree-disagree	84%	53%	31%	10%	4%	2%	6%	42	26	8	3	1	80	N/A
4	"I know what I expected of me on the job."	N/A	Employee Focused: Work Life Support	Agree-disagree	84%	58%	36%	1%	4%	2%	5%	45	30	1	3	1	80	N/A
5	"My workload is reasonable."	N/A	Employee Focused: Intrinsic Work Experience	Agree-disagree	89%	28%	41%	12%	14%	5%	19%	23	32	10	11	4	80	N/A
6	"My talents are used well in the workplace."	N/A	Employee Focused: Intrinsic Work Experience	Agree-disagree	79%	40%	40%	5%	10%	6%	16%	31	32	4	8	4	79	N/A
7	"I know how my work relates to the agency's goals."	N/A	Employee Focused: Intrinsic Work Experience	Agree-disagree	90%	61%	28%	7%	3%	0%	3%	47	24	6	3	0	80	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	84%	53%	31%	11%	1%	1%	5%	41	24	8	1	3	77	4
9	"I have enough information to do my job well."	N/A	Foundations: Performance Feedback	Agree-disagree	84%	41%	42%	8%	9%	0%	9%	32	35	7	7	0	81	N/A
10	"I receive the training I need to do my job well."	N/A	Employee Focused: Employee Development	Agree-disagree	81%	41%	40%	14%	4%	2%	6%	30	32	13	3	1	79	N/A
11	"I am held accountable for the quality of work I produce."	N/A	Goal-Oriented: Accountability	Agree-disagree	94%	55%	39%	4%	2%	0%	2%	41	32	4	1	0	80	N/A
12	"I have a clear idea of how well I am doing my job."	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	90%	43%	46%	3%	5%	3%	7%	34	38	3	4	2	81	N/A
13	"I have the autonomy to decide how I do my job."	N/A	Agile: Autonomy	Agree-disagree	88%	52%	38%	8%	5%	0%	5%	41	30	6	4	0	81	N/A
14	"I can make decisions about my work without getting permission first."	N/A	Agile: Autonomy	Agree-disagree	87%	30%	57%	7%	6%	0%	6%	23	47	6	5	0	81	N/A
15	"The people I work with cooperate to get the job done."	N/A	Foundations: Cooperation	Agree-disagree	96%	74%	23%	3%	1%	0%	1%	59	19	2	1	0	81	N/A
17	"In my work unit, differences in performance are recognized in a meaningful way."	N/A	Goal-Oriented: Recognition	Agree-disagree	66%	17%	49%	20%	9%	1%	14%	11	30	13	6	3	63	18
18	"Employees in my work unit share job knowledge."	N/A	Foundations: Cooperation	Agree-disagree	92%	66%	26%	2%	3%	3%	5%	53	22	2	2	2	81	0
19	"My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals."	N/A	Foundations: Performance Feedback	Agree-disagree	84%	58%	36%	4%	1%	2%	3%	47	29	3	1	1	81	0
20	"Employees in my work unit meet the needs of our customers."	Performance Confidence	N/A	Always-never	99%	63%	36%	1%	0%	0%	0%	50	28	1	0	0	79	2
21	"Employees in my work unit contribute positively to my agency's performance."	Performance Confidence	N/A	Always-never	94%	76%	18%	6%	0%	0%	0%	62	14	5	0	0	81	0
22	"Employees in my work unit produce high-quality work."	Performance Confidence	N/A	Always-never	96%	73%	24%	2%	2%	0%	2%	58	18	2	1	0	79	1
23	"Employees in my work unit adapt to changing priorities."	Performance Confidence	N/A	Always-never	93%	67%	25%	7%	0%	0%	0%	53	21	6	0	0	80	1
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	90%	57%	32%	3%	3%	4%	8%	38	19	2	2	2	83	18
25	"I can influence decisions in my work unit."	N/A	Employee Focused: Employee Voice	Agree-disagree	83%	40%	43%	6%	6%	3%	9%	32	37	5	5	2	81	N/A
26	"I know what my work unit's goals are."	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	92%	49%	42%	6%	1%	2%	3%	39	34	5	1	1	80	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	87%	40%	47%	13%	3%	2%	5%	31	33	12	3	1	80	1
28	"My work unit successfully manages disruptions to our work."	N/A	Agile: Resilience	Agree-disagree	87%	44%	43%	9%	1%	3%	5%	34	35	8	1	2	80	1
29	"Employees in my work unit consistently look for new ways to improve how they do their work."	N/A	Agile: Innovation	Agree-disagree	91%	48%	43%	6%	3%	0%	3%	38	34	5	3	0	80	1
30	"Employees in my work unit incorporate new ideas into their work."	N/A	Agile: Innovation	Agree-disagree	93%	48%	47%	1%	4%	0%	4%	38	37	1	3	0	79	1
31	"Employees in my work unit approach change as an opportunity."	N/A	Agile: Resilience	Agree-disagree	91%	46%	43%	7%	2%	0%	2%	36	35	6	2	0	79	1
32	"Employees in my work unit consider customer needs a top priority."	N/A	Foundations: Customer Responsiveness	Agree-disagree	92%	63%	29%	7%	1%	0%	1%	49	24	5	1	0	79	2
33	"Employees in my work unit consistently look for ways to improve customer service."	N/A	Foundations: Customer Responsiveness	Agree-disagree	91%	51%	40%	6%	2%	2%	3%	41	32	5	1	1	80	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	84%	57%	38%	2%	1%	3%	4%	47	29	1	1	2	80	0
35	"Employees are recognized for providing high-quality products and services."	N/A	Goal-Oriented: Recognition	Agree-disagree	84%	43%	41%	11%	3%	3%	5%	34	33	9	2	2	80	0
36	"Employees are protected from health and safety hazards on the job."	N/A	Employee Focused: Employee Welfare	Agree-disagree	96%	60%	36%	4%	0%	0%	0%	45	26	3	0	0	74	6
37	"My organization is successful at accomplishing its mission."	N/A	Other	Agree-disagree	93%	66%	27%	4%	2%	1%	3%	52	21	3	2	1	79	1
38	"I have a good understanding of my organization's values."	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	87%	52%	35%	7%	4%	2%	6%	42	26	7	4	1	80	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	90%	51%	39%	6%	4%	0%	4%	39	30	5	3	0	77	3
40	"Information is openly shared in my organization."	N/A	Foundations: Communication	Agree-disagree	72%	28%	44%	13%	11%	4%	15%	21	33	12	10	1	79	0
41	"The approval process in my organization allows timely delivery of my work."	N/A	Other	Agree-disagree	60%	21%	39%	21%	13%	6%	19%	15	31	17	11	5	79	0
42	"My organization effectively adapts to changing government priorities."	N/A	Agile: Resilience	Agree-disagree	79%	39%	39%	14%	7%	0%	7%	29	32	12	5	0	78	1
43	"My organization has prepared me for potential physical security threats."	N/A	Employee Focused: Employee Welfare	Agree-disagree	78%	38%	40%	18%	4%	0%	4%	27	30	13	3	0	73	6
44	"My organization has prepared me for potential cybersecurity threats in my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated."	N/A	Employee Focused: Employee Welfare	Agree-disagree	91%	49%	42%	9%	0%	0%	0%	39	32	6	0	0	77	0
45	"I recommend my organization as a good place to work."	Global Satisfaction	N/A	Agree-disagree	72%	41%	31%	19%	1%	8%	9%	31	23	14	1	5	74	6
46	"I recommend my organization as a good place to work."	Global Satisfaction	N/A	Agree-disagree	93%	69%	24%	2%	4%	1%	5%	55	20	1	3	1	80	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	75%	46%	29%	14%	8%	3%	11%	34	23	11	6	2	76	4
48	"Supervisors in my work unit support employee development."	Employee Engagement: Supervisors	N/A	Agree-disagree	91%	60%	30%	3%	0%	0%	0%	48	25	3	0	4	80	0
49	"My supervisor supports my need to balance work and other life issues."	N/A	Employee Focused: Work Life Support	Agree-disagree	90%	82%	13%	1%	2%	2%	3%	64	12	1	1	1	79	N/A
50	"My supervisor listens to what I have to say."	Employee Engagement: Supervisors	N/A	Agree-disagree	95%	72%	22%	1%	1%	3%	4%	58	18	1	1	2	80	N/A
51	"My supervisor treats me with respect."	Employee Engagement: Supervisors	N/A	Agree-disagree	93%	78%	16%	3%	3%	2%	4%	63	13	1	2	1	80	N/A
52	"I have trust and confidence in my supervisor."	Employee Engagement: Supervisors	N/A	Agree-disagree	89%	72%	17%	3%	5%	3%	8%	58	13	3	4	2	80	N/A
53	"My supervisor holds me accountable for achieving results."	N/A	Goal-Oriented: Accountability	Agree-disagree	84%	73%	21%	3%	3%	0%	3%	60	16	2	2	0	80	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	87%	74%	19%	3%	3%	2%	4%	59	15	3	2	1	80	N/A
55	"My supervisor provides me with constructive suggestions to improve my job performance."	Goal-Oriented: Performance Feedback	Agree-disagree	89%	54%	33%	7%	4%	2%	6%	41	28	7	3	1	80	N/A	
56	"My supervisor provides me with performance feedback throughout the year."	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	83%	47%	38%	9%	5%	2%	6%	36	31	7	4	1	79	1
57	"In my organization, senior leaders generate high levels of motivation and commitment in the workforce."	Employee Engagement: Leaders	Agree-disagree	74%	36%	38%	13%	7%	6%	14%	27	29	11	6	5	78	1	
58	"My organization's senior leaders maintain high standards of honesty and integrity."	Employee Engagement: Leaders	Agree-disagree	83%	49%	33%	9%	3%	5%	8%	37	27	7	3	3	77	3	
59	"Managers communicate the goals of the organization. Managers promote communication among different work units (for example, about projects, goals, needed resources)."	Foundations: Communication	Agree-disagree	61%	30%	32%	11%	20%	7%	22%	23	24	9	17	6	79	0	
60	"Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?"	Employee Engagement: Leaders	N/A	Good-poor	80%	51%	29%	7%	7%	6%	13%	24	6	6	4	4	79	0
61	"I have a high level of respect for my organization's senior leaders."	N/A	Employee Focused: Work Life Support	Agree-disagree	81%	47%	34%	9%	7%	2%	10%	37	28	7	6	2	80	0
62	"Senior leaders demonstrate support for Work Life programs."	N/A	Employee Focused: Work Life Support	Agree-disagree	90%	55%	35%	10%	0%	0%	4%	42	27	8	0	0	77	1
63	"Management encourages innovation."	N/A	Agile: Innovation	Agree-disagree	76%	36%	40%	10%	6%	3%	9%	28	31	12	5	2	78	2
64	"Management makes effective changes to address challenges facing our organization."	N/A	Agile: Resilience	Agree-disagree	78%	41%	36%	11%	8%	5%	12%	30	28	9	5	4	76	4
65	"Management involves employees in decisions that affect their work."	N/A	Employee Focused: Employee Voice	Agree-disagree	87%	37%	31%	16%	13%	5%	16%	29	25	12	10	4	80	0
66	"How satisfied are you with your involvement in decisions that affect your work?"	N/A	Employee Focused: Employee Voice	Satisfied-dissatisfied	76%	39%	38%	14%	7%	3%	10%	30	30	12	6	2	80	N/A
67	"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	68%	31%	37%	9%	14%	8%	23%	23	30	8	12	7	80	N/A
68	"How satisfied are you with the recognition you receive for doing a good job?"	N/A	Goal-Oriented: Recognition	Satisfied-dissatisfied	81%	41%	40%	7%	6%	6%	12%	33	31	6	5	4	79	N/A
69	"Considering everything, how satisfied are you with your job?"	Global Satisfaction	N/A	Satisfied-dissatisfied	87%	55%	32%	6%	5%	2%	7%	41	27	5	4	1	80	N/A
70	"Considering everything, how satisfied are you with your supervisor?"	Global Satisfaction	N/A	Satisfied-dissatisfied	86%	45%	41%	7%	6%	2%	8%	36	34	5	4	1	80	N/A
71	"Considering everything, how satisfied are you with your organization?"	Global Satisfaction	N/A	Satisfied-dissatisfied	86%	56%	30%	9%	4%	2%	5%	45	24	7	3	1	80	N/A
72	"My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities)."	DEIA: Diversity	N/A	Agree-disagree	81%	42%	38%	9%	5%	6%	11%	32	31	7	4	4	78	2
73	"My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development)."	DEIA: Diversity	N/A	Agree-disagree	87%	45%	42%	3%	6%	4%	10%	34	34	3	5	2	78	2
74	"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	79%	47%	32%	10%	6%									

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	23	30.8%	24	25.2%	25	24.6%
Remain in the work unit and continue to underperform	17	20.4%	20	22.5%	19	18.7%
Leave the work unit - removed or transferred	4	5.3%	5	5.3%	3	3.6%
Leave the work unit - quit	1	1.5%	1	1.0%	3	3.2%
There are no poor performers in my work unit	28	33.3%	37	42.1%	33	35.7%
Do Not Know	13	16.6%	10	11.0%	19	18.7%
Total (percents will add to more than 100% because respondents could choose more than one response option)	81	N/A	90	N/A	98	N/A

Percentages are weighted to represent the Agency's population.

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

Source: **National Endowment for the Humanities AES Report**, 2024 Federal Employee Viewpoint Survey

Telework/Remote Work

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

	2024 N	2024 %	2023 N	2023 %
I telework every work day (i.e., remote work agreement)	47	59.1%	52	60.6%
I telework 3 or 4 days per week	21	25.9%	18	20.7%
I telework 1 or 2 days per week	12	15.0%	12	13.6%
I telework, but only about 1 or 2 days per month	0	0.0%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	0	0.0%	3	3.9%
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%	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%
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%
I do not telework because I choose not to telework	0	0.0%	1	1.1%
Total	80	100.0%	86	100.0%

Only those who answered “I telework every work day (i.e., remote work agreement)” to the previous question received Question 91a.

91a. What is your current remote work status?

	2024 N	2024 %	2023 N	2023 %
I do not have an approved remote work agreement	0	0.0%	14	27.3%
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	21	42.1%	9	15.8%
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)	26	57.9%	22	45.4%
I do not know	0	0.0%	6	11.5%
Total	47	100.0%	51	100.0%

Percentages are weighted to represent the Agency's population.

“-nt” indicates that there are no trending results available for the year.

“-nr” indicates that there were no responses to this item.

Source: **National Endowment for the Humanities AES Report**, 2024 Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?	%
Headquarters	42.3%
Field	0.0%
<u>All home telework (e.g., home office, telecenter)</u>	57.7%
Total	100.0%
What is your supervisory status?	%
Senior Leader	0.0%
Manager	10.3%
Supervisor	14.1%
Team leader	28.1%
Non-Supervisor	57.6%
Total	100.0%
What is your pay category/grade?	%
Federal Wage System (for example, WR, WD, WG, WL, WM, WS, WY)	0.0%
GS 1-6	1.3%
GS 7-12	32.5%
GS 13-15	64.9%
Senior Executive Service	0.0%
Senior Level (SI) or Scientific or Professional (ST)	0.0%
Other	1.3%
Total	100.0%
What is your US military service status?	%
No Prior Military Service	94.7%
Currently in National Guard or Reserves	0.0%
Retired	0.0%
<u>Separated or Discharged</u>	5.3%
Total	100.0%

Are you the spouse...	%
of a current active-duty service member of the U.S. Armed Forces (to include active national guard and reserve duty), of a Veteran of the U.S. Armed Forces and married to them before or during their active service.	0.0%
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent, who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.0%
of a service member who died (i.e., widow or widower) as a result of their service to the U.S. Armed Forces.	0.0%
<u>None of the spouse categories listed</u>	97.3%
Total (percentages will add to more than 100% because respondents could choose more than one response option)	N/A

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?	%
Yes	0.0%
<u>No</u>	100.0%
Total	100.0%

Are you the child, parent, or next of kin (excluding spouse)...	%
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent, who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	5.5%
of a service member who died as a result of their service to the U.S. Armed Forces.	1.4%
<u>None of the child, parent, or next of kin categories listed</u>	93.1%
Total (percentages will add to more than 100% because respondents could choose more than one response option)	N/A

How long have you been with the Federal Government (excluding military service)?	%
Less than 1 year	1.3%
1 to 5 years	18.5%
4 to 5 years	13.9%
6 to 10 years	12.7%
11 to 14 years	13.9%
15 to 20 years	20.3%
<u>More than 20 years</u>	29.5%
Total	100.0%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	%
Less than 1 year	2.6%
1 to 3 years	21.8%
4 to 5 years	19.2%
6 to 10 years	17.9%
11 to 14 years	12.8%
15 to 20 years	12.8%
<u>More than 20 years</u>	13.0%
Total	100.0%

Are you considering leaving your organization within the next year, and if so, why?	%
No	83.5%
Yes, to retire	6.3%
Yes, to take another job within the Federal Government	6.3%
Yes, to take another job outside the Federal Government	0.0%
<u>Yes, other</u>	3.8%
Total	100.0%

Has your work unit's telework or remote work options influenced your intent to leave?	%
Yes	7.7%
<u>No</u>	92.3%
Total	100.0%

I am planning to retire:	%
Less than 1 year	3.8%
1 year	1.3%
2 years	3.8%
3 years	1.3%
4 years	3.8%
5 years	6.4%
<u>More than 5 years</u>	79.6%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?	%
Yes	6.7%
<u>No</u>	93.3%
Total	100.0%

Please select the racial category or categories with which you most closely identify.	%
White	74.3%
Black or African American	20.3%
<u>All other races</u>	6.4%
Total	100.0%

What is your age group?	%
20 years and under	-
30-39 years old	-
40-49 years old	-
50-59 years old	-
<u>60 years or older</u>	-
Total	-

What is the highest degree or level of education you have completed?	%
Less than High School/ High School Diploma/ GED	-
Certification/ Some College/ Associate's Degree	-
Bachelor's Degree	-
<u>Advanced Degrees (Post-Bachelor's Degree)</u>	-
Total	-

Are you an individual with a disability?	%
Yes	14.5%
<u>No</u>	85.5%
Total	100.0%

What is your gender?	%
Male	-
Female	-
Non-Binary	-
<u>Use a different term</u>	-
Total	-

Are you transgender?	%
Yes	-
<u>No</u>	-
Total	-

Which one of the following best represents how you think of yourself?	%
Lesbian or gay	-
Straight, that is, not lesbian or gay	-
Bisexual	-
<u>Use a different term</u>	-
Total	-

Percentages for demographic questions are unweighted.
Note: For confidentiality purposes, a "-" 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 "-" indicates that there were no responses to this item.
No suppression was applied to Employment Demographics.

Agency Specific Items

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

	N	%
Strongly Agree	29	39.3%
Agree	32	39.4%
Neither Agree nor Disagree	14	15.6%
Disagree	2	3.0%
Strongly Disagree	2	2.8%
Total	79	100.0%

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

	N	%
Strongly Agree	52	66.1%
Agree	23	28.2%
Neither Agree nor Disagree	4	5.6%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
Total	79	100.0%

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

	N	%
Strongly Agree	50	62.6%
Agree	24	31.6%
Neither Agree nor Disagree	3	4.6%
Disagree	1	1.2%
Strongly Disagree	0	0.0%
Total	78	100.0%

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

	N	%
Strongly Agree	51	65.5%
Agree	20	25.0%
Neither Agree nor Disagree	4	4.9%
Disagree	2	2.8%
Strongly Disagree	1	1.8%
Total	78	100.0%

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

	N	%
Strongly Agree	47	60.2%
Agree	23	28.4%
Neither Agree nor Disagree	6	6.9%
Disagree	1	1.0%
Strongly Disagree	2	3.5%
Total	79	100.0%

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

	N	%
Strongly Agree	46	57.3%
Agree	22	27.7%
Neither Agree nor Disagree	4	6.2%
Disagree	6	8.8%
Strongly Disagree	0	0.0%
Total	78	100.0%

7. 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	22	27.6%
Agree	23	30.5%
Neither Agree nor Disagree	21	24.9%
Disagree	10	12.7%
Strongly Disagree	3	4.3%
Total	79	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, 2024

Federal Employee Viewpoint Survey

Item	Item Text	Index	Performance Dimension	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	2024 Percent Positive	Difference 2024-2021	Difference 2024-2022	Difference 2024-2023	Sort for Largest Differences 2024-2021	Sort for Largest Differences 2024-2022	Sort for Largest Differences 2024-2023
1	"I am given a real opportunity to improve my skills in my organization."	N/A	Employee-Focused: Employee Development	76%	79%	88%	84%	8%	5%	-4%	9	35	79
2	"I feel encouraged to come up with new and better ways of doing things."	N/A	Employee Engagement: Intrinsic Work Experience	75%	78%	90%	86%	7%	8%	-4%	12	16	81
3	"My work gives me a feeling of personal accomplishment."	N/A	Employee Engagement: Intrinsic Work Experience	81%	84%	91%	84%	3%	0%	-7%	30	65	88
4	"I know what is expected of me on the job."	N/A	Employee-Focused: Work-Life Support	87%	88%	87%	94%	7%	6%	7%	13	34	8
5	"My workload is reasonable."	N/A	Employee-Focused: Work-Life Support	68%	72%	68%	69%	1%	-4%	1%	34	78	37
6	"My talents are used well in the workplace."	N/A	Employee Engagement: Intrinsic Work Experience	76%	79%	78%	79%	3%	0%	1%	28	64	38
7	"I know how my work relates to the agency's goals."	N/A	Employee Engagement: Intrinsic Work Experience	95%	94%	94%	90%	-5%	-4%	-4%	39	79	84
8	"I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal."	N/A	Foundations: Merit Principles	79%	80%	87%	84%	5%	4%	-3%	16	40	69
9	"I have enough information to do my job well."	N/A	Foundations: Performance Resources	-	91%	88%	84%	-	-7%	-4%	-	83	82
10	"I receive the training I need to do my job well."	N/A	Employee-Focused: Employee Development	-	72%	81%	81%	-	8%	0%	-	18	55
11	"I am held accountable for the quality of work I produce."	N/A	Goal-Oriented: Accountability	-	95%	93%	94%	-	-1%	1%	-	68	36
12	"I have a clear idea of how well I am doing my job."	N/A	Goal-Oriented: Performance Feedback	-	76%	87%	90%	-	14%	3%	-	2	28
13	"I have the autonomy to decide how I do my job."	N/A	Agile: Autonomy	-	-	87%	88%	-	-	1%	-	-	43
14	"I can make decisions about my work without getting permission first."	N/A	Agile: Autonomy	-	-	74%	87%	-	-	13%	-	-	2
15	"The people I work with cooperate to get the job done."	N/A	Foundations: Cooperation	95%	93%	94%	96%	1%	3%	2%	33	45	31
17	"In my work unit, differences in performance are recognized in a meaningful way."	N/A	Goal-Oriented: Recognition	65%	59%	54%	66%	1%	7%	12%	35	23	3
18	"Employees in my work unit share job knowledge."	N/A	Foundations: Cooperation	-	93%	94%	92%	-	-1%	-2%	-	70	63
19	"My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals."	N/A	Foundations: Performance Resources	89%	91%	88%	94%	5%	3%	6%	17	49	12
20	"Employees in my work unit meet the needs of our customers."	Performance Confidence	N/A	95%	96%	96%	99%	4%	3%	3%	22	44	22
21	"Employees in my work unit contribute positively to my agency's performance."	Performance Confidence	N/A	98%	96%	98%	94%	-4%	-2%	-4%	38	73	83
22	"Employees in my work unit produce high-quality work."	Performance Confidence	N/A	93%	99%	96%	96%	3%	-3%	0%	27	75	49
23	"Employees in my work unit adapt to changing priorities."	Performance Confidence	N/A	85%	92%	97%	93%	8%	1%	-4%	11	59	78
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	-	86%	76%	90%	-	4%	14%	-	47	1
25	"I can influence decisions in my work unit."	N/A	Employee-Focused: Employee Voice	-	78%	88%	85%	-	7%	3%	-	21	71
26	"I know what my work unit's goals are."	N/A	Goal-Oriented: Goal Clarity	-	90%	89%	92%	-	2%	3%	-	54	29
27	"My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support)."	N/A	Agile: Innovation	-	75%	73%	82%	-	7%	9%	-	25	6
28	"My work unit successfully manages disruptions to our work."	N/A	Agile: Innovation	-	85%	86%	87%	-	2%	1%	-	56	44
29	"Employees in my work unit consistently look for new ways to improve how they do their work."	N/A	Agile: Innovation	-	82%	89%	91%	-	9%	2%	-	10	30
30	"Employees in my work unit incorporate new ideas into their work."	N/A	Agile: Innovation	-	89%	84%	95%	-	6%	11%	-	29	4
31	"Employees in my work unit approach change as an opportunity."	N/A	Agile: Resilience	-	74%	82%	91%	-	17%	9%	-	1	5
32	"Employees in my work unit consider customer needs a top priority."	N/A	Foundations: Customer Responsiveness	-	89%	93%	92%	-	3%	1%	-	46	56
33	"Employees in my work unit consistently look for ways to improve customer service."	N/A	Foundations: Customer Responsiveness	-	83%	90%	91%	-	8%	1%	-	15	45
34	"Employees in my work unit support my need to balance my work and personal responsibilities."	N/A	Employee-Focused: Work-Life Support	-	88%	90%	94%	-	6%	4%	-	27	18
35	"Employees are recognized for providing high-quality products and services."	N/A	Goal-Oriented: Recognition	84%	78%	81%	84%	0%	6%	3%	36	30	27
36	"Employees are protected from health and safety hazards on the job."	N/A	Employee-Focused: Employee Welfare	85%	94%	94%	96%	11%	2%	2%	8	57	35
37	"My organization is successful at accomplishing its mission."	N/A	Other	91%	92%	93%	93%	2%	1%	0%	32	58	54
38	"I have a good understanding of my organization's priorities."	N/A	Goal-Oriented: Goal Clarity	-	89%	89%	87%	-	-2%	-2%	-	72	67
39	"My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS)."	N/A	Other	-	-	88%	90%	-	2%	2%	-	-	32
40	"Information is openly shared in my organization."	N/A	Foundations: Communication	-	-	76%	72%	-	-	-4%	-	-	77
41	"The approval process in my organization allows timely delivery of my work."	N/A	Other	-	-	65%	60%	-	-	-5%	-	-	86
42	"My organization effectively adapts to changing government priorities."	N/A	Agile: Resilience	-	85%	84%	79%	-	-6%	-5%	-	81	85
43	"My organization has prepared me for potential physical security threats."	N/A	Employee-Focused: Employee Welfare	-	72%	77%	78%	-	6%	1%	-	28	40
44	"My organization has prepared me for potential cybersecurity threats."	N/A	Employee-Focused: Employee Welfare	-	91%	91%	91%	-	0%	0%	-	66	51
45	"In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated."	N/A	Foundations: Merit Principles	-	75%	76%	72%	-	-3%	-4%	-	74	76
46	"I recommend my organization as a good place to work."	Global Satisfaction	N/A	89%	83%	91%	93%	4%	10%	2%	25	8	34
47	"I believe the results of this survey will be used to make my agency a better place to work."	N/A	Other	59%	67%	70%	75%	16%	8%	5%	2	19	16
48	"Supervisors in my work unit support employee development."	Employee Engagement: Supervisors	N/A	76%	86%	93%	91%	15%	5%	-2%	3	36	66
49	"My supervisor supports my need to balance work and other life issues."	Employee Engagement: Supervisors	N/A	88%	93%	99%	96%	8%	3%	-3%	10	50	73
50	"My supervisor listens to what I have to say."	Employee Engagement: Supervisors	N/A	91%	90%	94%	95%	4%	5%	1%	19	37	46
51	"My supervisor treats me with respect."	Employee Engagement: Supervisors	N/A	91%	88%	94%	95%	4%	7%	1%	21	26	47
52	"I have trust and confidence in my supervisor."	Employee Engagement: Supervisors	N/A	86%	83%	92%	89%	3%	6%	-3%	29	32	74
53	"My supervisor holds me accountable for achieving results."	N/A	Goal-Oriented: Accountability	-	90%	97%	94%	-	4%	3%	-	39	68
54	"Overall, how good a job do you feel is being done by your immediate supervisor?"	Employee Engagement: Supervisors	N/A	89%	86%	91%	93%	4%	7%	2%	23	22	83
55	"My supervisor provides me with constructive suggestions to improve my job performance."	N/A	Goal-Oriented: Performance Feedback	-	75%	87%	87%	-	12%	0%	-	4	53
56	"My supervisor provides me with performance feedback throughout the year."	N/A	Goal-Oriented: Performance Feedback	-	75%	86%	85%	-	10%	-1%	-	9	58
57	"In my organization, senior leaders generate high levels of motivation and commitment in the workforce."	Employee Engagement: Leaders Lead	N/A	67%	70%	69%	74%	7%	4%	5%	14	41	17
58	"My organization's senior leaders maintain high standards of honesty and integrity."	Employee Engagement: Leaders Lead	N/A	79%	89%	86%	83%	4%	-6%	-3%	26	80	70
59	"Managers communicate the goals of the organization."	Employee Engagement: Leaders Lead	N/A	66%	79%	77%	80%	14%	1%	3%	5	61	25
60	"Managers promote communication among different work units (for example, about projects, goals, needed resources)."	Employee Engagement: Leaders Lead	N/A	57%	71%	62%	61%	4%	-10%	-1%	18	84	57
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	69%	84%	74%	80%	11%	-4%	6%	7	77	11
62	"I have a high level of respect for my organization's senior leaders."	Employee Engagement: Leaders Lead	N/A	69%	88%	89%	81%	12%	-7%	-4%	6	82	75
63	"Senior leaders demonstrate support for Work-Life programs."	N/A	Employee-Focused: Work-Life Support	76%	91%	90%	90%	14%	-1%	0%	4	67	48
64	"Management encourages innovation."	N/A	Agile: Innovation	-	74%	78%	76%	-	2%	-2%	-	53	61
65	"Management makes effective changes to address challenges facing our organization."	N/A	Agile: Resilience	-	78%	73%	76%	-	-2%	3%	-	71	21
66	"Management involves employees in decisions that affect their work."	N/A	Employee-Focused: Employee Voice	-	68%	74%	67%	-	-1%	-7%	-	69	87
67	"How satisfied are you with your involvement in decisions that affect your work?"	N/A	Employee-Focused: Employee Voice	74%	72%	78%	76%	2%	4%	-2%	31	38	60
68	"How satisfied are you with the information you receive from management on what's going on in your organization?"	N/A	Foundations: Communication	69%	71%	78%	68%	-1%	-3%	-10%	37	76	89
69	"How satisfied are you with the recognition you receive for doing a good job?"	N/A	Goal-Oriented: Recognition	75%	69%	78%	81%	6%	12%	3%	15	3	23
70	"Considering everything, how satisfied are you with your job?"	Global Satisfaction	N/A	83%	87%	90%	87%	4%	0%	-3%	20	63	72
71	"Considering everything, how satisfied are you with your pay?"	Global Satisfaction	N/A	67%	78%	82%	86%	19%	8%	4%	1	17	20
72	"Considering everything, how satisfied are you with your organization?"	Global Satisfaction	N/A	82%	83%	90%	86%	4%	3%	-4%	24	48	80
73	"My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities)."	DEIA: Diversity	N/A	-	75%	83%	81%	-	6%	-2%	-	33	65
74	"My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development)."	DEIA: Diversity	N/A	-	78%	84%	87%	-	9%	3%	-	12	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	-	68%	81%	79%	-	11%	-2%	-	5	62
76	"My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments)."	DEIA: Equity	N/A	-	73%	83%	82%	-	9%	1%	-	13	59
77	"In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements)."	DEIA: Equity	N/A	-	70%	79%	80%	-	10%	1%	-	7	39
78	"Employees in my work unit make me feel I belong."	DEIA: Inclusion	N/A	-	85%	87%	87%	-	2%	0%	-	52	50
79	"Employees in my work unit care about me as a person."	DEIA: Inclusion	N/A	-	80%	86%	91%	-	11%	5%	-	6	15
80	"I am comfortable expressing opinions that are different from other employees in my work unit."	DEIA: Inclusion	N/A	-	81%	89%	90%	-	9%	5%	-	11	14
81	"In my work unit, people's differences are respected."	DEIA: Inclusion	N/A	-	86%	88%	93%	-	7%	5%	-	24	13
82	"I can be successful in my organization being myself."	DEIA: Inclusion	N/A	-	86%	81%	89%	-	3%	8%	-	43	7
83	"I can easily make a request of my organization to meet my accessibility needs."	DEIA: Accessibility	N/A	-	88%	88%	89%	-	1%	1%	-	60	41
84	"My organization responds to my accessibility needs in a timely manner."	DEIA: Accessibility	N/A	-	82%	81%	85%	-	3%	4%	-	47	19
85	"My organization meets my accessibility needs."	DEIA: Accessibility	N/A	-	84%	86%	84%	-	0%	-2%	-	62	64
86	"My job inspires me."	Employee Experience	N/A	-	74%	76%	82%	-	8%	6%	-	14	9
87	"The work I do gives me a sense of accomplishment."	Employee Experience	N/A	-	86%	88%	88%	-	2%	0%	-	55	52
88	"I feel a strong personal attachment to my organization."	Employee Experience	N/A	-	77%	83%	84%	-	7%	1%	-	20	42
89	"I identify with the mission of my organization."	Employee Experience	N/A	-	91%	91%	97%	-	6%	6%	-	31	10
90	"It is important to me that my work contribute to the common good."	Employee Experience	N/A	-	95%	94%	97%	-	2%	3%	-	51	24

* AES described items as of 2017 FEVS Part 250 Subpart C Percentages are weighted to represent the Aereo's population. A "-" indicates that there are no trending results available for the year. For confidentiality purposes, a "-" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed. The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference column, then sorted by differences based on unrounded percentages (not shown), and then by item order.