2023

OFFICE OF PERSONNEL MANAGEMENT
Federal Employee Viewpoint Survey
Empowering employees. Inspiring change.

Annual Employee Survey (AES) Dashboard

Institute of Museum and Library Services

The Dashboard's percent positive and negative results only include items 1-90, excluding item 16.

FIELD PERIOD	May 16 - Jul 14, 2023
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	49
NUMBER OF SURVEYS	64
RESPONSE RATE	76.6%

69 items identified as **strengths** (65% positive or higher)

3 items identified as **challenges** (35% negative or higher)

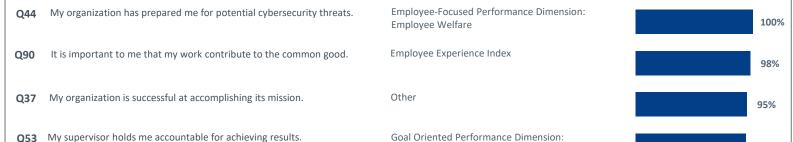### Engagement Index Score

2023 ENGAGEMENT INDEX

74%

LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE
65%	80%	77%

Highest % Positive Items

Select: Highest % Positive

		Index/Dimension	
Q44	My organization has prepared me for potential cybersecurity threats.	Employee-Focused Performance Dimension: Employee Welfare	100%
Q90	It is important to me that my work contribute to the common good.	Employee Experience Index	98%
Q37	My organization is successful at accomplishing its mission.	Other	95%
Q53	My supervisor holds me accountable for achieving results.	Goal Oriented Performance Dimension: Accountability	94%
Q89	I identify with the mission of my organization.	Employee Experience Index	94%

Highest % Strongly Disagree Items

Select: Highest % Strongly Disagree

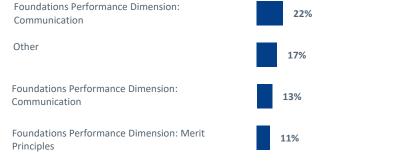|		Index/Dimension	
Q40	Information is openly shared in my organization.	Foundations Performance Dimension: Communication	22%
Q47	I believe the results of this survey will be used to make my agency a better place to work.	Other	17%
Q60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Foundations Performance Dimension: Communication	13%
Q45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Foundations Performance Dimension: Merit Principles	11%
Q66	Management involves employees in decisions that affect their work.	Employee-Focused Performance Dimension: Employee Voice	11%

2023

OFFICE OF PERSONNEL MANAGEMENT
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Annual Employee Survey (AES) Dashboard — Institute of Museum and Library Services

The Dashboard's trending results only include items 1-12, 15, 17-38, and 42-90.

Select: Largest Increases since 2022 ▼

Largest Increases in Percent Positive since 2022

20 items increased since 2022

	Question	Index/Dimension	2020	2021	2022	2023	Percentage Point Change
Q43	My organization has prepared me for potential physical security threats.	Employee-Focused Performance Dimension: Employee Welfare	--	--	59%	87%	+28
Q83	I can easily make a request of my organization to meet my accessibility needs.	DEIA Index: Accessibility	--	--	65%	77%	+12
Q84	My organization responds to my accessibility needs in a timely manner.	DEIA Index: Accessibility	--	--	56%	67%	+11
Q80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA Index: Inclusion	--	--	72%	83%	+11
Q82	I can be successful in my organization being myself.	DEIA Index: Inclusion	--	--	72%	83%	+11

Select: Largest Decreases since 2022 ▼

Largest Decreases in Percent Positive since 2022

62 items decreased since 2022

	Question	Index/Dimension	2020	2021	2022	2023	Percentage Point Change
Q47	I believe the results of this survey will be used to make my agency a better place to work.	Other	51%	66%	63%	42%	-21
Q42	My organization effectively adapts to changing government priorities.	Agile Performance Dimension: Resilience	--	--	93%	74%	-19
Q65	Management makes effective changes to address challenges facing our organization.	Agile Performance Dimension: Resilience	--	--	67%	49%	-18
Q72	Considering everything, how satisfied are you with your organization?	Global Satisfaction Index	77%	85%	80%	62%	-18
Q66	Management involves employees in decisions that affect their work.	Employee-Focused Performance Dimension: Employee Voice	--	--	58%	41%	-17

Institute of Museum and Library Services OPM FEVS AES Report	Agency Information
Field Period	**May 16 - Jul 14, 2023**
Sample or Census	Census
Number of Surveys Completed	49
Number of Surveys Administered	64
Response Rate	76.6%
Number of items identified as Strengths (65% positive or higher)	69
Number of items identified as Challenges (35% negative or higher)	3
2023 Engagement Index	74%
Leaders Lead Subindex	65%
Supervisors Subindex	80%
Intrinsic Work Experience Subindex	77%

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

A "−[d]" 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
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	Agree-disagree	83%	31%	52%	8%	5%	3%	8%	15	26	4	2	2	49	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	74%	40%	34%	12%	10%	4%	14%	19	17	5	5	2	48	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	79%	36%	43%	16%	2%	4%	5%	18	20	8	1	2	49	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	80%	31%	49%	13%	4%	3%	7%	15	24	6	2	2	49	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	57%	21%	36%	14%	23%	5%	28%	10	18	7	12	2	49	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	61%	18%	43%	16%	20%	3%	24%	9	20	8	9	2	48	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	92%	56%	36%	8%	0%	0%	0%	27	18	4	0	0	49	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	65%	38%	28%	14%	15%	6%	21%	19	13	6	7	3	48	1
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	75%	21%	54%	15%	6%	4%	10%	10	26	7	3	2	48	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	75%	26%	49%	15%	7%	4%	10%	13	24	7	3	2	49	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	Agree-disagree	88%	44%	44%	7%	6%	0%	6%	21	22	3	3	0	49	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	80%	31%	49%	16%	2%	3%	5%	15	24	8	1	1	49	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	68%	34%	35%	10%	14%	7%	22%	16	17	5	7	3	48	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	56%	23%	33%	11%	23%	9%	33%	11	17	6	11	4	49	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	85%	47%	38%	7%	4%	4%	8%	22	20	3	2	2	49	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	Agree-disagree	53%	21%	31%	19%	19%	9%	28%	9	14	8	8	4	43	6
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	88%	54%	34%	7%	4%	0%	4%	27	16	4	2	0	49	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%	48%	43%	9%	0%	0%	0%	23	21	5	0	0	49	0
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	90%	51%	39%	10%	0%	0%	0%	24	18	5	0	0	47	1
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	90%	68%	21%	10%	0%	0%	0%	33	10	5	0	0	48	1
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	92%	49%	43%	8%	0%	0%	0%	23	21	4	0	0	48	0
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	89%	60%	28%	9%	3%	0%	3%	28	14	4	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	84%	45%	38%	13%	0%	3%	3%	20	17	5	0	1	43	6
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	85%	41%	44%	5%	8%	2%	10%	20	21	2	4	1	48	N/A
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	88%	48%	40%	12%	0%	0%	0%	23	19	6	0	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	59%	30%	29%	20%	17%	4%	22%	14	14	9	8	2	47	0
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	74%	31%	43%	5%	15%	6%	21%	15	21	2	7	3	48	0
29	Employees in my work unit consistently look for new ways to improve how they do work.	N/A	Agile: Innovation	Agree-disagree	81%	32%	49%	10%	8%	2%	9%	15	22	5	3	1	46	0
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	80%	32%	48%	18%	0%	2%	2%	15	21	8	0	1	45	2
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	67%	29%	37%	24%	7%	2%	9%	13	19	10	3	1	46	0
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	81%	56%	25%	12%	7%	0%	7%	25	12	6	3	0	46	0
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	80%	37%	43%	12%	8%	0%	8%	17	20	6	4	0	47	0
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	75%	46%	29%	21%	4%	0%	4%	21	14	10	2	0	47	2
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	69%	21%	48%	13%	12%	6%	19%	9	22	6	6	3	46	2
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	83%	43%	40%	9%	3%	4%	7%	20	18	5	1	2	46	2
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	95%	66%	29%	2%	4%	0%	4%	31	14	1	2	0	48	0
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	81%	50%	30%	13%	2%	4%	6%	23	15	7	1	2	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	80%	37%	44%	11%	4%	5%	8%	16	20	5	2	2	45	3
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	46%	21%	24%	24%	9%	22%	30%	9	12	11	4	10	46	1
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	38%	16%	22%	28%	27%	8%	35%	6	10	12	13	4	45	1
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	74%	26%	48%	22%	2%	3%	5%	11	23	10	1	1	46	1
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	87%	44%	43%	10%	0%	3%	3%	21	21	5	0	1	48	0
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	100%	47%	53%	0%	0%	0%	0%	22	25	0	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	59%	31%	29%	14%	16%	11%	26%	14	14	7	7	5	47	1
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	72%	32%	40%	20%	6%	2%	8%	15	20	9	3	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	42%	27%	15%	19%	22%	17%	39%	11	7	8	10	7	43	5
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	78%	52%	26%	8%	12%	2%	14%	25	12	4	6	1	48	N/A
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	87%	65%	22%	7%	5%	2%	6%	31	11	3	2	1	48	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	82%	52%	30%	12%	6%	0%	6%	25	14	6	3	0	48	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	86%	61%	25%	7%	6%	0%	6%	29	12	4	3	0	48	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	79%	45%	34%	4%	16%	2%	18%	22	15	2	8	1	48	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	94%	62%	33%	2%	2%	2%	4%	29	16	1	1	1	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	76%	45%	31%	12%	12%	0%	12%	22	14	6	6	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	74%	32%	42%	10%	11%	5%	16%	16	19	5	6	2	48	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	70%	36%	34%	12%	15%	3%	18%	18	15	6	8	1	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	58%	25%	33%	13%	19%	10%	29%	11	16	6	9	5	47	1
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	63%	32%	31%	16%	13%	8%	22%	14	14	7	6	4	45	2
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	63%	27%	36%	23%	8%	6%	14%	12	17	12	4	3	48	0
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	58%	24%	35%	11%	18%	13%	31%	11	16	5	10	6	48	0
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	77%	30%	48%	19%	4%	0%	4%	14	22	9	2	0	47	1
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	65%	28%	37%	22%	5%	8%	13%	12	19	10	3	4	48	0
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	59%	32%	27%	20%	11%	10%	21%	13	13	10	5	5	46	2
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	54%	23%	31%	30%	12%	4%	16%	11	15	14	6	2	48	0
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	49%	19%	30%	27%	14%	11%	24%	9	14	13	7	5	48	0
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	41%	20%	21%	19%	29%	11%	40%	9	10	9	14	5	47	1
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	56%	25%	32%	16%	20%	8%	28%	12	15	7	10	4	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	45%	19%	26%	23%	23%	9%	32%	9	12	11	12	4	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	71%	30%	42%	10%	14%	4%	18%	14	20	5	7	2	48	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	68%	32%	36%	21%	6%	5%	11%	15	17	10	3	3	48	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	67%	24%	43%	20%	5%	8%	13%	12	20	10	2	4	48	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	62%	25%	38%	28%	4%	6%	10%	12	18	13	2	3	48	N/A

#	Question	Category		Scale														
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	72%	33%	39%	16%	7%	4%	12%	16	18	8	4	2	48	0
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	76%	51%	25%	16%	8%	0%	8%	24	11	8	4	0	47	1
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	68%	40%	28%	17%	7%	8%	15%	18	13	8	3	4	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	69%	41%	29%	9%	14%	8%	21%	19	14	4	7	4	48	0
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	74%	43%	31%	10%	11%	4%	16%	19	14	5	5	2	45	3
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	91%	51%	39%	7%	2%	0%	2%	24	19	4	1	0	48	0
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	89%	52%	37%	11%	0%	0%	0%	25	18	5	0	0	48	0
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	83%	50%	33%	9%	5%	2%	7%	23	16	4	3	1	47	1
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	83%	47%	36%	15%	2%	0%	2%	22	17	7	1	0	47	1
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	83%	52%	30%	12%	2%	3%	5%	25	14	6	1	2	48	0
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	77%	44%	33%	14%	3%	6%	9%	12	9	4	1	2	28	9
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	67%	42%	25%	26%	0%	6%	6%	10	6	7	0	2	25	13
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	72%	47%	25%	25%	3%	0%	3%	12	6	7	1	0	26	10
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	72%	39%	33%	15%	11%	2%	13%	19	16	7	5	1	48	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	87%	50%	37%	8%	2%	4%	5%	23	17	4	1	2	47	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	73%	40%	33%	10%	15%	2%	17%	19	16	5	7	1	48	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	94%	68%	26%	2%	3%	2%	5%	32	12	1	1	1	47	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	98%	80%	18%	0%	2%	0%	2%	38	9	0	1	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: **Institute of Museum and Library Services AES Report,** 2023 OPM Federal Employee Viewpoint Survey

Performance Dimension: Goal Oriented: Accountability

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

	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	8	15.3%	9	23.0%
Remain in the work unit and continue to underperform	16	32.1%	7	17.0%
Leave the work unit - removed or transferred	2	3.6%	1	2.2%
Leave the work unit - quit	3	5.5%	0	0.0%
There are no poor performers in my work unit	16	33.4%	20	51.0%
Do Not Know	9	19.5%	4	9.0%
Total (percents will add to more than 100% because respondents could choose more than one response option)	49	N/A	40	N/A

Percentages are weighted to represent the Agency's population.

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

Source: **Institute of Museum and Library Services AES Report,** 2023 OPM Federal Employee Viewpoint Survey

Item	Item Text	Index	Performance Dimension	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	Difference 2023-2020	Difference 2023-2021	Difference 2023-2022	Sort for Largest Differences 2023-2020	Sort for Largest Differences 2023-2021	Sort for Largest Differences 2023-2022
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	83%	90%	90%	83%	0%	-7%	-7%	5	18	49
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	71%	76%	79%	74%	3%	-2%	-5%	4	8	37
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	86%	78%	87%	79%	-7%	1%	-8%	25	3	54
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	85%	91%	94%	80%	-5%	-11%	-14%	21	23	75
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	60%	59%	57%	57%	-3%	-2%	0%	13	7	21
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	72%	78%	67%	61%	-11%	-17%	-6%	32	32	46
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	93%	93%	97%	92%	-1%	-1%	-5%	9	6	40
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	75%	82%	80%	65%	-10%	-17%	-15%	30	31	78
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	—[a]	—[a]	88%	75%	—[a]	—[a]	-13%	—[a]	—[a]	73
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	—[a]	—[a]	82%	75%	—[a]	—[a]	-7%	—[a]	—[a]	53
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	—[a]	—[a]	91%	88%	—[a]	—[a]	-3%	—[a]	—[a]	31
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	—[a]	—[a]	89%	80%	—[a]	—[a]	-9%	—[a]	—[a]	61
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	95%	94%	92%	85%	-10%	-9%	-7%	31	22	52
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	64%	64%	45%	53%	-11%	-11%	8%	33	24	9
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	—[a]	—[a]	95%	88%	—[a]	—[a]	-7%	—[a]	—[a]	48
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	95%	98%	97%	91%	-4%	-7%	-6%	17	17	42
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	93%	96%	92%	90%	-3%	-6%	-2%	16	16	28
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	97%	96%	95%	90%	-7%	-6%	-5%	27	15	36
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	97%	98%	97%	92%	-5%	-6%	-5%	19	14	35
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	94%	92%	97%	89%	-5%	-3%	-8%	22	11	58
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	—[a]	—[a]	94%	84%	—[a]	—[a]	-10%	—[a]	—[a]	65
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	—[a]	—[a]	75%	85%	—[a]	—[a]	10%	—[a]	—[a]	7
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	—[a]	—[a]	95%	88%	—[a]	—[a]	-7%	—[a]	—[a]	50
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	—[a]	—[a]	70%	59%	—[a]	—[a]	-11%	—[a]	—[a]	70
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	—[a]	—[a]	82%	74%	—[a]	—[a]	-8%	—[a]	—[a]	55
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	—[a]	—[a]	87%	81%	—[a]	—[a]	-6%	—[a]	—[a]	41
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	—[a]	—[a]	84%	80%	—[a]	—[a]	-4%	—[a]	—[a]	33
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	—[a]	—[a]	73%	67%	—[a]	—[a]	-6%	—[a]	—[a]	47
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	—[a]	—[a]	92%	81%	—[a]	—[a]	-11%	—[a]	—[a]	66
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	—[a]	—[a]	92%	80%	—[a]	—[a]	-12%	—[a]	—[a]	71
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	—[a]	—[a]	81%	75%	—[a]	—[a]	-6%	—[a]	—[a]	44
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	81%	82%	69%	69%	-12%	-13%	0%	34	28	22
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	87%	91%	79%	83%	-4%	-8%	4%	18	19	11
37	My organization is successful at accomplishing its mission.	N/A	Other	95%	98%	100%	95%	0%	-3%	-5%	6	10	39
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	—[a]	—[a]	95%	81%	—[a]	—[a]	-14%	—[a]	—[a]	76
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	—[a]	—[a]	93%	74%	—[a]	—[a]	-19%	—[a]	—[a]	83
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	—[a]	—[a]	59%	87%	—[a]	—[a]	28%	—[a]	—[a]	1
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	—[a]	—[a]	90%	100%	—[a]	—[a]	10%	—[a]	—[a]	8
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	—[a]	—[a]	58%	59%	—[a]	—[a]	1%	—[a]	—[a]	19
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	75%	84%	85%	72%	-3%	-12%	-13%	15	26	74
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	51%	66%	63%	42%	-9%	-24%	-21%	29	38	84
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	91%	97%	87%	78%	-13%	-19%	-9%	35	34	60
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	88%	84%	85%	87%	-1%	3%	2%	8	2	13
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	88%	86%	80%	82%	-6%	-4%	2%	24	13	15
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	92%	86%	85%	86%	-6%	0%	1%	23	4	17
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	80%	81%	82%	79%	-1%	-2%	-3%	10	9	32
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	—[a]	—[a]	95%	94%	—[a]	—[a]	-1%	—[a]	—[a]	25
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	78%	84%	79%	76%	-2%	-8%	-3%	11	21	30
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	—[a]	—[a]	73%	74%	—[a]	—[a]	1%	—[a]	—[a]	16
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	—[a]	—[a]	80%	70%	—[a]	—[a]	-10%	—[a]	—[a]	64
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	59%	81%	63%	58%	-1%	-23%	-5%	7	36	38
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	70%	82%	74%	63%	-7%	-19%	-11%	26	33	69
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	68%	77%	72%	63%	-5%	-14%	-9%	20	29	62
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	52%	59%	59%	58%	6%	-1%	-1%	1	5	23
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	71%	81%	86%	77%	6%	-4%	-9%	2	12	59
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	67%	79%	77%	65%	-2%	-14%	-12%	12	30	72
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	84%	79%	67%	59%	-25%	-20%	-8%	38	35	57
64	Management encourages innovation.	N/A	Agile: Innovation	—[a]	—[a]	55%	54%	—[a]	—[a]	-1%	—[a]	—[a]	26
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	—[a]	—[a]	67%	49%	—[a]	—[a]	-18%	—[a]	—[a]	82
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	—[a]	—[a]	58%	41%	—[a]	—[a]	-17%	—[a]	—[a]	80
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	64%	69%	66%	56%	-8%	-13%	-10%	28	27	63
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	77%	70%	53%	45%	-32%	-25%	-8%	39	39	56
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	65%	61%	61%	71%	6%	10%	10%	3	1	6
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	84%	80%	79%	68%	-16%	-12%	-11%	37	25	68
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	70%	75%	70%	67%	-3%	-8%	-3%	14	20	29
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	77%	85%	80%	62%	-15%	-23%	-18%	36	37	81
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	—[a]	—[a]	87%	72%	—[a]	—[a]	-15%	—[a]	—[a]	77
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	—[a]	—[a]	92%	76%	—[a]	—[a]	-16%	—[a]	—[a]	79
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	—[a]	—[a]	72%	68%	—[a]	—[a]	-4%	—[a]	—[a]	34
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	—[a]	—[a]	80%	69%	—[a]	—[a]	-11%	—[a]	—[a]	67
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	—[a]	—[a]	73%	74%	—[a]	—[a]	1%	—[a]	—[a]	20
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	—[a]	—[a]	90%	91%	—[a]	—[a]	1%	—[a]	—[a]	18
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	—[a]	—[a]	90%	89%	—[a]	—[a]	-1%	—[a]	—[a]	24
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	—[a]	—[a]	72%	83%	—[a]	—[a]	11%	—[a]	—[a]	4

#	Item	Category				2022	2023			Difference			Sort
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	—[a]	—[a]	80%	83%	—[a]	—[a]	3%	—[a]	—[a]	12
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	—[a]	—[a]	72%	83%	—[a]	—[a]	11%	—[a]	—[a]	5
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	—[a]	—[a]	65%	77%	—[a]	—[a]	12%	—[a]	—[a]	2
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	—[a]	—[a]	56%	67%	—[a]	—[a]	11%	—[a]	—[a]	3
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	—[a]	—[a]	64%	72%	—[a]	—[a]	8%	—[a]	—[a]	10
86	My job inspires me.	Employee Experience	N/A	—[a]	—[a]	79%	72%	—[a]	—[a]	-7%	—[a]	—[a]	51
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	—[a]	—[a]	85%	87%	—[a]	—[a]	2%	—[a]	—[a]	14
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	—[a]	—[a]	79%	73%	—[a]	—[a]	-6%	—[a]	—[a]	45
89	I identify with the mission of my organization.	Employee Experience	N/A	—[a]	—[a]	100%	94%	—[a]	—[a]	-6%	—[a]	—[a]	43
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	—[a]	—[a]	100%	98%	—[a]	—[a]	-2%	—[a]	—[a]	27

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)
Percentages are weighted to represent the Agency's population.
Only items 1-12, 15, 17-38, 42-90 that carried over from the 2022 OPM FEVS are included on this tab.
A "–ᵃ" indicates that there are no trending results available for the year.

For confidentiality purposes, a "–ᶜ" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.
The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

Source: **Institute of Museum and Library Services AES Report,** 2023 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

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

	2023 N	2023 %	2022 N	2022 %	2021 N	2021 %
I telework every work day (i.e., remote work agreement)	11	23.5%	N/A	N/A	45	100.0%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	7	18.7%	N/A	N/A
I telework 3 or 4 days per week	24	50.1%	N/A	N/A	0	0.0%
I telework 3 or more days per week	N/A	N/A	32	78.0%	N/A	N/A
I telework 1 or 2 days per week	10	20.4%	0	0.0%	0	0.0%
I telework, but only about 1 or 2 days per month	1	1.7%	1	3.3%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	1	2.6%	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%	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%	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%	0	0.0%
I do not telework because I choose not to telework	1	1.7%	0	0.0%	0	0.0%
Total	48	100.0%	40	100.0%	45	100.0%

Only those who answered "I telework every work day" in 2023 or "I have an approved remote work agreement" in 2022 to the previous question received Question 91a.

91a. What is your current remote work status?

	2023 N	2023 %	2022 N	2022 %
I do not have an approved remote work agreement	1	11.3%	N/A	N/A
I have an approved remote work agreement and live **outside** the local commuting area (more than 50 miles away)	5	39.0%	0	0.0%
I have an approved remote work agreement and live **inside** the local commuting area (less than 50 miles away)	4	38.5%	7	100.0%
I do not know	1	11.3%	N/A	N/A
Total	11	100.0%	7	100.0%

Percentages are weighted to represent the Agency's population.

"–ª" indicates that there are no trending results available for the year.

"–ᵈ" indicates that there were no responses to this item.

In 2023, the response options for Q91 and Q91a were slightly different than in previous years. To facilitate trending, all possible response options are shown and an N/A is shown when the response option is not relevant for that given year.

Source: **Institute of Museum and Library Services AES Report**, 2023 OPM Federal Employee Viewpoint Survey

2023 OPM FEVS CONTENT MAP: INDICES AND DIMENSIONS

Employee Engagement Index	Global Satisfaction Index	Performance Confidence Index	DEIA Index	Employee Experience Index
Leaders Lead	Job Satisfaction	Meets Customer Needs	Diversity	Job Attachment
Supervisors	Pay Satisfaction	Contributes to Agency Performance	Equity	Organizational Attachment
Intrinsic Work Experience	Organizational Satisfaction	Produces High Quality Work	Inclusion	Public Service Motivation
(No additional)	Recommend Organization	Adapts to Changing Priorities	Accessibility	(No additional)

Employee-Focused Performance Dimension	Agile Performance Dimension	Goal-Oriented Performance Dimension	Foundations Performance Dimension	(No additional Dimensions)
Employee Development	Autonomy	Accountability	Communication	(No additional)
Employee Voice	Innovation	Goal Clarity	Cooperation	(No additional)
Employee Welfare	Resilience	Performance Feedback	Customer Responsiveness	(No additional)
Work-Life Support	(No additional)	Recognition	Merit Principles	(No additional)
(No additional)	(No additional)	(No additional)	Performance Resources	(No additional)

Item	Item Text	Index	Performance Dimension	AES
Q1	I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	AES
Q2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	N/A
Q3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	N/A
Q4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	N/A
Q5	My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	AES
Q6	My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	AES
Q7	I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	AES
Q8	I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	AES
Q9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	N/A
Q10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	N/A
Q11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	N/A
Q12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	N/A
Q13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	N/A
Q14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	N/A
Q15	The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	AES
Q16	In my work unit poor performers usually *(select all that apply):*	N/A	Goal Oriented: Accountability	N/A
Q17	In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	AES
Q18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	N/A
Q19	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	AES
Q20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	N/A
Q21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	N/A
Q22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	N/A

Item	Item Text	Index	Performance Dimension	AES
Q23	Employees in my work unit adapt to changing priorities.	**Performance Confidence**	N/A	N/A
Q24	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**	N/A
Q25	I can influence decisions in my work unit.	N/A	**Employee-Focused: Employee Voice**	N/A
Q26	I know what my work unit's goals are.	N/A	**Goal Oriented: Goal Clarity**	N/A
Q27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	**Agile: Innovation**	N/A
Q28	My work unit successfully manages disruptions to our work.	N/A	**Agile: Resilience**	N/A
Q29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	**Agile: Innovation**	N/A
Q30	Employees in my work unit incorporate new ideas into their work.	N/A	**Agile: Innovation**	N/A
Q31	Employees in my work unit approach change as an opportunity.	N/A	**Agile: Resilience**	N/A
Q32	Employees in my work unit consider customer needs a top priority.	N/A	**Foundations: Customer Responsiveness**	N/A
Q33	Employees in my work unit consistently look for ways to improve customer service.	N/A	**Foundations: Customer Responsiveness**	N/A
Q34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	**Employee-Focused: Work-Life Support**	N/A
Q35	Employees are recognized for providing high quality products and services.	N/A	**Goal Oriented: Recognition**	N/A
Q36	Employees are protected from health and safety hazards on the job.	N/A	**Employee-Focused: Employee Welfare**	N/A
Q37	My organization is successful at accomplishing its mission.	N/A	Other	N/A
Q38	I have a good understanding of my organization's priorities.	N/A	**Goal Oriented: Goal Clarity**	N/A
Q39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	N/A
Q40	Information is openly shared in my organization.	N/A	**Foundations: Communication**	N/A
Q41	The approval process in my organization allows timely delivery of my work.	N/A	Other	N/A
Q42	My organization effectively adapts to changing government priorities.	N/A	**Agile: Resilience**	N/A

Item	Item Text	Index	Performance Dimension	AES
Q43	My organization has prepared me for potential physical security threats.	N/A	**Employee-Focused: Employee Welfare**	N/A
Q44	My organization has prepared me for potential cybersecurity threats.	N/A	**Employee-Focused: Employee Welfare**	N/A
Q45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	**Foundations: Merit Principles**	N/A
Q46	I recommend my organization as a good place to work.	**Global Satisfaction**	N/A	**AES**
Q47	I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	**AES**
Q48	Supervisors in my work unit support employee development.	**Employee Engagement: Supervisors**	N/A	N/A
Q49	My supervisor supports my need to balance work and other life issues.	N/A	**Employee-Focused: Work-Life Support**	N/A
Q50	My supervisor listens to what I have to say.	**Employee Engagement: Supervisors**	N/A	N/A
Q51	My supervisor treats me with respect.	**Employee Engagement: Supervisors**	N/A	N/A
Q52	I have trust and confidence in my supervisor.	**Employee Engagement: Supervisors**	N/A	N/A
Q53	My supervisor holds me accountable for achieving results.	N/A	**Goal Oriented: Accountability**	N/A
Q54	Overall, how good a job do you feel is being done by your immediate supervisor?	**Employee Engagement: Supervisors**	N/A	N/A
Q55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	**Goal Oriented: Performance Feedback**	N/A
Q56	My supervisor provides me with performance feedback throughout the year.	N/A	**Goal Oriented: Performance Feedback**	N/A
Q57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	**Employee Engagement: Leaders Lead**	N/A	N/A
Q58	My organization's senior leaders maintain high standards of honesty and integrity.	**Employee Engagement: Leaders Lead**	N/A	N/A
Q59	Managers communicate the goals of the organization.	**Employee Engagement: Leaders Lead**	N/A	**AES**
Q60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	**Foundations: Communication**	N/A
Q61	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	N/A

Item	Item Text	Index	Performance Dimension	AES
Q62	I have a high level of respect for my organization's senior leaders.	**Employee Engagement: Leaders Lead**	N/A	N/A
Q63	Senior leaders demonstrate support for Work-Life programs.	N/A	**Employee-Focused: Work-Life Support**	N/A
Q64	Management encourages innovation.	N/A	**Agile: Innovation**	N/A
Q65	Management makes effective changes to address challenges facing our organization.	N/A	**Agile: Resilience**	N/A
Q66	Management involves employees in decisions that affect their work.	N/A	**Employee-Focused: Employee Voice**	N/A
Q67	How satisfied are you with your involvement in decisions that affect your work?	N/A	**Employee-Focused: Employee Voice**	**AES**
Q68	How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	**Foundations: Communication**	**AES**
Q69	How satisfied are you with the recognition you receive for doing a good job?	N/A	**Goal Oriented: Recognition**	**AES**
Q70	Considering everything, how satisfied are you with your job?	**Global Satisfaction**	N/A	**AES**
Q71	Considering everything, how satisfied are you with your pay?	**Global Satisfaction**	N/A	N/A
Q72	Considering everything, how satisfied are you with your organization?	**Global Satisfaction**	N/A	**AES**
Q73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	**DEIA: Diversity**	N/A	N/A
Q74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	**DEIA: Diversity**	N/A	N/A
Q75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	**DEIA: Equity**	N/A	N/A
Q76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	**DEIA: Equity**	N/A	N/A
Q77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	**DEIA: Equity**	N/A	N/A
Q78	Employees in my work unit make me feel I belong.	**DEIA: Inclusion**	N/A	N/A
Q79	Employees in my work unit care about me as a person.	**DEIA: Inclusion**	N/A	N/A

Item	Item Text	Index	Performance Dimension	AES
Q80	I am comfortable expressing opinions that are different from other employees in my work unit.	**DEIA:** **Inclusion**	N/A	N/A
Q81	In my work unit, people's differences are respected.	**DEIA:** **Inclusion**	N/A	N/A
Q82	I can be successful in my organization being myself.	**DEIA:** **Inclusion**	N/A	N/A
Q83	I can easily make a request of my organization to meet my accessibility needs. *(Note: For confidentiality purposes, a "-- [c] " indicates there are fewer than 4 responses to the question, excluding "No Accessibility Needs" and "No Basis to Judge," and results are therefore suppressed.)*	**DEIA:** **Accessibility**	N/A	N/A
Q84	My organization responds to my accessibility needs in a timely manner. *(Note: For confidentiality purposes, a "-- [c] " indicates there are fewer than 4 responses to the question, excluding "No Accessibility Needs" and "No Basis to Judge," and results are therefore suppressed.)*	**DEIA:** **Accessibility**	N/A	N/A
Q85	My organization meets my accessibility needs. *(Note: For confidentiality purposes, a "-- [c] " indicates there are fewer than 4 responses to the question, excluding "No Accessibility Needs" and "No Basis to Judge," and results are therefore suppressed.)*	**DEIA:** **Accessibility**	N/A	N/A
Q86	My job inspires me.	**Employee Experience**	N/A	N/A
Q87	The work I do gives me a sense of accomplishment.	**Employee Experience**	N/A	N/A
Q88	I feel a strong personal attachment to my organization.	**Employee Experience**	N/A	N/A
Q89	I identify with the mission of my organization.	**Employee Experience**	N/A	N/A
Q90	It is important to me that my work contribute to the common good.	**Employee Experience**	N/A	N/A
Q91	Please select the response that BEST describes your current teleworking schedule.	N/A	Telework Remote Work	N/A
Q91a	What is your current remote work status? *(Note: Only those who answered "I telework every work day (i.e., remote work agreement)" to Question 91 received Question 91a. A "-- [d] " indicates that there were no responses to this item.)*	N/A	Telework Remote Work	N/A
All Items	Note: A "-- [d]" indicates that there were no responses to the item.	N/A	N/A	N/A

Agency & Subagency Name	Subsetting Code	Level Code	Reporting Level	Response Count	Employee Engagement: Overall	Employee Engagement: Leaders Lead	Employee Engagement: Supervisors	Employee Engagement: Intrinsic Work Experience	Global Satisfaction	Performance Confidence	Diversity, Equity, Inclusion, and Accessibility (DEIA): Overall	DEIA: Diversity	DEIA: Equity	DEIA: Inclusion	DEIA: Accessibility	Employee Experience
Governmentwide	GOV	GOV	Governmentwide	625,568	72%	61%	80%	74%	64%	84%	71%	71%	67%	76%	69%	73%
Very Small Agencies (<100 employees)	Very Small	Very Small	Agency Size	528	77%	69%	82%	79%	71%	89%	77%	75%	71%	82%	78%	80%
Institute of Museum and Library Services	AL	AL	Agency	49	74%	65%	80%	77%	67%	90%	76%	74%	70%	86%	72%	85%

Agency & Subagency Name	Subsetting Code	Level Code	Reporting Level	Response Count	Employee Engagement: Overall	Employee Engagement: Leaders Lead	Q57 Pos	Q57 Neu	Q57 Neg	Q58 Pos	Q58 Neu	Q58 Neg	Q59 Pos	Q59 Neu	Q59 Neg	Q61 Pos	Q61 Neu	Q61 Neg	Q62 Pos	Q62 Neu	Q62 Neg	Employee Engagement: Supervisors	Q48 Pos	Q48 Neu	Q48 Neg	Q50 Pos	Q50 Neu	Q50 Neg	Q51 Pos	Q51 Neu	Q51 Neg	Q52 Pos	Q52 Neu	Q52 Neg	Q54 Pos	Q54 Neu	Q54 Neg	Employee Engagement: Intrinsic Work Experience	Q2 Pos	Q2 Neu	Q2 Neg	Q3 Pos	Q3 Neu	Q3 Neg	Q4 Pos	Q4 Neu	Q4 Neg	Q5 Pos	Q5 Neu	Q5 Neg	Q7 Pos	Q7 Neu	Q7 Neg
Governmentwide	GOV	GOV	Governmentwide	625,568	72%	61%	50%	22%	28%	62%	21%	18%	66%	17%	16%	66%	19%	15%	63%	20%	17%	80%	78%	11%	10%	82%	9%	9%	86%	8%	6%	77%	12%	12%	78%	14%	9%	74%	85%	16%	19%	73%	14%	13%	82%	10%	9%	64%	18%	20%	85%	9%	6%
Very Small Agencies (<100 employees)	Very Small	Very Small	Agency Size	528	77%	69%	58%	17%	24%	71%	13%	16%	72%	13%	15%	73%	13%	15%	70%	17%	14%	82%	81%	8%	11%	83%	7%	8%	87%	7%	6%	79%	9%	12%	81%	8%	11%	79%	73%	11%	16%	81%	11%	8%	82%	8%	10%	69%	13%	18%	89%	7%	4%
Institute of Museum and Library Services	**AL**	**AL**	**Agency**	**49**	**74%**	**65%**	**58%**	**13%**	**29%**	**63%**	**16%**	**22%**	**63%**	**23%**	**14%**	**77%**	**19%**	**4%**	**65%**	**22%**	**13%**	**80%**	**78%**	**8%**	**14%**	**82%**	**12%**	**6%**	**86%**	**7%**	**6%**	**79%**	**4%**	**18%**	**76%**	**12%**	**12%**	**77%**	**74%**	**12%**	**14%**	**79%**	**16%**	**5%**	**80%**	**13%**	**7%**	**61%**	**16%**	**24%**	**92%**	**8%**	**0%**

Agency & Subagency Name	Subsetting Code	Level Code	Reporting Level	Response Count	Global Satisfaction	Q46 Pos	Q46 Neu	Q46 Neg	Q70 Pos	Q70 Neu	Q70 Neg	Q71 Pos	Q71 Neu	Q71 Neg	Q72 Pos	Q72 Neu	Q72 Neg
Governmentwide	GOV	GOV	Governmentwide	625,568	64%	67%	18%	14%	68%	16%	16%	57%	17%	25%	62%	19%	18%
Very Small Agencies (<100 employees)	Very Small	Very Small	Agency Size	528	71%	72%	17%	12%	74%	14%	12%	65%	18%	17%	72%	15%	13%
Institute of Museum and Library Services	**AL**	**AL**	**Agency**	**49**	**67%**	**72%**	**20%**	**8%**	**68%**	**21%**	**11%**	**67%**	**20%**	**13%**	**62%**	**28%**	**10%**

Agency & Subagency Name	Subsetting Code	Level Code	Reporting Level	Response Count	Performance Confidence	Q20 Pos	Q20 Neu	Q20 Neg	Q21 Pos	Q21 Neu	Q21 Neg	Q22 Pos	Q22 Neu	Q22 Neg	Q23 Pos	Q23 Neu	Q23 Neg
Governmentwide	GOV	GOV	Governmentwide	625,568	84%	87%	11%	2%	85%	12%	3%	83%	14%	3%	80%	15%	5%
Very Small Agencies (<100 employees)	Very Small	Very Small	Agency Size	528	89%	89%	9%	1%	90%	8%	3%	88%	9%	3%	87%	8%	5%
Institute of Museum and Library Services	AL	AL	Agency	49	90%	90%	10%	0%	90%	10%	0%	92%	8%	0%	89%	9%	3%

Agency & Subagency Name	Subtitle Code	Level Code	Reporting Level	Response Count	DEIA Overall	DEIA: Diversity	Q70 Pos	Q70 Neu	Q72 Pos	Q72 Neu	Q74 Pos	Q74 Neu	Q74 Neu	DEIA: Equity	Q75 Pos	Q75 Neu	Q76 Pos	Q76 Neu	Q76 Neu	Q76 Neu	Q77 Pos	Q77 Neu	Q77 Neu	DEIA: Inclusive	Q78 Pos	Q78 Neu	Q78 Neu	Q79 Pos	Q79 Neu	Q79 Neu	Q80 Pos	Q80 Neu	Q80 Neu	Q81 Pos	Q81 Neu	Q81 Neu	Q82 Pos	Q82 Neu	Q82 Neu	DEIA: Accessibility	Q83 Pos	Q83 Neu	Q84 Pos	Q84 Neu	Q84 Neu	Q85 Pos	Q85 Neu	Q85 Neu
Governmentwide	GOV	GOV	Governmentwide	475,568	77%	71%	69%	18%	13%	73%	19%	6%	67%	67%	15%	18%	71%	15%	14%	67%	17%	9%	76%	14%	9%	82%	78%	14%	8%	77%	16%	7%	70%	13%	13%	76%	16%	8%	70%	14%	11%	68%	77%	18%	11%	66%	23%	11%	70%	21%	9%
Very Small Agencies (<100 employees)	Very Small	Very Small	Agency Size	528	77%	75%	72%	18%	9%	79%	14%	7%	71%	69%	15%	16%	73%	13%	13%	73%	14%	13%	76%	10%	13%	84%	84%	11%	5%	84%	12%	4%	81%	10%	10%	82%	11%	7%	79%	11%	10%	78%	79%	12%	9%	77%	15%	8%	77%	15%	8%
Institute of Museum and Library Services	AL	AL	Agency	49	76%	74%	72%	16%	12%	76%	16%	8%	70%	68%	17%	15%	69%	9%	21%	76%	10%	16%	86%	91%	7%	2%	89%	11%	0%	83%	9%	7%	83%	15%	2%	83%	12%	5%	72%	77%	14%	9%	67%	26%	6%	72%	25%	3%

Agency & Subagency Name	Subsetting Code	Level Code	Reporting Level	Response Count	Employee Experience	Q86 Pos	Q86 Neu	Q86 Neg	Q87 Pos	Q87 Neu	Q87 Neg	Q88 Pos	Q88 Neu	Q88 Neg	Q89 Pos	Q89 Neu	Q89 Neg	Q90 Pos	Q90 Neu	Q90 Neg
Governmentwide	GOV	GOV	Governmentwide	625,568	73%	62%	21%	17%	75%	14%	12%	61%	22%	18%	78%	15%	7%	92%	6%	2%
Very Small Agencies (<100 employees)	Very Small	Very Small	Agency Size	528	80%	72%	18%	10%	82%	10%	7%	66%	22%	12%	85%	11%	4%	94%	4%	2%
Institute of Museum and Library Services	AL	AL	Agency	49	85%	72%	15%	13%	87%	8%	5%	73%	10%	17%	94%	2%	5%	98%	0%	2%

Agency & Subagency Name	Subsetting Code	Level Code	Reporting Level	Response Count	Q1 Pos Employee Development	Q1 Neu Employee Development	Q1 Neg Employee Development	Q10 Pos Employee Development	Q10 Neu Employee Development	Q10 Neg Employee Development	Q25 Pos Employee Voice	Q25 Neu Employee Voice	Q25 Neg Employee Voice	Q66 Pos Employee Voice	Q66 Neu Employee Voice	Q66 Neg Employee Voice	Q67 Pos Employee Voice	Q67 Neu Employee Voice	Q67 Neg Employee Voice	Q36 Pos Employee Welfare	Q36 Neu Employee Welfare	Q36 Neg Employee Welfare	Q43 Pos Employee Welfare	Q43 Neu Employee Welfare	Q43 Neg Employee Welfare	Q44 Pos Employee Welfare	Q44 Neu Employee Welfare	Q44 Neg Employee Welfare	Q5 Pos Work-Life Support	Q5 Neu Work-Life Support	Q5 Neg Work-Life Support	Q34 Pos Work-Life Support	Q34 Neu Work-Life Support	Q34 Neg Work-Life Support	Q49 Pos Work-Life Support	Q49 Neu Work-Life Support	Q49 Neg Work-Life Support	Q63 Pos Work-Life Support	Q63 Neu Work-Life Support	Q63 Neg Work-Life Support
Governmentwide	GOV	GOV	Governmentwide	625,568	70%	14%	15%	66%	17%	17%	69%	18%	13%	46%	23%	31%	53%	24%	23%	78%	12%	10%	76%	15%	10%	83%	12%	6%	62%	15%	23%	73%	15%	12%	84%	9%	7%	63%	21%	17%
Very Small Agencies (<100 employees)	Very Small	Very Small	Agency Size	528	75%	11%	14%	68%	18%	15%	79%	11%	10%	57%	18%	25%	62%	19%	19%	86%	10%	5%	69%	20%	11%	86%	9%	5%	59%	15%	26%	81%	11%	9%	86%	8%	6%	70%	17%	13%
Institute of Museum and Library Services	AL	AL	Agency	49	83%	8%	8%	75%	15%	10%	85%	5%	10%	41%	19%	40%	56%	16%	28%	83%	9%	7%	87%	10%	3%	100%	0%	0%	57%	14%	28%	76%	21%	4%	87%	7%	6%	59%	20%	21%

Agency & Subagency Name	Subsetting Code	Level Code	Reporting Level	Response Count	Q13 Pos Autonomy	Q13 Neu Autonomy	Q13 Neg Autonomy	Q14 Pos Autonomy	Q14 Neu Autonomy	Q14 Neg Autonomy	Q27 Pos Innovation	Q27 Neu Innovation	Q27 Neg Innovation	Q29 Pos Innovation	Q29 Neu Innovation	Q29 Neg Innovation	Q30 Pos Innovation	Q30 Neu Innovation	Q30 Neg Innovation	Q64 Pos Innovation	Q64 Neu Innovation	Q64 Neg Innovation	Q28 Pos Resilience	Q28 Neu Resilience	Q28 Neg Resilience	Q31 Pos Resilience	Q31 Neu Resilience	Q31 Neg Resilience	Q42 Pos Resilience	Q42 Neu Resilience	Q42 Neg Resilience	Q65 Pos Resilience	Q65 Neu Resilience	Q65 Neg Resilience
Governmentwide	GOV	GOV	Governmentwide	625,568	72%	15%	14%	64%	19%	17%	56%	23%	22%	66%	20%	13%	67%	20%	13%	58%	23%	19%	69%	18%	13%	57%	26%	17%	66%	21%	13%	54%	23%	22%
Very Small Agencies (<100 employees)	Very Small	Very Small	Agency Size	528	78%	9%	13%	66%	16%	18%	65%	17%	18%	76%	16%	8%	76%	17%	7%	64%	19%	17%	74%	14%	12%	69%	18%	13%	72%	16%	12%	61%	19%	19%
Institute of Museum and Library Services	AL	AL	Agency	49	68%	10%	22%	56%	11%	33%	59%	20%	22%	81%	10%	9%	80%	18%	2%	54%	30%	16%	74%	5%	21%	67%	24%	9%	74%	22%	5%	49%	27%	24%

Genre & Subarea Name	Subsetting Code	Level Code	Baseline Level	Response Count																																						

| Institute of Museum and Library Services | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Agency & Subagency Name	Submitting Code	Level Code	Reporting Level	Response Count	... (multiple quarterly percentage columns) ...
Governmentwide	GOV	GOV	Governmentwide	625,568	...
Institute of Museum and Library Services	IM	IM	Agency	88	...

Agency & Subagency Name	Subsetting Code	Level Code	Reporting Level	Response Count	Q37 Pos	Q37 Neu	Q37 Neg	Q39 Pos	Q39 Neu	Q39 Neg	Q41 Pos	Q41 Neu	Q41 Neg	Q47 Pos	Q47 Neu	Q47 Neg
Governmentwide	GOV	GOV	Governmentwide	625,568	79%	13%	8%	70%	15%	14%	55%	22%	23%	48%	24%	28%
Very Small Agencies (<100 employees)	Very Small	Very Small	Agency Size	528	83%	9%	7%	76%	14%	10%	58%	16%	26%	59%	19%	22%
Institute of Museum and Library Services	AL	AL	Agency	49	95%	2%	4%	80%	11%	8%	38%	28%	35%	42%	19%	39%

Agency & Subagency Name	Subsetting Code	Level Code	Reporting Level	Response Count	Q91 Telework - Every Work Day	Q91 Telework - 3 or 4 Days Per Week	Q91 Telework - 1 or 2 Days Per Week	Q91 Telework - Only 1 or 2 Days Per Month	Q91 Telework - Very Infrequently	Q91 Do Not Telework Must Be Physically Present	Q91 Do Not Telework - Technical Issues	Q91 Do Not Telework - Not Approved	Q91 Do Not Telework - Choose Not To	Q91A Do Not Have an Approved Remote Work Agreement	Q91A Have an Approved Remote Work Agreement and Live Outside the Area	Q91A Have an Approved Remote Work Agreement and Live Inside the Area	Q91A Do Not Know
Governmentwide	GOV	GOV	Governmentwide	625,568	14%	23%	17%	4%	10%	21%	1%	6%	4%	6%	27%	62%	4%
Very Small Agencies (<100 employees)	Very Small	Very Small	Agency Size	528	29%	43%	14%	1%	3%	5%	0%	1%	2%	6%	44%	46%	4%
Institute of Museum and Library Services	AL	AL	Agency	49	23%	50%	20%	2%	3%	0%	0%	0%	2%	11%	39%	39%	11%