ANNUAL EMPLOYEE SURVEY RESULTS 2019



80%
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 strengths, along with areas with opportunities for improvement.

The results show that OGE continues to have a highly engaged workforce. This year, OGE scored 88% on the Index. The Index is an overarching model comprised of three subfactors: Leaders Lead, Intrinsic Work Experience, and Supervisors (the box below contains OGE's subfactor scores).

LEADERS LEAD

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

2019 = **85**%

INTRINSIC WORK EXPERIENCE

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

2019 = **89**%

SUPERVISORS

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

2019 = **91%**

The results also indicate a strong culture of performance. For example, 100 percent of employees indicated a willingness to do what it takes to achieve these goals and 93 percent of employees expressed an understanding that they are held accountable for achieving results. Lastly, 93 percent of employees indicated that they know how their work relates to the agency's goals and priorities.

Below are the top five survey items (out of 71) that were identified as strengths (65% positive or more). No survey items were identified as a challenge (35% negative or more).

TOP FIVE STRENGTHS

When needed I am willing to put in the extra effort to get a job done. (Q.7) 100% positive
0% neutral
0% negative

I am constantly looking for ways to do my job better. (Q.8) 95% positive 3% neutral 2% negative

The work I do is important. (Q.13) 95% positive 2% neutral 3% negative

How would you rate the overall quality of work done by your work unit. (Q.28) 98% positive 2% neutral 0% negative

In the last six months, my supervisor has talked with me about my performance. (Q.50) 95% positive 5% neutral 0% negative

BELOW ARE THE SURVEY ITEMS
THAT HAD THE LARGEST
INCREASES AND DECREASES IN
PERCENT POSITIVE SINCE THE
2018 SURVEY.

INCREASED THE MOST

Senior leaders demonstrate support for Work-Life programs. (Q.62) +18

I have sufficient resources to get my job done. (Q.9) +13

DECREASED THE MOST

In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23) -12

Physical conditions allow employees to perform their jobs well. (Q.14) -12

BELOW ARE THE RESPONSES TO EACH OF THE SURVEY ITEMS.

ⁱNote: Numbers are rounded to the nearest whole number.

	А	В	C	D	Е	F	G	Н	I	J	K	L	М	N	0	Р	Q
1	Response Type	Item	Item Text		Strongly Agree/ Very Good/ Very Satisfied %		Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %		Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %					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														
2			in my organization.	88.8%	48.4%	40.5%	8.5%	2.7%	0.0%	2.7%	22	19	4	1	0	46	N/A
	Agree-disagree	2	I have enough information to do my job well.														
3				92.8%	48.4%	44.5%	1.9%	2.7%	2.6%	5.3%	21	22	1	1	1	46	N/A
	Agree-disagree	3	I feel encouraged to come up with new and better														
4			ways of doing things.	82.4%	60.4%	22.0%	8.4%	6.6%	2.6%	9.2%	27	11	4	3	1	46	N/A
	Agree-disagree	4	My work gives me a feeling of personal accomplishment.														
5	Agroo disagroo	5	I like the kind of work I do.	90.2%	59.5%	30.8%	0.0%	4.6%	5.1%	9.8%	27	15	0	2	2	46	N/A
	Agree-disagree	5	Tike the kind of work rad.	00.00/	65.00/	25.50/			2 22/		20	4.0		_			
6	Agree-disagree	6	I know what is expected of me on the job.	90.9%	65.3%	25.6%	4.4%	4.6%	0.0%	4.6%	30	12	2	2	0	46	N/A
7	Agree-uisagree	U	TRIIOW What is expected of the off the job.	94.7%	53.3%	41.4%	0.0%	2.6%	2.7%	5.3%	24	20	0	1	1	46	NI/A
	Agree-disagree	7	When needed I am willing to put in the extra	94.776	33.3%	41.470	0.0%	2.0%	2.770	3.3%	24	20	0	1	1	40	N/A
R			effort to get a job done.	100.0%	81.9%	18.1%	0.0%	0.0%	0.0%	0.0%	37	9	0	0	0	46	N/A
Ť	Agree-disagree	8	I am constantly looking for ways to do my job	100.075	02.570	10:170	0.070	0.070	0.070	0.070	37						,,,
9			better.	95.5%	66.5%	28.9%	2.6%	1.9%	0.0%	1.9%	30	14	1	1	0	46	N/A
	Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.														
10				61.3%	32.3%	28.9%	8.5%	21.5%	8.7%	30.2%	14	13	4	10	4	45	0
	Agree-disagree	10	*My workload is reasonable.														
11			***	70.5%	29.9%	40.6%	12.5%	10.6%	6.4%	17.0%	14	19	6	5	3	47	0
	Agree-disagree	11	*My talents are used well in the workplace.														
12	Agroo disagroo	12	*I know how my work relates to the agency's	84.9%	44.0%	41.0%	3.9%	8.5%	2.6%	11.2%	20	19	2	4	1	46	0
1,	Agree-disagree	12	*I know how my work relates to the agency's goals.	02.00/	60.40/	22.40/	4.50/	2.60/	0.00/	2.60/	22	42	2			47	
13	Agree-disagree	12	The work I do is important.	92.9%	69.4%	23.4%	4.5%	2.6%	0.0%	2.6%	32	12	2	1	0	47	- 0
1.4	, igi ee uisagi ee	13	The Work Fdo is important.	95.4%	79.9%	15.5%	2.0%	2.7%	0.0%	2.7%	36	8	1	1	0	46	
15	Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	79.4%	49.4%	30.0%	13.3%	5.4%	1.9%	7.3%	22	15	7		1	47	
13	Agree-disagree	15	My performance appraisal is a fair reflection of my	75.470	75.770	30.070	13.370	3.470	1.570	7.370		13				47	
16			performance.	94.6%	64.5%	30.1%	0.0%	2.9%	2.6%	5.4%	30	15	0	1	1	47	0
٣	Agree-disagree	16	I am held accountable for achieving results.				5.5,1			2	30			_	_	.,	
17				92.6%	62.3%	30.4%	5.4%	2.0%	0.0%	2.0%	29	15	2	1	0	47	0
	Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.														
18	Aguan district	10	Multipolining popular and account of	84.6%	43.1%	41.4%	9.0%	3.8%	2.6%	6.4%	20	20	4	2	1	47	0
	Agree-disagree	18	My training needs are assessed.					9.5-1		- C-1							
19				77.9%	40.5%	37.4%	16.3%	3.8%	2.0%	5.8%	18	18	8	2	1	47	0

	Δ	В	C	D	F	F	G	Н	1		К	ı	М	N	0	Р	0
	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).														
20				87.6%	63.4%	24.2%	6.6%	3.1%	2.7%	5.8%	28	11	3	1	1	44	3
	Agree-disagree	20	*The people I work with cooperate to get the job														
21			done.	89.3%	68.0%	21.3%	8.8%	1.9%	0.0%	1.9%	32	10	4	1	0	47	N/A
	Agree-disagree	21	My work unit is able to recruit people with the														
22			right skills.	63.3%	23.9%	39.4%	25.1%	9.1%	2.5%	11.6%	11	19	11	4	1	46	1
	Agree-disagree	22	Promotions in my work unit are based on merit.														
23				65.5%	42.1%	23.4%	19.0%	9.8%	5.7%	15.5%	18	11	8	4	2	43	4
	Agree-disagree	23	In my work unit, steps are taken to deal with a	03.370	12.1270	20.170	13.070	3.070	31770	25.570	20						
			poor performer who cannot or will not improve.														
2.4				SE 20/	25 50/	20.00/	44.00/	44.50/		22.00/			_	_	2		
24			w	65.3%	25.5%	39.8%	11.8%	14.6%	8.3%	22.9%	11	17	5	7	3	43	4
	Agree-disagree	24	*In my work unit, differences in performance are														
			recognized in a meaningful way.														
25				60.3%	21.3%	39.0%	15.5%	15.3%	8.8%	24.2%	9	15	6	7	3	40	7
	Agree-disagree	25	Awards in my work unit depend on how well														
26			employees perform their jobs.	75.4%	34.0%	41.4%	14.5%	5.0%	5.2%	10.1%	14	17	6	2	2	41	6
	Agree-disagree	26	Employees in my work unit share job knowledge														
27			with each other.	93.6%	61.5%	32.1%	6.4%	0.0%	0.0%	0.0%	29	15	3	0	0	47	0
	Agree-disagree	27	The skill level in my work unit has improved in the	33.070	01.570	32.170	0.470	0.070	0.070	0.070	23	13	3	U	0		
20	rigi ce disagree		past year.	00.00/	44.60/	20.20/	16.60/	2 22/	2 50/	2 50/							
28	Coodman	20		80.9%	41.6%	39.3%	16.6%	0.0%	2.5%	2.5%	19	19	8	0	1	47	0
	Good-poor	28	How would you rate the overall quality of work														
29			done by your work unit?	98.0%	80.5%	17.6%	2.0%	0.0%	0.0%	0.0%	37	9	1	0	0	47	N/A
	Agree-disagree	29	*My work unit has the job-relevant knowledge														
			and skills necessary to accomplish organizational														
30			goals.	93.7%	62.6%	31.1%	4.4%	1.9%	0.0%	1.9%	29	15	2	1	0	47	0
	Agree-disagree	30	Employees have a feeling of personal														
			empowerment with respect to work processes.														
31				72.6%	40.3%	32.4%	15.7%	6.8%	4.8%	11.7%	18	14	7	3	2	44	0
31	Agree-disagree	31	Employees are recognized for providing high	72.070	40.370	32.470	15.770	0.070	4.070	11.770	10		,				
22	rigi ee albagi ee	-	quality products and services.	00.00/	42.20/	20.60/	44.50/	2.40/	F 50/	7.60/	40	4.7	-		2		0
32	Agroo disagroo	22		80.9%	42.3%	38.6%	11.5%	2.1%	5.5%	7.6%	19	17	5	1		44	0
	Agree-disagree	32	Creativity and innovation are rewarded.														
33				76.0%	45.3%	30.7%	10.3%	6.2%	7.6%	13.7%	20	14	4	3	3	44	0
	Agree-disagree	33	Pay raises depend on how well employees														
34			perform their jobs.	48.3%	32.0%	16.3%	26.4%	11.3%	14.1%	25.4%	12	6	9	4	5	36	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).														
25				90.30/	26 40/	42 00/	0.50/	7 40/	2.00/	10.40/	4.5	10		3	4		
35	Agree-disagree	25	Employees are protected from health and sefet:	80.2%	36.4%	43.8%	9.5%	7.4%	3.0%	10.4%	15	18	4	3	1	41	4
	Agree-uisagree	33	Employees are protected from health and safety hazards on the job.														
36				88.4%	39.0%	49.3%	11.6%	0.0%	0.0%	0.0%	17	22	5	0	0	44	1
	Agree-disagree	36	My organization has prepared employees for														
			potential security threats.														
37				70.6%	31.6%	39.0%	11.2%	18.1%	0.0%	18.1%	13	17	5	8	0	43	1
	Agree-disagree	37	Arbitrary action, personal favoritism and coercion														
			for partisan political purposes are not tolerated.														
38				73.4%	45.3%	28.1%	16.1%	5.0%	5.5%	10.5%	20	12	7	2	2	43	2
50				73.470	43.370	20.170	10.170	3.070	3.370	10.5%	20	12	/	2	2	43	Z

	Α	В	С	D	Е	F	G	Н	I	J	K	L	М	N	0	Р	Q
	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.														
39				92.1%	55.8%	36.3%	2.8%	2.1%	2.9%	5.1%	23	15	1	1	1	41	4
40	Agree-disagree	39	My agency is successful at accomplishing its mission.	86.3%	53.0%	33.3%	11.0%	0.0%	2.6%	2.6%	23	15	5	0	1	44	
	Agree-disagree	40	*I recommend my organization as a good place to work.	85.6%	61.8%	23.9%	8.8%	0.0%	5.5%	5.5%	27	11	4	0		44	N/A
41	Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	85.0%	01.8%	23.9%	8.8%	0.0%	5.5%	5.5%	21	- 11	4	0		44	N/A
42				79.1%	49.3%	29.8%	4.2%	9.1%	7.7%	16.7%	21	13	2	4	3	43	1
42	Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	89.8%	69.4%	20.4%	5.4%	0.0%	4.8%	4.00/	30	10	2	0	1	44	0
43	Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	63.6%	09.4%	20.4%	3.4%	0.0%	4.070	4.8%	50	10		0		44	0
44	A di		Discouries with the second sec	86.3%	58.7%	27.6%	4.8%	6.2%	2.8%	8.9%	26	12	2	3	1	44	0
45	Agree-disagree		Discussions with my supervisor about my performance are worthwhile.	77.5%	53.3%	24.2%	11.6%	8.2%	2.8%	11.0%	23	11	5	4	1	44	0
	Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.														
46	Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	84.3%	57.4%	26.9%	13.5%	2.2%	0.0%	2.2%	23	11	5	1	0	40	4
47			subpostions to improve my jour periodinance.	75.6%	45.7%	29.9%	12.8%	6.1%	5.4%	11.5%	20	13	6	3	2	44	0
48	Agree-disagree	47	Supervisors in my work unit support employee development.	91.1%	59.2%	32.0%	4.1%	2.0%	2.8%	4.8%	26	14	2		1	44	0
49	Agree-disagree	48	My supervisor listens to what I have to say.	90.6%	64.4%	26.2%	4.0%	2.6%	2.8%	5.4%	28	12	2		1	44	N/A
50	Agree-disagree	49	My supervisor treats me with respect.	92.6%	70.5%	22.1%	4.6%	0.0%	2.8%	2.8%	31	10			1	44	
	Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.								-				_		.,,
51				95.2%	70.3%	24.9%	4.8%	0.0%	0.0%	0.0%	31	11	2	0	0	44	N/A
52	Agree-disagree	51	I have trust and confidence in my supervisor.	00 50/	59.5%	20.00/	4.1%	0.0%	7.4%	7.4%	26	13	2	0	1	44	N1/A
52	Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	88.5%	59.5%	29.0%	4.1%	0.0%	7.4%	7.4%	20	13	2	0	3	44	N/A
53	Agree-disagree	53	In my organization, senior leaders generate high	90.6%	67.0%	23.5%	2.0%	0.0%	7.4%	7.4%	29	11	1	0	3	44	N/A
54			levels of motivation and commitment in the workforce.	84.4%	50.3%	34.1%	4.1%	6.8%	4.7%	11.5%	22	15	2	3	2	44	0
	Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.														
55				92.6%	59.6%	33.0%	4.7%	2.8%	0.0%	2.8%	26	15	2	1	0	44	0
56	Agree-disagree	55	Supervisors work well with employees of different backgrounds.	84.7%	59.2%	25.5%	9.5%	5.8%	0.0%	5.8%	24	11	4	2	0	41	3
57	Agree-disagree	56	*Managers communicate the goals of the organization.	84.3%	48.2%	36.1%	4.7%	8.2%	2.8%	11.0%	21	16	2	4	1	44	0

	Α	В	С	D	E	F	G	Н	I	J	K	L	М	N	0	Р	Q
	Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.														
58				88.8%	51.5%	37.4%	4.8%	6.4%	0.0%	6.4%	22	16	2	3	0	43	1
	Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).														
59				74.7%	46.7%	28.1%	10.3%	10.2%	4.8%	15.0%	20	13	4	5	2	44	0
	Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.														
60	Cood noon		Overall have seed a job de vey feel is being done	86.4%	53.0%	33.4%	8.8%	2.0%	2.8%	4.8%	23	15	4	1	1	44	0
61	Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	83.9%	59.3%	24.5%	6.4%	2.1%	7.7%	9.8%	26	10	3	1	3	43	0
	Agree-disagree	61	I have a high level of respect for my organization's														
62			senior leaders.	81.6%	54.1%	27.5%	15.7%	0.0%	2.8%	2.8%	24	12	7	0	1	44	0
63	Agree-disagree		Senior leaders demonstrate support for Work-Life programs.	95.0%	72.1%	22.9%	0.0%	0.0%	5.0%	5.0%	30	10	0	0	2	42	2
	Satisfied- dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?														
64	C-M-fi-d	64	William and afficial constraints with the distance of	81.1%	55.4%	25.7%	9.4%	6.8%	2.8%	9.6%	24	12	4	3	1	44	N/A
	Satisfied- dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?														
65				77.5%	48.3%	29.2%	6.8%	10.1%	5.5%	15.7%	21	13	3	5	2	44	N/A
	Satisfied- dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?														
66	C-M-fi-d		Harris and affined and are well the small of a cond	78.0%	50.9%	27.1%	9.7%	9.5%	2.8%	12.3%	22	12	4	4	1	43	N/A
	Satisfied- dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?														
67	Catiatian	67	Hannakiafia daga na mitha na magada mita ta aat	76.8%	38.9%	37.9%	13.7%	6.7%	2.8%	9.4%	17	17	6	3	1	44	N/A
	Satisfied- dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?														
68	Satisfied-	68	How satisfied are you with the training you	46.9%	24.6%	22.3%	37.2%	8.3%	7.6%	15.9%	11	10	16	4	3	44	N/A
	dissatisfied	00	receive for your present job?														
69	Cattatia d		*Considering a superthing 1	78.7%	30.8%	47.9%	17.1%	4.2%	0.0%	4.2%	13	21	8	2	0	44	N/A
	Satisfied- dissatisfied	69	*Considering everything, how satisfied are you with your job?														
70	C-M-fi- d	70	Considering a constitute in 1997 1997	85.7%	50.6%	35.1%	8.8%	5.5%	0.0%	5.5%	22	16	4	2	0	44	N/A
	Satisfied- dissatisfied	/0	Considering everything, how satisfied are you with your pay?														
71	Catisfied	71	*Considering eventhing have satisfied are	74.1%	46.4%	27.8%	11.7%	8.6%	5.5%	14.2%	20	13	5	4	2	44	N/A
	Satisfied- dissatisfied	/1	*Considering everything, how satisfied are you with your organization?														
72 73				87.7%	49.8%	37.9%	6.9%	0.0%	5.4%	5.4%	22	17	3	0	2	44	N/A

^{*} AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

^{75 **} Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

⁷⁶ The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

^{75 * 76 1 77} F 78 79 80