



U.S. Department of Commerce

2022 Federal Employee Viewpoint Survey Results

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About The FEVS

Title 5, Code of Federal Regulations, Part 250 requires agencies to administer an annual employee survey. The U.S. Office of Personnel Management now administers the FEVS annually, thus meeting agencies' yearly survey commitment.

The web-based survey was completed by approximately 557,778 Federal employees, 21,009 of these were DOC employees. The survey was open to Commerce employees from June 6th, 2022 – July 22nd, 2022.

The 2022 FEVS collected feedback on employees' work experience, work unit, organization, supervisors, leadership, and overall satisfaction. This year, employees also provided feedback on Diversity, Equity, Inclusion, and Accessibility, pandemic, transition to the worksite, and workplace flexibilities. Commerce will use the 2022 results to identify the strengths of the organization and improvement areas.

Results At-A-Glance

Overall, most employees believe the Department provides the conditions that support engagement, employee health and safety, and would recommend the Department as a good place to work. Regarding diversity, equity, inclusion and accessibility in the workplace, approximately 73% of Commerce employees believe that they can easily make requests to meet their accessibility needs, and 81% agree that their work unit makes them feel as though they belong. Further, 80% feel as though their supervisor demonstrates a commitment to workforce diversity in their recruitment, promotions, and career opportunities.

There was a slight decrease in the Employee Engagement Index (EEI) overall, and the three EEI sub-indices: Leaders Lead, Supervisors, and Intrinsic Work Experience. The Performance Confidence Index reflects 89% of respondents believe their work units met the needs of their customers, contributed positively to the agency's performance, produced high-quality work, adapted to changing priorities, and achieved goals. The new DEIA Index reflects 75% of respondents are satisfied with the agency's diversity, equity, inclusion, and accessibility efforts. The Global Satisfaction Index decreased four percentage points from the 2021 score.

- **65 of 86 items had positive ratings of 65% or more** (strengths)
- **0 items had neutral rating of 30% or more** (opportunities)
- **0 items had negative rating of 35% or more** (challenges)
- **3 of 40 items increased from the Department's 2021 positive score**
- **31 items decreased from the Department's 2021 positive score**
- **79 out of 86 items were above the positive Governmentwide average for comparison**
 - ❖ **43 items were 5 percentage points or more above the positive Governmentwide average**
- **4 items were below the positive Governmentwide average**
- **Highest positive score: 92%** – It is important to me that my work contribute to the common good (Q89).
- **Highest negative score: 30%** – Management involves employees in decisions that affect their work (Q64).

*The 2022 administration of the Federal Employee Viewpoint Survey featured 89 core survey questions (items 12, 15, and 34 were excluded from this analysis)

Indices

Commerce received the following Index scores based on the 2022 FEVS, indicating a decrease for most of the indices/sub-indices from last year:

- 75% on Employee Engagement** (76% in 2021): Conditions that lead to engaged employees
 - **84% on Supervisors** (85% in 2021) The interpersonal relationship between worker and supervisor, including trust, respect, and support.
 - **76% on Intrinsic Work Experiences** (78% in 2021) Employees' feelings of motivation and competency relating to their role in the workplace.
 - **65% on Leaders Lead** (67% in 2021) Perceptions of leadership integrity and behaviors, such as communication and workforce motivation.
- 67% on Global Satisfaction** (71% in 2021) Satisfaction with the job, pay, and organization and willingness to recommend it as good place to work.
- 89% on Performance Confidence** (89% in 2021) Employees' view that their work unit can achieve goals and produce work at a high level.
- 75% on Diversity, Equity, Inclusion and Accessibility (NEW)** Perceptions of agency practices related to DEIA.

Response Rates: 48% (21,009 out of 43,873) of Commerce employees took the survey, compared to the Governmentwide response rate of 35%. Bureau/organizational unit response rate percentages are:

EDA – 82%	ITA – 67%	USPTO – 53%	OS – 46%	BIS – 36%
MBDA – 71%	BEA – 65%	NTIA – 49%	NOAA – 42%	
NTIS – 68%	OIG – 62%	CENSUS – 47%	NIST – 37%	

FEVS Item Response Data

		POSITIVE		NEUTRAL	NEGATIVE		Item Response Total** N	Do Not Know /No Basis to Judge N
		Strongly Agree/ Always/ Very Good/ Very Satisfied	Agree/ Good/ Most of the Time/ Satisfied	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Poor/ Rarely/ Dissatisfied	Strongly Disagree/ Very Poor/ Never/ Very Dissatisfied		
My Work Experience								
1	*I am given a real opportunity to improve my skills in my organization.	72.6%		15.5%	11.9%		20,905	N/A
		27.7%	44.9%	15.5%	8.3%	3.5%		
		5,926	9,486	3,127	1,664	702		
2	I feel encouraged to come up with new and better ways of doing things.	64.4%		18.3%	17.3%		20,671	N/A
		26.2%	38.1%	18.3%	11.5%	5.8%		
		5,513	7,857	3,734	2,359	1,208		
3	My work gives me a feeling of personal accomplishment.	76.8%		13.6%	9.6%		20,718	N/A
		31.6%	45.2%	13.6%	6.4%	3.2%		
		6,534	9,331	2,837	1,342	674		
4	I know what is expected of me on the job.	85.6%		8.5%	5.9%		20,739	N/A
		38.4%	47.2%	8.5%	4.1%	1.8%		
		8,090	9,723	1,700	849	377		
5	*My workload is reasonable.	60.4%		15.9%	23.6%		20,866	N/A
		18.5%	41.9%	15.9%	15.0%	8.6%		
		3,774	8,541	3,320	3,289	1,942		
6	*My talents are used well in the workplace.	65.5%		17.6%	16.9%		20,613	N/A
		22.1%	43.4%	17.6%	11.0%	5.9%		
		4,592	9,055	3,554	2,239	1,173		
7	*I know how my work relates to the agency's goals.	88.5%		7.4%	4.1%		20,844	N/A
		40.5%	48.1%	7.4%	2.6%	1.5%		
		8,539	9,982	1,495	534	294		
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	72.6%		15.8%	11.6%		19,611	1,359
		34.2%	38.3%	15.8%	6.3%	5.3%		
		6,840	7,545	3,046	1,215	965		

FEVS Item Response Data

9	I have enough information to do my job well.	79.4%		12.3%	8.3%		20,956	N/A
		26.5%	53.0%	12.3%	6.6%	1.7%		
		5,564	11,146	2,508	1,371	367		
10	I receive the training I need to do my job well.	73.8%		15.9%	10.4%		20,963	N/A
		25.0%	48.8%	15.9%	7.8%	2.6%		
		5,301	10,286	3,254	1,609	513		
11	I am held accountable for the quality of work I produce.	90.7%		6.5%	2.8%		20,956	N/A
		42.6%	48.1%	6.5%	2.0%	0.7%		
		9,115	9,993	1,307	399	142		
12	Continually changing work priorities make it hard for me to produce high quality work.	34.4%		26.5%	39.2%		20,384	576
		14.8%	24.4%	26.5%	27.4%	6.9%		
		3,112	5,036	5,296	5,545	1,395		
13	I have a clear idea of how well I am doing my job.	78.1%		13.2%	8.6%		20,969	N/A
		26.6%	51.6%	13.2%	6.5%	2.1%		
		5,750	10,871	2,654	1,273	421		

My Work Unit

14	*The people I work with cooperate to get the job done.	82.8%		10.6%	6.5%		20,960	N/A
		40.5%	42.4%	10.6%	4.7%	1.8%		
		8,647	8,802	2,191	952	368		

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

	2022 N	2022 %
Remain in the work unit and improve their performance over time	3,528	16.7%
Remain in the work unit and continue to underperform	5,793	28.1%
Leave the work unit - removed or transferred	1,948	8.7%
Leave the work unit - quit	1,651	7.6%
There are no poor performers in my work unit	4,142	19.4%
Do Not Know	6,726	32.6%
Total (percent will add to more than 100% because respondents could choose more than one response option)	20,958	N/A

FEVS Item Response Data

16	*In my work unit, differences in performance are recognized in a meaningful way.	47.5%		28.5%	24.1%		17,634	3,321
		11.0%	36.5%	28.5%	16.2%	7.9%		
		2,008	6,561	4,947	2,783	1,335		
17	Employees in my work unit share job knowledge.	80.5%		10.9%	8.7%		20,698	269
		32.6%	47.8%	10.9%	6.0%	2.7%		
		7,031	9,860	2,120	1,175	512		
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83.5%		10.8%	5.7%		20,435	543
		32.3%	51.2%	10.8%	4.1%	1.6%		
		6,752	10,457	2,095	803	328		
19	Employees in my work unit meet the needs of our customers.	91.6%		7.5%	0.9%		18,684	2,118
		42.1%	49.5%	7.5%	0.7%	0.2%		
		8,047	9,191	1,298	109	39		
20	Employees in my work unit contribute positively to my agency's performance.	91.3%		7.4%	1.3%		18,948	1,593
		50.3%	41.0%	7.4%	1.0%	0.3%		
		9,725	7,703	1,297	179	44		
21	Employees in my work unit produce high-quality work.	89.1%		9.6%	1.3%		18,954	1,781
		45.3%	43.8%	9.6%	1.0%	0.3%		
		8,708	8,275	1,744	182	45		
22	Employees in my work unit adapt to changing priorities.	83.1%		14.3%	2.7%		18,739	1,965
		42.2%	40.8%	14.3%	2.1%	0.5%		
		8,040	7,664	2,571	377	87		
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	62.0%		28.5%	9.4%		16,625	4,328
		18.7%	43.3%	28.5%	6.6%	2.9%		
		3,244	7,291	4,577	1,062	451		
24	I can influence decisions in my work unit.	56.8%		25.3%	18.0%		20,951	N/A
		17.8%	38.9%	25.3%	12.0%	6.0%		
		3,908	8,174	5,159	2,460	1,250		
25	I know what my work unit's goals are.	85.6%		9.1%	5.3%		20,945	N/A
		34.2%	51.4%	9.1%	3.8%	1.5%		
		7,252	10,756	1,846	776	315		

FEVS Item Response Data

26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	53.5%		24.2%	22.3%		18,794	2,154
		16.5%	37.0%	24.2%	14.1%	8.1%		
		3,173	7,009	4,477	2,633	1,502		
27	My work unit successfully manages disruptions to our work.	69.3%		19.5%	11.2%		19,322	1,643
		21.6%	47.7%	19.5%	7.2%	4.0%		
		4,274	9,231	3,669	1,391	757		
28	Employees in my work unit consistently look for new ways to improve how they do their work.	70.7%		19.8%	9.5%		18,902	1,902
		23.0%	47.7%	19.8%	7.3%	2.2%		
		4,417	9,017	3,694	1,359	415		
29	Employees in my work unit incorporate new ideas into their work.	70.8%		19.9%	9.3%		18,658	1,896
		22.6%	48.3%	19.9%	7.1%	2.2%		
		4,306	9,022	3,608	1,313	409		
30	Employees in my work unit approach change as an opportunity.	57.6%		28.6%	13.8%		18,404	2,132
		18.1%	39.6%	28.6%	10.5%	3.3%		
		3,383	7,291	5,196	1,939	595		
31	Employees in my work unit consider customer needs a top priority.	80.4%		14.2%	5.4%		18,907	1,642
		35.4%	45.0%	14.2%	3.9%	1.5%		
		6,745	8,552	2,632	713	265		
32	Employees in my work unit consistently look for ways to improve customer service.	69.5%		22.6%	7.9%		18,693	2,012
		26.5%	42.9%	22.6%	6.0%	1.9%		
		4,994	8,059	4,210	1,087	343		
33	Employees in my work unit support my need to balance my work and personal responsibilities.	73.9%		16.0%	10.1%		19,519	1,017
		31.8%	42.0%	16.0%	5.9%	4.2%		
		6,414	8,186	3,027	1,106	786		
34	Employees in my work unit are typically under too much pressure to meet work goals.	39.6%		29.2%	31.2%		18,971	1,717
		11.5%	19.8%	29.2%	30.7%	8.9%		
		2,260	3,798	5,423	5,813	1,677		

FEVS Item Response Data

My Organization

35	Employees are recognized for providing high quality products and services.	66.3%		16.3%	17.5%		20,006	729
		19.3%	46.9%	16.3%	11.3%	6.1%		
		3,964	9,453	3,168	2,224	1,197		
36	Employees are protected from health and safety hazards on the job.	77.9%		12.1%	10.0%		19,693	1,041
		35.8%	42.1%	12.1%	5.9%	4.1%		
		7,417	8,218	2,287	1,055	716		
37	My organization is successful at accomplishing its mission.	84.2%		11.3%	4.5%		19,964	749
		31.6%	52.6%	11.3%	3.2%	1.4%		
		6,488	10,451	2,141	618	266		
38	I have a good understanding of my organization's priorities.	81.5%		11.2%	7.2%		20,713	N/A
		31.1%	50.5%	11.2%	5.3%	1.9%		
		6,532	10,415	2,271	1,101	394		
39	My organization effectively adapts to changing government priorities.	70.8%		20.0%	9.2%		19,259	1,480
		22.9%	47.9%	20.0%	6.5%	2.7%		
		4,540	9,286	3,708	1,221	504		
40	My organization has prepared me for potential physical security threats.	64.3%		19.5%	16.2%		19,747	911
		20.5%	43.8%	19.5%	11.0%	5.1%		
		4,118	8,719	3,897	2,090	923		
41	My organization has prepared me for potential cybersecurity threats.	89.0%		7.4%	3.6%		20,407	248
		33.2%	55.8%	7.4%	2.5%	1.1%		
		6,849	11,410	1,455	485	208		
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	60.7%		21.0%	18.2%		18,117	2,540
		21.8%	38.9%	21.0%	9.8%	8.5%		
		4,048	7,113	3,738	1,754	1,464		
43	*I recommend my organization as a good place to work.	73.0%		16.7%	10.4%		20,649	N/A
		31.2%	41.8%	16.7%	6.6%	3.8%		
		6,611	8,589	3,343	1,339	767		
44	*I believe the results of this survey will be used to make my agency a better place to work.	54.8%		23.5%	21.7%		18,842	1,839
		19.6%	35.2%	23.5%	11.7%	10.1%		
		3,684	6,621	4,416	2,243	1,878		

FEVS Item Response Data

My Supervisor

45	My supervisor is committed to a workforce representative of all segments of society.	84.3%		11.0%	4.8%		18,884	1,735
		47.0%	37.3%	11.0%	2.5%	2.2%		
		9,079	6,982	1,985	445	393		
46	Supervisors in my work unit support employee development.	82.8%		9.9%	7.3%		20,232	403
		45.8%	37.0%	9.9%	4.3%	3.0%		
		9,532	7,461	1,859	816	564		
47	My supervisor supports my need to balance work and other life issues.	86.7%		8.2%	5.2%		20,522	N/A
		55.8%	30.8%	8.2%	3.1%	2.1%		
		11,758	6,201	1,582	583	398		
48	My supervisor listens to what I have to say.	86.0%		7.2%	6.8%		20,400	N/A
		54.3%	31.7%	7.2%	4.2%	2.5%		
		11,346	6,358	1,382	826	488		
49	My supervisor treats me with respect.	88.8%		6.4%	4.8%		20,494	N/A
		60.1%	28.7%	6.4%	2.7%	2.2%		
		12,576	5,759	1,225	522	412		
50	I have trust and confidence in my supervisor.	81.4%		10.2%	8.4%		20,390	N/A
		53.2%	28.2%	10.2%	4.9%	3.5%		
		11,129	5,629	1,977	979	676		
51	My supervisor holds me accountable for achieving results.	91.1%		7.0%	1.9%		20,467	N/A
		53.4%	37.7%	7.0%	1.3%	0.7%		
		11,208	7,548	1,349	238	124		
52	Overall, how good a job do you feel is being done by your immediate supervisor?	83.3%		10.9%	5.8%		20,578	N/A
		57.2%	26.1%	10.9%	3.4%	2.4%		
		12,029	5,273	2,146	661	469		
53	My supervisor provides me with constructive suggestions to improve my job performance.	76.7%		14.4%	9.0%		20,580	N/A
		40.4%	36.2%	14.4%	5.9%	3.1%		
		8,501	7,424	2,868	1,177	610		
54	My supervisor provides me with performance feedback throughout the year.	82.0%		10.5%	7.5%		20,430	160
		43.2%	38.8%	10.5%	4.6%	2.9%		
		9,072	7,876	2,016	903	563		

FEVS Item Response Data

Leadership

55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52.2%		23.8%	24.0%		19,508	987
		16.6%	35.6%	23.8%	13.6%	10.4%		
		3,294	6,909	4,581	2,675	2,049		
56	My organization's senior leaders maintain high standards of honesty and integrity.	66.7%		20.7%	12.5%		17,970	2,394
		25.9%	40.8%	20.7%	5.9%	6.6%		
		4,731	7,298	3,709	1,061	1,171		
57	*Managers communicate the goals of the organization.	70.9%		16.6%	12.5%		19,764	596
		22.7%	48.2%	16.6%	7.4%	5.1%		
		4,544	9,511	3,225	1,477	1,007		
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.3%		20.6%	19.1%		18,923	1,382
		20.0%	40.3%	20.6%	11.3%	7.8%		
		3,868	7,589	3,844	2,150	1,472		
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.0%		19.4%	11.6%		18,312	2,200
		33.1%	36.0%	19.4%	6.2%	5.3%		
		6,191	6,579	3,461	1,111	970		
60	I have a high level of respect for my organization's senior leaders.	64.7%		21.2%	14.2%		19,979	476
		25.9%	38.8%	21.2%	8.1%	6.1%		
		5,223	7,721	4,174	1,625	1,236		
61	Senior leaders demonstrate support for Work-Life programs.	67.0%		19.2%	13.8%		18,611	1,737
		26.9%	40.1%	19.2%	7.2%	6.6%		
		5,134	7,550	3,416	1,305	1,206		
62	Management encourages innovation.	59.8%		23.1%	17.1%		19,315	1,048
		22.3%	37.5%	23.1%	10.3%	6.7%		
		4,413	7,230	4,363	1,995	1,314		
63	Management makes effective changes to address challenges facing our organization.	54.7%		24.4%	20.9%		19,234	1,137
		19.0%	35.7%	24.4%	12.4%	8.5%		
		3,714	6,885	4,580	2,389	1,666		
64	Management involves employees in decisions that affect their work.	45.1%		24.4%	30.5%		19,139	1,244
		15.3%	29.9%	24.4%	16.5%	14.0%		
		2,975	5,749	4,535	3,193	2,687		

FEVS Item Response Data

My Satisfaction

65	*How satisfied are you with your involvement in decisions that affect your work?	49.2%		26.8%	23.9%		20,324	N/A
		14.9%	34.3%	26.8%	17.0%	7.0%		
		3,078	7,007	5,320	3,467	1,452		
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	57.6%		22.7%	19.6%		20,251	N/A
		17.0%	40.7%	22.7%	14.1%	5.5%		
		3,470	8,228	4,539	2,867	1,147		
67	*How satisfied are you with the recognition you receive for doing a good job?	59.6%		22.0%	18.4%		20,261	N/A
		19.5%	40.1%	22.0%	12.1%	6.3%		
		4,050	8,232	4,360	2,371	1,248		
68	*Considering everything, how satisfied are you with your job?	71.6%		15.4%	12.9%		20,228	N/A
		26.0%	45.6%	15.4%	8.8%	4.1%		
		5,338	9,196	3,081	1,792	821		
69	Considering everything, how satisfied are you with your pay?	55.9%		17.4%	26.6%		20,305	N/A
		17.4%	38.6%	17.4%	17.3%	9.3%		
		3,637	8,006	3,487	3,380	1,795		
70	*Considering everything, how satisfied are you with your organization?	67.7%		18.3%	14.0%		20,306	N/A
		22.0%	45.7%	18.3%	9.5%	4.5%		
		4,570	9,290	3,639	1,905	902		

Diversity, Equity, Inclusion, and Accessibility

71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	75.2%		15.8%	9.0%		18,100	2,269
		32.3%	42.8%	15.8%	5.3%	3.7%		
		6,062	7,756	2,744	917	621		
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	79.5%		14.6%	5.9%		17,999	2,385
		40.4%	39.1%	14.6%	3.1%	2.8%		
		7,469	7,025	2,518	525	462		
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	72.1%		13.8%	14.1%		19,315	1,021
		30.7%	41.5%	13.8%	7.7%	6.4%		
		6,259	8,027	2,494	1,408	1,127		

FEVS Item Response Data

74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	76.9%		13.2%	9.9%		18,723	1,591
		36.6%	40.3%	13.2%	5.4%	4.5%		
		7,169	7,508	2,324	959	763		
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	70.2%		16.2%	13.6%		18,616	1,706
		31.3%	38.9%	16.2%	8.0%	5.7%		
		6,098	7,254	2,863	1,416	985		
76	Employees in my work unit treat me as a valued member of the team.	84.3%		10.7%	5.0%		19,536	765
		40.4%	43.9%	10.7%	2.9%	2.1%		
		8,097	8,515	1,977	542	405		
77	Employees in my work unit make me feel I belong.	80.6%		13.5%	5.9%		19,496	790
		38.8%	41.8%	13.5%	3.3%	2.6%		
		7,767	8,103	2,510	627	489		
78	Employees in my work unit care about me as a person.	78.3%		16.1%	5.7%		19,029	1,244
		37.7%	40.6%	16.1%	2.9%	2.7%		
		7,347	7,681	2,947	557	497		
79	I am comfortable expressing opinions that are different from other employees in my work unit.	75.5%		12.6%	11.9%		19,529	620
		29.3%	46.2%	12.6%	7.3%	4.5%		
		5,840	9,045	2,421	1,390	833		
80	In my work unit, people's differences are respected.	78.8%		14.1%	7.1%		19,125	995
		31.5%	47.3%	14.1%	4.3%	2.8%		
		6,199	9,071	2,579	767	509		
81	I can be successful in my organization being myself.	77.6%		13.4%	9.0%		19,755	390
		31.9%	45.7%	13.4%	5.3%	3.7%		
		6,462	9,009	2,586	995	703		
82	I can easily make a request of my organization to meet my accessibility needs.	73.4%		17.7%	8.9%		11,294	8,883
		30.4%	43.1%	17.7%	5.2%	3.7%		
		3,552	4,862	1,916	569	395		
83	My organization responds to my accessibility needs in a timely manner.	69.2%		22.5%	8.4%		10,249	9,914
		28.8%	40.3%	22.5%	4.6%	3.8%		
		3,060	4,125	2,238	457	369		

FEVS Item Response Data

84	My organization meets my accessibility needs.	71.9%		20.7%	7.4%		10,517	9,613
		29.5%	42.4%	20.7%	4.1%	3.3%		
		3,216	4,443	2,103	428	327		

Employee Experience

85	My job inspires me.	62.2%		22.8%	15.0%		20,193	N/A
		22.3%	39.8%	22.8%	10.4%	4.6%		
		4,460	8,002	4,604	2,166	961		

86	The work I do gives me a sense of accomplishment.	77.4%		13.3%	9.3%		20,142	N/A
		30.1%	47.3%	13.3%	6.1%	3.2%		
		6,000	9,470	2,727	1,272	673		

87	I feel a strong personal attachment to my organization.	62.0%		23.6%	14.4%		20,222	N/A
		25.3%	36.7%	23.6%	9.6%	4.8%		
		5,136	7,452	4,726	1,937	971		

88	I identify with the mission of my organization.	79.6%		15.3%	5.1%		20,151	N/A
		31.8%	47.8%	15.3%	3.0%	2.1%		
		6,371	9,554	3,156	627	443		

89	It is important to me that my work contribute to the common good.	92.1%		6.3%	1.6%		20,224	N/A
		49.9%	42.2%	6.3%	0.8%	0.8%		
		10,012	8,568	1,319	164	161		

* 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.

Q12 and Q34 are negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses.

FEVS Item Response Data

Pandemic, Transition to the Worksite, Workplace Flexibilities

90. What percentage of your work time are you currently required to be physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

	2022 N	2022 %
100% of my work time	1,176	6.8%
At least 75% but less than 100%	1,570	9.1%
At least 50% but less than 75%	1,858	9.5%
At least 25% but less than 50%	1,272	6.6%
Less than 25%	2,789	13.6%
I am not currently required to be physically present at my agency worksite	11,637	54.3%
Total	20,302	100.0%

Percentages are weighted to represent the Agency's population.

FEVS Item Response Data

Telework/Remote Work

Telework: a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position, and other authorized activities, from an approved worksite other than the location from which the employee would otherwise work. In practice, telework is a work arrangement that allows employees to have regularly scheduled days on which they telework and regularly scheduled days when they work in their agency worksite.

Remote work: an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis. A remote worker's official worksite may be within or outside the local commuting area of an agency worksite.

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

	2022 N	2022 %
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	9,013	42.3%
I telework 3 or more days per week	5,971	28.7%
I telework 1 or 2 days per week	2,937	15.5%
I telework, but only about 1 or 2 days per month	436	2.7%
I telework very infrequently, on an unscheduled or short-term basis	693	4.2%
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)	527	3.5%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	43	0.3%
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	156	0.9%
I do not telework because I choose not to telework	323	1.9%
Total	20,099	100.0%

FEVS Item Response Data

Only those who answered “I have an approved remote work agreement” to the previous question received Question 91a.

91a. What is your current remote work status?

	2022 N	2022 %
I have an approved remote work agreement and live <u>outside</u> the local commuting area (more than 50 miles away)	3,541	39.7%
I have an approved remote work agreement and live <u>within</u> the local commuting area (less than 50 miles away)	5,348	60.3%
Total	8,889	100.0%

92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

	2022 N	2022 %
Yes	9,582	46.6%
No	10,508	53.4%
Total	20,090	100.0%

93. Based on your work unit’s current telework or remote work options, are you considering leaving your organization, and if so, why?

	2022 N	2022 %
No	15,934	78.5%
Yes, to retire	926	4.8%
Yes, to take another job within my Agency	220	1.1%
Yes, to take another job within the Federal Government	1,565	8.0%
Yes, to take another job outside the Federal Government	553	2.8%
Yes, other	902	4.7%
Total	20,100	100.0%

FEVS Item Response Data

Re-entry" is a term used to describe the transition from the work environment that has existed during the pandemic to the agency's new work environment.

94. My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

	2022 N	2022 %
Strongly Agree	3,682	22.2%
Agree	5,140	32.4%
Neither Agree nor Disagree	3,785	24.6%
Disagree	1,542	10.0%
Strongly Disagree	1,700	10.8%
Not Applicable	4,318	— ^b
Total	20,167	100.0%

95. Please select the response that BEST describes how employees in your work unit currently report to work:

	2022 N	2022 %
All employees in my work unit are physically present on the worksite	756	4.5%
Some employees are physically present on the worksite and others telework or work remotely	12,725	62.4%
No employees in my work unit are physically present on the worksite, we all work remotely	5,521	26.8%
Other	1,161	6.3%
Total	20,163	100.0%

Percentages are weighted to represent the Agency's population.

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

"—" indicates that the "Not Applicable" responses are not included in percentage calculations.

"—" indicates that there were no responses to this item.

FEVS Item Response Data

Senior Leaders and Support

96. My organization's senior leaders support policies and procedures to protect employee health and safety.

	2022 N	2022 %
Strongly Agree	6,926	35.3%
Agree	8,432	44.0%
Neither Agree nor Disagree	2,086	11.3%
Disagree	931	5.0%
Strongly Disagree	823	4.4%
No Basis to Judge	989	— ^b
Total	20,187	100.0%

97. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

	2022 N	2022 %
Strongly Agree	5,960	31.9%
Agree	7,966	43.3%
Neither Agree nor Disagree	2,383	13.7%
Disagree	1,178	6.4%
Strongly Disagree	883	4.8%
No Basis to Judge	1,495	— ^b
Total	19,865	100.0%

98. My supervisor supports my efforts to stay healthy and safe while working.

	2022 N	2022 %
Strongly Agree	10,561	52.7%
Agree	7,291	37.3%
Neither Agree nor Disagree	1,222	6.6%
Disagree	315	1.8%
Strongly Disagree	299	1.6%

FEVS Item Response Data

No Basis to Judge	512	— ^b
Total	20,200	100.0%

99. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

	2022 N	2022 %
Strongly Agree	9,869	49.9%
Agree	6,986	36.4%
Neither Agree nor Disagree	1,572	8.6%
Disagree	477	2.7%
Strongly Disagree	416	2.4%
No Basis to Judge	735	— ^b
Total	20,055	100.0%

Percentages are weighted to represent the Agency's population.

"—^b" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: **Department of Commerce AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Employment Demographics

<i>Where do you work?</i>	%
Headquarters	30.4%
Field	30.6%
Full-time telework (e.g., home office, telecenter)	39.0%
Total	100.0%

FEVS Item Response Data

What is your supervisory status?

	%
Senior Leader	1.6%
Manager	5.6%
Supervisor	13.2%
Team Leader	11.4%
Non-Supervisor	68.2%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	2.0%
GS 1-6	10.5%
GS 7-12	23.2%
GS 13-15	56.0%
Senior Executive Service	1.4%
Senior Level (SL) or Scientific or Professional (ST)	0.7%
Other	6.3%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	88.0%
Currently in National Guard or Reserves	0.5%
Retired	3.3%
Separated or Discharged	8.2%
Total	100.0%

Are you:

	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.4%
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	0.8%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.1%
None of the categories listed	98.7%
Total	100.0%

FEVS Item Response Data

If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

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

	%
Yes	5.0%
No	95.0%
Total	100.0%

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

	%
Less than 1 year	2.3%
1 to 3 years	13.6%
4 to 5 years	7.0%
6 to 10 years	18.3%
11 to 14 years	16.8%
15 to 20 years	16.2%
More than 20 years	25.8%
Total	100.0%

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

	%
Less than 1 year	3.3%
1 to 3 years	17.2%
4 to 5 years	8.2%
6 to 10 years	19.8%
11 to 14 years	15.4%
15 to 20 years	14.6%
More than 20 years	21.5%
Total	100.0%

FEVS Item Response Data

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

	%
No	73.1%
Yes, to retire	5.2%
Yes, to take another job within the Federal Government	11.0%
Yes, to take another job outside the Federal Government	4.6%
Yes, other	6.1%
Total	100.0%

I am planning to retire:

	%
Less than 1 year	2.5%
1 year	2.2%
2 years	4.7%
3 years	4.8%
4 years	2.7%
5 years	6.9%
More than 5 years	76.2%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	6.8%
No	93.2%
Total	100.0%

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

	%
White	69.1%
Black or African American	12.9%
All other races	18.0%
Total	100.0%

FEVS Item Response Data

What is your age group?

	%
29 years and under	4.6%
30-39 years old	20.4%
40-49 years old	26.2%
50-59 years old	28.1%
60 years or older	20.6%
Total	100.0%

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

	%
Less than High School/ High School Diploma/ GED	2.2%
Certification/ Some College/ Associate's Degree	12.5%
Bachelor's Degree	33.4%
Advanced Degrees (Post Bachelor's Degree)	51.8%
Total	100.0%

Are you an individual with a disability?

	%
Yes	12.9%
No	87.1%
Total	100.0%

Are you:

	%
Male	52.6%
Female	47.4%
Total	100.0%

Are you transgender?

	%
Yes	0.4%
No	99.6%
Total	100.0%

FEVS Item Response Data

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

	%
Straight, that is not gay or lesbian	92.6%
Gay or Lesbian	3.1%
Bisexual	1.9%
I use a different term	2.4%
Total	100.0%

Percentages for demographic questions are unweighted.

The "I use a different term" response option for the sexual orientation item was worded as "Something else" in 2021.

No suppression was applied to Employment Demographics.

Agency-Specific Questions

1. The volume of tasks is appropriate for the size of our team.

	N	%
Strongly Agree	2,193	11.2%
Agree	6,887	34.8%
Neither Agree nor Disagree	4,064	20.9%
Disagree	4,513	21.9%
Strongly Disagree	2,364	11.3%
Total	20,021	100.0%

2. I can easily identify the people in my organization who can help me do my job well.

	N	%
Strongly Agree	4,564	22.6%
Agree	10,085	50.0%
Neither Agree nor Disagree	3,107	16.2%
Disagree	1,679	8.3%
Strongly Disagree	563	2.8%
Total	19,998	100.0%

FEVS Item Response Data

3. The amount of time it takes to secure signoff for new approaches or ideas is appropriate.

	N	%
Strongly Agree	1,865	9.4%
Agree	5,330	26.6%
Neither Agree nor Disagree	8,234	41.5%
Disagree	3,101	15.1%
Strongly Disagree	1,555	7.4%
Total	20,085	100.0%

4. Decisions take an appropriate amount of time to make.

	N	%
Strongly Agree	1,957	9.9%
Agree	6,553	32.9%
Neither Agree nor Disagree	6,377	32.6%
Disagree	3,472	17.1%
Strongly Disagree	1,562	7.5%
Total	19,921	100.0%

5. My work is not typically delayed by specific colleagues (or a specific team) in the organization.

	N	%
Strongly Agree	3,529	17.3%
Agree	8,326	41.4%
Neither Agree nor Disagree	4,216	21.7%
Disagree	2,817	13.7%
Strongly Disagree	1,198	5.9%
Total	20,086	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.