

ANNUAL EMPLOYEE SURVEY RESULTS

77% of OGE employees participated in the survey

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.

All survey items (88 out of 88) were identified as a strength (65% positive or more) and no survey items (0 out of 90) were identified as a challenge (35% negative or more).

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.

**U.S. Office of Government Ethics
OPM FEVS AES Report**

Agency Information

Field Period	May 16 - Jul 14, 2023
Sample or Census	Census
Number of Surveys Completed	52
Number of Surveys Administered	68
Response Rate	76.5%
Number of items identified as Strengths (65% positive or higher)	88
Number of items identified as Challenges (35% negative or higher)	0
2023 Engagement Index	90%
Leaders Lead Subindex	84%
Supervisors Subindex	98%
Intrinsic Work Experience Subindex	89%

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.

Item	Item Text	Index	Performance Dimension	Response Type	Percent Positive	Agree/ Always/ Very	Most of the time/ Good/	Agree nor Disagree/ Sometimes/	Rarely/ Poor/ Dissatisfied	Disagree/ Never/ Very Poor/	Percent Negative	Agree/ Always/ Very	Most of the time/	Agree nor Disagree/ Sometimes/	Rarely/ Poor/ Dissatisfied	Disagree/ Never/ Very Poor/	Response Total** N	Know/ No Basis to Judge/
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	Agree-disagree	92%	47%	45%	6%	2%	0%	2%	24	24	3	1	0	52	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	84%	45%	39%	11%	5%	0%	5%	23	20	6	3	0	52	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	88%	54%	35%	10%	2%	0%	2%	27	18	5	1	0	51	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	95%	53%	42%	3%	2%	0%	2%	26	23	2	1	0	52	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	66%	30%	36%	13%	7%	14%	21%	15	17	7	4	8	51	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	80%	43%	37%	15%	3%	2%	5%	21	20	8	2	1	52	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	98%	68%	31%	2%	0%	0%	0%	35	16	1	0	0	52	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	82%	49%	32%	15%	2%	2%	3%	23	14	7	1	1	46	3
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	96%	46%	50%	2%	2%	0%	2%	23	26	1	1	0	51	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	81%	46%	35%	19%	0%	0%	0%	23	19	10	0	0	52	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	Agree-disagree	97%	61%	36%	2%	2%	0%	2%	30	19	1	1	0	51	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	95%	54%	41%	5%	0%	0%	0%	26	22	3	0	0	51	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	92%	50%	42%	5%	3%	0%	3%	25	22	3	2	0	52	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	85%	38%	47%	7%	8%	0%	8%	18	25	4	5	0	52	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	94%	76%	18%	4%	2%	0%	2%	38	11	2	1	0	52	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	Agree-disagree	54%	16%	38%	31%	14%	2%	15%	6	14	13	5	1	39	13
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	91%	65%	26%	6%	3%	0%	3%	33	15	3	1	0	52	0
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	95%	60%	35%	5%	0%	0%	0%	31	18	3	0	0	52	0
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	98%	66%	32%	2%	0%	0%	0%	31	17	1	0	0	49	3
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	98%	81%	17%	2%	0%	0%	0%	39	10	1	0	0	50	1
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	96%	79%	17%	4%	0%	0%	0%	39	10	2	0	0	51	1
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	95%	73%	21%	5%	0%	0%	0%	36	11	3	0	0	50	1
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	Agree-disagree	86%	41%	45%	14%	0%	0%	0%	17	18	6	0	0	41	10
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	95%	44%	51%	5%	0%	0%	0%	22	26	3	0	0	51	N/A
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	93%	56%	37%	3%	3%	0%	3%	28	20	2	2	0	52	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	78%	38%	40%	11%	7%	3%	11%	17	18	6	4	2	47	4
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	90%	47%	43%	7%	3%	0%	3%	24	22	4	2	0	52	0
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	91%	50%	41%	8%	2%	0%	2%	24	21	4	1	0	50	2
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	92%	51%	41%	6%	2%	0%	2%	24	22	3	1	0	50	2
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	85%	41%	44%	13%	2%	0%	2%	19	21	7	1	0	48	4
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	89%	63%	26%	10%	2%	0%	2%	30	14	5	1	0	50	1
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	87%	58%	29%	11%	2%	0%	2%	28	16	6	1	0	51	1
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	95%	61%	34%	5%	0%	0%	0%	31	18	3	0	0	52	0
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	86%	33%	53%	9%	5%	0%	5%	17	26	5	3	0	51	1
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	93%	62%	30%	7%	0%	0%	0%	31	16	4	0	0	51	0
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	93%	67%	25%	7%	0%	0%	0%	33	14	4	0	0	51	0
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	91%	60%	32%	7%	2%	0%	2%	30	17	4	1	0	52	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	Agree-disagree	95%	57%	38%	5%	0%	0%	0%	29	18	3	0	0	50	1
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	83%	40%	43%	13%	3%	0%	3%	20	19	8	2	0	49	0
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	81%	33%	48%	13%	3%	3%	6%	17	23	7	2	2	51	0

42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	90%	41%	49%	6%	4%	0%	4%	20	23	3	2	0	48	1
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	73%	36%	36%	26%	0%	2%	2%	16	17	12	0	1	46	5
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	92%	46%	47%	6%	2%	0%	2%	22	24	3	1	0	50	0
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	81%	34%	47%	14%	5%	0%	5%	17	20	7	3	0	47	3
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	91%	53%	38%	7%	2%	0%	2%	26	21	4	1	0	52	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	Agree-disagree	78%	42%	35%	14%	4%	3%	8%	20	18	8	2	2	50	2
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	95%	70%	24%	5%	0%	0%	0%	34	13	3	0	0	50	0
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	99%	76%	23%	1%	0%	0%	0%	39	11	1	0	0	51	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	98%	71%	28%	2%	0%	0%	0%	36	15	1	0	0	52	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	100%	78%	22%	0%	0%	0%	0%	40	12	0	0	0	52	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	97%	75%	22%	2%	1%	0%	1%	38	12	1	1	0	52	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	100%	66%	34%	0%	0%	0%	0%	33	17	0	0	0	50	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	Good-poor	99%	72%	27%	0%	1%	0%	1%	36	15	0	1	0	52	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	95%	53%	42%	5%	0%	0%	0%	27	22	3	0	0	52	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	92%	59%	33%	5%	3%	0%	3%	30	18	3	1	0	52	0
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	70%	29%	41%	15%	10%	5%	14%	15	21	8	5	3	52	0
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	88%	52%	36%	12%	0%	0%	0%	27	19	6	0	0	52	0
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	87%	52%	34%	4%	8%	2%	10%	26	18	2	5	1	52	0
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	85%	38%	48%	8%	3%	3%	7%	19	24	4	2	2	51	0
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	Good-poor	94%	56%	38%	5%	0%	1%	1%	28	20	3	0	1	52	0
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	81%	43%	38%	14%	3%	2%	5%	22	20	7	2	1	52	0
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	88%	56%	32%	10%	2%	0%	2%	28	17	4	1	0	50	2
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	78%	49%	29%	13%	7%	2%	8%	24	15	7	4	1	51	1
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	81%	48%	33%	12%	7%	0%	7%	24	18	6	4	0	52	0
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	84%	42%	41%	10%	0%	7%	7%	21	21	5	0	4	51	0
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	82%	40%	42%	11%	7%	0%	7%	20	22	6	4	0	52	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	Satisfied-dissatisfied	82%	45%	37%	12%	6%	0%	6%	23	19	6	4	0	52	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	Satisfied-dissatisfied	82%	42%	40%	12%	6%	0%	6%	21	20	7	4	0	52	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	85%	50%	35%	8%	6%	0%	6%	25	19	5	3	0	52	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	65%	31%	34%	14%	15%	6%	22%	16	17	7	9	3	52	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	88%	50%	38%	7%	5%	0%	5%	24	21	4	3	0	52	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	92%	54%	38%	6%	2%	0%	2%	25	20	3	1	0	49	3
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	98%	58%	40%	2%	0%	0%	0%	28	22	1	0	0	51	1
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	Agree-disagree	81%	47%	34%	8%	6%	4%	10%	23	16	5	3	2	49	3
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	90%	47%	43%	6%	2%	2%	4%	22	20	3	1	1	47	5
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	83%	48%	35%	11%	4%	2%	6%	21	16	5	2	1	45	7
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	93%	54%	39%	7%	0%	0%	0%	25	20	4	0	0	49	3
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	87%	46%	41%	13%	0%	0%	0%	21	21	7	0	0	49	3
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	93%	48%	45%	2%	4%	2%	5%	23	23	1	2	1	50	2
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	94%	42%	52%	4%	2%	0%	2%	20	27	2	1	0	50	1
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	91%	53%	38%	6%	3%	0%	3%	26	21	3	1	0	51	1
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	85%	38%	46%	15%	0%	0%	0%	11	14	5	0	0	30	10

84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	85%	47%	38%	15%	0%	0%	0%	12	10	4	0	0	26	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	72%	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	71%	38%	34%	21%	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 "-" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: U.S. Office of Government Ethics AES Report, 2023 OPM Federal Employee Viewpoint Survey

Performance Dimension: Goal Oriented: Accountability

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

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

Percentages are weighted to represent the Agency's population.

A "-^a" indicates that there are no trending results available for the year.

Source: **U.S. Office of Government Ethics AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

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

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

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?

	2023 N	2023 %	2022 N	2022 %
I do not have an approved remote work agreement	1	2.1%	N/A	N/A
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	7	18.1%	2	5.0%

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.

Source: **U.S. Office of Government Ethics AES Report**, 2023 OPM Federal Employee Viewpoint Survey

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.

	N	%
Strongly Agree	30	57.1%
Agree	20	39.8%
Neither Agree Nor Disagree	0	0.0%
Disagree	2	3.0%
Strongly Disagree	0	0.0%
Total	52	100.0%

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

	N	%
Strongly Agree	19	36.0%
Agree	29	59.5%
Neither Agree Nor Disagree	3	4.5%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
Do Not Know/No Basis to Judge	1	— ^b
Total	52	100.0%

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).

	N	%
Quarterly All Hands	38	78.6%
Division Staff Meetings	41	80.6%
Cross Functional Staff Meetings	23	46.0%

Intranet	20	40.3%
Email from leadership	40	80.2%
Total	50	N/A

If you feel that your workload is not reasonable, what are the main reasons? (Select all that apply)

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

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

	N	%
Volume of work	37	76.8%
Schedule for work	10	20.3%
Type of work	14	31.1%
Not enough staff to complete the work	23	47.7%
Lack of equipment or technology	9	17.6%
Lack of training	3	6.7%
Lack of decision-making authority	6	12.0%
Uncertainty of work priorities	7	15.5%

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.

	N	%
Strongly Agree	17	33.8%
Agree	24	48.6%
Neither Agree nor Disagree	6	12.8%
Disagree	3	4.8%
Strongly Disagree	0	0.0%
Do Not Know/No Basis to Judge	1	— ^b
Total	51	100.0%

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)

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

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

	N	%
I am not aware of any obstacles to reaching my full professional potential	26	53.5%
Lack of understanding of my career path	3	5.8%
Lack of promotion opportunities	19	36.7%
Lack of training opportunities	2	3.6%
Lack of development opportunities	3	5.2%
Organization leadership	4	6.7%
Supervisor	1	1.8%
Personal reasons	4	8.4%
Other not listed	6	13.0%
Total	50	N/A

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

	N	%
Director (Agency Head)	5	10.4%
Division Heads	7	14.7%
Director (Agency Head) & Division Heads	40	74.8%
Total	52	100.0%

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

	N	%
The overall agency (e.g. OGE)	46	91.0%
Your Division	3	5.4%
Your Branch	2	3.7%
Total	51	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.