Government-wide Highlights

Did You Know? The Federal Employee Viewpoint Survey (FEVS) aggregates results for over 48,000 offices across 82 agencies.

27 items identified as strengths (65% positive or higher)

Most positively rated item: When needed I am willing to put in the extra effort to get a job done. (96% positive)

Did You Know? 17 Departments/Large Agencies increased in Global Satisfaction

Diversity in the Federal Workforce

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>2014*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Veterans in FEVS</td>
<td>32.4%</td>
<td>27.6%</td>
<td>28.6%</td>
</tr>
<tr>
<td>LGBT in FEVS</td>
<td>2.2%</td>
<td>2.7%</td>
<td>2.8%</td>
</tr>
<tr>
<td>People with Disabilities in FEVS</td>
<td>13.1%</td>
<td>13.0%</td>
<td>13.5%</td>
</tr>
</tbody>
</table>

* Survey item changed in 2014 to expand military options.

Global Satisfaction Index

- **Global Satisfaction**
  - Highest Department/Large Agency: NASA
  - Highest Small/Independent Agency: Surface Transportation Board & U.S. Trade and Development Agency

- **Job Satisfaction**
  - Considering everything, how satisfied are you with your job? (Q. 69)
  - 2013: 65%

- **Pay Satisfaction**
  - Considering everything, how satisfied are you with your pay? (Q. 70)
  - 2013: 54%

- **Organization Satisfaction**
  - Considering everything, how satisfied are you with your organization? (Q. 71)
  - 2013: 55%

- **Recommend Organization**
  - I recommend my organization as a good place to work. (Q. 40)
  - 2013: 63%

Employee Engagement Index

- **Leaders Lead**
  - Reflects the employees’ perceptions of the integrity of leadership, as well as leadership behaviors such as communication and workforce motivation. (Q. 53, 54, 56, 60, and 61)
  - 2013: 53%

- **Supervisors**
  - Reflects the interpersonal relationship between worker and supervisor, including trust, respect, and support. (Q. 47, 48, 49, 51, and 52)
  - 2013: 70%

- **Intrinsic Work Experience**
  - Reflects the employees’ feelings of motivation and competency relating to their role in the workplace. (Q. 3, 4, 6, 11, and 12)
  - 2013: 69%

- **Employee Engagement**
  - Highest Department/Large Agency: NASA
  - 2013: 69%

2014 Engagement by State

- **TOP QUINTILE**
- **2nd QUINTILE**
- **3rd QUINTILE**
- **4th QUINTILE**
- **5th QUINTILE**

Special Topics in the Federal Workforce

- **Education**
  - 34% of respondents have a Master’s degree or higher

- **Millennials**
  - 11% of respondents are 33 years and younger

- **Telework**
  - 29% of respondents

We’re listening. @USOPM

Federal Employee Viewpoint Survey Results
Employees Influencing Change
United States Office of Personnel Management