



U.S. Department of Commerce

2023 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 625,568 Federal employees, 25,906 of these were DOC employees. The survey was open to Commerce employees from May 15th, 2023 – July 14th, 2023.

The 2023 FEVS collected feedback on employees' work experience, work unit, organization, supervisors, leadership, overall satisfaction, and more. This year OPM added a new section on the Employee Experience. Commerce will use the 2023 results to identify the strengths of the organization and improvement areas going forward.

Results At-A-Glance

Overall, in 2023, most Department employees reported positive perceptions regarding their experiences at the Department. These findings indicate that the Department provides the conditions that support general satisfaction, employee engagement, employee health and safety, and other FEVS areas covered. Most of the item and index scores increased from 2022, indicating a positive trend amongst employee perceptions. Further, the Department outscored Government-wide averages on most of the 2023 FEVS core items.

Below are callouts from the 2023 FEVS:

- **68 of 89 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)
- **58 of 84 items increased from the Department's 2022 positive score**
- **6 items decreased from the Department's 2022 positive score**
- **82 out of 89 items were above the positive Government-wide average for comparison**
- **36 items were 5 percentage points or more above the positive Government-wide average**
- **4 items were below the positive Government-wide average**
- **Highest positive score: 93%** – It is important to me that my work contribute to the common good.
- **Highest negative score: 27%** – Management involves employees in decisions that affect their work.

Indices: Commerce received the following Index scores based on the 2023 FEVS, indicating an increase for most of the indices and sub-indices from last year:

- **76% on Employee Engagement Overall** (75% in 2022): Conditions that lead to engaged employees.
 - **85% on Supervisors** (84% in 2022): The interpersonal relationship between worker and supervisor, including trust, respect, and support.
 - **77% on Intrinsic Work Experiences** (76% in 2022): Employees' feelings of motivation and competency relating to their role in the workplace.
 - **66% on Leaders Lead** (65% in 2022): Perceptions of leadership integrity and behaviors, such as communication and workforce motivation.
- **68% on Global Satisfaction** (67% in 2022): Satisfaction with the job, pay, and organization and willingness to recommend an organization as good place to work.
- **89% on Performance Confidence** (89% in 2022): Employees' view that their work unit can achieve goals and produce work at a high level.
- **76% on Diversity, Equity, Inclusion and Accessibility (DEIA) Overall** (75% in 2022): Perceptions of agency practices related to DEIA.
 - **78% on Diversity** (77% in 2022): The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people.
 - **73% on Equity** (73% in 2022): The consistent and systematic fair, just, and impartial treatment of all individuals.
 - **79% on Inclusion** (78% in 2022): The recognition, appreciation, and use of the talents and skills of employees of all backgrounds.
 - **74% on Accessibility** (71% in 2022): The design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people can fully and independently use them.
- **76% on Employee Experience** (NEW in 2023): The extent to which employees are engaged by their work and their organization.

Response Rates: 58% (25,906 out of 44,460) of Commerce employees took the survey, compared to the Governmentwide response rate of 39%. Bureau/organizational unit response rate percentages are:

BEA – 74%	NTIA – 71%	NTIS – 61%	NOAA – 53%	NIST – 42%
EDA – 74%	USPTO – 65%	BIS – 58%	ITA – 51%	
OIG – 73%	CENSUS – 61%	MBDA – 54%	OS – 46%	

FEVS Item Response Data

		POSITIVE		NEUTRAL	NEGATIVE		Item Response Total**	Do Not Know/ No Basis to Judge
		Strongly Agree/ Always/ Very Good/ Very Satisfied	Agree/ Good/ Most of the Time/ Satisfied	Neither Agree nor Disagree/ Sometimes / 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.	74.3%		14.8%	10.9%		25,787	N/A
		29.2%	45.1%	14.8%	7.8%	3.1%		
		7,531	11,664	3,800	2,005	787		
2	I feel encouraged to come up with new and better ways of doing things.	64.8%		18.1%	17.1%		25,486	N/A
		26.9%	37.9%	18.1%	11.8%	5.3%		
		6,804	9,524	4,671	3,095	1,392		
3	My work gives me a feeling of personal accomplishment.	77.2%		13.7%	9.2%		25,578	N/A
		32.5%	44.7%	13.7%	6.0%	3.1%		
		8,197	11,444	3,553	1,566	818		
4	I know what is expected of me on the job.	85.9%		7.9%	6.2%		25,559	N/A
		38.8%	47.1%	7.9%	4.3%	1.9%		
		10,031	11,965	1,983	1,101	479		
5	*My workload is reasonable.	59.4%		16.6%	23.9%		25,734	N/A
		18.3%	41.1%	16.6%	15.2%	8.7%		
		4,652	10,383	4,298	4,051	2,350		
6	*My talents are used well in the workplace.	66.4%		17.2%	16.4%		25,489	N/A
		22.9%	43.5%	17.2%	10.9%	5.5%		
		5,819	11,090	4,420	2,766	1,394		
7	*I know how my work relates to the agency's goals.	88.9%		7.3%	3.8%		25,714	N/A
		41.1%	47.8%	7.3%	2.4%	1.4%		
		10,653	12,233	1,860	617	351		

FEVS Item Response Data

8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	72.4%		16.0%	11.6%		24,069	1,687
		34.9%	37.5%	16.0%	6.4%	5.2%		
		8,523	9,053	3,795	1,494	1,204		
9	I have enough information to do my job well.	78.9%		11.7%	9.3%		25,813	N/A
		24.7%	54.3%	11.7%	7.4%	2.0%		
		6,388	13,979	3,009	1,914	523		
10	I receive the training I need to do my job well.	73.8%		15.2%	11.0%		25,593	N/A
		24.9%	48.8%	15.2%	8.5%	2.5%		
		6,426	12,556	3,831	2,149	631		
11	I am held accountable for the quality of work I produce.	89.5%		7.2%	3.4%		25,682	N/A
		38.7%	50.8%	7.2%	2.4%	0.9%		
		10,088	12,974	1,776	607	237		
12	I have a clear idea of how well I am doing my job.	80.5%		11.9%	7.6%		25,664	N/A
		31.3%	49.2%	11.9%	5.7%	1.9%		
		8,159	12,619	2,977	1,432	477		
13	I have the autonomy to decide how I do my job.	75.3%		13.9%	10.8%		25,791	N/A
		30.6%	44.7%	13.9%	7.4%	3.5%		
		7,983	11,527	3,481	1,896	904		
14	I can make decisions about my work without getting permission first.	66.6%		19.0%	14.5%		25,791	N/A
		23.1%	43.5%	19.0%	10.3%	4.2%		
		6,110	11,268	4,770	2,585	1,058		

My Work Unit

15	*The people I work with cooperate to get the job done.	83.8%		10.3%	5.9%		25,835	N/A
		42.3%	41.4%	10.3%	4.3%	1.6%		
		11,019	10,624	2,680	1,092	420		

FEVS Item Response Data

16. In my work unit poor performers usually (select all that apply):							2023 N	2023 %
Remain in the work unit and improve their performance over time							4,633	17.9%
Remain in the work unit and continue to underperform							6,769	26.9%
Leave the work unit - removed or transferred							2,477	9.3%
Leave the work unit - quit							2,063	7.7%
There are no poor performers in my work unit							4,931	19.4%
Do Not Know							8,410	31.9%
Total (percents will add to more than 100% because respondents could choose more than one response option)							25,830	N/A

17	*In my work unit, differences in performance are recognized in a meaningful way.	49.5%		27.8%	22.6%		21,895	3,944
		12.6%	36.9%	27.8%	15.1%	7.6%		
		2,804	8,114	6,075	3,281	1,621		
18	Employees in my work unit share job knowledge.	81.1%		10.7%	8.2%		25,533	329
		34.3%	46.8%	10.7%	5.4%	2.7%		
		8,917	11,900	2,674	1,361	681		
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.5%		10.3%	5.3%		25,174	687
		33.8%	50.6%	10.3%	3.8%	1.5%		
		8,649	12,712	2,516	927	370		
20	Employees in my work unit meet the needs of our customers.	91.6%		7.4%	0.9%		23,022	2,740
		42.6%	49.1%	7.4%	0.8%	0.2%		
		9,920	11,246	1,652	164	40		
21	Employees in my work unit contribute positively to my agency's performance.	91.8%		6.9%	1.3%		23,513	2,015
		51.2%	40.7%	6.9%	1.0%	0.3%		
		12,139	9,523	1,570	217	64		

FEVS Item Response Data

22	Employees in my work unit produce high-quality work.	89.5%		9.2%	1.3%		23,453	2,282
		46.7%	42.8%	9.2%	1.1%	0.2%		
		11,009	10,042	2,105	246	51		
23	Employees in my work unit adapt to changing priorities.	83.3%		13.7%	3.0%		23,277	2,365
		43.6%	39.7%	13.7%	2.4%	0.6%		
		10,260	9,244	3,109	536	128		
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	63.2%		27.8%	9.1%		21,207	4,539
		20.5%	42.7%	27.8%	6.1%	3.0%		
		4,362	9,043	5,889	1,288	625		
25	I can influence decisions in my work unit.	63.4%		22.5%	14.2%		25,753	N/A
		22.2%	41.2%	22.5%	10.1%	4.0%		
		5,728	10,507	5,800	2,666	1,052		
26	I know what my work unit's goals are.	87.0%		8.3%	4.7%		25,744	N/A
		37.4%	49.7%	8.3%	3.4%	1.3%		
		9,701	12,753	2,095	864	331		
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	56.6%		23.9%	19.4%		23,398	2,373
		19.4%	37.2%	23.9%	12.6%	6.8%		
		4,574	8,611	5,621	2,977	1,615		
28	My work unit successfully manages disruptions to our work.	70.6%		18.8%	10.6%		23,781	1,992
		23.6%	47.0%	18.8%	6.9%	3.7%		
		5,682	11,119	4,454	1,646	880		
29	Employees in my work unit consistently look for new ways to improve how they do their work.	71.5%		19.4%	9.1%		23,348	2,285
		24.7%	46.8%	19.4%	6.8%	2.3%		
		5,847	10,889	4,500	1,580	532		

FEVS Item Response Data

30	Employees in my work unit incorporate new ideas into their work.	72.0%		19.1%	8.9%		23,084	2,308
		24.6%	47.4%	19.1%	6.6%	2.3%		
		5,730	10,874	4,408	1,527	545		
31	Employees in my work unit approach change as an opportunity.	60.1%		27.1%	12.8%		22,831	2,548
		20.6%	39.5%	27.1%	9.7%	3.1%		
		4,753	8,972	6,174	2,220	712		
32	Employees in my work unit consider customer needs a top priority.	81.4%		13.8%	4.7%		23,457	1,989
		37.1%	44.4%	13.8%	3.3%	1.4%		
		8,737	10,386	3,241	765	328		
33	Employees in my work unit consistently look for ways to improve customer service.	71.3%		21.5%	7.2%		23,134	2,423
		28.7%	42.6%	21.5%	5.3%	1.9%		
		6,702	9,797	4,989	1,213	433		
34	Employees in my work unit support my need to balance my work and personal responsibilities.	76.6%		14.6%	8.9%		24,486	1,117
		35.5%	41.0%	14.6%	4.9%	4.0%		
		8,825	10,020	3,504	1,170	967		

My Organization

35	Employees are recognized for providing high quality products and services.	67.3%		16.4%	16.4%		24,700	881
		21.5%	45.7%	16.4%	10.4%	6.0%		
		5,334	11,308	3,991	2,586	1,481		
36	Employees are protected from health and safety hazards on the job.	79.3%		12.6%	8.1%		24,171	1,423
		36.8%	42.5%	12.6%	5.1%	2.9%		
		9,146	10,096	3,024	1,215	690		
37	My organization is successful at accomplishing its mission.	84.7%		10.8%	4.5%		24,686	897
		33.2%	51.6%	10.8%	3.1%	1.4%		
		8,266	12,667	2,642	767	344		

FEVS Item Response Data

38	I have a good understanding of my organization's priorities.	81.9%		11.1%	7.0%		25,606	N/A
		33.7%	48.2%	11.1%	5.1%	1.9%		
		8,698	12,290	2,813	1,300	505		
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	83.6%		10.5%	5.9%		23,709	1,737
		35.7%	48.0%	10.5%	3.8%	2.1%		
		8,545	11,340	2,427	901	496		
40	Information is openly shared in my organization.	62.8%		20.0%	17.1%		24,205	678
		20.6%	42.2%	20.0%	11.7%	5.4%		
		5,022	10,160	4,829	2,860	1,334		
41	The approval process in my organization allows timely delivery of my work.	61.2%		21.0%	17.8%		24,347	863
		18.2%	42.9%	21.0%	11.8%	6.0%		
		4,566	10,514	4,995	2,814	1,458		
42	My organization effectively adapts to changing government priorities.	69.3%		21.6%	9.1%		23,325	1,761
		21.5%	47.8%	21.6%	6.2%	2.9%		
		5,088	11,138	5,004	1,418	677		
43	My organization has prepared me for potential physical security threats.	68.8%		19.4%	11.7%		24,431	934
		23.9%	45.0%	19.4%	7.9%	3.8%		
		5,893	10,964	4,778	1,894	902		
44	My organization has prepared me for potential cybersecurity threats.	88.4%		8.4%	3.2%		24,790	322
		32.9%	55.5%	8.4%	2.1%	1.2%		
		8,249	13,722	2,031	502	286		
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	62.1%		20.5%	17.4%		22,865	2,474
		24.3%	37.9%	20.5%	9.2%	8.2%		
		5,665	8,696	4,642	2,038	1,824		

FEVS Item Response Data

46	*I recommend my organization as a good place to work.	74.8%		15.6%	9.6%		25,448	N/A
		33.6%	41.2%	15.6%	6.3%	3.3%		
		8,608	10,443	3,937	1,614	846		
47	*I believe the results of this survey will be used to make my agency a better place to work.	58.9%		21.6%	19.6%		23,671	1,824
		23.3%	35.5%	21.6%	11.3%	8.2%		
		5,568	8,393	5,050	2,684	1,976		

My Supervisor

48	Supervisors in my work unit support employee development.	83.8%		9.4%	6.8%		24,790	248
		47.1%	36.7%	9.4%	3.9%	2.9%		
		11,868	9,025	2,266	929	702		
49	My supervisor supports my need to balance work and other life issues.	87.7%		7.2%	5.1%		25,412	N/A
		58.6%	29.0%	7.2%	3.1%	2.0%		
		15,136	7,237	1,775	767	497		
50	My supervisor listens to what I have to say.	86.2%		7.3%	6.5%		25,319	N/A
		56.2%	30.0%	7.3%	4.1%	2.4%		
		14,462	7,468	1,811	982	596		
51	My supervisor treats me with respect.	89.3%		6.0%	4.7%		25,421	N/A
		61.5%	27.7%	6.0%	2.5%	2.2%		
		15,860	6,921	1,496	606	538		
52	I have trust and confidence in my supervisor.	81.9%		9.8%	8.3%		25,341	N/A
		54.9%	27.1%	9.8%	4.7%	3.6%		
		14,155	6,745	2,422	1,149	870		
53	My supervisor holds me accountable for achieving results.	91.6%		6.3%	2.1%		25,383	N/A
		55.7%	35.9%	6.3%	1.4%	0.7%		
		14,420	8,920	1,533	334	176		

FEVS Item Response Data

54	Overall, how good a job do you feel is being done by your immediate supervisor?	83.5%		10.8%	5.7%		25,411	N/A
		56.5%	27.0%	10.8%	3.5%	2.3%		
		14,580	6,767	2,671	841	552		
55	My supervisor provides me with constructive suggestions to improve my job performance.	78.3%		13.1%	8.7%		25,426	N/A
		43.9%	34.3%	13.1%	5.9%	2.8%		
		11,371	8,657	3,251	1,465	682		
56	My supervisor provides me with performance feedback throughout the year.	83.1%		9.7%	7.2%		25,293	145
		46.6%	36.5%	9.7%	4.8%	2.5%		
		12,068	9,122	2,355	1,150	598		

Leadership

57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	54.0%		23.8%	22.1%		24,172	1,182
		18.4%	35.6%	23.8%	12.8%	9.3%		
		4,455	8,544	5,713	3,142	2,318		
58	My organization's senior leaders maintain high standards of honesty and integrity.	68.0%		20.8%	11.3%		22,504	2,699
		27.1%	40.9%	20.8%	5.5%	5.7%		
		6,100	9,165	4,686	1,249	1,304		
59	*Managers communicate the goals of the organization.	72.6%		15.9%	11.4%		24,566	706
		24.3%	48.3%	15.9%	6.8%	4.6%		
		5,993	11,850	3,878	1,689	1,156		
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	61.5%		20.9%	17.6%		23,528	1,656
		21.8%	39.7%	20.9%	10.5%	7.1%		
		5,162	9,266	4,886	2,506	1,708		

FEVS Item Response Data

61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	70.7%		18.2%	11.1%		22,548	2,755
		34.3%	36.3%	18.2%	6.0%	5.1%		
		7,794	8,175	4,072	1,348	1,159		
62	I have a high level of respect for my organization's senior leaders.	66.6%		20.7%	12.8%		24,668	606
		27.7%	38.9%	20.7%	7.4%	5.3%		
		6,814	9,525	5,107	1,868	1,354		
63	Senior leaders demonstrate support for Work-Life programs.	69.3%		18.9%	11.8%		23,055	2,118
		28.6%	40.7%	18.9%	6.7%	5.1%		
		6,667	9,333	4,282	1,566	1,207		
64	Management encourages innovation.	61.1%		22.9%	16.0%		23,871	1,346
		23.4%	37.7%	22.9%	9.8%	6.2%		
		5,621	8,872	5,461	2,397	1,520		
65	Management makes effective changes to address challenges facing our organization.	56.3%		24.1%	19.6%		23,635	1,554
		20.4%	35.9%	24.1%	11.8%	7.8%		
		4,851	8,425	5,617	2,831	1,911		
66	Management involves employees in decisions that affect their work.	48.2%		24.3%	27.5%		23,769	1,451
		17.2%	31.1%	24.3%	15.3%	12.2%		
		4,116	7,296	5,690	3,692	2,975		

My Satisfaction

67	*How satisfied are you with your involvement in decisions that affect your work?	52.9%		25.9%	21.2%		25,164	N/A
		17.1%	35.8%	25.9%	15.4%	5.8%		
		4,270	8,925	6,516	3,948	1,505		
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.4%		23.0%	18.6%		25,072	N/A
		17.6%	40.8%	23.0%	13.5%	5.2%		
		4,428	10,134	5,741	3,441	1,328		

FEVS Item Response Data

69	*How satisfied are you with the recognition you receive for doing a good job?	60.1%		21.8%	18.1%		25,124	N/A
		20.8%	39.2%	21.8%	11.9%	6.1%		
		5,253	9,899	5,452	2,987	1,533		
70	*Considering everything, how satisfied are you with your job?	72.8%		15.4%	11.7%		25,071	N/A
		27.7%	45.1%	15.4%	8.2%	3.5%		
		6,932	11,291	3,876	2,063	909		
71	Considering everything, how satisfied are you with your pay?	56.1%		17.4%	26.4%		25,141	N/A
		18.2%	38.0%	17.4%	17.2%	9.2%		
		4,576	9,498	4,365	4,329	2,373		
72	*Considering everything, how satisfied are you with your organization?	69.2%		18.2%	12.5%		25,166	N/A
		23.5%	45.7%	18.2%	8.6%	3.9%		
		5,942	11,451	4,573	2,192	1,008		

Diversity, Equity, Inclusion, and Accessibility

73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	76.9%		15.2%	7.9%		22,682	2,546
		34.1%	42.8%	15.2%	4.5%	3.4%		
		7,911	9,714	3,350	971	736		
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	80.0%		14.4%	5.6%		22,542	2,716
		41.0%	39.0%	14.4%	3.0%	2.6%		
		9,420	8,756	3,179	626	561		
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	72.3%		14.0%	13.7%		23,861	1,313
		32.4%	39.9%	14.0%	7.6%	6.2%		
		8,018	9,506	3,202	1,723	1,412		

FEVS Item Response Data

76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	77.4%		12.9%	9.7%		23,284	1,866
		38.1%	39.3%	12.9%	5.4%	4.4%		
		9,162	9,082	2,886	1,194	960		
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	70.8%		16.1%	13.1%		23,177	2,025
		32.9%	37.9%	16.1%	7.5%	5.6%		
		7,898	8,740	3,614	1,680	1,245		
78	Employees in my work unit make me feel I belong.	79.4%		14.7%	5.9%		23,867	1,193
		35.2%	44.1%	14.7%	3.7%	2.3%		
		8,492	10,533	3,472	847	523		
79	Employees in my work unit care about me as a person.	77.8%		16.6%	5.6%		23,264	1,661
		34.9%	42.9%	16.6%	3.4%	2.2%		
		8,184	9,977	3,836	766	501		
80	I am comfortable expressing opinions that are different from other employees in my work unit.	75.6%		14.3%	10.1%		24,167	889
		31.2%	44.4%	14.3%	6.2%	3.9%		
		7,638	10,716	3,442	1,456	915		
81	In my work unit, people's differences are respected.	80.5%		13.7%	5.9%		23,730	1,284
		34.2%	46.3%	13.7%	3.4%	2.4%		
		8,272	10,961	3,179	763	555		
82	I can be successful in my organization being myself.	79.4%		12.7%	7.9%		24,508	529
		33.9%	45.5%	12.7%	4.5%	3.4%		
		8,418	11,158	3,058	1,059	815		
83	I can easily make a request of my organization to meet my accessibility needs.	76.3%		16.5%	7.3%		14,278	4,692
		33.8%	42.5%	16.5%	4.2%	3.1%		
		4,900	6,021	2,318	601	438		

FEVS Item Response Data

84	My organization responds to my accessibility needs in a timely manner.	71.2%		21.3%	7.5%		13,076	5,772
		32.1%	39.1%	21.3%	4.3%	3.2%		
		4,260	5,083	2,758	553	422		

85	My organization meets my accessibility needs.	74.3%		19.6%	6.1%		13,432	5,265
		33.1%	41.2%	19.6%	3.2%	2.8%		
		4,508	5,494	2,607	442	381		

Employee Experience

86	My job inspires me.	63.9%		22.0%	14.1%		25,020	N/A
		24.4%	39.6%	22.0%	9.6%	4.5%		
		5,978	9,813	5,568	2,482	1,179		

87	The work I do gives me a sense of accomplishment.	78.1%		12.9%	9.0%		25,022	N/A
		32.2%	45.9%	12.9%	5.8%	3.2%		
		7,922	11,478	3,264	1,507	851		

88	I feel a strong personal attachment to my organization.	63.6%		22.6%	13.7%		25,092	N/A
		27.2%	36.5%	22.6%	9.1%	4.7%		
		6,757	9,129	5,713	2,295	1,198		

89	I identify with the mission of my organization.	80.0%		14.8%	5.2%		25,035	N/A
		33.9%	46.0%	14.8%	3.2%	2.0%		
		8,388	11,509	3,768	830	540		

90	It is important to me that my work contribute to the common good.	92.5%		6.0%	1.5%		25,110	N/A
		51.7%	40.8%	6.0%	0.8%	0.7%		
		12,849	10,309	1,556	211	185		

* 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.

Telework/Remote Work

91 Please select the response that BEST describes your current teleworking schedule.		
	2023 N	2023 %
I telework every work day (i.e., remote work agreement)	11,929	42.9%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A
I telework 3 or 4 days per week	5,697	23.3%
I telework 3 or more days per week	N/A	N/A
I telework 1 or 2 days per week	3,916	17.2%
I telework, but only about 1 or 2 days per month	780	3.7%
I telework very infrequently, on an unscheduled or short-term basis	1,302	6.1%
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)	728	3.4%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	69	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	225	1.1%
I do not telework because I choose not to telework	430	2.0%
Total	25,076	100.0%

Only those who answered “I telework every work day” in 2023 to the previous question received Question 91a. 91a What is your current remote work status?		
	2023 N	2023 %
I do not have an approved remote work agreement	1,156	9.7%
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	3,950	31.6%
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)	5,898	51.2%
I do not know	795	7.5%
Total	11,799	100.0%

FEVS Item Response Data

Employment Demographics

Where do you work?	
	%
Headquarters	28.1%
Field	34.7%
Full-time telework (e.g., home office, telecenter)	37.1%
Total	100.0%

What is your supervisory status?	
	%
Senior Leader	1.5%
Manager	5.4%
Supervisor	12.7%
Team Leader	10.9%
Non-Supervisor	69.5%
Total	100.0%

What is your pay category/grade?	
	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	2.4%
GS 1-6	11.6%
GS 7-12	23.0%
GS 13-15	54.3%
Senior Executive Service	1.3%
Senior Level (SL) or Scientific or Professional (ST)	0.6%
Other	6.8%
Total	100.0%

What is your US military service status?	
	%
No Prior Military Service	88.1%
Currently in National Guard or Reserves	0.5%
Retired	3.1%
Separated or Discharged	8.3%
Total	100.0%

FEVS Item Response Data

Are you:	
	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.5%
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	1.1%
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	98.4%
Total	100.0%

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	5.3%
No	94.7%
Total	100.0%

How long have you been with the Federal Government (excluding military service)?	
	%
Less than 1 year	3.3%
1 to 3 years	13.6%
4 to 5 years	7.8%
6 to 10 years	16.7%
11 to 14 years	16.1%
15 to 20 years	17.5%
More than 20 years	25.1%
Total	100.0%

FEVS Item Response Data

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	
	%
Less than 1 year	4.6%
1 to 3 years	17.0%
4 to 5 years	8.8%
6 to 10 years	18.0%
11 to 14 years	14.7%
15 to 20 years	16.2%
More than 20 years	20.8%
Total	100.0%
Are you considering leaving your organization within the next year, and if so, why?	
	%
No	76.2%
Yes, to retire	5.1%
Yes, to take another job within the Federal Government	9.6%
Yes, to take another job outside the Federal Government	4.3%
Yes, other	4.8%
Total	100.0%
If the response to the previous question on your intent to leave was "No," this item was skipped.	
Has your work unit's telework or remote work options influenced your intent to leave?	
	%
Yes	35.9%
No	64.1%
Total	100.0%
I am planning to retire:	
	%
Less than 1 year	2.4%
1 year	2.2%
2 years	5.0%
3 years	4.9%
4 years	2.7%
5 years	6.8%
More than 5 years	75.9%
Total	100.0%

FEVS Item Response Data

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?	
	%
Yes	7.2%
No	92.8%
Total	100.0%

Please select the racial category or categories with which you most closely identify.	
	%
White	68.1%
Black or African American	13.2%
All other races	18.7%
Total	100.0%

What is your age group?	
	%
29 years and under	4.9%
30-39 years old	19.1%
40-49 years old	26.9%
50-59 years old	27.3%
60 years or older	21.8%
Total	100.0%

What is the highest degree or level of education you have completed?	
	%
Less than High School/ High School Diploma/ GED	2.4%
Certification/ Some College/ Associate's Degree	13.0%
Bachelor's Degree	33.9%
Advanced Degrees (Post Bachelor's Degree)	50.6%
Total	100.0%

Are you an individual with a disability?	
	%
Yes	12.6%
No	87.4%
Total	100.0%

FEVS Item Response Data

Are you:	
	%
Male	53.0%
Female	47.0%
Total	100.0%
Are you transgender?	
	%
Yes	0.3%
No	99.7%
Total	100.0%
Which one of the following best represents how you think of yourself?	
	%
Lesbian or gay	3.0%
Straight, that is not lesbian or gay	92.2%
Bisexual	2.1%
I use a different term	2.7%
Total	100.0%

Percentages for demographic questions are unweighted.

The first two response options "Lesbian or gay" and "Straight, that is not lesbian or gay" for the sexual orientation item were re-worded and re-ordered from the 2022 survey.

No suppression was applied to Employment Demographics.

FEVS Item Response Data

Agency Specific Items

My work unit and/or organization Federal Employee Viewpoint Survey scores were communicated to me.		
	N	%
Yes - work unit	1,739	6.9%
Yes - organization	5,361	21.5%
Yes - both work unit and organization	8,091	32.0%
No	2,468	10.0%
Don't know	7,409	29.7%
Total	25,068	100.0%

My office has taken actions in response to prior years' survey results to bring about positive change to the workplace.		
	N	%
Yes	9,281	36.5%
No	1,727	6.8%
I am not aware of any actions	14,065	56.6%
Total	25,073	100.0%

Awards in my work unit depend on how well employees perform their jobs.		
	N	%
Strongly Agree	6,302	24.2%
Agree	9,897	39.4%
Neither Agree nor Disagree	6,045	24.9%
Disagree	1,752	7.1%
Strongly Disagree	1,079	4.4%
Total	25,075	100.0%

FEVS Item Response Data

What types of recognition are most meaningful to you? (Choose up to three)		
	N	%
Timely acknowledgement of accomplishments from my supervisor	11,433	46.9%
Appreciation from peers/team	6,403	26.8%
Secretary's Honor Awards	1,539	6.4%
Special Act or Service Award	3,986	16.2%
Performance Award	15,760	63.3%
Quality Step Increase	10,197	40.5%
Instant "Good Job" Award	1,313	5.4%
Time-Off Award	7,004	27.6%
Length of Service Certificate	1,531	6.4%
On-the-Spot Award	3,913	16.1%
Informal Recognition Award	1,669	7.0%
Total	24,618	N/A

I would like my senior leadership to do more of the following: (Select all that apply)		
	N	%
Communicate about goals and progress	9,312	37.7%
Communicate/clarify areas of certainty and uncertainty	10,753	43.1%
Demonstrate interest in my work unit's challenges and successes	9,690	39.1%
Hold leaders at all levels accountable for employee morale	10,451	42.5%
Hold employee town hall discussions with question and answer sessions	5,576	22.0%
Conduct pulse surveys or use other methods to gather employee input	5,518	22.1%
Demonstrate that people are important to the organization's success	8,398	34.0%
Undertake efforts that demonstrate genuine commitment to diversity, equity, inclusion, and accessibility	4,333	17.9%
Champion development opportunities for individuals at every level of the organization	8,553	35.0%
None of the above	2,933	12.0%
Total	24,741	N/A

FEVS Item Response Data

Senior leaders seek to understand employees' concerns and modify associated policies, procedures, and practices--where possible and practical.

	N	%
Strongly Agree	3,560	14.3%
Agree	9,067	36.6%
Neither Agree nor Disagree	7,513	30.5%
Disagree	3,068	12.0%
Strongly Disagree	1,672	6.6%
Total	24,880	100.0%

My organization would be the best place to work in the federal government if: (select your top 3 choices)

	N	%
I felt a greater sense of connection to the organization mission	3,539	14.7%
I had more workplace flexibilities	5,753	24.3%
There were more growth potential/opportunity to learn new skills	8,174	34.0%
I had more collaborative working relationships	4,727	19.3%
I received more meaningful performance feedback	3,046	12.8%
I received more meaningful performance recognition	6,340	26.1%
I felt more empowered to make decisions regarding my work	4,709	19.3%
The promotion process were more transparent	5,583	24.2%
N/A: I believe my organization is already the best place to work	5,556	22.7%
Total	24,152	N/A

FEVS Item Response Data

Select the top three areas that should be priorities for making future improvements in your Organization? (select all that apply):

	N	%
Increase awards and recognition	11,258	45.2%
Communication of upcoming changes effectively and in a timely manner	7,693	31.3%
Increase cross-training, details, or other developmental activities	8,766	35.9%
Expansion of career ladder opportunities	8,828	36.7%
Increase the number of personnel in my work unit	6,378	27.6%
Increase information technology technical support	3,648	15.2%
Increase available information technology (hardware and software)	4,162	17.1%
Improve the performance management process	3,403	14.0%
Provide more meaningful performance evaluations	3,408	14.4%
Increase non-IT related supplies (i.e. office supplies, lighting, furniture, etc.)	2,022	8.3%
Increase telework/remote work opportunities	6,537	27.6%
Increase use of flexible/alternative work schedules	4,679	19.9%
Increase visionary/inspirational leadership	4,074	17.2%
Total	24,244	N/A

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

	N	%
Commerce-level leadership (e.g., Secretary, Deputy Secretary, etc.)	1,568	6.4%
Bureau-level leadership	6,429	25.1%
Directorate/Sub-Bureau level leadership	4,455	17.6%
Regional Director (or other second-level SES in reporting chain)	4,162	17.7%
Office Executive (first SES in reporting chain)	4,286	17.3%
Other (e.g. supervisory GS-15 or equivalent)	3,740	15.9%
Total	24,640	100.0%

FEVS Item Response Data

When answering the survey questions about your "organization," which organization were you primarily thinking of?		
	N	%
The overall Department (e.g., Department of Commerce)	2,032	8.6%
The Bureau Level (e.g., CENSUS, NOAA, OS, NTIA, OIG, etc.)	11,502	44.8%
Directorate/Sub-component (e.g., Decennial, NWS, CFO/ASA, FirstNet, OIG's Office of Audit)	3,458	14.3%
Regional Offices/Divisions (e.g., Field Offices, HRD, OIG's Audit Divisions)	3,541	15.1%
Business Unit/Immediate Office	3,709	14.9%
Other	526	2.1%
Total	24,768	100.0%

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

Source: **Department of Commerce AES Report**, 2023 OPM Federal Employee Viewpoint Survey