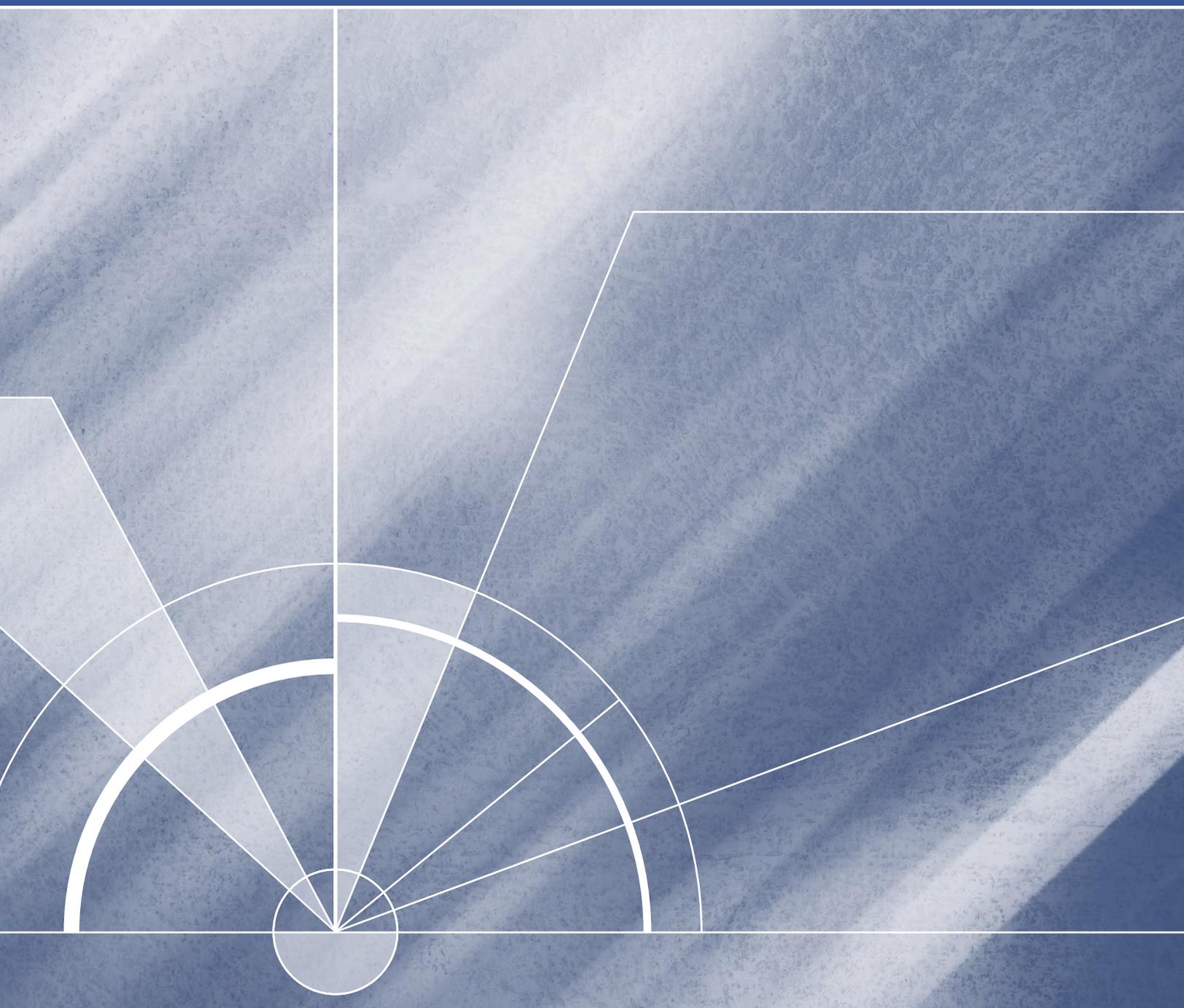


2018

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

**Agency Management Report**  
Department of Energy





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# About This Report

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The 2018 Federal Employee Viewpoint Survey (FEVS) Agency Management Report (AMR) was designed to provide an overview of survey results, enabling agencies to easily identify issues and take action for improvement. The AMR can be helpful in providing a starting point for analysis of your agency's FEVS results, acting as an agency overview before drilling down into specific components of the agency for a more in-depth analysis. This report also highlights important agency successes, which should be acknowledged. We encourage you to share both successes and areas for improvement with employees.

## Sections of the AMR

### Respondent Overview

The Respondent Overview provides a snapshot of the characteristics of your employees who responded to the survey. Understanding who responded in your agency has a number of benefits. For example, this section allows you to better understand the ratio of seasoned employees who may be preparing for retirement to newer employees, which can be helpful in guiding your recruiting and retention efforts. It is important to keep in mind that this is a survey respondent overview, and these percentages may not match up exactly to your agency's total population characteristics.

### Employee Engagement Index, New IQ Index, and Global Satisfaction Index

The Employee Engagement Index (EEI), New IQ Index, and Global Satisfaction Index provide agencies with consistent metrics for measuring progress toward objectives. Benchmarks are included to provide insight into how your agency compares to others, and to encourage information sharing between agencies. For example, some of the top ranking agencies in the Employee Engagement Index may have suggestions on things that have and have not worked to engage their employees. Trends for all three indices are also displayed.

### Decision Aid

The Decision Aid is useful in easily identifying the most critical issues in your agency as well as recognizing where your agency has improved since 2017. The Decision Aid is divided into three sections to help you focus your attention on improvements and declines in your results since last year:

**Increases** contains items that increased since 2017

**Decreases** contains items that decreased since 2017

**No Change** contains items that did not change since 2017

### Appendices

The appendices give you an opportunity to more thoroughly understand your workforce by displaying item-level results.

**Appendix A** outlines the 2018 FEVS item changes/improvements since 2017.

**Appendix B** shows how well your agency scored relative to others in the government. Scanning the graphs can indicate how your agency is generally performing as well as help you identify particularly strong or weak areas.

**Appendix C** shows the breakdown of the Work/Life Program and demographic results.

**Appendix D** lists all agencies arranged by employee population size.

Note: The Decision Aid only includes items 1-71. See Appendix C for a breakdown of the Work/Life results for your agency.



## About This Report (continued)

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### Understanding Your Results

When reviewing results, keep the guidelines below in mind. These guidelines were created to organize survey results in a way that is easier to digest and interpret.

#### Percent Positive

The sum of two positive categories (e.g., Strongly Agree/Agree)

#### Percent Negative

The sum of two negative categories (e.g., Strongly Disagree/Disagree)

#### Percent Neutral

The neutral category (e.g., Neither Agree nor Disagree)

### Identifying Strengths, Challenges and Neutral Findings

**65 percent positive or higher** is considered a strength

**35 percent negative or higher** is considered a challenge

**30 percent neutral or higher** suggests uncertainty, presenting an opportunity for communication between managers and staff

### Identifying Increases and Decreases

Movement up or down since the previous year is another important piece of information to consider when examining your results. Any increase or decrease in results can be important; however larger increases or decreases (generally 3 or more percentage points) may be a result of significant changes taking place within your agency and should be explored. Increases indicate positive change that should continue to be reinforced. Decreases, especially in areas considered mission critical, may call for appropriate action to initiate and support beneficial workplace improvements.

### Additional FEVS Resources

#### Other Reports

#### Governmentwide Management Report

This report provides an overview of the governmentwide results. The report includes item results, index scores, information on who responded to the survey, survey updates, and other special topics.

#### All Items/Indices All Levels Report

The purpose of this report is to provide a comprehensive summary of all FEVS items and index scores for subagencies with at least 10 respondents in a Microsoft® Excel® spreadsheet.

#### Subagency Comparison Report

This report provides the results of all the offices that report to the same “parent” office. This report is only created when there are two or more sub-offices that both have at least ten responses. Note: Subagency reports are only available for agencies that included organizational breakouts in 2018.

#### Subagency Breakout Report

This report displays survey results for a single office so long as it has at least ten responses. Note: Subagency reports are only available for agencies that included organizational breakouts in 2018.



## About This Report (continued)

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### **Occupational Series Reports**

This report allows for the comparison of occupational series and families at the agency level.

### **Demographic Comparison Reports**

This report allows for the comparison of demographic subgroups at the agency level.

### **Annual Employee Survey (AES) Report**

This report is a Microsoft® Excel® spreadsheet with a breakdown of agency and first level results. It also includes trends from previous FEVS administrations.

## Websites

### **FEVS website**

Agencies and the general public can access governmentwide data reports, as well as special topic reports produced from the FEVS. This website includes results from the 2004 administration of the survey to the present. Access the FEVS website at [www.opm.gov/FEVS](http://www.opm.gov/FEVS).

### **Public Release Data File (PRDF)**

A public use data set is available for the FEVS and can be requested by completing the form available at: [www.fedview.opm.gov/2018/EVSDATA](http://www.fedview.opm.gov/2018/EVSDATA). Note: The 2018 PRDF will be available in the winter.

### **FedScope**

OPM's FedScope is an online publicly available tool which allows users to access and analyze HR data from OPM's Enterprise Human Resources Integration (EHRI). Access this site using the following link: [www.fedscope.opm.gov](http://www.fedscope.opm.gov).

### **UnlockTalent**

A tool for both the general public and agencies to view comprehensive data visualizations with broad displays of FEVS data and personnel data from the Enterprise Human Resource Integration (EHRI). These displays allow agencies to identify subcomponents for action to improve engagement, as well as resources agencies can apply to their action planning. This site can be accessed at [www.unlocktalent.gov](http://www.unlocktalent.gov). Questions and feedback for the dashboard can be sent to [unlocktalent@opm.gov](mailto:unlocktalent@opm.gov).

### **FEVS Online Reporting and Analysis Tool**

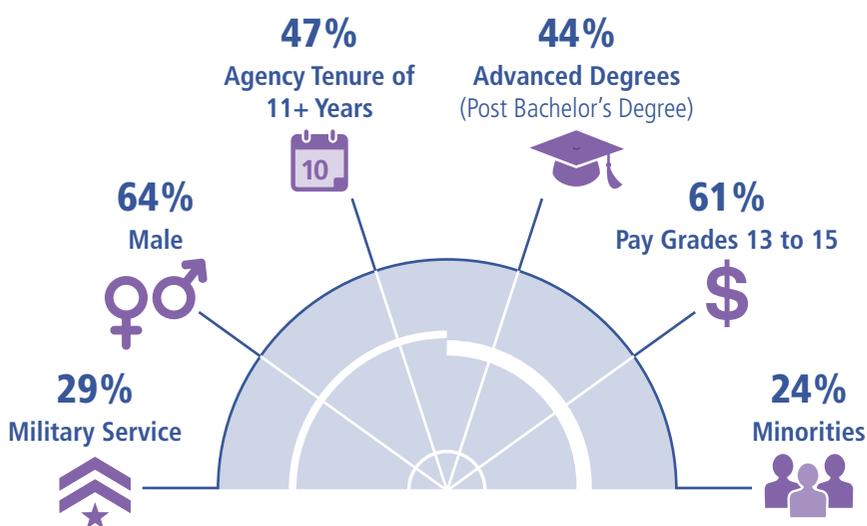
A password protected tool for agency points of contact to access agency-specific and governmentwide reports. In addition, agency users can develop customized reports that may be useful for data analysis and action planning. Questions and feedback for this online tool can be sent to [EVS@opm.gov](mailto:EVS@opm.gov).



# Respondent Overview

## The Unique Characteristics of Department of Energy Respondents

The figures below provide a snapshot of your survey participants. Except for military service and race, the most frequently selected response choice for each demographic item is highlighted in the first figure. The second figure displays the total breakdown of FEVS respondents by generation. Please be aware that these results are based on survey respondents, which may differ from the characteristics of the total employee population of your agency.



### DOE Response Rate

**69%** (8,624 out of 12,499 employees responded)

Field Period: May 3, 2018 – June 14, 2018

Overall 2017 Response Rate: **68%**

### Component Response Rates

- 76% Office Of The Under Secretary Of Energy
- 75% Under Secretary For Nuclear Security
- 66% Office Of The Under Secretary For Science
- 65% Power Marketing Administrations
- 65% Office Of The Secretary And Departmental Offices

Agency results have a margin of error of +/- 1%



### Generations

**1%** Traditionalists (born 1945 or earlier)

**41%** Baby Boomers (born 1946 – 1964)

**42%** Generation X (born 1965 – 1980)

**16%** Generation Y (born 1981 or later)

Note: The sum of percentages may not add to 100 due to rounding.

Note: For the full list of demographic item results, please see Appendix C.

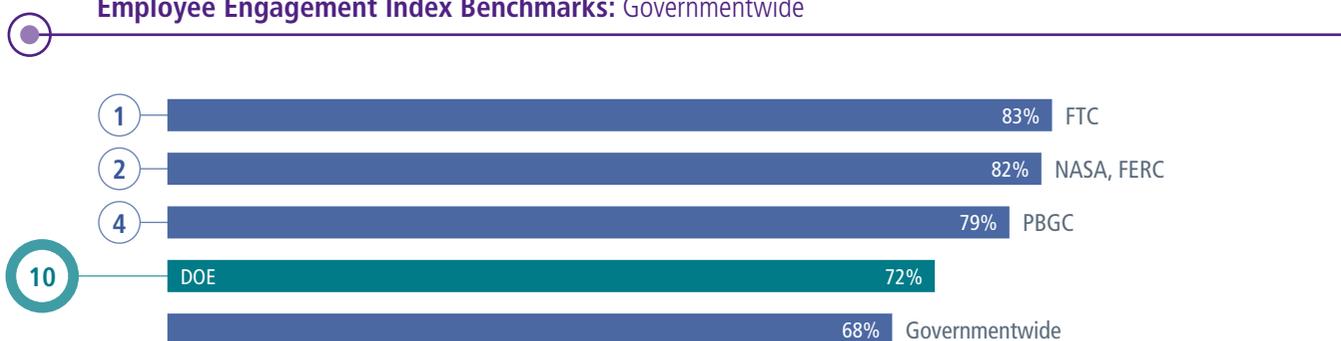


# Employee Engagement Index

Because the FEVS is an assessment of organizational climate, the Employee Engagement Index (EEI) does not directly evaluate an employee's level of engagement. Therefore, instead of measuring aspects of engagement such as focused attention and dedication to completing assignments, this index concentrates on factors that lead to an engaged workforce (e.g., supporting employee development, communicating agency goals).

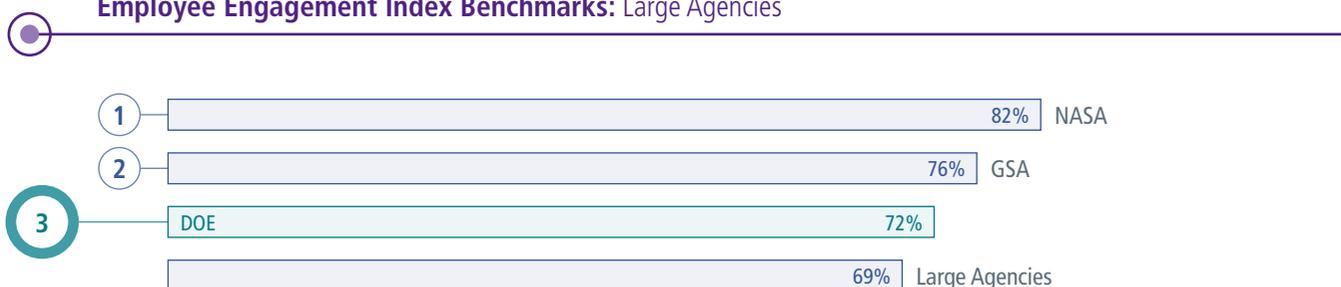
Below, you can see where your agency's EEI score ranks (out of 36 departments/large agencies, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and DOD 4th Estate are rolled into Department of Defense) and how it compares to the governmentwide average. The names of agencies with the highest EEI scores are listed to facilitate the sharing of information, such as best practices. The U.S. Office of Personnel Management (OPM) has also created the UnlockTalent website ([www.unlocktalent.gov](http://www.unlocktalent.gov)) to share resources and help with interagency communication.

## Employee Engagement Index Benchmarks: Governmentwide



In addition to looking at your agency's EEI results from a governmentwide perspective, the figure below allows you to compare your EEI results to those from similar sized agencies. Appendix D contains a listing of agencies by size category for your reference.

## Employee Engagement Index Benchmarks: Large Agencies





## Employee Engagement Index (continued)

### Employee Engagement Index Component Scores and Trends

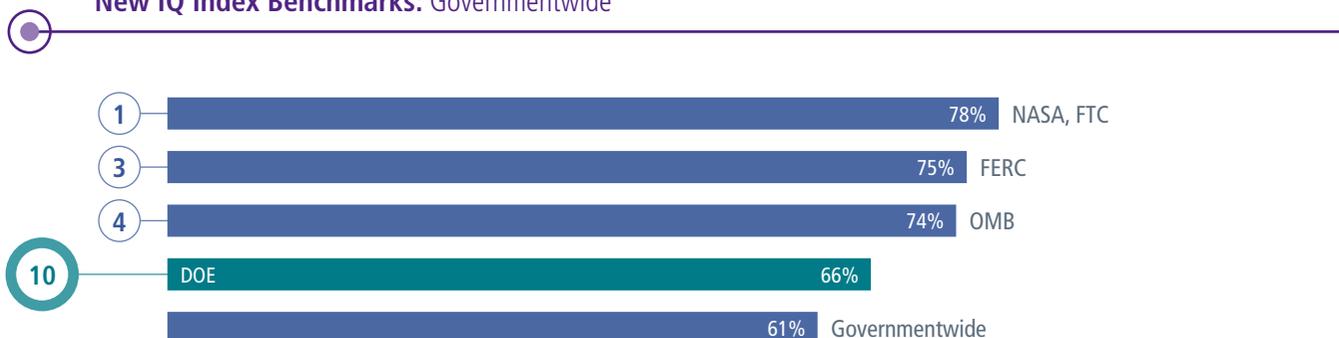
	EEI Trends				2018 EEI Subindices		
	2015	2016	2017	2018	Leaders Lead	Supervisors	Intrinsic Work Experience
<b>Governmentwide</b>	64	65	67	68	56	75	72
<b>Department of Energy</b>	64	68	70	72	59	81	75
Under Secretary For Nuclear Security	60	69	72	74	63	82	77
Office Of The Under Secretary For Science	—	—	—	73	64	80	75
Power Marketing Administrations	64	67	70	72	59	81	77
Office Of The Secretary And Departmental Offices	—	—	—	70	56	80	72
Office Of The Under Secretary Of Energy	—	—	—	68	55	80	70



# New IQ Index

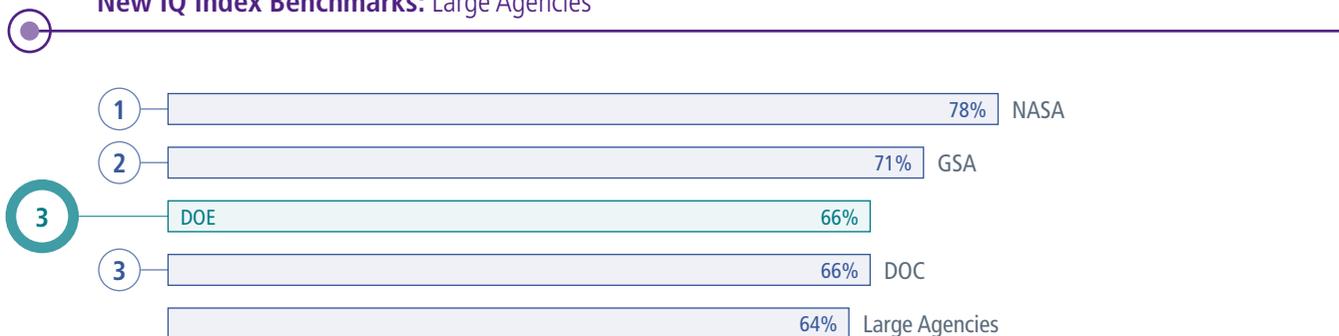
The New IQ stands for the New Inclusion Quotient. The New IQ is based on the concept that individual behaviors repeated over time will create habits necessary for inclusiveness. It consists of 20 questions that relate to inclusive work environments. These 20 questions are grouped into five Habits of Inclusion: Fair, Open, Cooperative, Supportive, and Empowering. The New IQ Index score for your agency, the highest scoring agencies, and the governmentwide average are displayed below, along with your agency ranking (out of 36 departments/large agencies, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and DOD 4th Estate are rolled into Department of Defense).

## New IQ Index Benchmarks: Governmentwide



In addition to looking at your agency's New IQ Index results from a governmentwide perspective, the figure below allows you to compare your New IQ Index results to those from similar sized agencies. Appendix D contains a listing of agencies by size category for your reference.

## New IQ Index Benchmarks: Large Agencies





## New IQ Index (continued)

### New IQ Index Component Scores and Trends

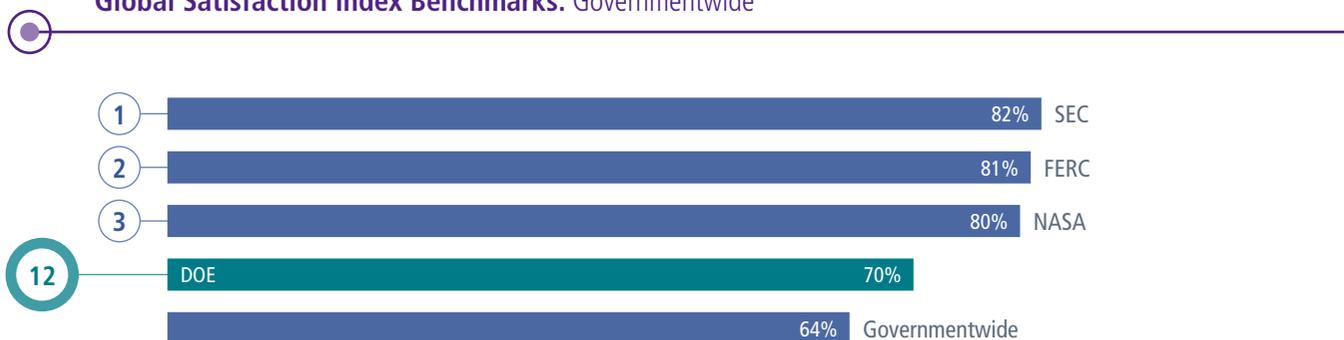
	New IQ Index Trends				2018 New IQ Index Subindices				
	2015	2016	2017	2018	Fair	Open	Cooperative	Supportive	Empowering
<b>Governmentwide</b>	57	58	60	61	48	60	58	78	60
<b>Department of Energy</b>	57	61	65	66	53	64	63	84	65
Under Secretary For Nuclear Security	53	62	64	68	56	66	66	85	67
Office Of The Under Secretary For Science	—	—	—	67	54	64	66	83	66
Power Marketing Administrations	57	61	65	66	53	64	62	84	67
Office Of The Under Secretary Of Energy	—	—	—	64	51	61	62	84	61
Office Of The Secretary And Departmental Offices	—	—	—	64	51	62	60	84	62



# Global Satisfaction Index

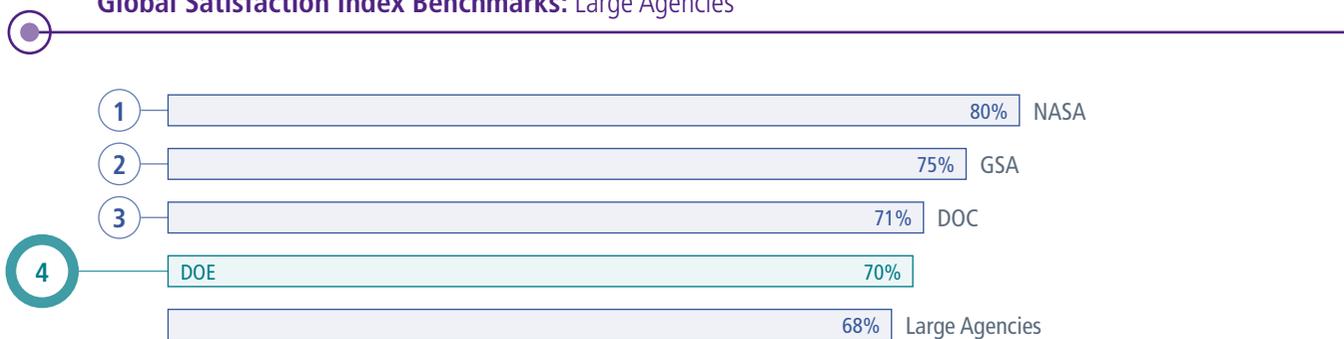
The Global Satisfaction Index is a combination of employees' satisfaction with their jobs, their pay, and their organization, plus their willingness to recommend their organization as a good place to work. The Global Satisfaction Index score for your agency, the highest scoring agencies, and the governmentwide average are displayed below, along with your agency ranking (out of 36 departments/large agencies, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and Other Defense agencies/activities are rolled into Department of Defense).

## Global Satisfaction Index Benchmarks: Governmentwide



In addition to looking at your agency's Global Satisfaction Index results from a governmentwide perspective, the figure below allows you to compare your Global Satisfaction Index results to those from similar sized agencies. Appendix D contains a listing of agencies by size category for your reference.

## Global Satisfaction Index Benchmarks: Large Agencies





## Global Satisfaction Index (continued)

### Global Satisfaction Index Component Scores and Trends

	GS Index Trends				2018 Global Satisfaction Index Items			
	2015	2016	2017	2018	Job Satisfaction	Pay Satisfaction	Organization Satisfaction	Recommend Organization
<b>Governmentwide</b>	60	61	64	64	68	63	60	66
<b>Department of Energy</b>	60	65	68	70	74	69	66	70
Power Marketing Administrations	64	68	71	73	77	70	69	76
Under Secretary For Nuclear Security	56	65	68	71	75	71	67	69
Office Of The Under Secretary For Science	—	—	—	70	73	68	68	69
Office Of The Secretary And Departmental Offices	—	—	—	66	68	72	61	63
Office Of The Under Secretary Of Energy	—	—	—	66	69	66	62	66



# Decision Aid: Increases

## Identifying Increases Since 2017

The items in this section are sorted by greatest to smallest increase in percent positive results. The items are sorted to allow you to quickly and easily identify where your agency has made the greatest improvements since last year.

## Using the Legend Icons

The legend icons provide context for interpreting these results. While these items have improved, some may still be considered challenges (35% or more negative) or others may have reached the 65% or more positive mark and become new strengths this year. The “Top Pos/Neg” icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

**NEW THIS YEAR**

The Decision Aid is now available for first level components of the agency. You can access it via the FEVS Online Reporting & Analysis Tool under the preconfigured reports option.

## 57 Items Increased Since 2017

 **Strength**  
These items are 65 percent positive or higher

 **Caution**  
These items are 30 percent neutral or higher

 **Challenge**  
These items are 35 percent negative or higher

 **New Strength**  
These items became a new strength in 2018

 **Top Pos/Neg**  
These items are in your top positive or top negative

	2017 Positive	2018 Positive	2018 Neutral	2018 Negative	Increase Since 2017
My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q. 29)	75	 85	9	6	+10
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). (Q. 19)	65	 68	14	19	+3
Managers communicate the goals of the organization. (Q. 56)	66	 69	17	15	+3
My performance appraisal is a fair reflection of my performance. (Q. 15)	72	 75	13	13	+3
Considering everything, how satisfied are you with your organization? (Q. 71)	64	 66	18	16	+2
How satisfied are you with the training you receive for your present job? (Q. 68)	60	62	22	16	+2
How satisfied are you with the recognition you receive for doing a good job? (Q. 65)	58	60	21	19	+2
I have enough information to do my job well. (Q. 2)	73	 75	13	12	+2
My supervisor is committed to a workforce representative of all segments of society. (Q. 45)	74	 76	18	6	+2
How satisfied are you with the policies and practices of your senior leaders? (Q. 66)	47	49	28	23	+2

Note: A large increase in item 29 may be due to a change in the item wording. See Appendix A for a summary of item changes in 2018. The Decision Aid only includes items 1-71. See Appendix C for a breakdown of the Work/Life results for your agency.



## Decision Aid: Increases (continued)

	2017 Positive	2018 Positive	2018 Neutral	2018 Negative	Increase Since 2017
I have a high level of respect for my organization's senior leaders. (Q. 61)	55	57	23	20	+2
Considering everything, how satisfied are you with your job? (Q. 69)	72	74	14	12	+2
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q. 23)	36	38	29	- 33	+2
I feel encouraged to come up with new and better ways of doing things. (Q. 3)	66	68	15	17	+2
My work gives me a feeling of personal accomplishment. (Q. 4)	74	76	13	11	+2
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 53)	45	47	24	- 29	+2
My supervisor provides me with opportunities to demonstrate my leadership skills. (Q. 43)	74	76	13	11	+2
Supervisors in my work unit support employee development. (Q. 47)	76	78	13	10	+2
Employees have a feeling of personal empowerment with respect to work processes. (Q. 30)	51	53	22	25	+2
Senior leaders demonstrate support for Work/Life programs. (Q. 62)	67	69	21	11	+2
I am given a real opportunity to improve my skills in my organization. (Q. 1)	71	73	14	14	+2
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q. 17)	69	71	15	15	+2
Employees are recognized for providing high quality products and services. (Q. 31)	57	59	21	21	+2
How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)	38	40	29	- 31	+2
My training needs are assessed. (Q. 18)	57	59	21	20	+2
My supervisor provides me with constructive suggestions to improve my job performance. (Q. 46)	69	70	17	13	+1
I recommend my organization as a good place to work. (Q. 40)	69	70	17	13	+1
Discussions with my supervisor about my performance are worthwhile. (Q. 44)	71	72	15	13	+1
My talents are used well in the workplace. (Q. 11)	63	64	15	20	+1
I believe the results of this survey will be used to make my agency a better place to work. (Q. 41)	45	46	25	- 28	+1
I know how my work relates to the agency's goals. (Q. 12)	85	+ 86	8	6	+1



## Decision Aid: Increases (continued)

	2017 Positive	2018 Positive	2018 Neutral	2018 Negative	Increase Since 2017
Considering everything, how satisfied are you with your pay? (Q. 70)	68	69	15	16	+1
I have trust and confidence in my supervisor. (Q. 51)	75	76	12	11	+1
I am held accountable for achieving results. (Q. 16)	84	+ 85	10	5	+1
My organization's senior leaders maintain high standards of honesty and integrity. (Q. 54)	57	58	23	19	+1
My supervisor listens to what I have to say. (Q. 48)	83	84	9	7	+1
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q. 37)	61	62	20	18	+1
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q. 60)	64	65	21	13	+1
How satisfied are you with your involvement in decisions that affect your work? (Q. 63)	59	60	20	20	+1
In my work unit, differences in performance are recognized in a meaningful way. (Q. 24)	41	42	29	- 29	+1
Managers support collaboration across work units to accomplish work objectives. (Q. 59)	64	65	19	16	+1
Prohibited Personnel Practices are not tolerated. (Q. 38)	72	73	16	11	+1
My supervisor supports my need to balance work and other life issues. (Q. 42)	88	+ 89	6	5	+1
The work I do is important. (Q. 13)	89	+ 90	7	3	+1
I like the kind of work I do. (Q. 5)	84	85	10	5	+1
My supervisor treats me with respect. (Q. 49)	86	+ 87	7	6	+1
Promotions in my work unit are based on merit. (Q. 22)	42	43	28	- 28	+1
I am constantly looking for ways to do my job better. (Q. 8)	91	+ 92	7	2	+1
Pay raises depend on how well employees perform their jobs. (Q. 33)	28	29	31	- 40	+1
Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 58)	60	61	19	20	+1
I know what is expected of me on the job. (Q. 6)	79	80	11	10	+1
Overall, how good a job do you feel is being done by your immediate supervisor? (Q. 52)	77	78	14	8	+1
My organization has prepared employees for potential security threats. (Q. 36)	83	84	11	6	+1



## Decision Aid: Increases (continued)

	2017 Positive	2018 Positive	2018 Neutral	2018 Negative	Increase Since 2017
The people I work with cooperate to get the job done. (Q. 20)	82	83	9	8	+1
Managers review and evaluate the organization's progress toward meeting its goals and objectives. (Q. 57)	66	67	20	13	+1
Employees in my work unit share job knowledge with each other. (Q. 26)	80	81	11	9	+1
Creativity and innovation are rewarded. (Q. 32)	46	47	28	25	+1



# Decision Aid: Decreases

## Identifying Decreases Since 2017

The items in this section are sorted by greatest to smallest decrease in percent positive results. The items are sorted to allow you to quickly and easily identify where results have dropped since last year.

## Using the Legend Icons

The legend icons provide context for interpreting these results. When identifying the most critical decreases to focus on, it is important to check if these decreases are also identified as challenges (35% or more negative) or if they were previously identified as strengths that have fallen below the 65% or more positive threshold. The “Top Pos/Neg” icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

**NEW THIS YEAR**  
The Decision Aid is now available for first level components of the agency. You can access it via the FEVS Online Reporting & Analysis Tool under the preconfigured reports option.

## 1 Item Decreased Since 2017

 **Strength**  
These items are 65 percent positive or higher

 **Caution**  
These items are 30 percent neutral or higher

 **Challenge**  
These items are 35 percent negative or higher

 **Past Strength**  
These items are no longer a strength in 2018

 **Top Pos/Neg**  
These items are in your top positive or top negative

	2017 Positive	2018 Positive	2018 Neutral	2018 Negative	Decrease Since 2017
My agency is successful at accomplishing its mission. (Q. 39)	81	<b>80</b>	14	6	-1

Note: The Decision Aid only includes items 1-71. See Appendix C for a breakdown of the Work/Life results for your agency.

# Decision Aid: No Change

## Identifying Items That Have Not Changed Since 2017

Your percent positive results for these items have not changed since last year. These are items that your agency is maintaining, which can be either a positive, neutral, or negative finding. For example, an item with low percent positive results over several years is a strong indication of a need for focused action. You may also want to consider changing or updating your approach to addressing these issues if the item has been the focus of attention in the past. On the other hand, a trend of stable, high percent positive results is a finding that should be celebrated. Review each item carefully to determine whether there may be areas of concern for your agency.

### NEW THIS YEAR

The Decision Aid is now available for first level components of the agency. You can access it via the FEVS Online Reporting & Analysis Tool under the preconfigured reports option.

## Using the Legend Icons

The legend icons provide context for interpreting results. While these items have not increased or decreased, they still may be causes for celebration or concern depending on the percent positive, negative, and neutral results. The “Top Pos/Neg” icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

## 13 Items Did Not Change Since 2017



### Strength

These items are 65 percent positive or higher



### Caution

These items are 30 percent neutral or higher



### Challenge

These items are 35 percent negative or higher



### Top Pos/Neg

These items are in your top positive or top negative

	2017 Positive	2018 Positive	2018 Neutral	2018 Negative	Change Since 2017
When needed I am willing to put in the extra effort to get a job done. (Q. 7)	96	<b>+ 96</b>	2	1	0
I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9)	51	51	16	<b>- 33</b>	0
My workload is reasonable. (Q. 10)	62	62	16	22	0
Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q. 14)	72	<b>72</b>	13	15	0
My work unit is able to recruit people with the right skills. (Q. 21)	44	44	23	<b>- 33</b>	0
Awards in my work unit depend on how well employees perform their jobs. (Q. 25)	50	50	26	24	0
The skill level in my work unit has improved in the past year. (Q. 27)	61	61	26	14	0
How would you rate the overall quality of work done by your work unit? (Q. 28)	89	<b>+ 89</b>	9	2	0
Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). (Q. 34)	61	61	26	14	0

Note: The Decision Aid only includes items 1-71. See Appendix C for a breakdown of the Work/Life results for your agency.



## Decision Aid: No Change (continued)

	2017 Positive	2018 Positive	2018 Neutral	2018 Negative	Change Since 2017
Employees are protected from health and safety hazards on the job. (Q. 35)	86	+ 86	9	5	0
In the last six months, my supervisor has talked with me about my performance. (Q. 50)	90	+ 90	5	5	0
Supervisors work well with employees of different backgrounds. (Q. 55)	72	72	18	10	0
How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 64)	57	57	21	21	0



## Appendix A: Item Change Summary

Some FEVS items were modified slightly in 2018 to improve the interpretation or understanding of the items. These changes are outlined in this section.

New Item Text (2018)	Change	Old Item Text (2017)	
12. I know how my work relates to the agency's goals.	Text change.	12. I know how my work relates to the agency's goals and priorities.	
29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Text change.	29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	
56. Managers communicate the goals of the organization.	Text change.	56. Managers communicate the goals and priorities of the organization.	
Item removed from 2018 FEVS	Item removed.	72. Have you been notified whether or not you are eligible to telework? <ul style="list-style-type: none"> <li>• Yes, I was notified that I was eligible to telework</li> <li>• Yes, I was notified that I was not eligible to telework</li> <li>• No, I was not notified of my telework eligibility</li> <li>• Not sure if I was notified of my telework eligibility</li> </ul>	
72. Please select the response below that BEST describes your current teleworking schedule. <ul style="list-style-type: none"> <li>• I telework very infrequently, on an unscheduled or short-term basis</li> <li>• I telework, but only about 1 or 2 days per month</li> <li>• I telework 1 or 2 days per week</li> <li>• I telework 3 or 4 days per week</li> <li>• I telework every work day</li> <li>• I do not telework because I have to be physically present on the job (e.g. Law Enforcement Officers, Park Rangers, Security Personnel)</li> <li>• I do not telework because of technical issues (e.g. connectivity, inadequate equipment) that prevent me from teleworking</li> <li>• 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</li> <li>• I do not telework because I choose not to telework</li> </ul>	Response options modified.	73. Please select the response below that BEST describes your current teleworking situation. <ul style="list-style-type: none"> <li>• I telework 3 or more days per week</li> <li>• I telework 1 or 2 days per week</li> <li>• I telework, but no more than 1 or 2 days per month</li> <li>• I telework very infrequently, on an unscheduled or short-term basis</li> <li>• I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel)</li> <li>• I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking</li> <li>• 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</li> <li>• I do not telework because I choose not to telework</li> </ul>	
73-78. How satisfied are you with the following Work/Life programs in your agency? Note: 2017 FEVS items 74-84 were combined (participation - satisfaction); new response scale for these items is displayed below item 78.	Questions combined.	74-78. Do you participate in the following Work/Life programs? Note: Response scale for these items is displayed below item 78.	79-84. How satisfied are you with the following Work/Life programs in your agency? Note: Response scale for these items is displayed below item 84.
73. Telework	Questions combined.	N/A	79. Telework
74. Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)	Questions combined. Text change.	74. Alternative Work Schedules (AWS)	80. Alternative Work Schedules (AWS)



## Appendix A: Item Change Summary (continued)

New Item Text (2018)	Change	Old Item Text (2017)	
75. Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR Training, health and wellness fair)	Questions combined. Text change.	75. Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	81. Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)
76. Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)	Questions combined.	76. Employee Assistance Program (EAP)	76. Employee Assistance Program (EAP)
77. Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)	Questions combined. Text change.	77. Child Care Programs (for example, daycare, parenting classes, parenting support groups)	77. Child Care Programs (for example, daycare, parenting classes, parenting support groups)
78. Elder Care Programs (for example, elder/adult care, support groups, speakers) <ul style="list-style-type: none"> <li>• Very satisfied</li> <li>• Satisfied</li> <li>• Neither Satisfied nor Dissatisfied</li> <li>• Dissatisfied</li> <li>• Very Dissatisfied</li> <li>• I choose not to participate in these programs</li> <li>• These programs are not available to me</li> <li>• I am unaware of these programs</li> </ul>	Questions combined. Text change.	78. Elder Care Programs (for example, elder/adult care, support groups, speakers) <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> <li>• Not available to me</li> </ul>	84. Elder Care Programs (for example, elder/adult care, support groups, speakers) <ul style="list-style-type: none"> <li>• Very satisfied</li> <li>• Satisfied</li> <li>• Neither Satisfied nor Dissatisfied</li> <li>• Dissatisfied</li> <li>• Very Dissatisfied</li> <li>• No Basis to Judge</li> </ul>
90. Are you transgender? <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	New item.	Not a separate item in 2017 FEVS	
91. Which one of the following do you consider yourself to be? <ul style="list-style-type: none"> <li>• Straight, that is not gay or lesbian</li> <li>• Gay or Lesbian</li> <li>• Bisexual</li> <li>• Something else</li> </ul>	Response options modified.	96. Do you consider yourself to be one or more of the following? (Mark all that apply) <ul style="list-style-type: none"> <li>• Heterosexual or Straight</li> <li>• Gay or Lesbian</li> <li>• Bisexual</li> <li>• Transgender</li> <li>• I prefer not to say</li> </ul>	



## Appendix B: Item Results and Benchmarks

For each item, your agency's percent positive results are shown on a 0 to 100 scale, with the triangular arrow indicating where your agency falls. The gray bars represent the range of scores for the 36 departments and large agencies surveyed, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and DOD 4th Estate are rolled into Department of Defense.

To understand how well your agency performed compared to others, focus on the location of the triangle within the gray bar. If the triangle is toward the right side of the bar, then your agency was above average on that item. If it is at the right edge of the bar, then you had the highest percent positive results for that item. Additionally, you can numerically compare your percent positive results to the governmentwide average listed to the right of each item.



Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



## Appendix B: Item Results and Benchmarks (continued)

	0	Low	DOE	High	100	2018 G'wide
13. The work I do is important.						90%
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.						66%
15. My performance appraisal is a fair reflection of my performance.						71%
16. I am held accountable for achieving results.						83%
‡17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.						66%
18. My training needs are assessed.						55%
19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).						71%
<b>My Work Unit</b>						
‡20. The people I work with cooperate to get the job done.						76%
21. My work unit is able to recruit people with the right skills.						42%
22. Promotions in my work unit are based on merit.						37%
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.						32%
‡24. In my work unit, differences in performance are recognized in a meaningful way.						38%
25. Awards in my work unit depend on how well employees perform their jobs.						46%
26. Employees in my work unit share job knowledge with each other.						76%
27. The skill level in my work unit has improved in the past year.						56%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



## Appendix B: Item Results and Benchmarks (continued)

	DOE	2018 G'wide
	0      Low      High      100	
28. How would you rate the overall quality of work done by your work unit?	89%	84%
‡29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85%	80%
<b>My Agency</b>		
30. Employees have a feeling of personal empowerment with respect to work processes.	53%	49%
31. Employees are recognized for providing high quality products and services.	59%	53%
32. Creativity and innovation are rewarded.	47%	43%
33. Pay raises depend on how well employees perform their jobs.	29%	26%
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	61%	58%
35. Employees are protected from health and safety hazards on the job.	86%	77%
36. My organization has prepared employees for potential security threats.	84%	80%
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62%	56%
38. Prohibited Personnel Practices are not tolerated.	73%	70%
39. My agency is successful at accomplishing its mission.	80%	77%
‡40. I recommend my organization as a good place to work.	70%	66%
‡41. I believe the results of this survey will be used to make my agency a better place to work.	46%	41%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



## Appendix B: Item Results and Benchmarks (continued)

	0	Low	DOE	High	100	2018 G'wide
<b>My Supervisor</b>						
42. My supervisor supports my need to balance work and other life issues.						81%
43. My supervisor provides me with opportunities to demonstrate my leadership skills.						70%
44. Discussions with my supervisor about my performance are worthwhile.						67%
45. My supervisor is committed to a workforce representative of all segments of society.						71%
46. My supervisor provides me with constructive suggestions to improve my job performance.						66%
47. Supervisors in my work unit support employee development.						70%
48. My supervisor listens to what I have to say.						79%
49. My supervisor treats me with respect.						84%
50. In the last six months, my supervisor has talked with me about my performance.						81%
51. I have trust and confidence in my supervisor.						71%
52. Overall, how good a job do you feel is being done by your immediate supervisor?						73%
<b>Leadership</b>						
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.						44%
54. My organization's senior leaders maintain high standards of honesty and integrity.						55%
55. Supervisors work well with employees of different backgrounds.						69%
‡56. Managers communicate the goals of the organization.						64%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



## Appendix B: Item Results and Benchmarks (continued)

	DOE	2018 G'wide
	0      Low      High      100	
57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	67%	63%
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	61%	56%
59. Managers support collaboration across work units to accomplish work objectives.	65%	60%
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65%	61%
61. I have a high level of respect for my organization's senior leaders.	57%	56%
62. Senior leaders demonstrate support for Work/Life programs.	69%	58%

### My Satisfaction

#63. How satisfied are you with your involvement in decisions that affect your work?	60%	54%
#64. How satisfied are you with the information you receive from management on what's going on in your organization?	57%	51%
#65. How satisfied are you with the recognition you receive for doing a good job?	60%	52%
66. How satisfied are you with the policies and practices of your senior leaders?	49%	46%
67. How satisfied are you with your opportunity to get a better job in your organization?	40%	38%
68. How satisfied are you with the training you receive for your present job?	62%	56%
#69. Considering everything, how satisfied are you with your job?	74%	68%
70. Considering everything, how satisfied are you with your pay?	69%	63%
#71. Considering everything, how satisfied are you with your organization?	66%	60%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



## Appendix B: Item Results and Benchmarks (continued)

	0	Low	DOE	High	100	2018 G'wide
<b>Work/Life Programs</b>						
72. Please select the response below that BEST describes your current teleworking schedule. (See Appendix C)						
73 - 78. How satisfied are you with the following Work/Life programs in your agency?						
73. Telework					62%	
74. Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)					77%	
75. Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR Training, health and wellness fair)					65%	
76. Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)					53%	
77. Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)					34%	
78. Elder Care Programs (for example, elder/adult care, support groups, speakers)					25%	



# Appendix C: Work/Life Programs & Demographic Results

Appendix C displays more detailed Work/Life Program results for your agency. It also includes a more detailed look than the reported snapshot of the demographic characteristics of your agency’s survey respondents. Use the Work/Life results to gain an understanding of how your Work/Life Programs are used and rated. The demographic results can be useful in planning, recruiting, and training activities in your agency.

## Telework Schedule

2018  
Percentages

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

I telework very infrequently, on an unscheduled or short-term basis	30
I telework, but only about 1 or 2 days per month	12
I telework 1 or 2 days per week	19
I telework 3 or 4 days per week	2
I telework every work day	1
I do not telework because I have to be physically present on the job (e.g. Law Enforcement Officers, Park Rangers, Security Personnel)	13
I do not telework because of technical issues (e.g. connectivity, inadequate equipment) that prevent me from teleworking	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	6
I do not telework because I choose not to telework	15

## Work/Life Programs

%  
Satisfaction    %  
All Responses

How satisfied are you with the following Work/Life programs in your agency? Telework

Very Satisfied	37	29
Satisfied	37	29
Neither Satisfied or Dissatisfied	17	13
Dissatisfied	6	5
Very Dissatisfied	4	3
<b>Item Response Total</b>	<b>100</b>	<b>78</b>
I choose not to participate in these programs	—	9
These programs are not available to me	—	13
I am unaware of these programs	—	1
<b>Total</b>	<b>100</b>	<b>100</b>

Note: The sum of percentages may not add to 100 due to rounding.



## Appendix C: Work/Life Programs & Demographic Results (continued)

	%	%
	Satisfaction	All Responses
How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)		
Very Satisfied	48	40
Satisfied	37	30
Neither Satisfied or Dissatisfied	10	8
Dissatisfied	3	2
Very Dissatisfied	2	1
<b>Item Response Total</b>	<b>100</b>	<b>82</b>
I choose not to participate in these programs	—	11
These programs are not available to me	—	6
I am unaware of these programs	—	1
<b>Total</b>	<b>100</b>	<b>100</b>

How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

Very Satisfied	29	25
Satisfied	46	39
Neither Satisfied or Dissatisfied	19	16
Dissatisfied	4	3
Very Dissatisfied	2	2
<b>Item Response Total</b>	<b>100</b>	<b>86</b>
I choose not to participate in these programs	—	9
These programs are not available to me	—	3
I am unaware of these programs	—	3
<b>Total</b>	<b>100</b>	<b>100</b>

How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)

Very Satisfied	20	12
Satisfied	36	22
Neither Satisfied or Dissatisfied	40	25
Dissatisfied	3	2
Very Dissatisfied	2	1
<b>Item Response Total</b>	<b>100</b>	<b>62</b>
I choose not to participate in these programs	—	29
These programs are not available to me	—	1
I am unaware of these programs	—	8
<b>Total</b>	<b>100</b>	<b>100</b>

Note: The sum of percentages may not add to 100 due to rounding.



## Appendix C: Work/Life Programs & Demographic Results (continued)

	%	%
	Satisfaction	All Responses
How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)		
Very Satisfied	15	6
Satisfied	23	9
Neither Satisfied or Dissatisfied	55	21
Dissatisfied	4	1
Very Dissatisfied	3	1
<b>Item Response Total</b>	<b>100</b>	<b>38</b>
I choose not to participate in these programs	—	40
These programs are not available to me	—	11
I am unaware of these programs	—	11
<b>Total</b>	<b>100</b>	<b>100</b>

How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs  
(for example, elder/adult care, support groups, speakers)

Very Satisfied	11	4
Satisfied	16	5
Neither Satisfied or Dissatisfied	67	21
Dissatisfied	3	1
Very Dissatisfied	2	1
<b>Item Response Total</b>	<b>100</b>	<b>32</b>
I choose not to participate in these programs	—	39
These programs are not available to me	—	10
I am unaware of these programs	—	20
<b>Total</b>	<b>100</b>	<b>100</b>

Note: The sum of percentages may not add to 100 due to rounding.



## Appendix C: Work/Life Programs & Demographic Results (continued)

### Demographic Results

	2018 Percentages
Where do you work?	
Headquarters	44
Field	56
What is your supervisory status?	
Non-Supervisor	66
Team Leader	13
Supervisor	13
Manager	5
Senior Leader	3
Are you:	
Male	64
Female	36
Are you Hispanic or Latino?	
Yes	8
No	92
Are you:	
American Indian or Alaska Native	1
Asian	4
Black or African American	8
Native Hawaiian or Other Pacific Islander	<1
White	82
Two or more races (not Hispanic or Latino)	4
What is the highest degree or level of education you have completed?	
Less than High School	<1
High School Diploma/GED or equivalent	3
Trade or Technical Certificate	3
Some College (no degree)	9
Associate's Degree (e.g., AA, AS)	6
Bachelor's Degree (e.g., BA, BS)	35
Master's Degree (e.g., MA, MS, MBA)	35
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	9

Note: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding.



## Appendix C: Work/Life Programs & Demographic Results (continued)

	2018 Percentages
What is your pay category/grade?	
Federal Wage System	4
GS 1-6	<1
GS 7-12	20
GS 13-15	61
Senior Executive Service	4
Senior Level (SL) or Scientific or Professional (ST)	1
Other	10
How long have you been with the Federal Government (excluding military service)?	
Less than 1 year	1
1 to 3 years	10
4 to 5 years	5
6 to 10 years	24
11 to 14 years	14
15 to 20 years	16
More than 20 years	31
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	
Less than 1 year	2
1 to 3 years	18
4 to 5 years	8
6 to 10 years	25
11 to 20 years	25
More than 20 years	22
Are you considering leaving your organization within the next year, and if so, why?	
No	68
Yes, to retire	7
Yes, to take another job within the Federal Government	15
Yes, to take another job outside the Federal Government	6
Yes, other	5
I am planning to retire:	
Within one year	4
Between one and three years	12
Between three and five years	12
Five or more years	73

Note: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding.



## Appendix C: Work/Life Programs & Demographic Results (continued)

	2018 Percentages
Are you transgender?	
Yes	1
No	99
Which one of the following do you consider yourself to be?	
Straight, that is not gay or lesbian	95
Gay or Lesbian	2
Bisexual	1
Something else	3
What is your US military service status?	
No Prior Military Service	70
Currently in National Guard or Reserves	1
Retired	9
Separated or Discharged	19
Are you an individual with a disability?	
Yes	13
No	87
What is your age group?	
25 and under	<1
26-29 years old	2
30-39 years old	20
40-49 years old	25
50-59 years old	36
60 years or older	15

Note: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding.



# Appendix D: Participating Agencies by Employee Population Size Categories

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## Very Large Agencies (>75,000 employees)

Department of Agriculture  
Department of Defense  
    Department of the Army  
    Department of the Navy  
    Department of the Air Force  
    OSD, Joint Staff, Defense Agencies, and Field Activities (DOD 4th Estate)  
Department of Health and Human Services  
Department of Homeland Security  
Department of Justice  
Department of the Treasury

## Large Agencies (10,000–74,999 employees)

Department of Commerce  
Department of Energy  
Department of Labor  
Department of State  
Department of the Interior  
Department of Transportation  
Environmental Protection Agency  
General Services Administration  
National Aeronautics and Space Administration  
Social Security Administration

## Medium Agencies (1,000–9,999 employees)

Broadcasting Board of Governors  
Court Services and Offender Supervision Agency  
Department of Education  
Department of Housing and Urban Development  
Equal Employment Opportunity Commission  
Federal Communications Commission  
Federal Energy Regulatory Commission  
Federal Trade Commission  
National Archives and Records Administration  
National Credit Union Administration  
National Labor Relations Board  
National Science Foundation  
Nuclear Regulatory Commission  
Office of Personnel Management  
Securities and Exchange Commission  
Small Business Administration  
U.S. Agency for International Development

## Small Agencies (100–999 employees)

Commodity Futures Trading Commission  
Consumer Product Safety Commission  
Corporation for National and Community Service

Defense Nuclear Facilities Safety Board  
Export-Import Bank of the United States  
Farm Credit Administration  
Federal Election Commission  
Federal Housing Finance Agency  
Federal Labor Relations Authority  
Federal Maritime Commission  
Federal Mediation and Conciliation Service  
Federal Retirement Thrift Investment Board  
International Boundary and Water Commission  
Merit Systems Protection Board  
National Endowment for the Arts  
National Endowment for the Humanities  
National Gallery of Art  
National Indian Gaming Commission  
National Transportation Safety Board  
Office of Management and Budget  
Office of the U.S. Trade Representative  
Overseas Private Investment Corporation  
Pension Benefit Guaranty Corporation  
Railroad Retirement Board  
Selective Service System  
Surface Transportation Board  
U.S. International Trade Commission  
U.S. Office of Special Counsel

## Very Small Agencies (<100 employees)

AbilityOne Commission  
African Development Foundation  
American Battle Monuments Commission  
Chemical Safety and Hazard Investigation Board  
Commission on Civil Rights  
Farm Credit System Insurance Corporation  
Federal Mine Safety and Health Review Commission  
Institute of Museum and Library Services  
Inter-American Foundation  
Marine Mammal Commission  
National Capital Planning Commission  
National Mediation Board  
Occupational Safety and Health Review Commission  
Office of Navajo and Hopi Indian Relocation  
Postal Regulatory Commission  
U.S. Access Board  
U.S. Office of Government Ethics  
U.S. Trade and Development Agency



United States  
Office of Personnel Management  
Office of Strategy and Innovation

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