

## 2021 Office of Personnel Management Federal Employee Viewpoint Survey

### Core OPM FEVS

Includes Annual Employee Survey Items, the Employee Engagement Index, and Global Satisfaction.

### Core My Work Experience

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. I am given a real opportunity to improve my skills in my organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I feel encouraged to come up with new and better ways of doing things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My work gives me a feeling of personal accomplishment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I know what is expected of me on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know
5. My workload is reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. My talents are used well in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I know how my work relates to the agency's goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Core: My Work Unit

9. The people I work with cooperate to get the job done.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

10. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- Do Not Know

11. In my work unit poor performers usually:

- Remain in the work unit and improve their performance over time
- Remain in the work unit and continue to underperform
- Leave the work unit - removed or transferred
- Leave the work unit - quit
- There are no poor performers in my work unit
- Do Not Know

12. In my work unit, differences in performance are recognized in a meaningful way.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- Do Not Know

13. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- Do Not Know

**Core: My Agency**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know
14. Employees are recognized for providing high quality products and services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Employees are protected from health and safety hazards on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. My agency is successful at accomplishing its mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. I recommend my organization as a good place to work.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

18. I believe the results of this survey will be used to make my agency a better place to work.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- Do Not Know

**Core: My Supervisor**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know
19. My supervisor supports my need to balance work and other life issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. My supervisor is committed to a workforce representative of all segments of society.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Supervisors in my work unit support employee development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
22. My supervisor listens to what I have to say.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. My supervisor treats me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. I have trust and confidence in my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Overall, how good a job do you feel is being done by your immediate supervisor?

- Very Good
- Good
- Fair
- Poor
- Very Poor

## Core: Leadership

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know
26. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. My organization's senior leaders maintain high standards of honesty and integrity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. Managers communicate the goals of the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. Managers promote communication among different work units (for example, about projects, goals, needed resources).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

- Very Good
- Good
- Fair
- Poor
- Very Poor
- Do Not Know

31. I have a high level of respect for my organization's senior leaders.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- Do Not Know

32. Senior leaders demonstrate support for Work-Life programs.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- Do Not Know

## Core: My Satisfaction

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
33. How satisfied are you with your involvement in decisions that affect your work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. How satisfied are you with the information you receive from management on what's going on in your organization?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. How satisfied are you with the recognition you receive for doing a good job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. Considering everything, how satisfied are you with your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. Considering everything, how satisfied are you with your pay?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. Considering everything, how satisfied are you with your organization?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Pandemic and Return to the Worksite

44. Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

- 100% of my work time
- At least 75% but less than 100%
- At least 50% but less than 75%
- At least 25% but less than 50%
- Less than 25%
- I have not been physically present at my agency worksite during the pandemic

	I telework every work day	
	I telework 3 or 4 days per week	
	I telework 1 or 2 days per week	
	I telework, but only about 1 or 2 days per month	
	I telework very infrequently, on an unscheduled or short-term basis	
	I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	
	I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	
	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	
	I do not telework because I choose not to telework	
45. Please select the response that BEST describes your current teleworking schedule.	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>

46. How has your organization supported you during the COVID-19 pandemic?

For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.

	Needed and <u>available</u> to me	Needed, but <u>not available</u> to me	Not needed by me now
Expanded telework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expanded work schedule flexibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expanded leave policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear guidance on COVID-19 vaccination protocols	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Appropriate physical health resources (e.g., access to COVID-19 testing) at my agency worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Timely communication about possible COVID-19 exposure at my agency worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social distancing in my agency worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A well-ventilated worksite.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear guidance on quarantine requirements after any COVID-19 exposure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>My organization's senior leaders ...</b>	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Basis to Judge
47. ...demonstrate commitment to employee health and safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. ...support policies and procedures to protect employee health and safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. ...provide effective communications about what to expect with the return to the physical worksite.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>My supervisor...</b>	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Basis to Judge
50. ...shows concern for my health and safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. ...supports my efforts to stay healthy and safe while working.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52. ...creates an environment where I can voice my concerns about staying healthy and safe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

53. My agency's leadership updates employees about return to the worksite planning.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

54. In plans to return more employees to the worksite, my organization has made employee safety a top priority.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- No Basis to Judge

55. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- No Basis to Judge

56. Employees in my work unit...	Always	Most of the Time	Sometimes	Rarely	Never	No Basis to Judge
...meet the needs of our customers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...contribute positively to my agency's performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...produce high-quality work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...adapt to changing priorities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...successfully collaborate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...achieve our goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Employment Demographics

The Federal Government is committed to promoting a workplace characterized by diversity and inclusion. Given that policy, we are soliciting responses to the following questions. Your response is voluntary, confidential, and will be used to enhance the federal government's understanding of the diversity of its workforce.

Where do you work?

- Headquarters
- Field
- Full-time telework (e.g., home office, telecenter)

What is your supervisory status?

- Senior Leader: You are the head of a department/agency or a member of the immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment, and typically is a member of the Senior Executive Service or equivalent.
- Manager: You are in a management position and supervise one or more supervisors.
- Supervisor: You are a first-line supervisor who is responsible for employees' performance appraisals and leave approval.
- Team Leader: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals.
- Non-Supervisor: You do not supervise other employees.

What is your pay category/grade?

- Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)
- GS 1-6
- GS 7-12
- GS 13-15
- Senior Executive Service
- Senior Level (SL) or Scientific or Professional (ST)
- Other

What is your US military service status?

- No Prior Military Service
- Currently in National Guard or Reserves
- Retired
- Separated or Discharged

Are you:

- The spouse of a current active duty service member of the U.S. Armed Forces
- 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
- The widow(er) of a service member killed while on active duty in the U.S. Armed Forces
- None of the categories listed *[If selected, skip the next item]*

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

- Yes
- No

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

- Less than 1 year
- 1 to 3 years
- 4 to 5 years
- 6 to 10 years
- 11 to 14 years
- 15 to 20 years
- More than 20 years

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

- Less than 1 year
- 1 to 3 years
- 4 to 5 years
- 6 to 10 years
- 11 to 14 years
- 15 to 20 years
- More than 20 years

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

- No
- Yes, to retire
- Yes, to take another job within the Federal Government
- Yes, to take another job outside the Federal Government
- Yes, other

I am planning to retire:

- Less than 1 year
- 1 year
- 2 years
- 3 years
- 4 years
- 5 years
- More than 5 years

## Personal Demographics

The Federal Government is committed to promoting a diverse and inclusive workplace. **Response to questions in this section is entirely voluntary, confidential, and will be used only to enhance the federal government's understanding of the diversity of its workforce.**

Are you of Hispanic, Latino, or Spanish origin?

- Yes
- No

Please select the racial category or categories with which you most closely identify. (Mark all that apply)

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

What is your age group?

- 25 and under
- 26-29 years old
- 30-39 years old
- 40-49 years old
- 50-59 years old
- 60 years or older

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

- Less than High School
- High School Diploma/GED or equivalent
- Trade or Technical Certificate
- Some College (no degree)
- Associates Degree (e.g., AA, AS)
- Bachelor's Degree (e.g., BA, BS)
- Master's Degree (e.g., MA, MS, MBA)
- Doctoral/Professional Degree (e.g., Ph.D., MD, JD)

Are you an individual with a disability?

- Yes
- No

Are you:

- Male
- Female

Are you transgender?

- Yes
- No

Which one of the following do you consider yourself to be?

- Straight, that is not gay or lesbian
- Gay or Lesbian
- Bisexual
- Something else

### Agency Specific Items

Agencies have an opportunity to add up to 8 items to the FEVS.

### DEIA Items – will be tested during the 2021 survey.

Approximately 20 items plus several demographics will appear near the end of the survey. All OPM FEVS respondents will be asked to opt in to participate in testing the Diversity Equity Inclusion Accessibility (DEIA) items for inclusion in the 2022 OPM FEVS. The DEIA items are under development to align with definitions included in the June 2021 Executive Order on Diversity, Equity, Inclusion and Accessibility as shown below. Sub-definitions (belonging, unique, recognition) are from published research.

DEIA items will be tested during 2021 and the final version will appear on the 2022 OPM FEVS. Test 2021 data will not appear in agency reports. If there is something specific an agency would like to know regarding DEIA, those topics should be covered by Agency Specific Items.

- **Diversity:** The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.
- **Equity:** The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.
- **Inclusion:** The recognition, appreciation, and use of the talents and skills of employees of all backgrounds measured as:
  - *Belonging:* An employee's perceptions of respect, perceptions of feeling like a part of the team, and perceptions of relational value with peers.
  - *Unique.* Employee perceptions that they can be different from others in their work unit, that they can have different views, and that those differences are valued and respected by other work unit members.
  - *Recognition.* acknowledgement of an employee for who they are and what they do.
- **Accessibility:** The design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. Accessibility includes the provision of accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal

barriers to equitable opportunities, a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space, and the pursuit of best practices such as universal design.