

UNITED STATES OFFICE OF
GOVERNMENT ETHICS



Preventing Conflicts of Interest
in the Executive Branch

Annual Employee Survey Results
Fiscal Year 2016

2016 Annual Employee Survey Results

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

78 percent of OGE employees participated in the survey.

LEADERS LEAD

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

2013=63% 2016=76%

SUPERVISORS

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

2013=71% 2016= 88%

INTRINSIC WORK EXPERIENCE

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

2013= 64% 2016= 88%

This report highlights what OGE employees have identified as areas of strengths, along with areas of progress and opportunities for improvement. The 2016 results are compared with the 2015 results.

OGE continues to maintain the significant increases it achieved between 2013 and 2015 (an increase of 14 percentage points) on the Employee Engagement Index (Index). This year, OGE scored **82%** on the Engagement Index and had the **7th** highest score amongst all agencies. The Index is an overarching model comprised of three subfactors: Leaders Lead, Supervisors, and Intrinsic Work Experience (the box to the left contains OGE's subfactor scores).

59) that were identified as strengths (65% positive or more) identified as challenges (35% negative or more).ⁱ

Below are the top five survey items (out of

Top Five Strengths

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

- **98%** percent positive
- **0%** neutral
- **70%** government-wide average

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

- **95%** percent positive
- **3%** neutral
- **91%** government-wide average

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

- **95%** percent positive
- **2%** neutral
- **83%** government-wide average

I am held accountable for achieving results. (Q.16)

- **93%** percent positive
- **4%** neutral
- **82%** government-wide average

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

- **91%** percent positive
- **4%** neutral
- **96%** government-wide average

Below are the survey items that had the largest increases and decreases in percentage points for positive responses since the 2015 survey.

Increased the Most

I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q.17) **+15**
(*81% percent positive; 15% neutral; 5% negative*)

My performance appraisal is a fair reflection of my performance. (Q.15) **+11**
(*65% percent positive; 19% neutral; 17% negative*)

Awards in my work unit depend on how well employees perform their jobs. (Q. 25) **+9**
(*98% percent positive; 0% neutral; 2% negative*)

Decreased the Most

How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 64) **-19**
(*61% percent positive; 21% neutral; 18% negative*)

The skill level in my work unit has improved in the past year. (Q.27) **-16**
(*71% percent positive; 18% neutral; 11% negative*)

Pay raises depend on how well employees perform their jobs. (Q. 33) **-15**
(*47% percent positive; 34% neutral; 19% negative*)

Below are the responses to each of the survey items.

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