

# ANNUAL EMPLOYEE SURVEY RESULTS 2018

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 strengths, along with areas of progress and opportunities for improvement. The 2018 results are compared with the 2017 results. OGE continues to maintain the significant increases made on the Employee Engagement Index (Index). Between 2013 and 2018, OGE's score rose 23 percentage points. This year, OGE scored 89% on the Index. The Index is an overarching model comprised of three subfactors: Leaders Lead, Supervisors, and Intrinsic Work Experience (the box below contains OGE's subfactor scores).

89%

Employee  
Engagement  
Index Score

## LEADERS LEAD

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

2013 = 63%  
2018 = 86%

## SUPERVISORS

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

2013 = 71%  
2018 = 91%

## INTRINSIC WORK EXPERIENCE

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

2013 = 64%  
2018 = 90%

Below are the top five survey items (out of 71) that were identified as strengths (65% positive or more) as well as the one item that was identified as a challenge (35% negative or more).<sup>i</sup>

## TOP FIVE STRENGTHS

I am constantly looking for ways to do my job better. (Q.8)

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

I know how my work relates to the agency's goals and priorities. (Q.12)

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

The work I do is important. (Q.13)

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

My performance appraisal is a fair reflection of my performance. (Q.15)

- 96% positive
- 2% neutral
- 2% negative

How would rate the overall quality of work done by your work unit? (Q.28)

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

## TOP CHALLENGE

I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)

- 48% positive
- 14% neutral
- 38% negative

77%

of OGE  
employees  
participated  
in the survey.

Below are the survey items that had the largest increases and decreases in percentage points for positive responses since the 2017 survey.

### **INCREASED THE MOST**

In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q. 23) +21

- **77% positive**
- 13% neutral
- 10% negative

In my work unit, differences in performance are recognized in a meaningful way. (Q.24) +22

- **70% positive**
- 17% neutral
- 13% negative

Employees have a feeling of personal empowerment with respect to work processes. (Q.30) +22

- **83% positive**
- 7% neutral
- 10% negative

### **DECREASED THE MOST**

I like the kind of work I do. (Q.5) -4

- **90% positive**
- 8% neutral
- 2% negative

When needed I am willing to put in the extra effort to get a job done. (Q.7) -5

- **95% positive**
- 5% neutral
- 0% negative

Senior leaders demonstrate support for Work/Life programs. (Q. 62) -6

- **77% positive**
- 13% neutral
- 11% negative

Below are the responses to each of the survey items.

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<sup>i</sup>Note: Numbers are rounded to the nearest whole number.

## Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	88.9%	54.3%	34.6%	7.0%	0.0%	4.1%	4.1%	26	17	3	0	2	48	N/A
Agree-disagree	2	I have enough information to do my job well.	89.4%	52.7%	36.7%	4.7%	4.1%	1.8%	5.9%	25	18	2	2	1	48	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	83.9%	55.0%	28.9%	12.3%	2.0%	1.8%	3.8%	26	14	6	1	1	48	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	88.0%	55.0%	33.0%	7.9%	1.8%	2.3%	4.1%	26	16	4	1	1	48	N/A
Agree-disagree	5	I like the kind of work I do.	89.5%	54.9%	34.6%	8.2%	0.0%	2.3%	2.3%	26	17	4	0	1	48	N/A
Agree-disagree	6	I know what is expected of me on the job.	91.8%	59.1%	32.7%	4.1%	2.3%	1.8%	4.1%	28	16	2	1	1	48	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.3%	67.5%	27.8%	4.7%	0.0%	0.0%	0.0%	32	14	2	0	0	48	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	98.2%	60.3%	37.9%	1.8%	0.0%	0.0%	0.0%	28	18	1	0	0	47	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	47.8%	19.2%	28.6%	13.8%	30.5%	7.9%	38.4%	9	14	7	14	4	48	0
Agree-disagree	10	*My workload is reasonable.	58.8%	16.8%	41.9%	26.2%	10.3%	4.7%	15.0%	8	20	13	5	2	48	0
Agree-disagree	11	*My talents are used well in the workplace.	86.2%	40.6%	45.6%	7.4%	4.7%	1.8%	6.4%	19	22	4	2	1	48	0
Agree-disagree	12	*I know how my work relates to the agency's goals.	97.7%	79.5%	18.2%	0.0%	0.0%	2.3%	2.3%	38	9	0	0	1	48	0
Agree-disagree	13	The work I do is important.	98.0%	71.5%	26.5%	2.0%	0.0%	0.0%	0.0%	34	13	1	0	0	48	0
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	90.5%	52.6%	38.0%	3.8%	5.6%	0.0%	5.6%	25	18	2	3	0	48	0
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	96.4%	61.3%	35.1%	1.8%	0.0%	1.8%	1.8%	29	17	1	0	1	48	0
Agree-disagree	16	I am held accountable for achieving results.	94.1%	60.8%	33.3%	4.1%	0.0%	1.8%	1.8%	29	16	2	0	1	48	0
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	74.3%	41.0%	33.3%	14.7%	4.4%	6.6%	11.0%	19	16	7	2	3	47	1

## Core Survey

Agree-disagree	18	My training needs are assessed.														
			69.6%	30.2%	39.4%	14.7%	8.9%	6.8%	15.7%	14	19	7	4	3	47	1
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).														
			91.0%	70.2%	20.8%	9.0%	0.0%	0.0%	0.0%	31	9	4	0	0	44	4
Agree-disagree	20	*The people I work with cooperate to get the job done.														
			89.6%	67.3%	22.3%	6.4%	2.0%	2.0%	4.0%	32	11	3	1	1	48	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.														
			67.2%	35.0%	32.2%	15.8%	12.5%	4.5%	17.0%	16	15	7	6	2	46	2
Agree-disagree	22	Promotions in my work unit are based on merit.														
			75.3%	40.9%	34.4%	14.9%	2.7%	7.0%	9.7%	17	15	6	1	3	42	5
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.														
			77.0%	42.0%	35.0%	13.3%	2.5%	7.2%	9.7%	17	15	5	1	3	41	7
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.														
			70.2%	39.8%	30.3%	17.1%	7.9%	4.9%	12.8%	16	13	7	3	2	41	7
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.														
			78.7%	50.5%	28.2%	14.5%	2.3%	4.6%	6.9%	19	11	5	1	2	38	9
Agree-disagree	26	Employees in my work unit share job knowledge with each other.														
			95.8%	62.5%	33.3%	2.4%	1.8%	0.0%	1.8%	30	16	1	1	0	48	0
Agree-disagree	27	The skill level in my work unit has improved in the past year.														
			79.0%	49.1%	29.9%	17.3%	0.0%	3.8%	3.8%	23	15	8	0	2	48	0
Good-poor	28	How would you rate the overall quality of work done by your work unit?														
			98.2%	74.1%	24.1%	0.0%	1.8%	0.0%	1.8%	35	12	0	1	0	48	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.														
			92.2%	56.8%	35.4%	4.0%	3.8%	0.0%	3.8%	27	17	2	2	0	48	0
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.														
			83.2%	33.8%	49.4%	6.6%	4.2%	6.0%	10.2%	16	23	3	2	3	47	1
Agree-disagree	31	Employees are recognized for providing high quality products and services.														
			85.5%	37.3%	48.2%	8.4%	2.0%	4.1%	6.1%	18	23	4	1	2	48	0
Agree-disagree	32	Creativity and innovation are rewarded.														
			76.4%	37.5%	38.9%	17.2%	2.1%	4.3%	6.4%	17	18	8	1	2	46	2
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.														
			48.5%	24.2%	24.2%	33.7%	13.1%	4.8%	17.9%	10	10	14	5	2	41	7
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).														
			73.0%	39.8%	33.2%	15.7%	6.7%	4.6%	11.3%	18	14	8	3	2	45	3
Agree-disagree	35	Employees are protected from health and safety hazards on the job.														
			85.3%	37.8%	47.5%	12.6%	0.0%	2.1%	2.1%	18	22	6	0	1	47	1

## Core Survey

Agree-disagree	36	My organization has prepared employees for potential security threats.														
			70.2%	29.8%	40.4%	17.0%	6.1%	6.7%	12.8%	14	20	8	3	3	48	0
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.														
			75.6%	37.9%	37.6%	13.4%	6.8%	4.3%	11.1%	18	17	6	3	2	46	2
Agree-disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.														
			81.2%	43.1%	38.1%	16.8%	0.0%	1.9%	1.9%	19	17	7	0	1	44	4
Agree-disagree	39	My agency is successful at accomplishing its mission.														
			92.1%	46.9%	45.2%	5.9%	2.0%	0.0%	2.0%	22	22	3	1	0	48	0
Agree-disagree	40	*I recommend my organization as a good place to work.														
			84.5%	41.9%	42.6%	11.3%	0.0%	4.2%	4.2%	20	20	5	0	2	47	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.														
			71.3%	29.3%	42.0%	19.9%	6.4%	2.4%	8.8%	14	19	9	3	1	46	1
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.														
			85.8%	63.2%	22.6%	7.8%	6.3%	0.0%	6.3%	29	11	4	3	0	47	0
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.														
			90.5%	61.5%	29.0%	7.7%	0.0%	1.8%	1.8%	29	14	4	0	1	48	0
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.														
			87.2%	60.6%	26.6%	8.6%	0.0%	4.2%	4.2%	28	13	4	0	2	47	0
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.														
			83.6%	61.9%	21.7%	12.3%	2.0%	2.2%	4.1%	27	10	5	1	1	44	4
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.														
			86.0%	52.7%	33.3%	8.3%	4.0%	1.8%	5.8%	25	16	4	2	1	48	0
Agree-disagree	47	Supervisors in my work unit support employee development.														
			91.6%	65.1%	26.4%	4.7%	0.0%	3.8%	3.8%	31	13	2	0	2	48	0
Agree-disagree	48	My supervisor listens to what I have to say.														
			92.1%	67.2%	24.9%	4.1%	2.0%	1.8%	3.8%	32	12	2	1	1	48	N/A
Agree-disagree	49	My supervisor treats me with respect.														
			93.9%	67.0%	26.8%	2.3%	2.0%	1.8%	3.8%	32	13	1	1	1	48	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.														
			95.9%	66.4%	29.5%	1.8%	0.0%	2.3%	2.3%	32	14	1	0	1	48	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.														
			87.7%	59.5%	28.2%	6.4%	2.3%	3.6%	5.9%	28	14	3	1	2	48	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?														
			90.0%	61.2%	28.9%	8.2%	0.0%	1.8%	1.8%	29	14	4	0	1	48	N/A

## Core Survey

Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	77.0%	37.8%	39.2%	16.4%	4.8%	1.8%	6.6%	18	18	8	2	1	47	0
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	85.4%	44.7%	40.7%	8.5%	6.1%	0.0%	6.1%	22	19	4	3	0	48	0
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	86.0%	44.1%	41.9%	2.5%	11.5%	0.0%	11.5%	20	19	1	5	0	45	3
Agree-disagree	56	*Managers communicate the goals of the organization.	89.8%	50.1%	39.6%	7.9%	0.0%	2.4%	2.4%	23	19	4	0	1	47	0
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	93.3%	55.4%	37.9%	4.3%	0.0%	2.4%	2.4%	25	18	2	0	1	46	1
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	80.3%	42.9%	37.4%	12.9%	2.0%	4.7%	6.8%	20	18	6	1	2	47	1
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	85.1%	45.1%	40.0%	10.5%	4.4%	0.0%	4.4%	21	19	5	2	0	47	1
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	91.8%	61.5%	30.3%	6.3%	0.0%	1.8%	1.8%	29	14	3	0	1	47	1
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	83.7%	50.0%	33.7%	10.2%	3.8%	2.3%	6.1%	24	16	5	2	1	48	0
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	76.5%	53.3%	23.2%	12.6%	8.5%	2.4%	10.9%	25	11	6	4	1	47	1
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	75.7%	38.3%	37.3%	10.0%	10.2%	4.1%	14.3%	18	18	5	5	2	48	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	73.3%	31.0%	42.3%	18.2%	6.1%	2.3%	8.4%	15	20	9	3	1	48	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	76.9%	49.8%	27.1%	10.8%	6.2%	6.1%	12.3%	24	13	5	3	3	48	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	72.7%	33.7%	39.1%	18.8%	6.1%	2.3%	8.4%	16	19	9	3	1	48	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	50.3%	26.9%	23.4%	28.7%	8.4%	12.5%	21.0%	13	11	14	4	6	48	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	68.6%	31.5%	37.1%	22.4%	4.7%	4.3%	9.0%	15	18	11	2	2	48	N/A

## Core Survey

Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	89.4%	36.1%	53.4%	6.4%	0.0%	4.1%	4.1%	17	26	3	0	2	48	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	71.7%	26.8%	44.8%	19.8%	4.4%	4.1%	8.5%	13	22	9	2	2	48	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	87.7%	35.6%	52.1%	8.2%	0.0%	4.1%	4.1%	17	25	4	0	2	48	N/A

3.3.25: This document may have content that is inconsistent with Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing, and EO 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.