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

This report highlights OGE’s scores on the various indices, as well as responses to each of the survey items.

**Employee Experience Index**

OPM’s newest Index, Employee Experience, reflects questions in three areas: (1) job attachment, (2) organizational attachment, and (3) public service motivation. OGE scored 86% on this Index. Notably, 97% of respondents strongly agreed or agreed that they identify with the mission of OGE.

**Performance Confidence Index**

OGE continued to score high on the Performance Confidence Index (97%), which reflects questions in four areas: (1) meets customer needs, (2) contributes to agency performance, (3) produces high quality work, and (4) adapts to changing priorities. Notably, 98% of respondents strongly agreed or agreed that employees in their work unit meet the needs of our customers.

**Diversity, Equity, Inclusion, and Accessibility Index**

Last year, OPM introduced a new Index on Diversity, Equity, Inclusion, and Accessibility. OGE again continued to score high on this Index (89%). Notably, 98% of respondents strongly agreed or agreed that their supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, and development).

**Global Satisfaction Index**

The Global Satisfaction Index is a combination of employees’ satisfaction with their job, their pay, and their organization, plus their willingness to recommend their organization as a good place to work. OGE scored 82% of this index. Notably, 91% of respondents strongly agreed or agreed that they would recommend OGE as a good place to work.

**Employee Engagement Index**

OGE continues to have a highly engaged workforce. OGE scored 90% on the Employee Engagement Index, reflecting strong scores in each of the three subfactors: Leaders Lead (84%), Supervisors (98%), and Intrinsic Work Experience (89%).

Below are the responses to each of the survey items.
<table>
<thead>
<tr>
<th>Field Period</th>
<th>Agency Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sample or Census</td>
<td>Census</td>
</tr>
<tr>
<td>Number of Surveys Completed</td>
<td>52</td>
</tr>
<tr>
<td>Number of Surveys Administered</td>
<td>68</td>
</tr>
<tr>
<td>Response Rate</td>
<td>76.5%</td>
</tr>
<tr>
<td>Number of items identified as Strengths (65% positive or higher)</td>
<td>88</td>
</tr>
<tr>
<td>Number of items identified as Challenges (35% negative or higher)</td>
<td>0</td>
</tr>
<tr>
<td>2023 Engagement Index</td>
<td>90%</td>
</tr>
<tr>
<td>Leaders Lead Subindex</td>
<td>84%</td>
</tr>
<tr>
<td>Supervisors Subindex</td>
<td>98%</td>
</tr>
<tr>
<td>Intrinsic Work Experience Subindex</td>
<td>89%</td>
</tr>
</tbody>
</table>

Notes: Number of items identified as strengths and challenges are based on items 1-90, excluding item 16. A "–d" indicates that there were no responses to the item.
<table>
<thead>
<tr>
<th>Item</th>
<th>Item Text</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>I am given a real opportunity to improve my skills in my organization. N/A</td>
</tr>
<tr>
<td>2</td>
<td>I feel encouraged to come up with new and better ways of doing things. N/A</td>
</tr>
<tr>
<td>3</td>
<td>My work gives me a feeling of personal accomplishment. N/A</td>
</tr>
<tr>
<td>4</td>
<td>What is expected of me on the job. N/A</td>
</tr>
<tr>
<td>5</td>
<td>My workload is reasonable. N/A</td>
</tr>
<tr>
<td>6</td>
<td>My talents are used well in the workplace. N/A</td>
</tr>
<tr>
<td>7</td>
<td>I know how my work relates to the agency's goals. N/A</td>
</tr>
<tr>
<td>8</td>
<td>I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal. N/A</td>
</tr>
<tr>
<td>9</td>
<td>I have enough information to do my job well. N/A</td>
</tr>
<tr>
<td>10</td>
<td>I receive the training I need to do my job well. N/A</td>
</tr>
<tr>
<td>11</td>
<td>I am held accountable for the quality of work I produce. N/A</td>
</tr>
<tr>
<td>12</td>
<td>I have a clear idea of how well I am doing my job. N/A</td>
</tr>
<tr>
<td>13</td>
<td>I have the autonomy to decide how I do my job. N/A</td>
</tr>
<tr>
<td>14</td>
<td>I can make decisions about my work without getting approval first. N/A</td>
</tr>
<tr>
<td>15</td>
<td>The people I work with cooperate to get the job done. N/A</td>
</tr>
<tr>
<td>16</td>
<td>In my work unit, differences in performance are recognized in a meaningful way. N/A</td>
</tr>
<tr>
<td>17</td>
<td>My work unit share job knowledge. N/A</td>
</tr>
<tr>
<td>18</td>
<td>My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. N/A</td>
</tr>
<tr>
<td>19</td>
<td>Employees in my work unit meet the needs of our customers. Performance Confidence N/A</td>
</tr>
<tr>
<td>20</td>
<td>Employees in my work unit contribute positively to my agency's performance. Performance Confidence N/A</td>
</tr>
<tr>
<td>21</td>
<td>Employees in my work unit produce high-quality work. Performance Confidence N/A</td>
</tr>
<tr>
<td>22</td>
<td>Employees in my work unit adapt to changing priorities. Performance Confidence N/A</td>
</tr>
<tr>
<td>23</td>
<td>In my work unit, employees are recognized for providing high-quality products and services. N/A</td>
</tr>
<tr>
<td>24</td>
<td>New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs. N/A</td>
</tr>
<tr>
<td>25</td>
<td>I can influence decisions in my work unit. N/A</td>
</tr>
<tr>
<td>26</td>
<td>I know what my work unit's goals are. N/A</td>
</tr>
<tr>
<td>27</td>
<td>My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support). N/A</td>
</tr>
<tr>
<td>28</td>
<td>My work unit successfully manages disruptions to our work. N/A</td>
</tr>
<tr>
<td>29</td>
<td>Employees in my work unit consistently look for new ways to improve how they do their work. N/A</td>
</tr>
<tr>
<td>30</td>
<td>Employees in my work unit incorporate new ideas into their work. N/A</td>
</tr>
<tr>
<td>31</td>
<td>Employees in my work unit approach change as an opportunity. N/A</td>
</tr>
<tr>
<td>32</td>
<td>Employees in my work unit consider customer needs a top priority. N/A</td>
</tr>
<tr>
<td>33</td>
<td>Employees in my work unit consistently look for ways to improve customer service. N/A</td>
</tr>
<tr>
<td>34</td>
<td>Employees in my work unit support my need to balance my work and personal responsibilities. N/A</td>
</tr>
<tr>
<td>35</td>
<td>Employees are recognized for providing high-quality products and services. N/A</td>
</tr>
<tr>
<td>36</td>
<td>Employees are protected from health and safety hazards on the job. N/A</td>
</tr>
<tr>
<td>37</td>
<td>My organization is successful at accomplishing its mission. N/A</td>
</tr>
<tr>
<td>38</td>
<td>I have a good understanding of my organization's priorities. N/A</td>
</tr>
<tr>
<td>39</td>
<td>My organization shares results (for example, total revenue, vital, distribution of repeat) from the Federal Employee Viewpoint Survey (FEVS). N/A</td>
</tr>
<tr>
<td>40</td>
<td>Information is openly shared in my organization. N/A</td>
</tr>
<tr>
<td>41</td>
<td>The approval process in my organization allows timely delivery of my work. N/A</td>
</tr>
</tbody>
</table>

**Employees in my work unit consistently look for ways to improve customer service.**

**Employees in my work unit share job knowledge.**

**Employees are recognized for providing high-quality products and services.**

**Employees in my work unit produce high-quality work.**

**Employees in my work unit adapt to changing priorities.**

**Employees are recognized for providing high-quality products and services.**

**Employees in my work unit approach change as an opportunity.**

**Employees in my work unit consider customer needs a top priority.**

**Employees in my work unit consistently look for ways to improve customer service.**

**Employees in my work unit support my need to balance my work and personal responsibilities.**

**Employees are recognized for providing high-quality products and services.**

**Employees are protected from health and safety hazards on the job.**

**My organization is successful at accomplishing its mission.**

**I have a good understanding of my organization's priorities.**

**My organization shares results (for example, total revenue, vital, distribution of repeat) from the Federal Employee Viewpoint Survey (FEVS).**

**Information is openly shared in my organization.**

**The approval process in my organization allows timely delivery of my work.**
<table>
<thead>
<tr>
<th>Question</th>
<th>N/A</th>
<th>Agile: Resilience</th>
<th>Agree-disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>My organization effectively adapts to changing government priorities.</td>
<td>N/A</td>
<td></td>
<td>90% 41%</td>
</tr>
<tr>
<td>My organization has prepared me for potential physical security threats.</td>
<td>N/A</td>
<td></td>
<td>73% 36%</td>
</tr>
<tr>
<td>My organization has prepared me for potential cybersecurity threats.</td>
<td>N/A</td>
<td></td>
<td>92% 46%</td>
</tr>
<tr>
<td>In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.</td>
<td>N/A</td>
<td></td>
<td>81% 34%</td>
</tr>
<tr>
<td>I recommend my organization as a good place to work.</td>
<td>N/A</td>
<td>Agree-disagree</td>
<td>91% 53%</td>
</tr>
<tr>
<td><em>I believe the results of this survey will be used to make my agency a better place to work.</em></td>
<td>N/A</td>
<td></td>
<td>78% 41%</td>
</tr>
<tr>
<td>Supervisors in my work unit support employee development.</td>
<td>N/A</td>
<td></td>
<td>95% 52%</td>
</tr>
<tr>
<td>My supervisor supports my need to balance work and other life issues.</td>
<td>N/A</td>
<td></td>
<td>98% 75%</td>
</tr>
<tr>
<td>My supervisor treats me with respect.</td>
<td>N/A</td>
<td></td>
<td>98% 71%</td>
</tr>
<tr>
<td>My supervisor provides me with constructive suggestions to improve my job performance.</td>
<td>N/A</td>
<td></td>
<td>95% 53%</td>
</tr>
<tr>
<td>My supervisor provides me with performance feedback throughout the year.</td>
<td>N/A</td>
<td></td>
<td>92% 55%</td>
</tr>
<tr>
<td>My organization's senior leaders maintain high standards of honesty and integrity.</td>
<td>N/A</td>
<td></td>
<td>98% 78%</td>
</tr>
<tr>
<td>*Managers communicate the goals of the organization.</td>
<td>N/A</td>
<td></td>
<td>97% 75%</td>
</tr>
<tr>
<td>Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>N/A</td>
<td>Goal: Oriented: Accountability</td>
<td>100% 66%</td>
</tr>
<tr>
<td>My supervisor provides fairness in promotion and compensation in the workforce.</td>
<td>N/A</td>
<td></td>
<td>99% 72%</td>
</tr>
<tr>
<td>My supervisor provides opportunities fairly to all employees in my work unit.</td>
<td>N/A</td>
<td></td>
<td>94% 51%</td>
</tr>
<tr>
<td>I have a high level of respect for my organization's senior leaders.</td>
<td>N/A</td>
<td></td>
<td>81% 41%</td>
</tr>
<tr>
<td>Senior leaders demonstrate support for Work-life programs.</td>
<td>N/A</td>
<td></td>
<td>88% 56%</td>
</tr>
<tr>
<td>My supervisor provides me with constructive suggestions to improve my job performance.</td>
<td>N/A</td>
<td></td>
<td>85% 38%</td>
</tr>
<tr>
<td>Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>N/A</td>
<td>Goal: Oriented: Accountability</td>
<td>99% 72%</td>
</tr>
<tr>
<td>My supervisor provides me with performance feedback throughout the year.</td>
<td>N/A</td>
<td></td>
<td>95% 53%</td>
</tr>
<tr>
<td>My organization's senior leaders maintain high standards of honesty and integrity.</td>
<td>N/A</td>
<td></td>
<td>96% 56%</td>
</tr>
<tr>
<td>I have a high level of respect for my organization's senior leaders.</td>
<td>N/A</td>
<td></td>
<td>81% 41%</td>
</tr>
<tr>
<td>Senior leaders demonstrate support for Work-life programs.</td>
<td>N/A</td>
<td></td>
<td>88% 56%</td>
</tr>
<tr>
<td>My organization's senior leaders maintain high standards of honesty and integrity.</td>
<td>N/A</td>
<td></td>
<td>85% 38%</td>
</tr>
<tr>
<td>*Managers communicate the goals of the organization.</td>
<td>N/A</td>
<td></td>
<td>87% 51%</td>
</tr>
<tr>
<td>Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</td>
<td>N/A</td>
<td>Goal: Oriented: Accountability</td>
<td>99% 72%</td>
</tr>
<tr>
<td>My supervisor provides me with performance feedback throughout the year.</td>
<td>N/A</td>
<td></td>
<td>95% 53%</td>
</tr>
<tr>
<td>My supervisor provides me with performance feedback throughout the year.</td>
<td>N/A</td>
<td></td>
<td>96% 56%</td>
</tr>
<tr>
<td>My organization's senior leaders maintain high standards of honesty and integrity.</td>
<td>N/A</td>
<td></td>
<td>95% 53%</td>
</tr>
<tr>
<td>I have a high level of respect for my organization's senior leaders.</td>
<td>N/A</td>
<td></td>
<td>81% 41%</td>
</tr>
<tr>
<td>How satisfied are you with the information you receive from management on what’s going on in your organization?</td>
<td>N/A</td>
<td>Goal: Oriented: Recognition</td>
<td>82% 42%</td>
</tr>
<tr>
<td>How satisfied are you with the recognition you receive for doing a good job?</td>
<td>N/A</td>
<td>Goal: Oriented: Recognition</td>
<td>84% 42%</td>
</tr>
<tr>
<td>How satisfied are you with the recognition you receive for doing a good job?</td>
<td>N/A</td>
<td>Goal: Oriented: Recognition</td>
<td>85% 50%</td>
</tr>
<tr>
<td>Considering everything, how satisfied are you with your job?</td>
<td>N/A</td>
<td>Satisfied</td>
<td>85% 50%</td>
</tr>
<tr>
<td>Considering everything, how satisfied are you with your pay?</td>
<td>N/A</td>
<td>Satisfied</td>
<td>85% 50%</td>
</tr>
<tr>
<td>Considering everything, how satisfied are you with your organization?</td>
<td>N/A</td>
<td>Satisfied</td>
<td>88% 50%</td>
</tr>
<tr>
<td>My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).</td>
<td>N/A</td>
<td>DIVERSITY</td>
<td>93% 54%</td>
</tr>
<tr>
<td>My organization demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).</td>
<td>N/A</td>
<td>DIVERSITY</td>
<td>98% 51%</td>
</tr>
<tr>
<td>My supervisor provides opportunities to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.</td>
<td>N/A</td>
<td>EQUITY</td>
<td>89% 47%</td>
</tr>
<tr>
<td>My supervisor provides opportunities to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.</td>
<td>N/A</td>
<td>EQUITY</td>
<td>90% 47%</td>
</tr>
<tr>
<td>In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgments).</td>
<td>N/A</td>
<td>EQUITY</td>
<td>83% 48%</td>
</tr>
<tr>
<td>Employees in my work unit make me feel I belong.</td>
<td>N/A</td>
<td>Inclusion</td>
<td>93% 54%</td>
</tr>
<tr>
<td>Employees in my work unit care about me as a person.</td>
<td>N/A</td>
<td>Inclusion</td>
<td>87% 46%</td>
</tr>
<tr>
<td>I am comfortable expressing opinions that are different from other employees in my work unit.</td>
<td>N/A</td>
<td>Inclusion</td>
<td>93% 48%</td>
</tr>
<tr>
<td>In my work unit, people's differences are respected.</td>
<td>N/A</td>
<td>Inclusion</td>
<td>94% 42%</td>
</tr>
<tr>
<td>I can be successful in my organization being myself.</td>
<td>N/A</td>
<td>Inclusion</td>
<td>91% 51%</td>
</tr>
<tr>
<td>I can easily make a request of my organization to meet my accessibility needs.</td>
<td>N/A</td>
<td>Accessibility</td>
<td>85% 38%</td>
</tr>
</tbody>
</table>
84 My organization responds to my accessibility needs in a timely manner.
DEIA: Accessibility
N/A
Agree-disagree
85% 43% 38% 15% 0% 0% 0% 12 10 4 0 0 28 14

85 My organization meets my accessibility needs.
DEIA: Accessibility
N/A
Agree-disagree
81% 50% 31% 19% 0% 0% 0% 14 8 6 0 0 28 11

86 My job inspires me.
Employee Experience
N/A
Agree-disagree
81% 40% 32% 17% 11% 0% 11% 20 18 9 5 0 52 N/A

87 The work I do gives me a sense of accomplishment.
Employee Experience
N/A
Agree-disagree
89% 44% 45% 7% 5% 0% 5% 22 24 4 2 0 52 N/A

88 I feel a strong personal attachment to my organization.
Employee Experience
N/A
Agree-disagree
72% 38% 34% 23% 8% 0% 8% 19 17 11 4 0 51 N/A

89 I identify with the mission of my organization.
Employee Experience
N/A
Agree-disagree
97% 51% 46% 3% 0% 0% 0% 26 24 2 0 0 52 N/A

90 It is important to me that my work contribute to the common good.
Employee Experience
N/A
Agree-disagree
98% 55% 43% 2% 0% 0% 0% 28 23 1 0 0 52 N/A


* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)
** Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs.
Percentages are weighted to represent the Agency's population.
For confidentiality purposes, a "–c" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.
### Performance Dimension: Goal Oriented: Accountability

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

<table>
<thead>
<tr>
<th>Option</th>
<th>2023</th>
<th>2023</th>
<th>2022</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remain in the work unit and improve their performance over time</td>
<td>6</td>
<td>13.1%</td>
<td>7</td>
<td>13.7%</td>
</tr>
<tr>
<td>Remain in the work unit and continue to underperform</td>
<td>4</td>
<td>6.9%</td>
<td>11</td>
<td>22.1%</td>
</tr>
<tr>
<td>Leave the work unit - removed or transferred</td>
<td>3</td>
<td>4.9%</td>
<td>1</td>
<td>2.0%</td>
</tr>
<tr>
<td>Leave the work unit - quit</td>
<td>2</td>
<td>3.1%</td>
<td>3</td>
<td>6.3%</td>
</tr>
<tr>
<td>There are no poor performers in my work unit</td>
<td>23</td>
<td>45.8%</td>
<td>20</td>
<td>44.1%</td>
</tr>
<tr>
<td>Do Not Know</td>
<td>16</td>
<td>29.4%</td>
<td>10</td>
<td>20.3%</td>
</tr>
<tr>
<td>Total (percents will add to more than 100% because respondents could choose more than one response option)</td>
<td>52</td>
<td>N/A</td>
<td>48</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency’s population.

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

### Telework/Remote Work

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

<table>
<thead>
<tr>
<th>Response</th>
<th>2023</th>
<th>2023</th>
<th>2022</th>
<th>2022</th>
<th>2021</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>I telework every work day (i.e., remote work agreement)</td>
<td>39</td>
<td>72.8%</td>
<td>N/A</td>
<td>N/A</td>
<td>50</td>
<td>100.0%</td>
</tr>
<tr>
<td>I have an approved remote work agreement (I am not expected to perform work at an agency worksite)</td>
<td>N/A</td>
<td>N/A</td>
<td>36</td>
<td>75.7%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>I telework 3 or 4 days per week</td>
<td>10</td>
<td>21.7%</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>I telework 3 or more days per week</td>
<td>N/A</td>
<td>N/A</td>
<td>7</td>
<td>16.2%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>I telework 1 or 2 days per week</td>
<td>3</td>
<td>5.5%</td>
<td>4</td>
<td>8.0%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>I telework, but only about 1 or 2 days per month</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>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)</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>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</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>I do not telework because I choose not to telework</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Total</td>
<td>52</td>
<td>100.0%</td>
<td>47</td>
<td>100.0%</td>
<td>50</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

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

#### 91a. What is your current remote work status?

<table>
<thead>
<tr>
<th>Response</th>
<th>2023</th>
<th>2023</th>
<th>2022</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>I do not have an approved remote work agreement</td>
<td>1</td>
<td>2.1%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)</td>
<td>7</td>
<td>18.1%</td>
<td>2</td>
<td>5.0%</td>
</tr>
</tbody>
</table>
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)  31  79.9%  34  95.0%
I do not know  0  0.0%  N/A  N/A
Total  39  100.0%  36  100.0%

Percentages are weighted to represent the Agency's population.
“–a” indicates that there are no trending results available for the year.
“–d” indicates that there were no responses to this item.
In 2023, the response options for Q91 and Q91a were slightly different than in previous years. To facilitate trending, all possible response options are shown and an N/A is shown when the response option is not relevant for that given year.

### Agency Specific Item

**If I thought an official action raised a serious ethical concern, I would bring the matter to the attention of an appropriate official.**

<table>
<thead>
<tr>
<th>Response Option</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>30</td>
<td>57.1%</td>
</tr>
<tr>
<td>Agree</td>
<td>20</td>
<td>39.8%</td>
</tr>
<tr>
<td>Neither Agree Nor Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Disagree</td>
<td>2</td>
<td>3.0%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>52</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

**The diversity, equity, inclusion, accessibility (DEIA) training offered by my agency this year have improved my understanding of these topics.**

<table>
<thead>
<tr>
<th>Response Option</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>19</td>
<td>36.0%</td>
</tr>
<tr>
<td>Agree</td>
<td>29</td>
<td>59.5%</td>
</tr>
<tr>
<td>Neither Agree Nor Disagree</td>
<td>3</td>
<td>4.5%</td>
</tr>
<tr>
<td>Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Do Not Know/No Basis to Judge</td>
<td>1</td>
<td>_b</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>52</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Note: A "_b" indicates "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

### I believe the following are effective formats for sharing cross-agency information (Select all that apply).

<table>
<thead>
<tr>
<th>Format</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quarterly All Hands</td>
<td>38</td>
<td>78.6%</td>
</tr>
<tr>
<td>Division Staff Meetings</td>
<td>41</td>
<td>80.6%</td>
</tr>
<tr>
<td>Cross Functional Staff Meetings</td>
<td>23</td>
<td>46.0%</td>
</tr>
</tbody>
</table>
### If you feel that your workload is not reasonable, what are the main reasons? (Select all that apply)

<table>
<thead>
<tr>
<th>Reason</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A - My workload is reasonable</td>
<td>25</td>
<td>51.4%</td>
</tr>
<tr>
<td>Not enough staff</td>
<td>21</td>
<td>37.8%</td>
</tr>
<tr>
<td>Lack of proper equipment/systems to complete my work assignments</td>
<td>6</td>
<td>9.9%</td>
</tr>
<tr>
<td>Lack of proper training to complete my work assignments</td>
<td>2</td>
<td>3.1%</td>
</tr>
<tr>
<td>Too many projects/programs</td>
<td>17</td>
<td>30.6%</td>
</tr>
<tr>
<td>Inefficient work processes</td>
<td>11</td>
<td>18.1%</td>
</tr>
<tr>
<td>Poor performers in my work unit</td>
<td>5</td>
<td>8.8%</td>
</tr>
<tr>
<td>Insufficient supervisor support</td>
<td>4</td>
<td>6.5%</td>
</tr>
<tr>
<td>Competing work assignments</td>
<td>15</td>
<td>27.5%</td>
</tr>
<tr>
<td>Unequal distribution of tasks</td>
<td>6</td>
<td>9.9%</td>
</tr>
<tr>
<td>Unrealistic deadlines for work assignments</td>
<td>8</td>
<td>13.0%</td>
</tr>
<tr>
<td>Manager/leader expectations related to work outside of duty hours</td>
<td>5</td>
<td>9.4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>52</td>
<td>N/A</td>
</tr>
</tbody>
</table>

### What are the most challenging aspects of your workload? (Choose three)

<table>
<thead>
<tr>
<th>Aspect</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volume of work</td>
<td>37</td>
<td>76.8%</td>
</tr>
<tr>
<td>Schedule for work</td>
<td>10</td>
<td>20.3%</td>
</tr>
<tr>
<td>Type of work</td>
<td>14</td>
<td>31.1%</td>
</tr>
<tr>
<td>Not enough staff to complete the work</td>
<td>23</td>
<td>47.7%</td>
</tr>
<tr>
<td>Lack of equipment or technology</td>
<td>9</td>
<td>17.6%</td>
</tr>
<tr>
<td>Lack of training</td>
<td>3</td>
<td>6.7%</td>
</tr>
<tr>
<td>Lack of decision-making authority</td>
<td>6</td>
<td>12.0%</td>
</tr>
<tr>
<td>Uncertainty of work priorities</td>
<td>7</td>
<td>15.5%</td>
</tr>
</tbody>
</table>
Communication issues with my team 0 0.0%
Communication issues with leadership 3 5.9%
Total 48 N/A

---

**OGE regularly engages with me and takes my feedback into consideration.**

<table>
<thead>
<tr>
<th>Response Option</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>17</td>
<td>33.8%</td>
</tr>
<tr>
<td>Agree</td>
<td>24</td>
<td>48.6%</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>6</td>
<td>12.8%</td>
</tr>
<tr>
<td>Disagree</td>
<td>3</td>
<td>4.8%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Do Not Know/No Basis to Judge</td>
<td>1</td>
<td><em>b</em></td>
</tr>
<tr>
<td>Total</td>
<td>51</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Note: A "_b_" indicates "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

---

**What types of recognition are most meaningful to you? (Choose up to three)**

<table>
<thead>
<tr>
<th>Recognition Type</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Timely acknowledgement from my supervisor</td>
<td>24</td>
<td>46.2%</td>
</tr>
<tr>
<td>Appreciation from peers/team</td>
<td>14</td>
<td>29.6%</td>
</tr>
<tr>
<td>Performance Award</td>
<td>34</td>
<td>63.0%</td>
</tr>
<tr>
<td>Quality Step Increase</td>
<td>24</td>
<td>48.9%</td>
</tr>
<tr>
<td>Time-Off Award</td>
<td>20</td>
<td>36.5%</td>
</tr>
<tr>
<td>Length of Service Certificate</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Spot Awards</td>
<td>26</td>
<td>46.9%</td>
</tr>
<tr>
<td>Informal Recognition Award</td>
<td>1</td>
<td>1.5%</td>
</tr>
<tr>
<td>Total</td>
<td>52</td>
<td>N/A</td>
</tr>
</tbody>
</table>

### What do you believe are obstacles to reaching your full professional potential? (select all that apply):

<table>
<thead>
<tr>
<th>Obstacle</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am not aware of any obstacles to reaching my full professional potential</td>
<td>26</td>
<td>53.5%</td>
</tr>
<tr>
<td>Lack of understanding of my career path</td>
<td>3</td>
<td>5.8%</td>
</tr>
<tr>
<td>Lack of promotion opportunities</td>
<td>19</td>
<td>36.7%</td>
</tr>
<tr>
<td>Lack of training opportunities</td>
<td>2</td>
<td>3.6%</td>
</tr>
<tr>
<td>Lack of development opportunities</td>
<td>4</td>
<td>6.7%</td>
</tr>
<tr>
<td>Organization leadership</td>
<td>4</td>
<td>6.7%</td>
</tr>
<tr>
<td>Supervisor</td>
<td>1</td>
<td>1.8%</td>
</tr>
<tr>
<td>Personal reasons</td>
<td>4</td>
<td>8.4%</td>
</tr>
<tr>
<td>Other not listed</td>
<td>6</td>
<td>13.0%</td>
</tr>
<tr>
<td>Total</td>
<td>50</td>
<td>N/A</td>
</tr>
</tbody>
</table>

### When answering the survey questions about your “senior leaders,” who were you primarily thinking of?

<table>
<thead>
<tr>
<th>Senior Leader</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director (Agency Head)</td>
<td>5</td>
<td>10.4%</td>
</tr>
<tr>
<td>Division Heads</td>
<td>7</td>
<td>14.7%</td>
</tr>
<tr>
<td>Director (Agency Head) &amp; Division Heads</td>
<td>40</td>
<td>74.8%</td>
</tr>
<tr>
<td>Total</td>
<td>52</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### When answering the survey questions about your "organization," which organization were you primarily thinking of?

<table>
<thead>
<tr>
<th>Organization</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>The overall agency (e.g. OGE)</td>
<td>46</td>
<td>91.0%</td>
</tr>
<tr>
<td>Your Division</td>
<td>3</td>
<td>5.4%</td>
</tr>
<tr>
<td>Your Branch</td>
<td>2</td>
<td>3.7%</td>
</tr>
<tr>
<td>Total</td>
<td>51</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

For all tables on this worksheet:
Percentages are weighted to represent the Agency’s population.