

# Annual Employee Survey Results

Nearly all survey items (86 out of 90) were identified as a strength (65% positive or more) and of those 34 items were 90% positive or more. No survey items (0 out of 90) were identified as a challenge (35% negative or more).

This report highlights how OGE scored on the various indices, as well as responses to each of the survey items.

## Employee Engagement Index

OGE continues to have one of the most engaged workforces in the executive branch. OGE scored 90% on the Employee Engagement Index, reflecting strong scores in each of the three subfactors: Leaders Lead (89%), Supervisors (93%), and Intrinsic Work Experience (88%).

## Employee Experience Index

OPM's Employee Experience Index, reflects questions in three areas: (1) job attachment, (2) organizational attachment, and (3) public service motivation. OGE scored 82% on this Index. Notably, 96% of respondents strongly agreed or agreed that it is important to them that their work contribute to the common good.

## Performance Confidence Index

OGE continued to score high on the Performance Confidence Index (97%), which reflects questions in four areas: (1) meets customer needs, (2) contributes to agency performance, (3) produces high quality work, and (4) adapts to changing priorities. Notably, 98% of respondents strongly agreed or agreed that employees in their work unit meet the needs of our customers.

## Diversity, Equity, Inclusion, and Accessibility Index

OGE scored 78% on the Diversity, Equity, Inclusion, and Accessibility Index. Notably, 93% of respondents strongly agreed or agreed that employees in their work unit make them feel they belong.

## Global Satisfaction Index

The Global Satisfaction Index is a combination of employees' satisfaction with their job, their pay, and their organization, plus their willingness to recommend their organization as a good place to work. OGE scored 80% of this index. Notably, OGE scored 86% of respondents strongly agreed or agreed that they would recommend OGE as a good place to work.

Below are the responses to each of the survey items.

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.

72%  
employees  
participated in  
the survey

**U.S. Office of Government Ethics  
2024 FEVS AES Report**

**Agency Information**

Field Period	May 21 - Jul 5, 2024
Sample or Census	Census
Number of Surveys Completed	48
Number of Surveys Administered	67
Response Rate	71.6%
Number of items identified as Strengths (65% positive or higher)	84
Number of items identified as Challenges (35% negative or higher)	0
2024 Engagement Index	90%
Leaders Lead Subindex	89%
Supervisors Subindex	93%
Intrinsic Work Experience Subindex	88%

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

A "–<sup>nr</sup>" 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	85%	54%	31%	6%	10%	0%	10%	25	17	3	3	0	48	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	78%	46%	32%	11%	9%	2%	12%	21	17	5	3	1	47	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	84%	55%	29%	13%	3%	0%	3%	26	15	5	1	0	47	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	94%	61%	33%	2%	4%	0%	4%	27	18	1	2	0	48	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	49%	28%	21%	27%	14%	10%	25%	12	11	12	8	5	48	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	86%	46%	39%	7%	5%	2%	7%	20	20	4	2	1	47	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	100%	68%	32%	0%	0%	0%	0%	33	14	0	0	0	47	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%	51%	36%	6%	2%	6%	8%	26	16	3	1	1	47	1
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	95%	45%	50%	5%	0%	0%	0%	21	24	3	0	0	48	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	79%	43%	36%	15%	5%	0%	5%	20	19	6	3	0	48	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal-Oriented: Accountability	Agree-disagree	96%	50%	46%	4%	0%	0%	0%	23	23	2	0	0	48	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	95%	53%	43%	5%	0%	0%	0%	25	20	2	0	0	47	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	79%	50%	29%	17%	2%	2%	4%	23	16	7	1	1	48	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	79%	37%	42%	14%	8%	0%	8%	17	22	5	4	0	48	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	96%	77%	19%	4%	0%	0%	0%	36	10	2	0	0	48	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal-Oriented: Recognition	Agree-disagree	62%	20%	42%	25%	7%	6%	13%	8	15	10	3	2	38	10
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	85%	65%	20%	13%	2%	0%	2%	31	11	5	1	0	48	0
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	91%	53%	37%	9%	0%	0%	0%	25	18	5	0	0	48	0
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	98%	74%	24%	2%	0%	0%	0%	32	12	1	0	0	45	3
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	100%	80%	20%	0%	0%	0%	0%	37	11	0	0	0	48	0
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	97%	77%	20%	3%	0%	0%	0%	36	10	2	0	0	48	0
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	94%	73%	21%	3%	2%	0%	2%	33	11	2	1	0	47	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	76%	49%	27%	21%	2%	0%	2%	19	12	7	1	0	39	9
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	94%	47%	47%	6%	0%	0%	0%	22	23	3	0	0	48	N/A
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	96%	55%	41%	2%	2%	0%	2%	26	20	1	1	0	48	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%	32%	41%	15%	7%	4%	12%	13	19	8	4	2	46	2
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	83%	46%	37%	17%	0%	0%	0%	21	18	9	0	0	48	0
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	81%	43%	38%	13%	5%	0%	5%	20	19	5	3	0	47	1
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	85%	46%	39%	9%	6%	0%	6%	20	20	4	3	0	47	1
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	75%	35%	40%	19%	6%	0%	6%	14	19	9	3	0	45	1
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	89%	61%	28%	11%	0%	0%	0%	29	12	6	0	0	47	1
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	83%	51%	32%	17%	0%	0%	0%	22	15	9	0	0	46	2

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	85%	52%	33%	13%	0%	2%	2%	25	16	6	0	1	48	0
35	Employees are recognized for providing high quality products and services.	N/A	Goal-Oriented: Recognition	Agree-disagree	82%	44%	38%	12%	6%	0%	6%	20	19	6	3	0	48	0
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	94%	62%	32%	4%	2%	0%	2%	30	14	2	1	0	47	1
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	93%	71%	22%	5%	2%	0%	2%	33	11	3	1	0	48	0
38	I have a good understanding of my organization's priorities.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	96%	53%	44%	4%	0%	0%	0%	27	19	2	0	0	48	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	92%	67%	25%	4%	4%	0%	4%	30	13	2	2	0	47	1
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	81%	44%	37%	11%	6%	2%	8%	19	19	6	3	1	48	0
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	82%	47%	35%	8%	5%	4%	9%	20	18	5	3	2	48	0
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	90%	54%	36%	8%	2%	0%	2%	23	18	4	1	0	46	0
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	71%	43%	27%	25%	4%	0%	4%	20	11	12	2	0	45	3
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	92%	47%	45%	8%	0%	0%	0%	22	21	4	0	0	47	0
45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	79%	51%	27%	17%	2%	2%	4%	23	11	8	1	1	44	4
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	88%	68%	20%	7%	2%	3%	5%	31	11	4	1	1	48	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	71%	36%	35%	16%	7%	6%	13%	18	17	6	3	3	47	1
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	93%	54%	38%	3%	4%	0%	4%	26	18	2	2	0	48	0
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	89%	69%	20%	7%	2%	2%	4%	34	9	3	1	1	48	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	93%	67%	26%	3%	4%	0%	4%	33	11	2	2	0	48	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	98%	76%	22%	2%	0%	0%	0%	36	11	1	0	0	48	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	90%	65%	25%	2%	6%	2%	8%	32	11	1	3	1	48	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal-Oriented: Accountability	Agree-disagree	100%	70%	30%	0%	0%	0%	0%	34	14	0	0	0	48	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	90%	59%	31%	10%	0%	0%	0%	29	14	5	0	0	48	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	86%	62%	24%	12%	2%	0%	2%	28	13	6	1	0	48	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	82%	54%	28%	10%	8%	0%	8%	26	15	5	2	0	48	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	81%	41%	40%	7%	6%	6%	11%	19	19	4	3	3	48	0
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	94%	57%	38%	6%	0%	0%	0%	27	17	3	0	0	47	1
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	90%	62%	29%	6%	4%	0%	4%	28	15	3	2	0	48	0
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	80%	39%	41%	5%	9%	6%	15%	18	18	3	4	3	46	1
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	90%	69%	21%	6%	3%	0%	3%	32	11	3	2	0	48	0
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	91%	55%	36%	6%	3%	0%	3%	26	17	3	2	0	48	0
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	87%	63%	25%	10%	3%	0%	3%	28	14	5	1	0	48	0
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	72%	38%	34%	18%	6%	4%	10%	17	18	8	3	2	48	0
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	78%	45%	34%	11%	8%	2%	11%	20	16	6	4	1	47	0
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	75%	36%	40%	14%	8%	2%	11%	17	19	6	4	1	47	1
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	75%	40%	35%	21%	4%	0%	4%	20	17	9	2	0	48	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	82%	43%	39%	10%	5%	2%	8%	20	18	6	3	1	48	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal-Oriented: Recognition	Satisfied-dissatisfied	83%	49%	34%	11%	6%	0%	6%	25	14	6	3	0	48	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	82%	55%	27%	6%	12%	0%	12%	26	15	3	4	0	48	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	61%	29%	33%	20%	13%	6%	19%	13	17	8	6	3	47	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	88%	58%	30%	5%	7%	0%	7%	28	14	3	3	0	48	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	92%	45%	48%	8%	0%	0%	0%	22	20	4	0	0	46	1
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	86%	52%	35%	9%	4%	0%	4%	23	15	5	2	0	45	3
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	64%	36%	27%	27%	5%	4%	9%	18	14	10	2	2	46	2

76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	78%	45%	33%	20%	2%	0%	2%	20	16	8	1	0	45	2
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	75%	45%	31%	18%	6%	0%	6%	20	14	8	3	0	45	2
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	90%	54%	36%	10%	0%	0%	0%	26	17	5	0	0	48	0
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	86%	56%	30%	14%	0%	0%	0%	25	14	7	0	0	46	2
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	85%	55%	30%	6%	8%	2%	9%	26	14	3	4	1	48	0
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	87%	52%	36%	11%	2%	0%	2%	25	16	6	1	0	48	0
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	80%	44%	36%	14%	0%	6%	6%	23	16	7	0	1	47	0
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	70%	51%	19%	23%	7%	0%	7%	13	5	4	2	0	24	24
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	65%	49%	16%	35%	0%	0%	0%	12	4	7	0	0	23	25
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	62%	50%	12%	34%	4%	0%	4%	11	3	6	1	0	21	27
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	66%	39%	27%	16%	16%	2%	18%	18	15	8	6	1	48	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	90%	45%	45%	8%	2%	0%	2%	21	22	4	1	0	48	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	69%	47%	22%	20%	9%	2%	11%	22	12	10	3	1	48	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	90%	57%	33%	10%	0%	0%	0%	28	15	5	0	0	48	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	96%	59%	37%	4%	0%	0%	0%	29	17	2	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.

For confidentiality purposes, a "-" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: U.S. Office of Government Ethics AES Report, 2024 Federal Employee Viewpoint Survey

**Performance Dimension: Goal-Oriented: Accountability**

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

Response Option	2024 N	2024 %	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	13	25.0%	6	13.1%	7	13.7%
Remain in the work unit and continue to underperform	6	10.5%	4	6.9%	11	22.1%
Leave the work unit - removed or transferred	1	1.9%	3	4.9%	1	2.0%
Leave the work unit - quit	0	0.0%	2	3.1%	3	6.3%
There are no poor performers in my work unit	16	33.9%	23	45.8%	20	44.1%
Do Not Know	14	32.1%	16	29.4%	10	20.3%
Total (percents will add to more than 100% because respondents could choose more than one response option)	48	N/A	52	N/A	48	N/A

Percentages are weighted to represent the Agency's population.

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

Source: **U.S. Office of Government Ethics AES Report**, 2024 Federal Employee Viewpoint Survey

# Telework/Remote Work

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

Response Option	2024 N	2024 %	2023 N	2023 %
I telework every work day (i.e., remote work agreement)	38	73.4%	39	72.8%
I telework 3 or 4 days per week	7	23.0%	10	21.7%
I telework 1 or 2 days per week	2	3.6%	3	5.5%
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%	52	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?

Response Option	2024 N	2024 %	2023 N	2023 %
I do not have an approved remote work agreement	0	0.0%	1	2.1%
I have an approved remote work agreement and live <b>outside</b> the local commuting area (more than 50 miles away)	7	17.8%	7	18.1%
I have an approved remote work agreement and live <b>inside</b> the local commuting area (less than 50 miles away)	29	79.7%	31	79.9%
I do not know	1	2.5%	0	0.0%
Total	37	100.0%	39	100.0%

Percentages are weighted to represent the Agency's population.

“<sup>nt</sup>” indicates that there are no trending results available for the year.

“<sup>nr</sup>” indicates that there were no responses to this item.

Source: **U.S. Office of Government Ethics AES Report**, 2024 Federal Employee Viewpoint Survey



## Generic Item

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

Response Option	N	%
Strongly Agree	34	79.2%
Agree	9	18.9%
Neither Agree nor Disagree	1	1.9%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
Do Not Know/No Basis to Judge	3	- <sup>ex</sup>
<b>Total</b>	<b>47</b>	<b>100.0%</b>

Note: A "-<sup>ex</sup>" indicates "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

**2. The diversity, equity, inclusion, accessibility (DEIA) trainings offered by my agency this year have improved my understanding of these topics. (e.g. Psychological Safety)**

Response Option	N	%
Strongly Agree	19	43.0%
Agree	19	41.7%
Neither Agree nor Disagree	6	11.6%
Disagree	1	1.8%
Strongly Disagree	1	2.0%
Do Not Know/No Basis to Judge	1	- <sup>ex</sup>
<b>Total</b>	<b>47</b>	<b>100.0%</b>

Note: A "-<sup>ex</sup>" indicates "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

**3. I feel comfortable offering my opinions and concerns to management without fear of retribution.**

Response Option	N	%
Strongly Agree	24	54.0%
Agree	13	32.0%
Neither Agree nor Disagree	4	7.8%
Disagree	2	3.8%
Strongly Disagree	1	2.4%
Do Not Know/No Basis to Judge	3	— <sup>ex</sup>
Total	47	100.0%

Note: A "—<sup>ex</sup>" indicates "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

**4. If you feel that your workload is unmanageable what are the main reasons? (Select all that apply)**

Response Option	N	%
N/A - My workload is manageable	21	50.4%
Not enough staff	17	32.9%
Lack of proper equipment/systems to complete my work assignments	5	9.3%
Lack of proper training to complete my work assignments	1	2.2%
Too many projects/programs	14	26.5%
Inefficient work processes	10	18.6%
Poor performers in my work unit	3	5.2%
Insufficient supervisor support	3	6.2%
Competing work assignments	14	26.5%
Unequal distribution of tasks	5	8.7%
Unrealistic deadlines for work assignments	8	15.7%
Manager/leader expectations related to work outside of duty hours	6	12.1%
Total	47	N/A

**5. What are the most challenging aspects of your workload? (Choose up to three)**

<b>Response Option</b>	<b>N</b>	<b>%</b>
N/A -I don't find any aspects of my workload challenging	12	31.3%
Volume of work	27	51.7%
Schedule for work	3	5.9%
Type of work	3	6.8%
Not enough staff to complete the work	13	26.1%
Lack of equipment or technology	5	9.3%
Lack of training	1	1.6%
Lack of decision-making authority	2	4.0%
Uncertainty of work priorities	7	14.2%
Communication issues with my team	0	0.0%
Communication issues with leadership	4	8.3%
<b>Total</b>	<b>47</b>	<b>N/A</b>

**6. What do you believe are obstacles to reaching your full professional potential? (select all that apply):**

<b>Response Option</b>	<b>N</b>	<b>%</b>
N/A - I am not aware of any obstacles to reaching my full professional potential	30	59.9%
Lack of understanding of my career path	1	1.8%
Lack of promotion opportunities	12	32.2%
Lack of training opportunities	2	3.3%
Lack of development opportunities	5	9.9%
Organization leadership	3	6.8%
Supervisor	2	4.8%
Personal reasons	3	6.9%
<b>Total</b>	<b>46</b>	<b>N/A</b>

**7. Barriers to innovation at my organization include (select all that apply):**

<b>Response Option</b>	<b>N</b>	<b>%</b>
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N/A - I have not experienced barriers to innovation	24	57.4%
Coworkers	2	3.5%
Supervisors	4	8.3%
Senior leaders	6	12.4%
Organizational structure	7	14.1%
Time	9	18.5%
Workload	12	23.7%
Technology	13	25.3%
<b>Total</b>	<b>46</b>	<b>N/A</b>

**8. If you are considering leaving OGE within the next year, please indicate your main reason for leaving (select all that apply):**

<b>Response Option</b>	<b>N</b>	<b>%</b>
N/A - I am not considering leaving in the next year	36	69.2%
Benefits (other than pay)	0	0.0%
Pay	6	19.8%
Better career opportunities	4	12.2%
Inadequate telework/remote work opportunities	1	2.2%
Inflexible work schedules	0	0.0%
My supervisor	2	4.1%
Lack of career path	3	9.6%
Insufficient recognition	0	0.0%
Insufficient monetary performance awards	0	0.0%
Feeling of exclusion based on personal demographics	0	0.0%
Branch climate/morale/coworkers	2	4.7%
Retirement	2	4.3%
<b>Total</b>	<b>47</b>	<b>N/A</b>

**9. When answering the survey questions about your "senior leaders," who were you primarily thinking of?**

<b>Response Option</b>	<b>N</b>	<b>%</b>
Director (Agency Head)	10	19.6%

Division Heads	5	10.3%
Director (Agency Head) & Division Heads	32	70.1%
Total	47	100.0%

**10. When answering the survey questions about your "organization," which organization were you primarily thinking of?**

Response Option	N	%
The overall agency (e.g. OGE)	39	84.0%
Your Division	6	11.9%
Your Branch	2	4.1%
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, 2024 Federal Employee Viewpoint Survey**

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.