

UNITED STATES OFFICE OF  
**GOVERNMENT ETHICS**



Preventing Conflicts of Interest  
in the Executive Branch

**Annual Employee Survey Results**  
**Fiscal Year 2016**

## 2016 Annual Employee Survey Results

The U.S. Office of Government Ethics (OGE) strives for continuous improvement and uses feedback from the Federal Employee Viewpoint Survey (FEVS) to build a better workplace.

**78** percent of OGE employees participated in the survey.

### LEADERS LEAD

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

2013=63% 2016=76%

### SUPERVISORS

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

2013=71% 2016= 88%

### INTRINSIC WORK EXPERIENCE

Reflects the employees' feelings of motivation and competency relating to their role in the workplace.

2013= 64% 2016= 88%

This report highlights what OGE employees have identified as areas of strengths, along with areas of progress and opportunities for improvement. The 2016 results are compared with the 2015 results.

OGE continues to maintain the significant increases it achieved between 2013 and 2015 (an increase of 14 percentage points) on the Employee Engagement Index (Index). This year, OGE scored **82%** on the Engagement Index and had the **7th** highest score amongst all agencies. The Index is an overarching model comprised of three subfactors: Leaders Lead, Supervisors, and Intrinsic Work Experience (the box to the left contains OGE's subfactor scores).

59) that were identified as strengths (65% positive or more) identified as challenges (35% negative or more).<sup>i</sup>

Below are the top five survey items (out of

### Top Five Strengths

My performance appraisal is a fair reflection of my performance. (Q. 15)

- **98%** percent positive
- **0%** neutral
- **70%** government-wide average

I am constantly looking for ways to do my job better. (Q.8)

- **95%** percent positive
- **3%** neutral
- **91%** government-wide average

I know how my work relates to the agency's goals and priorities. (Q.12)

- **95%** percent positive
- **2%** neutral
- **83%** government-wide average

I am held accountable for achieving results. (Q.16)

- **93%** percent positive
- **4%** neutral
- **82%** government-wide average

When needed I am willing to put in the extra effort to get a job done. (Q.7)

- **91%** percent positive
- **4%** neutral
- **96%** government-wide average

Below are the survey items that had the largest increases and decreases in percentage points for positive responses since the 2015 survey.

Increased the Most

I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q.17) **+15**  
(*81% percent positive; 15% neutral; 5% negative*)

My performance appraisal is a fair reflection of my performance. (Q.15) **+11**  
(*65% percent positive; 19% neutral; 17% negative*)

Awards in my work unit depend on how well employees perform their jobs. (Q. 25) **+9**  
(*98% percent positive; 0% neutral; 2% negative*)

Decreased the Most

How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 64) **-19**  
(*61% percent positive; 21% neutral; 18% negative*)

The skill level in my work unit has improved in the past year. (Q.27) **-16**  
(*71% percent positive; 18% neutral; 11% negative*)

Pay raises depend on how well employees perform their jobs. (Q. 33) **-15**  
(*47% percent positive; 34% neutral; 19% negative*)

Below are the responses to each of the survey items.

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<sup>i</sup> Note: Numbers are rounded to the nearest whole number.

Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	86.51%	46.46%	40.05%	6.44%	2.25%	4.79%	7.05%	21	18	3	1	2	45	N/A
Agree -disagree	2	I have enough information to do my job well.	73.26%	41.56%	31.71%	10.53%	11.42%	4.79%	16.21%	19	14	5	5	2	45	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	79.86%	48.85%	31.01%	4.79%	10.55%	4.79%	15.34%	22	14	2	5	2	45	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	81.89%	43.52%	38.37%	15.50%	0.00%	2.61%	2.61%	20	17	7	0	1	45	N/A
Agree -disagree	5	*I like the kind of work I do.	86.60%	43.09%	43.50%	7.02%	6.38%	0.00%	6.38%	20	19	3	3	0	45	N/A
Agree -disagree	6	I know what is expected of me on the job.	74.35%	47.71%	26.64%	15.73%	4.59%	5.34%	9.92%	21	12	7	2	2	44	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	97.39%	75.56%	21.83%	0.00%	0.00%	2.61%	2.61%	34	10	0	0	1	45	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	95.16%	59.91%	35.25%	2.61%	2.23%	0.00%	2.23%	27	16	1	1	0	45	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	63.53%	16.15%	47.38%	6.46%	17.58%	12.43%	30.01%	7	21	3	8	5	44	0
Agree -disagree	10	*My workload is reasonable.	64.26%	16.15%	48.11%	15.05%	10.93%	9.77%	20.69%	7	21	7	5	4	44	0
Agree -disagree	11	*My talents are used well in the workplace.	73.87%	48.18%	25.69%	2.28%	7.15%	16.70%	23.85%	21	11	1	3	7	43	0
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	95.37%	56.31%	39.06%	2.22%	2.41%	0.00%	2.41%	24	16	1	1	0	42	1
Agree -disagree	13	*The work I do is important.	90.22%	57.50%	32.72%	5.01%	0.00%	4.77%	4.77%	25	14	2	0	2	43	0
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	90.76%	44.94%	45.81%	2.23%	2.23%	4.78%	7.01%	20	20	1	1	2	44	0
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	97.77%	66.19%	31.58%	0.00%	0.00%	2.23%	2.23%	29	14	0	0	1	44	0
Agree -disagree	16	I am held accountable for achieving results.	95.39%	57.84%	37.55%	2.33%	2.28%	0.00%	2.28%	25	16	1	1	0	43	0
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	80.63%	45.90%	34.72%	4.68%	6.95%	7.74%	14.70%	19	14	2	3	3	41	3

Core Survey

Agree -disagree	18	*My training needs are assessed.	69.37%	39.30%	30.08%	21.50%	6.76%	2.37%	9.12%	17	13	9	3	1	43	1
Agree -disagree	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).	84.06%	59.39%	24.67%	11.70%	2.01%	2.23%	4.24%	26	11	5	1	1	44	1
Agree -disagree	20	*The people I work with cooperate to get the job done.	90.74%	50.47%	40.27%	4.04%	0.00%	5.22%	5.22%	23	18	2	0	2	45	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	61.31%	18.09%	43.22%	20.69%	13.30%	4.69%	18.00%	8	19	9	6	2	44	1
Agree -disagree	22	*Promotions in my work unit are based on merit.	61.05%	35.11%	25.94%	21.89%	6.75%	10.30%	17.05%	15	11	9	3	4	42	3
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	51.73%	20.92%	30.81%	30.16%	9.98%	8.13%	18.10%	8	12	11	4	3	38	7
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	51.48%	15.93%	35.55%	29.15%	9.01%	10.36%	19.37%	7	15	12	4	4	42	3
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	64.59%	20.52%	44.07%	18.90%	7.80%	8.72%	16.51%	8	17	7	3	3	38	7
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	88.11%	49.85%	38.26%	9.64%	2.25%	0.00%	2.25%	23	17	4	1	0	45	0
Agree -disagree	27	The skill level in my work unit has improved in the past year.	70.70%	34.49%	36.21%	17.99%	8.70%	2.61%	11.31%	16	16	8	4	1	45	0
Good -poor	28	How would you rate the overall quality of work done by your work unit?	88.16%	71.19%	16.97%	11.84%	0.00%	0.00%	0.00%	32	8	5	0	0	45	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	76.62%	26.45%	50.16%	11.70%	9.01%	2.67%	11.68%	12	22	5	4	1	44	0
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	56.12%	19.66%	36.46%	23.28%	10.90%	9.69%	20.60%	9	16	10	5	4	44	0
Agree -disagree	31	Employees are recognized for providing high quality products and services.	71.97%	28.37%	43.60%	16.15%	4.31%	7.57%	11.89%	13	19	7	2	3	44	0
Agree -disagree	32	*Creativity and innovation are rewarded.	60.91%	24.01%	36.90%	18.61%	12.91%	7.57%	20.48%	11	16	8	6	3	44	0
Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	46.64%	9.85%	36.79%	34.49%	7.55%	11.32%	18.87%	4	14	13	3	4	38	6
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	77.71%	30.20%	47.51%	14.76%	0.00%	7.53%	7.53%	13	20	6	0	3	42	2
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	81.30%	26.24%	55.05%	11.13%	4.90%	2.67%	7.57%	12	24	5	2	1	44	0

Core Survey

Agree -disagree	36	*My organization has prepared employees for potential security threats.	44.74%	8.82%	35.92%	34.11%	14.05%	7.10%	21.15%	4	16	15	6	3	44	0
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	71.97%	31.57%	40.40%	9.64%	7.80%	10.59%	18.39%	13	16	4	3	4	40	4
Agree -disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	80.01%	36.50%	43.51%	6.88%	2.79%	10.32%	13.10%	16	18	3	1	4	42	2
Agree -disagree	39	My agency is successful at accomplishing its mission.	79.29%	40.68%	38.61%	11.49%	6.55%	2.67%	9.22%	18	17	5	3	1	44	0
Agree -disagree	40	I recommend my organization as a good place to work.	76.76%	35.39%	41.37%	17.90%	0.00%	5.34%	5.34%	16	18	8	0	2	44	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	70.31%	24.46%	45.85%	11.76%	9.63%	8.31%	17.94%	10	18	5	4	3	40	4
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	87.96%	56.67%	31.29%	6.70%	0.00%	5.34%	5.34%	25	14	3	0	2	44	0
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	77.38%	49.97%	27.41%	15.71%	4.24%	2.67%	6.91%	22	12	7	2	1	44	0
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	78.47%	48.82%	29.65%	14.46%	4.34%	2.73%	7.07%	21	13	6	2	1	43	0
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	85.73%	47.27%	38.46%	11.21%	0.00%	3.06%	3.06%	18	15	4	0	1	38	6
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.05%	38.58%	29.46%	17.54%	11.75%	2.67%	14.42%	17	13	8	5	1	44	0
Agree -disagree	47	*Supervisors in my work unit support employee development.	87.98%	54.32%	33.67%	7.11%	0.00%	4.90%	4.90%	24	15	3	0	2	44	0
Agree -disagree	48	My supervisor listens to what I have to say.	86.50%	58.79%	27.71%	8.60%	2.23%	2.67%	4.90%	26	12	4	1	1	44	N/A
Agree -disagree	49	My supervisor treats me with respect.	95.10%	65.15%	29.95%	0.00%	2.23%	2.67%	4.90%	29	13	0	1	1	44	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	95.10%	67.82%	27.28%	2.23%	0.00%	2.67%	2.67%	30	12	1	0	1	44	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	80.96%	54.32%	26.64%	11.47%	4.90%	2.67%	7.57%	24	12	5	2	1	44	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	90.74%	65.45%	25.29%	6.59%	0.00%	2.67%	2.67%	29	11	3	0	1	44	N/A

Core Survey

Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	70.17%	21.67%	48.50%	13.36%	4.36%	12.11%	16.47%	10	21	6	2	5	44	0
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	71.25%	31.15%	40.10%	11.93%	4.45%	12.38%	16.83%	14	17	5	2	5	43	1
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	76.32%	32.30%	44.01%	12.61%	0.00%	11.08%	11.08%	13	17	5	0	4	39	4
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	72.29%	40.16%	32.13%	16.26%	4.24%	7.21%	11.45%	18	14	7	2	3	44	0
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	87.22%	44.32%	42.90%	7.65%	0.00%	5.13%	5.13%	19	18	3	0	2	42	1
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	76.42%	29.33%	47.09%	7.11%	4.36%	12.11%	16.47%	13	21	3	2	5	44	0
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	80.80%	32.13%	48.67%	9.55%	2.36%	7.29%	9.65%	14	21	4	1	3	43	1
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	89.51%	50.45%	39.06%	2.39%	0.00%	8.10%	8.10%	21	16	1	0	3	41	3
Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	74.48%	39.47%	35.01%	8.79%	6.70%	10.03%	16.73%	17	15	4	3	4	43	1
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	83.72%	47.73%	35.98%	8.71%	0.00%	7.57%	7.57%	21	16	4	0	3	44	0
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	74.94%	36.35%	38.58%	10.95%	6.55%	7.57%	14.12%	16	17	5	3	3	44	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.80%	35.80%	25.00%	20.73%	10.90%	7.57%	18.47%	16	11	9	5	3	44	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	74.30%	35.39%	38.91%	10.94%	7.18%	7.57%	14.76%	16	17	5	3	3	44	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	65.81%	28.80%	37.01%	17.72%	6.59%	9.88%	16.47%	13	16	8	3	4	44	N/A
Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	55.56%	29.02%	26.55%	25.99%	9.10%	9.35%	18.45%	13	11	11	4	4	43	N/A
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	74.30%	31.45%	42.85%	15.82%	7.21%	2.67%	9.88%	14	19	7	3	1	44	N/A

Core Survey

Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	83.31%	42.39%	40.92%	9.55%	2.23%	4.90%	7.14%	19	18	4	1	2	44	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	73.32%	22.30%	51.02%	15.41%	4.36%	6.91%	11.27%	10	22	7	2	3	44	N/A
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	72.40%	37.92%	34.48%	13.36%	6.66%	7.57%	14.23%	17	15	6	3	3	44	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	94.36%	39.48%	54.88%	5.64%	0.00%	0.00%	0.00%	13	19	2	0	0	34	2
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	83.85%	63.80%	20.05%	10.37%	0.00%	5.78%	5.78%	13	4	2	0	1	20	0
Satisfied -dissatisfied	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	94.99%	42.51%	52.48%	5.01%	0.00%	0.00%	0.00%	8	10	1	0	0	19	1
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	100.00%	76.80%	23.20%	0.00%	0.00%	0.00%	0.00%	3	1	0	0	0	4	0
Satisfied -dissatisfied	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	0	0	0	0	0	2
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	0	0	0	0	0	1

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.



## Work Life-Telework

<b>72. Have you been notified whether or not you are eligible to telework?</b>	<b>N</b>	<b>%</b>
Yes, I was notified that I was eligible to telework.	39	88.73%
Yes, I was notified that I was not eligible to telework.	4	9.26%
No, I was not notified of my telework eligibility.	1	2.01%
Not sure if I was notified of my telework eligibility.	0	0.00%
<b>Total</b>	<b>44</b>	<b>100.00%</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	<b>N</b>	<b>%</b>
I telework 3 or more days per week.	4	9.57%
I telework 1 or 2 days per week.	12	28.43%
I telework, but no more than 1 or 2 days per month.	4	9.02%
I telework very infrequently.	15	34.18%
I do not telework because I have to be physically present on the job.	0	0.00%
I do not telework because I have technical issues.	0	0.00%
I do not telework because I did not receive approval to do so.	3	7.06%
I do not telework because I choose not to telework.	5	11.74%
<b>Total</b>	<b>43</b>	<b>100.00%</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules</b>	<b>N</b>	<b>%</b>
Yes	19	45.02%
No	21	47.72%
Not available to me	3	7.27%
<b>Total</b>	<b>43</b>	<b>100.00%</b>

<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs</b>	<b>N</b>	<b>%</b>
Yes	19	46.05%
No	22	49.31%
Not available to me	2	4.64%
<b>Total</b>	<b>43</b>	<b>100.00%</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program</b>	<b>N</b>	<b>%</b>
Yes	4	9.15%
No	39	88.73%

Work Life-Telework

Not available to me	1	2.12%
Total	44	100.00%

<b>77. Do you participate in the following Work/Life programs? Child Care Programs</b>	<b>N</b>	<b>%</b>
Yes	0	0.00%
No	31	73.48%
Not available to me	11	26.52%
Total	42	100.00%

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs</b>	<b>N</b>	<b>%</b>
Yes	0	0.00%
No	33	76.34%
Not available to me	10	23.66%
Total	43	100.00%

Percentages are weighted to represent the Agency's population.