

2022

ANNUAL EMPLOYEE SURVEY RESULTS

72% of OGE employees participated in the survey.

The **U.S. Office of Government Ethics (OGE)** strives for continuous improvement and uses feedback from the Federal Employee Viewpoint Survey to build a better workplace.

This report highlights what OGE employees have identified as areas of strength, along with areas that present opportunities for improvement.

The 2022 results show that OGE continues to have a highly engaged workforce. OGE scored **84%** on the Employee Engagement Index, reflecting strong scores in each of the three subfactors: Leaders Lead, Supervisors, and Intrinsic Work Experience as shown in the box to the right.

Below are the top four survey items (out of 70) that were identified as strengths (65% positive or more). **No survey items were identified as a challenge (35% negative or more).**¹

LEADERS LEAD

Reflects the employees' perceptions of the integrity of leadership, as well as leadership behaviors such as communication and workforce motivation.

2022 = 80%

SUPERVISORS

Reflects the interpersonal relationship between worker and supervisor, including trust, respect, and support.

2022 = 91%

INTRINSIC WORK EXPERIENCE

Reflects the employees' feelings of motivation and competency relating to their role in the workplace.

2022 = 83%

Customer Service

The results also indicate a strong culture of customer service. For example, **96%** of respondents strongly agreed or agreed that their work unit met the needs of OGE's customers.

Diversity, Equity, Inclusion, and Accessibility

OGE also scored highly on the new Diversity, Equity, Inclusion, and Accessibility Index (**86%**). Notably, **98%** of respondents strongly agreed or agreed that their supervisor is committed to a workforce representative of all segments of society.

COVID-19 Pandemic

In addition, OGE's results show that a majority of respondents positively rated their experience with senior leaders and supervisors during the ongoing COVID-19 pandemic. Notably, **more than 90%** of respondents strongly agreed or agreed that senior leaders:

- demonstrated commitment to employee health and safety;
- supported policies and procedures to protect employee health and safety; and
- effectively communicated about what to expect with the return to the physical worksite.

Additionally, more than **90%** of respondents strongly agreed or agreed that supervisors:

- showed concern for the employees' health and safety;
- supported the employees' efforts to stay healthy and safe while working; and
- created an environment where the employee can voice their concerns about staying healthy and safe.

Over the next year, OGE will work to maintain its high scores on the Performance Confidence Index (**93%**). In addition, OGE identified the following as areas in need of improvement: recognition, inspiration, and workload. OGE plans to gather more information from staff to develop concrete actions to take toward improvement.

Below are the responses to each of the survey items.

Four Top Strengths

My supervisor is committed to a workforce representative of all segments of society. (Q.45)

- **98%** positive
- **2%** neutral
- **0%** negative

My supervisor holds me accountable for achieving results. (Q.51)

- **98%** positive
- **2%** neutral
- **0%** negative

Employees in my work unit meet the needs of our customers. (Q.19)

- **96%** positive
- **4%** neutral
- **0%** negative

My supervisor treats me with respect. (Q.49)

- **96%** positive
- **4%** neutral
- **0%** negative

¹ Note: Numbers are rounded to the nearest whole number.

Item	Item Text	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.	Agree-disagree	75.3%	35.7%	39.6%	22.6%	2.0%	0.0%	2.0%	17	19	11	1	0	48	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	75.8%	38.6%	37.1%	12.9%	9.5%	1.8%	11.3%	18	17	6	5	1	47	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	78.0%	34.9%	43.1%	16.0%	6.0%	0.0%	6.0%	16	20	8	3	0	47	N/A
4	I know what is expected of me on the job.	Agree-disagree	89.9%	51.7%	38.2%	8.3%	1.8%	0.0%	1.8%	24	19	4	1	0	48	N/A
5	*My workload is reasonable.	Agree-disagree	59.6%	33.2%	26.4%	14.7%	15.9%	9.8%	25.7%	15	13	7	8	5	48	N/A
6	*My talents are used well in the workplace.	Agree-disagree	75.5%	43.5%	32.0%	14.6%	7.9%	2.0%	9.9%	20	16	7	4	1	48	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	94.2%	54.7%	39.4%	5.8%	0.0%	0.0%	0.0%	26	19	3	0	0	48	N/A
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	86.3%	48.4%	37.8%	7.4%	6.3%	0.0%	6.3%	22	17	4	3	0	46	2
9	I have enough information to do my job well.	Agree-disagree	87.7%	44.3%	43.4%	10.3%	2.0%	0.0%	2.0%	21	21	5	1	0	48	N/A
10	I receive the training I need to do my job well.	Agree-disagree	71.4%	42.1%	29.3%	20.4%	8.1%	0.0%	8.1%	20	14	10	4	0	48	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	89.3%	46.2%	43.0%	10.7%	0.0%	0.0%	0.0%	22	21	5	0	0	48	N/A
12	Continually changing work priorities make it hard for me to produce high quality work. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.)	Agree-disagree, negatively worded	50.7%	9.7%	16.2%	23.4%	38.4%	12.3%	25.9%	5	7	11	18	5	46	2
13	I have a clear idea of how well I am doing my job.	Agree-disagree	88.4%	45.4%	43.0%	9.6%	2.0%	0.0%	2.0%	21	21	5	1	0	48	N/A
14	*The people I work with cooperate to get the job done.	Agree-disagree	88.6%	61.4%	27.1%	7.3%	2.0%	2.2%	4.2%	29	13	4	1	1	48	N/A
16	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	54.9%	17.9%	37.0%	26.1%	12.2%	6.8%	19.0%	7	14	9	5	3	38	10
17	Employees in my work unit share job knowledge.	Agree-disagree	87.6%	55.9%	31.7%	8.1%	2.1%	2.2%	4.3%	26	16	4	1	1	48	0
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	84.3%	52.8%	31.5%	12.1%	3.6%	0.0%	3.6%	24	15	6	2	0	47	0
19	Employees in my work unit meet the needs of our customers.	Always-never	96.2%	62.4%	33.9%	3.8%	0.0%	0.0%	0.0%	29	16	2	0	0	47	1
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	94.4%	66.8%	27.7%	3.6%	2.0%	0.0%	2.0%	31	13	2	1	0	47	0
21	Employees in my work unit produce high-quality work.	Always-never	92.4%	67.3%	25.1%	5.6%	2.0%	0.0%	2.0%	32	12	3	1	0	48	0
22	Employees in my work unit adapt to changing priorities.	Always-never	87.7%	59.7%	28.0%	10.3%	2.0%	0.0%	2.0%	28	13	5	1	0	47	1
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	70.9%	42.3%	28.6%	22.5%	6.6%	0.0%	6.6%	12	9	7	2	0	30	17

24	I can influence decisions in my work unit.	Agree-disagree	80.9%	33.6%	47.3%	15.2%	3.9%	0.0%	3.9%	16	21	8	2	0	47	N/A
25	I know what my work unit's goals are.	Agree-disagree	89.7%	47.3%	42.4%	8.2%	2.0%	0.0%	2.0%	22	21	4	1	0	48	N/A
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	57.7%	27.1%	30.7%	19.0%	17.3%	6.0%	23.3%	12	13	9	8	3	45	3
27	My work unit successfully manages disruptions to our work.	Agree-disagree	74.6%	33.3%	41.3%	17.7%	7.7%	0.0%	7.7%	15	19	8	4	0	46	2
28	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	75.7%	35.9%	39.8%	14.9%	7.2%	2.2%	9.5%	17	19	7	4	1	48	0
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	74.2%	31.4%	42.8%	14.2%	9.4%	2.2%	11.6%	15	20	7	5	1	48	0
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	67.9%	25.2%	42.7%	20.6%	9.4%	2.2%	11.6%	12	20	10	5	1	48	0
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	82.5%	45.2%	37.3%	9.4%	8.1%	0.0%	8.1%	20	17	5	4	0	46	0
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	67.9%	30.4%	37.6%	26.2%	5.9%	0.0%	5.9%	14	17	13	3	0	47	0
33	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	76.5%	40.3%	36.2%	13.2%	10.3%	0.0%	10.3%	18	17	6	5	0	46	1
34	Employees in my work unit are typically under too much pressure to meet work goals. <i>(Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.)</i>	Agree-disagree, negatively worded	50.5%	7.9%	9.7%	31.9%	32.9%	17.6%	17.6%	4	5	15	16	8	48	0
35	Employees are recognized for providing high quality products and services.	Agree-disagree	77.0%	33.3%	43.7%	12.9%	10.2%	0.0%	10.2%	15	20	6	5	0	46	2
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	89.2%	59.5%	29.6%	6.7%	4.2%	0.0%	4.2%	27	14	3	2	0	46	1
37	My organization is successful at accomplishing its mission.	Agree-disagree	82.4%	50.7%	31.6%	9.8%	7.9%	0.0%	7.9%	24	15	5	4	0	48	0
38	I have a good understanding of my organization's priorities.	Agree-disagree	88.1%	53.6%	34.6%	7.4%	4.5%	0.0%	4.5%	25	17	4	2	0	48	N/A
39	My organization effectively adapts to changing government priorities.	Agree-disagree	84.6%	45.9%	38.7%	10.9%	4.4%	0.0%	4.4%	21	19	5	2	0	47	1
40	My organization has prepared me for potential physical security threats.	Agree-disagree	55.4%	25.7%	29.7%	29.4%	10.6%	4.6%	15.2%	12	14	13	5	2	46	2
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	88.2%	45.7%	42.6%	8.3%	3.5%	0.0%	3.5%	21	20	4	2	0	47	1
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	73.9%	31.2%	42.6%	15.1%	11.0%	0.0%	11.0%	14	18	7	5	0	44	4
43	*I recommend my organization as a good place to work.	Agree-disagree	82.2%	44.8%	37.4%	14.5%	3.4%	0.0%	3.4%	21	18	7	2	0	48	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	65.5%	29.6%	35.9%	20.1%	8.4%	6.0%	14.4%	13	16	9	4	3	45	3
45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	97.8%	54.7%	43.2%	2.2%	0.0%	0.0%	0.0%	25	21	1	0	0	47	1
46	Supervisors in my work unit support employee development.	Agree-disagree	86.8%	56.4%	30.4%	9.4%	3.8%	0.0%	3.8%	27	14	5	2	0	48	0
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	94.5%	72.0%	22.5%	5.5%	0.0%	0.0%	0.0%	34	11	3	0	0	48	N/A
48	My supervisor listens to what I have to say.	Agree-disagree	88.2%	72.1%	16.1%	11.8%	0.0%	0.0%	0.0%	34	8	6	0	0	48	N/A
49	My supervisor treats me with respect.	Agree-disagree	96.1%	76.2%	19.9%	3.9%	0.0%	0.0%	0.0%	35	10	2	0	0	47	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	90.6%	72.1%	18.5%	7.6%	0.0%	1.8%	1.8%	34	9	4	0	1	48	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	97.8%	62.9%	34.9%	2.2%	0.0%	0.0%	0.0%	30	17	1	0	0	48	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	92.2%	65.2%	27.0%	6.1%	1.8%	0.0%	1.8%	31	13	3	1	0	48	N/A

53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	86.1%	39.3%	46.8%	13.9%	0.0%	0.0%	0.0%	18	22	7	0	0	47	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	87.0%	35.8%	51.2%	8.3%	4.7%	0.0%	4.7%	17	25	4	2	0	48	0
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	64.2%	27.1%	37.1%	16.3%	11.8%	7.7%	19.5%	13	17	8	6	4	48	0
56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	83.0%	43.0%	40.0%	11.4%	5.6%	0.0%	5.6%	21	18	6	3	0	48	0
57	*Managers communicate the goals of the organization.	Agree-disagree	85.9%	34.5%	51.4%	5.9%	4.4%	3.8%	8.2%	17	24	3	2	2	48	0
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	77.9%	43.4%	34.4%	16.2%	3.8%	2.1%	6.0%	21	16	8	2	1	48	0
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	83.8%	47.4%	36.4%	10.5%	3.9%	1.8%	5.7%	22	17	5	2	1	47	1
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	80.7%	40.8%	39.9%	9.7%	4.0%	5.6%	9.6%	19	19	5	2	3	48	0
61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	79.7%	52.2%	27.5%	13.9%	4.1%	2.3%	6.4%	24	13	7	2	1	47	1
62	Management encourages innovation.	Agree-disagree	70.1%	39.4%	30.7%	15.8%	6.6%	7.5%	14.2%	18	14	7	3	4	46	1
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	76.1%	41.7%	34.4%	12.1%	4.5%	7.4%	11.9%	19	16	6	2	4	47	1
64	Management involves employees in decisions that affect their work.	Agree-disagree	71.1%	38.0%	33.1%	15.3%	5.9%	7.7%	13.6%	18	15	7	3	4	47	1
65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	65.0%	28.3%	36.6%	19.5%	13.3%	2.2%	15.6%	14	17	9	7	1	48	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	78.2%	32.9%	45.3%	16.2%	5.6%	0.0%	5.6%	16	21	8	3	0	48	N/A
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	67.4%	32.5%	34.9%	23.7%	8.9%	0.0%	8.9%	14	17	11	4	0	46	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	75.3%	40.6%	34.7%	14.1%	8.4%	2.2%	10.6%	19	17	7	4	1	48	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	63.4%	27.2%	36.2%	15.8%	14.2%	6.6%	20.8%	13	17	8	7	3	48	N/A
70	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	76.2%	44.7%	31.6%	11.6%	7.9%	4.3%	12.2%	21	15	6	4	2	48	N/A
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	85.7%	41.5%	44.2%	9.4%	4.9%	0.0%	4.9%	18	19	4	2	0	43	5
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	86.6%	51.0%	35.6%	8.7%	4.7%	0.0%	4.7%	23	17	4	2	0	46	2
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	76.7%	40.4%	36.4%	16.2%	1.9%	5.2%	7.0%	17	15	7	1	2	42	6
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	83.9%	46.0%	37.9%	11.5%	4.6%	0.0%	4.6%	19	16	5	2	0	42	5
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	85.3%	49.6%	35.7%	14.7%	0.0%	0.0%	0.0%	20	15	6	0	0	41	7
76	Employees in my work unit treat me as a valued member of the team.	Agree-disagree	88.0%	56.2%	31.8%	9.7%	0.0%	2.3%	2.3%	25	15	5	0	1	46	1
77	Employees in my work unit make me feel I belong.	Agree-disagree	83.6%	54.1%	29.5%	14.1%	0.0%	2.3%	2.3%	24	14	7	0	1	46	1
78	Employees in my work unit care about me as a person.	Agree-disagree	81.4%	56.7%	24.7%	14.4%	1.8%	2.3%	4.1%	25	12	7	1	1	46	2
79	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	79.2%	45.3%	33.9%	13.1%	3.8%	4.0%	7.7%	20	16	6	2	2	46	2
80	In my work unit, people's differences are respected.	Agree-disagree	90.2%	45.6%	44.6%	9.8%	0.0%	0.0%	0.0%	21	21	5	0	0	47	1
81	I can be successful in my organization being myself.	Agree-disagree	84.2%	47.0%	37.2%	13.9%	1.8%	0.0%	1.8%	21	17	7	1	0	46	2

82	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	91.6%	45.1%	46.5%	8.4%	0.0%	0.0%	0.0%	9	10	2	0	0	21	27
83	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	95.4%	49.6%	45.7%	4.6%	0.0%	0.0%	0.0%	8	8	1	0	0	17	31
84	My organization meets my accessibility needs.	Agree-disagree	95.4%	55.2%	40.1%	4.6%	0.0%	0.0%	0.0%	9	7	1	0	0	17	31
85	My job inspires me.	Agree-disagree	58.9%	20.5%	38.4%	23.8%	15.0%	2.3%	17.3%	9	18	12	7	1	47	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	77.9%	26.3%	51.6%	17.6%	4.5%	0.0%	4.5%	12	25	9	2	0	48	N/A
87	I feel a strong personal attachment to my organization.	Agree-disagree	64.7%	29.0%	35.6%	22.6%	10.4%	2.3%	12.7%	13	16	11	5	1	46	N/A
88	I identify with the mission of my organization.	Agree-disagree	89.2%	46.9%	42.3%	10.8%	0.0%	0.0%	0.0%	21	20	5	0	0	46	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	93.7%	50.7%	43.0%	6.3%	0.0%	0.0%	0.0%	24	21	3	0	0	48	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.

Q12 and Q34 are negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Results for these items should be interpreted with caution as these items have been flagged for review for 2023.

For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to Questions 82, 83, or 84 and results are therefore suppressed.

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

	2022	2022
	N	%
Remain in the work unit and improve their performance over time	7	13.7%
Remain in the work unit and continue to underperform	11	22.1%
Leave the work unit - removed or transferred	1	2.0%
Leave the work unit - quit	3	6.3%
There are no poor performers in my work unit	20	44.1%
Do Not Know	10	20.3%
Total (percents will add to more than 100% because respondents could choose more than one response option)	48	N/A

Percentages are weighted to represent the Agency's population.

Source: **U.S. Office of Government Ethics AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Pandemic, Transition to the Worksite, Workplace Flexibilities

90. What percentage of your work time are you currently required to be physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

	2022	2022
	N	%
100% of my work time	0	0.0%
At least 75% but less than 100%	2	4.2%
At least 50% but less than 75%	0	0.0%
At least 25% but less than 50%	1	2.0%
Less than 25%	7	15.6%
I am not currently required to be physically present at my agency worksite	38	78.2%
Total	48	100.0%

Percentages are weighted to represent the Agency's population.

Source: **U.S. Office of Government Ethics AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

Telework : a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position, and other authorized activities, from an approved worksite other than the location from which the employee would otherwise work. In practice, telework is a work arrangement that allows employees to have regularly scheduled days on which they telework and regularly scheduled days when they work in their agency worksite.

Remote work : an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis. A remote worker's official worksite may be within or outside the local commuting area of an agency worksite.

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

	2022 N	2022 %	2021 N	2021 %
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	36	75.7%	N/A	N/A
I telework 3 or more days per week	7	16.2%	N/A	N/A
I telework 1 or 2 days per week	4	8.0%	0	0.0%
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%	0	0.0%
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%	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%	0	0.0%
Total	47	100.0%	N/A	N/A

Only those who answered "I have an approved remote work agreement" to the previous question received Question 91a.

91a. What is your current remote work status?

	2022	2022
	N	%
I have an approved remote work agreement and live <u>outside</u> the local commuting area (more than 50 miles away)	2	5.0%
I have an approved remote work agreement and live <u>within</u> the local commuting area (less than 50 miles away)	34	95.0%
Total	36	100.0%

92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

	2022	2022
	N	%
Yes	9	20.1%
No	39	79.9%
Total	48	100.0%

93. Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

	2022	2022
	N	%
No	44	93.6%
Yes, to retire	2	4.1%
Yes, to take another job within my Agency	0	0.0%
Yes, to take another job within the Federal Government	0	0.0%
Yes, to take another job outside the Federal Government	1	2.3%
Yes, other	0	0.0%
Total	47	100.0%

Re-entry" is a term used to describe the transition from the work environment that has existed during the pandemic to the agency's new work environment.

94. My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

	2022	2022
	N	%
Strongly Agree	24	60.6%
Agree	7	18.5%
Neither Agree nor Disagree	7	18.2%
Disagree	1	2.7%
Strongly Disagree	0	0.0%
Not Applicable	7	— ^b
Total	46	100.0%

95. Please select the response that BEST describes how employees in your work unit currently report to work:

	2022	2022
	N	%
All employees in my work unit are physically present on the worksite	0	0.0%
Some employees are physically present on the worksite and others telework or work remotely	34	73.4%
No employees in my work unit are physically present on the worksite, we all work remotely	10	20.7%
Other	3	5.8%
Total	47	100.0%

Percentages are weighted to represent the Agency's population.

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

"—^b" indicates that the "Not Applicable" responses are not included in percentage calculations.

"—^d" indicates that there were no responses to this item.

Senior Leaders and Support

96. My organization’s senior leaders support policies and procedures to protect employee health and safety.

	2022 N	2022 %	2021 N	2021 %	2020 N	2020 %
Strongly Agree	30	63.0%	41	79.5%	40	87.1%
Agree	15	30.9%	9	18.1%	4	8.5%
Neither Agree nor Disagree	3	6.1%	0	0.0%	1	2.2%
Disagree	0	0.0%	1	2.5%	1	2.2%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
No Basis to Judge	0	— ^b	0	— ^b	0	— ^b
Total	48	100.0%	51	100.0%	46	100.0%

97. My organization’s senior leaders provide effective communications about what to expect with the return to the physical worksite.

	2022 N	2022 %	2021 N	2021 %
Strongly Agree	31	64.8%	39	75.5%
Agree	13	27.1%	8	16.1%
Neither Agree nor Disagree	3	6.1%	2	4.0%
Disagree	1	2.0%	1	2.5%
Strongly Disagree	0	0.0%	1	1.9%
No Basis to Judge	0	— ^b	0	— ^b
Total	48	100.0%	51	100.0%

98. My supervisor supports my efforts to stay healthy and safe while working.

	2022 N	2022 %	2021 N	2021 %	2020 N	2020 %
Strongly Agree	33	69.7%	44	91.0%	36	78.9%
Agree	13	26.2%	3	6.4%	8	17.0%
Neither Agree nor Disagree	2	4.2%	1	2.6%	2	4.1%

Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
No Basis to Judge	0	— ^b	3	— ^b	0	— ^b
Total	48	100.0%	51	100.0%	46	100.0%

99. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

	2022	2022	2021	2021	2020	2020
	N	%	N	%	N	%
Strongly Agree	33	71.1%	43	87.4%	34	77.8%
Agree	10	20.5%	4	8.0%	6	12.9%
Neither Agree nor Disagree	4	8.3%	0	0.0%	4	9.2%
Disagree	0	0.0%	1	2.0%	0	0.0%
Strongly Disagree	0	0.0%	1	2.6%	0	0.0%
No Basis to Judge	1	— ^b	2	— ^b	2	— ^b
Total	48	100.0%	51	100.0%	46	100.0%

Percentages are weighted to represent the Agency's population.

Note: Trending for Q96, Q98-Q99 are based on the "During the COVID-19 Pandemic" responses in 2020.

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

"—^b" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: **U.S. Office of Government Ethics AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Agency-Specific Questions

1. I am afforded opportunities to provide input to improve my organization.

	N	%
Strongly Agree	13	28.4%
Agree	24	53.3%
Neither Agree Nor Disagree	4	8.7%
Disagree	2	3.9%
Strongly Disagree	3	5.7%
Do Not Know/No Basis to Judge	2	— ^b
Total	48	100.0%

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

2. The Special Emphasis Programs are helpful in learning to appreciate the value of diversity.

	N	%
Strongly Agree	20	45.3%
Agree	15	31.1%
Neither Agree Nor Disagree	6	13.4%
Disagree	3	6.2%
Strongly Disagree	2	4.0%
Do Not Know/No Basis to Judge	1	— ^b
Total	47	100.0%

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

3. I believe the initiatives of the employee recognition group has improved how employees at OGE are recognized. (e.g. Branch Spotlights, Notes of Appreciation, new peer award).

	N	%
Strongly Agree	15	35.5%
Agree	11	24.5%
Neither Agree Nor Disagree	13	27.5%
Disagree	2	4.6%
Strongly Disagree	4	7.9%
Do Not Know/No Basis to Judge	3	— ^b
Total	48	100.0%

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

4. I believe the All Hands meetings are an effective format for sharing cross-agency information (e.g., Return to 1201, Quarterly).

	N	%
Strongly Agree	17	36.8%
Agree	16	33.6%
Neither Agree Nor Disagree	5	10.4%
Disagree	5	9.9%
Strongly Disagree	5	9.3%
Do Not Know/No Basis to Judge	0	— ^b
Total	48	100.0%

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

5. I am familiar with the Government ethics rules that apply to my conduct as an executive branch employee.

	N	%
Yes	46	97.8%
No	1	2.2%
Total	47	100.0%

6. If I thought an official action raised a serious ethical concern, I would bring the matter to the attention of an appropriate official.

	N	%
Strongly Agree	26	58.5%
Agree	15	32.7%
Neither Agree nor Disagree	4	8.8%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
Do Not Know/No Basis to Judge	2	— ^b
Total	47	100.0%

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

7. I know how to contact an ethics official at my agency for assistance in applying the government ethics rules.

	N	%
Yes	47	100.0%
No	0	0.0%
Total	47	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **U.S. Office of Government Ethics AES Report**, 2022 OPM Federal Employee Viewpoint Survey