

Department of Energy OPM FEVS AES Report**Agency Information****Field Period****May 8 - Jul 7, 2023**

Sample or Census	Census
Number of Surveys Completed	9,481
Number of Surveys Administered	12,941
Response Rate	73.3%
Number of items identified as Strengths (65% positive or higher)	81
Number of items identified as Challenges (35% negative or higher)	0
2023 Engagement Index	79%
Leaders Lead Subindex	69%
Supervisors Subindex	87%
Intrinsic Work Experience Subindex	81%

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 N
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	Agree-disagree	81%	38%	43%	10%	6%	3%	9%	3,643	3,998	966	580	257	9,444	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%	39%	38%	11%	8%	4%	12%	3,732	3,589	997	705	364	9,387	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	80%	39%	42%	12%	5%	3%	8%	3,687	3,899	1,083	484	255	9,408	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	85%	38%	47%	9%	4%	2%	6%	3,581	4,335	846	389	200	9,351	N/A
5	*My workload is reasonable.	Employee-Focused: Work-Life Support	N/A	Agree-disagree	63%	21%	42%	14%	14%	8%	22%	1,996	3,953	1,353	1,369	756	9,427	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	73%	30%	43%	13%	9%	5%	14%	2,846	3,998	1,218	828	453	9,343	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	90%	47%	43%	6%	2%	2%	4%	4,493	3,989	587	212	141	9,422	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	79%	47%	32%	11%	5%	5%	10%	4,313	2,956	956	457	423	9,105	332
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	79%	27%	52%	12%	7%	2%	9%	2,541	4,952	1,096	682	183	9,454	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	74%	29%	45%	15%	8%	3%	10%	2,729	4,251	1,447	731	238	9,396	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	Agree-disagree	90%	41%	49%	7%	2%	1%	3%	3,868	4,646	650	165	88	9,417	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	83%	35%	48%	11%	4%	2%	6%	3,364	4,483	983	405	178	9,413	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	79%	36%	43%	11%	6%	4%	10%	3,473	4,047	1,024	572	338	9,454	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	72%	29%	43%	15%	9%	4%	13%	2,736	4,111	1,401	809	396	9,453	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	90%	52%	38%	6%	3%	1%	4%	4,949	3,541	563	292	117	9,462	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	Agree-disagree	56%	16%	40%	25%	12%	7%	19%	1,328	3,297	2,047	993	525	8,190	1,272
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	87%	44%	43%	7%	4%	2%	5%	4,225	4,026	664	333	176	9,424	41
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	87%	41%	46%	8%	4%	1%	5%	3,844	4,338	745	331	130	9,388	79
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	93%	49%	44%	6%	1%	0%	1%	4,521	4,027	513	61	23	9,145	294
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	93%	59%	34%	5%	1%	0%	1%	5,486	3,095	494	79	30	9,184	193
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	92%	55%	37%	7%	1%	0%	1%	5,090	3,408	647	77	31	9,253	174
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	88%	54%	34%	10%	2%	1%	2%	5,011	3,109	889	156	50	9,215	175
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	74%	28%	45%	18%	5%	3%	8%	2,399	3,772	1,480	454	220	8,325	1,103
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	80%	36%	45%	12%	5%	2%	8%	3,396	4,193	1,115	508	223	9,435	N/A
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	88%	43%	45%	7%	3%	2%	5%	4,099	4,231	675	292	140	9,437	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	68%	27%	41%	18%	9%	5%	14%	2,480	3,764	1,671	858	446	9,219	220
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	79%	32%	47%	13%	5%	3%	8%	2,980	4,322	1,198	466	248	9,214	229
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	78%	31%	46%	16%	5%	2%	7%	2,930	4,261	1,423	430	172	9,216	202
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	79%	32%	47%	14%	5%	2%	7%	2,956	4,262	1,297	449	177	9,141	196
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	68%	27%	42%	22%	7%	3%	10%	2,455	3,818	1,989	632	228	9,122	229
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	85%	43%	42%	11%	2%	1%	4%	4,004	3,826	984	219	117	9,150	192
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	76%	34%	42%	19%	4%	2%	6%	3,126	3,795	1,671	349	164	9,105	294
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%	47%	38%	9%	3%	3%	6%	4,390	3,522	856	308	248	9,324	80
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	72%	26%	46%	15%	8%	5%	13%	2,433	4,210	1,361	736	403	9,143	261
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	90%	53%	38%	6%	2%	1%	3%	4,887	3,434	570	170	125	9,186	219
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	88%	42%	46%	8%	3%	1%	4%	3,888	4,279	746	254	116	9,283	127
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	83%	39%	44%	10%	5%	2%	7%	3,735	4,141	897	466	173	9,412	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	88%	45%	42%	8%	3%	2%	5%	4,192	3,845	682	245	157	9,121	253
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	70%	28%	41%	16%	10%	4%	14%	2,619	3,798	1,476	867	359	9,119	69
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	61%	21%	40%	19%	12%	7%	19%	1,969	3,696	1,757	1,143	624	9,189	108
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	74%	27%	47%	17%	6%	3%	8%	2,498	4,236	1,546	492	242	9,014	254
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	82%	35%	47%	12%	4%	2%	6%	3,276	4,283	1,120	322	201	9,202	156
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	88%	37%	51%	9%	2%	1%	3%	3,461	4,646	805	168	115	9,195	85
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	66%	30%	36%	17%	9%	8%	17%	2,692	3,196	1,533	780	666	8,867	478
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	79%	40%	39%	13%	5%	3%	8%	3,773	3,635	1,200	477	293	9,378	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	59%	25%	33%	22%	10%	9%	20%	2,313	3,039	1,967	925	801	9,045	338
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	88%	55%	33%	7%	3%	3%	5%	5,061	3,034	603	256	228	9,182	52
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	92%	66%	25%	5%	2%	2%	4%	6,251	2,339	446	176	147	9,359	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	89%	62%	26%	6%	3%	2%	5%	5,836	2,436	578	260	221	9,331	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	91%	66%	25%	5%	2%	2%	4%	6,207	2,325	451	204	173	9,360	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	84%	60%	24%	8%	4%	4%	7%	5,642	2,254	756	366	327	9,345	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	93%	61%	31%	5%	1%	1%	2%	5,787	2,920	499	84	74	9,364	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	85%	61%	25%	9%	3%	2%	6%	5,683	2,293	868	303	212	9,359	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	80%	46%	34%	12%	5%	3%	8%	4,332	3,175	1,122	480	252	9,361	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	84%	49%	35%	9%	4%	3%	7%	4,601	3,265	849	374	234	9,323	47
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	59%	23%	36%	21%	12%	9%	20%	2,150	3,307	1,924	1,055	777	9,213	122
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	69%	32%	37%	18%	6%	7%	13%	2,876	3,308	1,556	533	571	8,844	427
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	76%	30%	46%	14%	6%	4%	10%	2,840	4,246	1,232	550	392	9,260	64
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	70%	28%	42%	17%	8%	6%	14%	2,593	3,808	1,498	735	522	9,156	131
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	74%	41%	33%	16%	5%	5%	10%	3,700	2,949	1,427	484	435	8,995	321
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	68%	32%	36%	18%	8%	6%	14%	2,968	3,367	1,638	724	555	9,252	72
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	75%	36%	38%	15%	5%	4%	10%	3,302	3,434	1,378	481	388	8,983	316
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	68%	29%	38%	20%	8%	5%	13%	2,701	3,504	1,762	697	432	9,096	213
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	62%	25%	37%	21%	10%	7%	17%	2,314	3,347	1,896	878	590	9,025	280
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	56%	23%	34%	22%	13%	9%	22%	2,066	3,063	1,986	1,149	826	9,090	230
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	64%	25%	40%	19%	12%	4%	16%	2,343	3,683	1,783	1,106	387		

73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	77%	37%	39%	15%	5%	4%	8%	3,231	3,376	1,265	397	290	8,559	734
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	81%	45%	36%	13%	3%	3%	5%	3,900	3,150	1,137	248	214	8,649	654
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	75%	37%	38%	12%	7%	6%	13%	3,357	3,435	1,103	612	528	9,035	258
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	80%	42%	38%	11%	5%	4%	9%	3,755	3,359	1,005	405	386	8,910	374
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	74%	37%	37%	14%	7%	5%	11%	3,283	3,276	1,220	593	399	8,771	517
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	85%	44%	41%	10%	3%	2%	5%	4,093	3,704	921	267	171	9,156	103
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	84%	44%	40%	12%	2%	2%	4%	4,011	3,554	1,057	217	150	8,989	241
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	82%	41%	41%	10%	5%	3%	8%	3,804	3,703	912	472	285	9,176	80
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	83%	42%	42%	11%	3%	2%	6%	3,838	3,777	967	295	220	9,097	150
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	82%	42%	40%	10%	4%	3%	8%	3,867	3,658	932	398	313	9,168	80
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	83%	43%	39%	12%	3%	2%	5%	2,574	2,289	688	166	114	5,831	1,534
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	78%	41%	37%	17%	3%	3%	6%	2,195	1,957	868	161	135	5,316	1,929
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	81%	42%	39%	15%	2%	2%	4%	2,319	2,093	806	117	111	5,446	1,757
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	70%	30%	40%	19%	8%	4%	12%	2,779	3,729	1,699	712	342	9,261	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	80%	37%	43%	12%	5%	3%	8%	3,467	3,980	1,072	462	266	9,247	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	67%	32%	35%	20%	8%	4%	13%	3,039	3,228	1,824	771	409	9,271	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	83%	39%	43%	13%	3%	2%	5%	3,677	3,988	1,167	255	170	9,257	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	93%	56%	38%	5%	1%	1%	1%	5,225	3,460	473	57	65	9,280	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: Department of Energy 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		2022	
	2023 N		2022 N	
		%		%
Remain in the work unit and improve their performance over time	1,544	16.2%	1,333	15.5%
Remain in the work unit and continue to underperform	2,660	28.3%	2,561	29.9%
Leave the work unit - removed or transferred	886	9.3%	765	8.8%
Leave the work unit - quit	490	5.1%	469	5.4%
There are no poor performers in my work unit	2,726	28.8%	2,468	28.9%
Do Not Know	2,195	23.2%	1,925	22.6%
Total (percents will add to more than 100% because respondents could choose more than one response option)	9,464	N/A	8,567	N/A

Percentages are weighted to represent the Agency's population.

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

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

69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	67%	69%	65%	69%	2%	0%	4%	16	34	7
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	77%	74%	75%	78%	1%	4%	3%	22	5	13
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	74%	70%	65%	67%	-7%	-3%	2%	39	38	45
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	73%	70%	71%	75%	2%	5%	4%	14	2	8
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	- ^a	- ^a	75%	77%	- ^a	- ^a	2%	- ^a	- ^a	48
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	- ^a	- ^a	80%	81%	- ^a	- ^a	1%	- ^a	- ^a	58
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	73%	75%	- ^a	- ^a	2%	- ^a	- ^a	46
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	- ^a	- ^a	78%	80%	- ^a	- ^a	2%	- ^a	- ^a	55
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	- ^a	- ^a	72%	74%	- ^a	- ^a	2%	- ^a	- ^a	37

81	In my work unit, people's differences are	DEIA: Inclusion	N/A	- ^a	- ^a	81%	83%	- ^a	- ^a	2%	- ^a	- ^a	33
82	I can be successful in my organization being	DEIA: Inclusion	N/A	- ^a	- ^a	79%	82%	- ^a	- ^a	3%	- ^a	- ^a	25
83	I can easily make a request of my organization to meet my accessibility	DEIA: Accessibility	N/A	- ^a	- ^a	80%	83%	- ^a	- ^a	3%	- ^a	- ^a	31
84	My organization responds to my accessibility needs in a timely	DEIA: Accessibility	N/A	- ^a	- ^a	75%	78%	- ^a	- ^a	3%	- ^a	- ^a	30
85	My organization meets my accessibility	DEIA: Accessibility	N/A	- ^a	- ^a	78%	81%	- ^a	- ^a	3%	- ^a	- ^a	27
86	My job inspires	Employee Experience	N/A	- ^a	- ^a	66%	70%	- ^a	- ^a	4%	- ^a	- ^a	6
87	The work I do gives me a sense of	Employee Experience	N/A	- ^a	- ^a	77%	80%	- ^a	- ^a	3%	- ^a	- ^a	21
88	I feel a strong personal attachment to my	Employee Experience	N/A	- ^a	- ^a	64%	67%	- ^a	- ^a	3%	- ^a	- ^a	20
89	I identify with the mission of my	Employee Experience	N/A	- ^a	- ^a	81%	83%	- ^a	- ^a	2%	- ^a	- ^a	43
90	It is important to me that my work contribute to the common	Employee Experience	N/A	- ^a	- ^a	92%	93%	- ^a	- ^a	1%	- ^a	- ^a	62

* 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 "-^a" 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: **Department of Energy AES Report, 2023 OPM Federal Employee Viewpoint Survey**

Telework/Remote Work

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		2022	
	N	%	N	%
I do not have an approved remote work agreement	51	2.4%	N/A	N/A
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	681	31.2%	388	20.0%
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)	1,343	64.8%	1,488	80.0%
I do not know	33	1.6%	N/A	N/A
Total	2,108	100.0%	1,876	100.0%

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

	2023		2022		2021	
	N	%	N	%	N	%
I telework every work day (i.e., remote work agreement)	2,127	22.4%	N/A	N/A	5,589	69.0%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	1,887	22.4%	N/A	N/A
I telework 3 or 4 days per week	3,746	40.0%	N/A	N/A	815	10.2%
I telework 3 or more days per week	N/A	N/A	3,237	38.0%	N/A	N/A
I telework 1 or 2 days per week	1,845	19.9%	1,886	22.6%	486	6.6%
I telework, but only about 1 or 2 days per month	300	3.3%	228	2.7%	142	1.9%
I telework very infrequently, on an unscheduled or short-term basis	442	4.9%	389	4.7%	281	4.3%
I do not telework because I <u>have to</u> be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	576	6.7%	511	6.5%	440	6.5%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	14	0.2%	16	0.2%	16	0.2%
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	113	1.3%	102	1.4%	50	0.7%
I do not telework because I choose not to telework	123	1.3%	115	1.4%	43	0.6%
Total	9,286	100.0%	8,371	100.0%	7,862	100.0%

Percentages are weighted to represent the Agency's population.

“-” 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: **Department of Energy AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?

	%
Headquarters	38.7%
Field	43.0%
Full-time telework (e.g., home office, telecenter)	18.2%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	3.2%
Manager	5.6%
Supervisor	13.0%
Team Leader	13.5%
Non-Supervisor	64.7%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	4.0%
GS 1-6	0.3%
GS 7-12	15.6%
GS 13-15	67.0%
Senior Executive Service	2.9%
Senior Level (SL) or Scientific or Professional (ST)	0.6%
Other	9.7%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	72.0%
Currently in National Guard or Reserves	1.6%
Retired	8.5%
Separated or Discharged	17.8%
Total	100.0%

Are you:

	%
The spouse of a current <u>active duty</u> service member of the U.S. Armed Forces	0.5%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	1.1%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	98.4%
Total	100.0%

If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

	%
Yes	2.7%
No	97.3%
Total	100.0%

How long have you been with the Federal Government (excluding military service)?

	%
Less than 1 year	3.4%
1 to 3 years	12.7%
4 to 5 years	6.4%
6 to 10 years	15.3%
11 to 14 years	17.1%
15 to 20 years	17.9%
More than 20 years	27.3%
Total	100.0%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection)

	%
Less than 1 year	6.1%
1 to 3 years	20.6%
4 to 5 years	8.8%
6 to 10 years	18.0%
11 to 14 years	14.5%
15 to 20 years	13.3%
More than 20 years	18.7%
Total	100.0%

Are you considering leaving your organization within the next year, and if so, why?

	%
No	71.6%
Yes, to retire	5.4%
Yes, to take another job within the Federal Government	14.9%
Yes, to take another job outside the Federal Government	4.2%
Yes, other	4.0%
Total	100.0%

If the response to the previous question on your intent to leave was "No," this item was skipped.

Has your work unit's telework or remote work options influenced your intent to leave?

	%
Yes	39.5%
No	60.5%
Total	100.0%

I am planning to retire:

	%
Less than 1 year	2.7%
1 year	2.2%
2 years	5.5%
3 years	5.4%
4 years	3.4%
5 years	7.9%
More than 5 years	72.9%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	9.5%
No	90.5%
Total	100.0%

Please select the racial category or categories with which you most closely identify.

	%
White	79.0%
Black or African American	9.1%
All other races	11.9%
Total	100.0%

What is your age group?

	%
29 years and under	3.0%
30-39 years old	19.8%
40-49 years old	29.7%
50-59 years old	31.0%
60 years or older	16.5%
Total	100.0%

What is the highest degree or level of education you have completed?

	%
Less than High School/ High School Diploma/ GED	2.2%
Certification/ Some College/ Associate's Degree	15.0%
Bachelor's Degree	35.1%
Advanced Degrees (Post Bachelor's Degree)	47.7%
Total	100.0%

Are you an individual with a disability?

	%
Yes	16.7%
No	83.3%
Total	100.0%

Are you:

	%
Male	61.9%
Female	38.1%
Total	100.0%

Are you transgender?

	%
Yes	0.6%
No	99.4%
Total	100.0%

Which one of the following best represents how you think of yourself?

	%
Lesbian or gay	1.9%
Straight, that is not lesbian or gay	92.6%
Bisexual	2.2%
I use a different term	3.3%
Total	100.0%

Percentages for demographic questions are unweighted.

The first two response options "Lesbian or gay" and "Straight, that is not lesbian or gay" for the sexual orientation item were reworded

Note: For confidentiality purposes, a "-c" indicates that there are either fewer than 4 responses to a single personal demographic

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

No suppression was applied to Employment Demographics.

Source: **Department of Energy AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Agency Specific Item

I have experienced or witnessed an instance of unfair treatment of a person with a disability at DOE within the past 12 months.

	N	%
Yes	289	3.4%
No	8,303	96.6%
Don't Know	670	^{-b}
Total	9,262	100.0%

Note: A "^{-b}" indicates "Don't Know" responses are not included in percentage calculations.

Negative or disparaging statements, comments, or jokes targeted toward individuals based on their personal characteristics are not tolerated within my organization.

	N	%
Strongly Agree	4,751	50.8%
Agree	3,062	33.2%
Neither Agree or Disagree	941	10.5%
Disagree	291	3.2%
Strongly Disagree	206	2.3%
Total	9,251	100.0%

My work environment is free from unlawful discrimination based on personal characteristics.

	N	%
Strongly Agree	4,732	50.8%
Agree	3,064	33.5%
Neither Agree or Disagree	939	10.5%
Disagree	291	3.2%
Strongly Disagree	183	2.0%
Total	9,209	100.0%

I feel I could speak up to my supervisor without fear of retaliation if I saw something inaccurate, inappropriate, or unsafe (e.g., an incorrect formula in a financial report, an alternative approach, a suspected safety issue, or an incorrect safety or security procedure).

	N	%
Strongly Agree	5,467	58.5%
Agree	2,704	29.5%
Neither Agree or Disagree	585	6.5%
Disagree	272	3.0%
Strongly Disagree	231	2.6%
Total	9,259	100.0%

I feel comfortable raising concerns or issues that relate to harassment (including sexual harassment) with supervisor without fear of retaliation.

	N	%
Strongly Agree	5,352	57.3%
Agree	2,714	29.7%
Neither Agree or Disagree	676	7.5%
Disagree	269	2.9%
Strongly Disagree	229	2.5%
Total	9,240	100.0%

I believe my respective management chain will take prompt and appropriate action in response to reported incidents of harassment (including sexual harassment) when brought to management's attention.

	N	%
Strongly Agree	4,779	51.1%
Agree	2,818	30.7%
Neither Agree or Disagree	1,019	11.3%
Disagree	327	3.6%
Strongly Disagree	302	3.3%
Total	9,245	100.0%

People in my work unit are comfortable talking about problems and disagreements.

	N	%
Strongly Agree	3,036	33.7%
Agree	3,899	43.5%
Neither Agree or Disagree	1,310	14.8%
Disagree	514	5.8%
Strongly Disagree	193	2.2%
Total	8,952	100.0%

It is easy to ask other members of my work unit for help.

	N	%
Strongly Agree	4,363	47.1%
Agree	3,693	40.5%
Neither Agree or Disagree	722	8.0%
Disagree	286	3.1%
Strongly Disagree	116	1.3%
Total	9,180	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Department of Energy AES Report, 2023 OPM Federal Employee Viewpoint Survey**