



2020 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 to build a better workplace.

77% percent of OGE employees participated in the survey.

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

88%
Engagement rate

LEADERS LEAD

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

2020=84%

SUPERVISORS

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

2020=89%

INTRINSIC WORK EXPERIENCE

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

2020=89%

The results show that OGE continues to have a highly engaged workforce. OGE scored 88% on the Index. 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). Notably, OGE has sustained increases in each of these subfactors, which were achieved several years ago.

The results also indicate a strong culture of performance and communication. For example, 100 percent of employees indicated that they know how their work relates to the agency's goals and 86 percent of employees agreed or strongly agreed that managers promote communication among different work units.

On the next page are the top five survey items (out of 37) that were identified as strengths (65% positive or more). No survey items were identified as a challenge (35% negative or more).

TOP 5 STRENGTHS

01 / I know how my work relates to the agency's goals. (Q. 7)

- **100%** positive
- **0%** neutral
- **0%** negative

02 / The people I work with cooperate to get the job done. (Q. 9)

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

03 / Employees are protected from health and safety hazards on the job. (Q. 15)

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

04 / My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q. 13)

- **94%** positive
- **6%** neutral
- **0%** negative

05 / My supervisor treats me with respect. (Q. 23)

- **94%** positive
- **5%** neutral
- **2%** negative

Below are the survey items that had the largest increases and decreases in percent positive since the 2019 survey.

» **INCREASED THE MOST**

Managers promote communication among different work units (for example, about projects, goals, and needed resources). (Q. 29) **+11**

» **DECREASED THE MOST**

In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 26) **-8**

Below are the responses to each of the survey items.

Note: Numbers are rounded to the nearest whole number.

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 N
				Strongly Disagree/ Very Poor/ Very Dissatisfied %	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						
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	84.7%	47.5%	37.2%	13.4%	1.9%	0.0%	1.9%	22	18	6	1	0	47	N/A
Agree-disagree	2	I feel encouraged to come up with new and better ways of doing things.	89.2%	47.1%	42.1%	4.9%	4.0%	1.9%	5.9%	22	20	2	2	1	47	N/A
Agree-disagree	3	My work gives me a feeling of personal accomplishment.	89.7%	45.3%	44.5%	8.4%	1.9%	0.0%	1.9%	21	21	4	1	0	47	N/A
Agree-disagree	4	I know what is expected of me on the job.	89.3%	53.8%	35.4%	4.4%	6.4%	0.0%	6.4%	24	17	2	3	0	46	N/A
Agree-disagree	5	*My workload is reasonable.	70.5%	29.2%	41.3%	16.2%	4.9%	8.4%	13.3%	13	20	8	2	4	47	0
Agree-disagree	6	*My talents are used well in the workplace.	84.4%	49.1%	35.4%	9.3%	4.3%	1.9%	6.2%	23	17	4	2	1	47	0
Agree-disagree	7	*I know how my work relates to the agency's goals.	100.0%	75.5%	24.5%	0.0%	0.0%	0.0%	0.0%	35	12	0	0	0	47	0
Agree-disagree	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	79.3%	44.9%	34.4%	12.6%	6.2%	1.9%	8.1%	21	16	6	3	1	47	0
Agree-disagree	9	*The people I work with cooperate to get the job done.	98.1%	60.2%	37.9%	1.9%	0.0%	0.0%	0.0%	28	18	1	0	0	47	N/A
Agree-disagree	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	64.5%	34.3%	30.2%	24.6%	5.4%	5.4%	10.9%	12	10	9	2	2	35	12
Agree-disagree	12	*In my work unit, differences in performance are recognized in a meaningful way.	64.7%	28.7%	36.0%	18.2%	10.1%	7.0%	17.1%	11	14	7	4	3	39	8
Agree-disagree	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	94.4%	54.3%	40.1%	5.6%	0.0%	0.0%	0.0%	25	19	3	0	0	47	0
Agree-disagree	14	Employees are recognized for providing high quality products and services.	89.6%	40.2%	49.4%	6.3%	1.9%	2.2%	4.1%	18	24	3	1	1	47	0
Agree-disagree	15	Employees are protected from health and safety hazards on the job.	96.3%	61.1%	35.2%	3.7%	0.0%	0.0%	0.0%	28	17	2	0	0	47	0
Agree-disagree	16	My agency is successful at accomplishing its mission.	85.9%	60.1%	25.8%	10.1%	4.0%	0.0%	4.0%	27	12	5	2	0	46	0
Agree-disagree	17	*I recommend my organization as a good place to work.	87.9%	48.7%	39.2%	8.0%	4.1%	0.0%	4.1%	23	18	4	2	0	47	N/A
Agree-disagree	18	*I believe the results of this survey will be used to make my agency a better place to work.	79.9%	37.9%	42.0%	14.0%	3.9%	2.2%	6.1%	17	19	6	2	1	45	2
Agree-disagree	19	My supervisor supports my need to balance work and other life issues.	89.8%	73.2%	16.6%	8.4%	1.9%	0.0%	1.9%	34	8	4	1	0	47	0
Agree-disagree	20	My supervisor is committed to a workforce representative of all segments of society.	86.8%	69.0%	17.9%	8.4%	4.8%	0.0%	4.8%	31	8	4	2	0	45	2
Agree-disagree	21	Supervisors in my work unit support employee development.	85.1%	75.2%	9.9%	14.9%	0.0%	0.0%	0.0%	35	5	7	0	0	47	0
Agree-disagree	22	My supervisor listens to what I have to say.	91.3%	67.2%	24.1%	6.5%	0.0%	2.2%	2.2%	31	12	3	0	1	47	N/A
Agree-disagree	23	My supervisor treats me with respect.	93.5%	74.0%	19.6%	4.6%	1.9%	0.0%	1.9%	34	10	2	1	0	47	N/A
Agree-disagree	24	I have trust and confidence in my supervisor.	87.3%	63.3%	24.0%	5.9%	6.8%	0.0%	6.8%	29	12	3	3	0	47	N/A
Good-poor	25	Overall, how good a job do you feel is being done by your immediate supervisor?	89.5%	66.5%	23.0%	8.6%	1.9%	0.0%	1.9%	31	11	4	1	0	47	N/A
Agree-disagree	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	76.4%	29.9%	46.5%	12.8%	8.5%	2.2%	10.7%	14	21	6	4	1	46	1
Agree-disagree	27	My organization's senior leaders maintain high standards of honesty and integrity.	89.5%	46.3%	43.2%	8.6%	1.9%	0.0%	1.9%	22	20	4	1	0	47	0
Agree-disagree	28	*Managers communicate the goals of the organization.	88.3%	52.8%	35.5%	9.6%	0.0%	2.2%	2.2%	25	16	5	0	1	47	0
Agree-disagree	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	85.8%	42.4%	43.4%	4.0%	8.2%	1.9%	10.1%	20	19	2	4	1	46	1
Good-poor	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	82.1%	62.8%	19.2%	9.9%	5.8%	2.2%	8.1%	28	9	4	3	1	45	0
Agree-disagree	31	I have a high level of respect for my organization's senior leaders.	85.2%	41.8%	43.4%	8.9%	5.8%	0.0%	5.8%	19	19	4	3	0	45	0
Agree-disagree	32	Senior leaders demonstrate support for Work-Life programs.	91.6%	58.4%	33.2%	4.2%	4.2%	0.0%	4.2%	26	15	2	2	0	45	1
Satisfied-dissatisfied	33	*How satisfied are you with your involvement in decisions that affect your work?	82.3%	34.3%	48.0%	8.4%	7.1%	2.3%	9.3%	16	21	4	3	1	45	N/A

Satisfied-dissatisfied	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	79.4%	43.7%	35.7%	14.5%	3.8%	2.2%	6.0%	20	16	7	2	1	46	N/A
Satisfied-dissatisfied	35	*How satisfied are you with the recognition you receive for doing a good job?	81.2%	42.0%	39.2%	8.3%	6.0%	4.4%	10.4%	19	18	4	3	2	46	N/A
Satisfied-dissatisfied	36	*Considering everything, how satisfied are you with your job?	85.3%	43.9%	41.4%	8.7%	6.0%	0.0%	6.0%	20	19	4	3	0	46	N/A
Satisfied-dissatisfied	37	Considering everything, how satisfied are you with your pay?	78.4%	23.5%	54.9%	13.1%	4.4%	4.1%	8.5%	11	25	6	2	2	46	N/A
Satisfied-dissatisfied	38	*Considering everything, how satisfied are you with your organization?	85.9%	43.9%	42.0%	8.1%	6.0%	0.0%	6.0%	20	19	4	3	0	46	N/A

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

** Unweighted count of responses excluding "Do Not Know"

The Dashboard only includes items 1-38, excluding item 11.

Percentages are weighted to represent the Agency's population.

When responding to the Core OPM FEVS questions 1 through 38, respondents were asked to share their work experiences since the last OPM FEVS administration (June 2019).

Source: 2020 OPM 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.