

Federal Employee Viewpoint Survey Results

Empowering employees. Inspiring change.

1st Level Subagency Comparison Report

Advisory Council on Historic Preservation

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This 2024 Federal Employee Viewpoint Survey (FEVS) Report provides summary results for the core survey, telework, and demographic items for your subagencies, including comparisons to your department or agency. Also presented in this report are FEVS index results. An index is a collection of items that statistically cluster together and can be combined into a single score for interpretation and/or analysis. Indices speak to an aspect of employee perspectives and experiences and are indicators of effectiveness. Established FEVS indices displayed in this report include the Employee Engagement Index (EEI), Global Satisfaction Index (GSI), Performance Confidence Index (PCI), Diversity, Equity, Inclusion, and Accessibility Index (DEIA), and Employee Experience Index (EXI).

Response Summary

Organizations	Surveys Completed	Response Rate
Governmentwide	674,207	41.0%
Advisory Council on Historic Preservation	25	65.8%
All Other Offices	14	66.7%
OFAP	11	64.7%

Main Report Results

The results include response percentages for each survey item followed by index and sub-index scores. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* or *Always* and *Most of the time* or *Very Good* and *Good* or *Very Satisfied* and *Satisfied*

Neutral: *Neither Agree nor Disagree* or *Sometimes* or *Fair* or *Neither Satisfied nor Dissatisfied*

Negative: *Disagree* and *Strongly Disagree* or *Rarely* and *Never* or *Poor* and *Very Poor* or *Dissatisfied* and *Very Dissatisfied*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *No Basis to Judge (NBJ)*, *There have been no recent hires in my work unit*, *I do not have any accessibility needs*, where applicable, is listed separately.

Note: A "—" indicates that there were no responses to the item, and therefore results are not shown. For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed. Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	670,623	72.2%	13.9%	13.9%
Advisory Council on Historic Preservation	25	78.0%	3.1%	18.9%
All Other Offices	14	72.3%	0.0%	27.7%
OFAP	11	85.6%	7.2%	7.1%

2. I feel encouraged to come up with new and better ways of doing things.

Organizations	N	Positive	Neutral	Negative
Governmentwide	664,020	67.1%	15.4%	17.5%
Advisory Council on Historic Preservation	25	77.8%	9.5%	12.7%
All Other Offices	14	66.7%	16.5%	16.8%
OFAP	11	92.8%	0.0%	7.2%

3. My work gives me a feeling of personal accomplishment.

Organizations	N	Positive	Neutral	Negative
Governmentwide	664,559	74.2%	13.8%	12.0%
Advisory Council on Historic Preservation	25	80.8%	6.7%	12.5%
All Other Offices	14	66.5%	11.7%	21.9%
OFAP	11	100.0%	0.0%	0.0%

4. I know what is expected of me on the job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	663,290	82.3%	9.7%	8.0%
Advisory Council on Historic Preservation	25	69.8%	17.5%	12.7%
All Other Offices	14	61.3%	21.9%	16.8%
OFAP	11	81.2%	11.6%	7.2%

My Work Experience (continued)

5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative
Governmentwide	669,177	63.3%	14.6%	22.0%
Advisory Council on Historic Preservation	25	34.2%	26.9%	38.9%
All Other Offices	14	32.8%	27.7%	39.4%
OFAP	11	35.9%	25.9%	38.2%

6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative
Governmentwide	662,558	65.5%	16.2%	18.3%
Advisory Council on Historic Preservation	24	57.3%	29.9%	12.8%
All Other Offices	14	56.0%	33.0%	11.0%
OFAP	10	59.2%	25.4%	15.4%

7. I know how my work relates to the agency's goals.

Organizations	N	Positive	Neutral	Negative
Governmentwide	668,952	85.6%	8.7%	5.7%
Advisory Council on Historic Preservation	25	78.0%	12.4%	9.6%
All Other Offices	14	67.0%	16.2%	16.8%
OFAP	11	92.8%	7.2%	0.0%

8. I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	644,414	71.9%	13.9%	14.2%	25,998
Advisory Council on Historic Preservation	25	71.9%	3.1%	25.0%	0
All Other Offices	14	61.6%	0.0%	38.4%	0
OFAP	11	85.6%	7.1%	7.2%	0

My Work Experience (continued)

9. I have enough information to do my job well.

Organizations	N	Positive	Neutral	Negative
Governmentwide	671,755	73.9%	13.8%	12.3%
Advisory Council on Historic Preservation	24	73.8%	16.2%	10.1%
All Other Offices	13	64.4%	23.2%	12.4%
OFAP	11	85.6%	7.2%	7.1%

10. I receive the training I need to do my job well.

Organizations	N	Positive	Neutral	Negative
Governmentwide	666,259	66.7%	17.3%	16.0%
Advisory Council on Historic Preservation	25	53.0%	9.3%	37.7%
All Other Offices	14	33.9%	10.9%	55.2%
OFAP	11	78.5%	7.1%	14.4%

11. I am held accountable for the quality of work I produce.

Organizations	N	Positive	Neutral	Negative
Governmentwide	667,809	86.9%	8.5%	4.6%
Advisory Council on Historic Preservation	25	90.6%	3.1%	6.3%
All Other Offices	14	89.1%	0.0%	10.9%
OFAP	11	92.8%	7.2%	0.0%

12. I have a clear idea of how well I am doing my job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	667,717	77.0%	13.4%	9.6%
Advisory Council on Historic Preservation	25	72.7%	5.0%	22.3%
All Other Offices	14	66.5%	0.0%	33.5%
OFAP	11	81.2%	11.6%	7.2%

My Work Experience (continued)

13. I have the autonomy to decide how I do my job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	671,069	72.6%	14.5%	12.9%
Advisory Council on Historic Preservation	25	65.4%	18.6%	16.1%
All Other Offices	14	50.5%	26.9%	22.7%
OFAP	11	85.3%	7.5%	7.2%

14. I can make decisions about my work without getting permission first.

Organizations	N	Positive	Neutral	Negative
Governmentwide	671,737	65.1%	18.3%	16.6%
Advisory Council on Historic Preservation	25	65.5%	15.7%	18.8%
All Other Offices	14	56.0%	11.1%	32.9%
OFAP	11	78.3%	21.7%	0.0%

My Work Unit

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	672,677	82.7%	9.3%	8.0%
Advisory Council on Historic Preservation	25	84.6%	9.2%	6.3%
All Other Offices	14	78.4%	10.6%	10.9%
OFAP	11	92.8%	7.2%	0.0%

My Work Unit (continued)

16. In my work unit poor performers usually:

Organizations	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-Perform	Leave Work Unit-Removed or Transferred	Leave Work Unit-Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	672,576	18.3%	40.0%	10.4%	6.4%	19.7%	20.6%
Advisory Council on Historic Preservation	25	22.0%	45.1%	9.5%	9.3%	22.7%	13.4%
All Other Offices	14	32.9%	37.8%	10.9%	0.0%	34.4%	5.8%
OFAP	11	7.5%	54.8%	7.5%	21.7%	7.1%	23.5%

Note: Percents will add to more than 100% because respondents could choose more than one response option.

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	601,689	46.6%	26.3%	27.2%	71,115
Advisory Council on Historic Preservation	20	43.0%	14.3%	42.7%	5
All Other Offices	9	67.2%	8.8%	24.0%	5
OFAP	11	21.7%	19.1%	59.2%	0

18. Employees in my work unit share job knowledge.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	668,975	82.0%	9.8%	8.2%	4,150
Advisory Council on Historic Preservation	25	93.7%	6.3%	0.0%	0
All Other Offices	14	89.1%	10.9%	0.0%	0
OFAP	11	100.0%	0.0%	0.0%	0

My Work Unit (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	665,938	80.7%	11.5%	7.8%	7,302
Advisory Council on Historic Preservation	25	77.3%	13.1%	9.6%	0
All Other Offices	14	83.2%	0.0%	16.8%	0
OFAP	11	69.3%	30.7%	0.0%	0

20. Employees in my work unit meet the needs of our customers.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	640,450	87.7%	10.3%	2.0%	29,656
Advisory Council on Historic Preservation	25	100.0%	0.0%	0.0%	0
All Other Offices	14	100.0%	0.0%	0.0%	0
OFAP	11	100.0%	0.0%	0.0%	0

21. Employees in my work unit contribute positively to my agency's performance.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	644,083	85.9%	11.2%	2.9%	19,200
Advisory Council on Historic Preservation	25	100.0%	0.0%	0.0%	0
All Other Offices	14	100.0%	0.0%	0.0%	0
OFAP	11	100.0%	0.0%	0.0%	0

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	648,341	83.4%	13.4%	3.2%	20,554
Advisory Council on Historic Preservation	25	96.9%	3.1%	0.0%	0
All Other Offices	14	100.0%	0.0%	0.0%	0
OFAP	11	92.9%	7.1%	0.0%	0

My Work Unit (continued)

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

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	646,958	80.2%	14.7%	5.0%	20,088
Advisory Council on Historic Preservation	25	97.0%	3.0%	0.0%	0
All Other Offices	14	100.0%	0.0%	0.0%	0
OFAP	11	92.9%	7.1%	0.0%	0

24. New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.

Organizations	N	Positive	Neutral	Negative	No Recent Hires (N)
Governmentwide	586,255	60.7%	23.6%	15.7%	83,549
Advisory Council on Historic Preservation	18	87.2%	12.8%	0.0%	7
All Other Offices	8	72.6%	27.4%	0.0%	6
OFAP	10	100.0%	0.0%	0.0%	1

25. I can influence decisions in my work unit.

Organizations	N	Positive	Neutral	Negative
Governmentwide	669,460	70.1%	17.5%	12.4%
Advisory Council on Historic Preservation	25	90.6%	6.3%	3.1%
All Other Offices	14	89.1%	10.9%	0.0%
OFAP	11	92.8%	0.0%	7.2%

26. I know what my work unit's goals are.

Organizations	N	Positive	Neutral	Negative
Governmentwide	669,605	84.6%	9.3%	6.1%
Advisory Council on Historic Preservation	25	76.1%	20.8%	3.1%
All Other Offices	14	77.9%	22.1%	0.0%
OFAP	11	73.7%	19.1%	7.2%

My Work Unit (continued)

27. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	641,618	57.1%	22.4%	20.5%	27,952
Advisory Council on Historic Preservation	24	45.5%	34.8%	19.7%	1
All Other Offices	13	58.9%	11.6%	29.6%	1
OFAP	11	28.8%	64.0%	7.2%	0

28. My work unit successfully manages disruptions to our work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	649,351	69.5%	17.7%	12.8%	20,424
Advisory Council on Historic Preservation	24	70.5%	23.2%	6.4%	1
All Other Offices	13	88.4%	11.6%	0.0%	1
OFAP	11	47.9%	37.7%	14.4%	0

29. Employees in my work unit consistently look for new ways to improve how they do their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	644,769	67.4%	19.9%	12.7%	20,891
Advisory Council on Historic Preservation	25	87.7%	12.3%	0.0%	0
All Other Offices	14	89.1%	10.9%	0.0%	0
OFAP	11	85.8%	14.2%	0.0%	0

30. Employees in my work unit incorporate new ideas into their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	637,718	68.1%	19.7%	12.2%	21,016
Advisory Council on Historic Preservation	25	87.3%	12.7%	0.0%	0
All Other Offices	14	83.2%	16.8%	0.0%	0
OFAP	11	92.9%	7.1%	0.0%	0

My Work Unit (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	636,233	58.7%	25.2%	16.1%	22,175
Advisory Council on Historic Preservation	25	66.9%	26.8%	6.3%	0
All Other Offices	14	72.3%	16.8%	10.9%	0
OFAP	11	59.7%	40.3%	0.0%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	638,873	78.0%	14.5%	7.5%	20,857
Advisory Council on Historic Preservation	24	96.8%	3.2%	0.0%	1
All Other Offices	13	100.0%	0.0%	0.0%	1
OFAP	11	92.8%	7.2%	0.0%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	635,357	67.0%	22.3%	10.7%	27,854
Advisory Council on Historic Preservation	24	82.0%	18.0%	0.0%	1
All Other Offices	13	88.4%	11.6%	0.0%	1
OFAP	11	74.0%	26.0%	0.0%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	655,180	74.0%	14.7%	11.3%	9,643
Advisory Council on Historic Preservation	24	90.1%	0.0%	9.9%	0
All Other Offices	14	83.2%	0.0%	16.8%	0
OFAP	10	100.0%	0.0%	0.0%	0

My Organization

35. Employees are recognized for providing high quality products and services.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	646,674	62.5%	17.4%	20.1%	16,286
Advisory Council on Historic Preservation	24	54.4%	12.8%	32.8%	0
All Other Offices	13	53.9%	11.6%	34.5%	0
OFAP	11	55.0%	14.3%	30.7%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	642,192	78.6%	11.6%	9.7%	20,957
Advisory Council on Historic Preservation	24	73.6%	6.5%	19.9%	0
All Other Offices	13	71.3%	11.6%	17.1%	0
OFAP	11	76.5%	0.0%	23.5%	0

37. My organization is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	650,719	79.7%	13.0%	7.4%	12,405
Advisory Council on Historic Preservation	24	80.5%	9.6%	9.9%	0
All Other Offices	13	70.6%	11.6%	17.8%	0
OFAP	11	92.9%	7.1%	0.0%	0

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	663,395	79.0%	12.1%	8.9%
Advisory Council on Historic Preservation	24	61.9%	8.3%	29.8%
All Other Offices	13	82.2%	0.0%	17.8%
OFAP	11	36.3%	18.7%	45.0%

My Organization (continued)

39. My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	619,414	72.5%	14.6%	12.9%	39,005
Advisory Council on Historic Preservation	23	90.2%	9.8%	0.0%	1
All Other Offices	13	82.9%	17.1%	0.0%	0
OFAP	10	100.0%	0.0%	0.0%	1

40. Information is openly shared in my organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	634,860	58.0%	20.2%	21.8%	8,703
Advisory Council on Historic Preservation	23	59.8%	10.1%	30.1%	0
All Other Offices	13	65.7%	5.6%	28.7%	0
OFAP	10	51.3%	16.5%	32.3%	0

41. The approval process in my organization allows timely delivery of my work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	636,981	56.0%	22.0%	22.0%	13,719
Advisory Council on Historic Preservation	24	70.9%	12.7%	16.3%	0
All Other Offices	13	59.5%	17.1%	23.4%	0
OFAP	11	85.3%	7.2%	7.5%	0

42. My organization effectively adapts to changing government priorities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	629,474	66.6%	21.0%	12.4%	19,836
Advisory Council on Historic Preservation	24	80.7%	9.7%	9.6%	0
All Other Offices	13	76.8%	11.6%	11.6%	0
OFAP	11	85.6%	7.2%	7.1%	0

My Organization (continued)

43. My organization has prepared me for potential physical security threats.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	646,142	76.6%	14.5%	9.0%	11,254
Advisory Council on Historic Preservation	24	39.4%	34.2%	26.4%	0
All Other Offices	13	53.4%	29.6%	17.1%	0
OFAP	11	21.8%	40.0%	38.2%	0

44. My organization has prepared me for potential cybersecurity threats.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	644,314	82.9%	11.6%	5.5%	6,726
Advisory Council on Historic Preservation	24	29.8%	37.5%	32.7%	0
All Other Offices	13	42.1%	29.2%	28.7%	0
OFAP	11	14.3%	48.0%	37.7%	0

45. In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	624,510	56.0%	20.3%	23.7%	31,937
Advisory Council on Historic Preservation	23	56.1%	6.5%	37.4%	1
All Other Offices	12	57.0%	0.0%	43.0%	1
OFAP	11	54.9%	14.3%	30.8%	0

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	659,552	69.2%	17.5%	13.4%
Advisory Council on Historic Preservation	24	67.0%	16.9%	16.1%
All Other Offices	13	65.2%	11.7%	23.2%
OFAP	11	69.3%	23.5%	7.1%

My Organization (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	623,432	49.5%	23.7%	26.8%	36,589
Advisory Council on Historic Preservation	24	54.3%	12.9%	32.8%	0
All Other Offices	13	59.5%	11.8%	28.7%	0
OFAP	11	47.8%	14.3%	37.9%	0

My Supervisor

48. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	643,050	79.5%	10.9%	9.6%	4,660
Advisory Council on Historic Preservation	24	80.7%	19.3%	0.0%	0
All Other Offices	13	76.8%	23.2%	0.0%	0
OFAP	11	85.6%	14.4%	0.0%	0

49. My supervisor supports my need to balance work and other life issues.

Organizations	N	Positive	Neutral	Negative
Governmentwide	657,169	85.1%	8.1%	6.8%
Advisory Council on Historic Preservation	24	93.5%	6.5%	0.0%
All Other Offices	13	88.4%	11.6%	0.0%
OFAP	11	100.0%	0.0%	0.0%

50. My supervisor listens to what I have to say.

Organizations	N	Positive	Neutral	Negative
Governmentwide	654,855	83.3%	8.7%	8.0%
Advisory Council on Historic Preservation	24	87.2%	12.8%	0.0%
All Other Offices	13	88.4%	11.6%	0.0%
OFAP	11	85.6%	14.4%	0.0%

My Supervisor (continued)

51. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
Governmentwide	657,094	87.1%	7.1%	5.8%
Advisory Council on Historic Preservation	24	90.3%	6.5%	3.2%
All Other Offices	13	88.4%	11.6%	0.0%
OFAP	11	92.8%	0.0%	7.2%

52. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
Governmentwide	655,458	77.8%	11.3%	10.9%
Advisory Council on Historic Preservation	23	81.5%	11.8%	6.7%
All Other Offices	13	88.4%	0.0%	11.6%
OFAP	10	72.1%	27.9%	0.0%

53. My supervisor holds me accountable for achieving results.

Organizations	N	Positive	Neutral	Negative
Governmentwide	656,538	88.0%	8.7%	3.4%
Advisory Council on Historic Preservation	24	88.4%	5.1%	6.5%
All Other Offices	13	88.4%	0.0%	11.6%
OFAP	11	88.4%	11.6%	0.0%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	656,729	78.8%	13.1%	8.1%
Advisory Council on Historic Preservation	24	78.9%	14.7%	6.5%
All Other Offices	13	88.4%	0.0%	11.6%
OFAP	11	66.9%	33.1%	0.0%

My Supervisor (continued)

55. My supervisor provides me with constructive suggestions to improve my job performance.

Organizations	N	Positive	Neutral	Negative
Governmentwide	657,138	73.3%	15.4%	11.3%
Advisory Council on Historic Preservation	24	65.9%	27.7%	6.4%
All Other Offices	13	65.2%	34.8%	0.0%
OFAP	11	66.9%	18.8%	14.4%

56. My supervisor provides me with performance feedback throughout the year.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	651,795	77.1%	12.3%	10.6%	5,610
Advisory Council on Historic Preservation	24	82.0%	5.1%	12.8%	0
All Other Offices	13	88.4%	0.0%	11.6%	0
OFAP	11	74.0%	11.6%	14.4%	0

Leadership

57. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	640,144	51.7%	22.0%	26.3%	14,068
Advisory Council on Historic Preservation	24	24.9%	19.6%	55.5%	0
All Other Offices	13	23.8%	35.2%	41.0%	0
OFAP	11	26.2%	0.0%	73.8%	0

58. My organization's senior leaders maintain high standards of honesty and integrity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	613,446	62.9%	20.2%	16.9%	36,728
Advisory Council on Historic Preservation	23	29.1%	26.8%	44.1%	1
All Other Offices	13	29.7%	40.9%	29.4%	0
OFAP	10	28.2%	7.6%	64.2%	1

Leadership (continued)

59. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	644,672	67.7%	17.0%	15.2%	7,855
Advisory Council on Historic Preservation	23	59.5%	16.3%	24.2%	0
All Other Offices	12	57.3%	18.0%	24.7%	0
OFAP	11	62.1%	14.4%	23.5%	0

60. Managers promote communication among different work units (for example, about projects, goals, needed resources).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	633,494	61.3%	19.3%	19.4%	16,440
Advisory Council on Historic Preservation	23	46.2%	16.3%	37.5%	0
All Other Offices	12	44.9%	18.0%	37.1%	0
OFAP	11	47.8%	14.4%	37.8%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	621,803	66.8%	18.9%	14.3%	31,266
Advisory Council on Historic Preservation	24	64.0%	13.5%	22.5%	0
All Other Offices	13	59.7%	5.5%	34.8%	0
OFAP	11	69.4%	23.5%	7.1%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	645,912	64.3%	19.3%	16.4%	7,461
Advisory Council on Historic Preservation	24	30.9%	29.5%	39.6%	0
All Other Offices	13	29.1%	41.6%	29.4%	0
OFAP	11	33.3%	14.2%	52.5%	0

Leadership (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	615,550	62.9%	20.6%	16.5%	35,403
Advisory Council on Historic Preservation	23	22.1%	27.1%	50.9%	1
All Other Offices	12	18.5%	32.0%	49.5%	1
OFAP	11	26.2%	21.3%	52.5%	0

64. Management encourages innovation.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	632,723	60.2%	22.4%	17.4%	19,084
Advisory Council on Historic Preservation	23	43.1%	47.0%	9.9%	0
All Other Offices	12	39.1%	42.7%	18.2%	0
OFAP	11	47.9%	52.1%	0.0%	0

65. Management makes effective changes to address challenges facing our organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	628,131	55.4%	23.2%	21.4%	22,712
Advisory Council on Historic Preservation	23	46.2%	16.3%	37.5%	0
All Other Offices	12	44.9%	18.0%	37.1%	0
OFAP	11	47.9%	14.2%	37.9%	0

66. Management involves employees in decisions that affect their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	631,296	47.8%	22.8%	29.4%	20,437
Advisory Council on Historic Preservation	22	37.2%	27.6%	35.2%	1
All Other Offices	12	38.3%	36.9%	24.8%	0
OFAP	10	35.8%	15.7%	48.5%	1

My Satisfaction

67. How satisfied are you with your involvement in decisions that affect your work?

Organizations	N	Positive	Neutral	Negative
Governmentwide	649,213	54.3%	23.8%	21.8%
Advisory Council on Historic Preservation	24	41.2%	42.8%	16.0%
All Other Offices	13	47.2%	41.1%	11.7%
OFAP	11	33.7%	44.8%	21.5%

68. How satisfied are you with the information you receive from management on what's going on in your organization?

Organizations	N	Positive	Neutral	Negative
Governmentwide	646,959	56.5%	22.3%	21.2%
Advisory Council on Historic Preservation	23	44.5%	11.8%	43.7%
All Other Offices	12	63.5%	6.0%	30.6%
OFAP	11	22.0%	18.7%	59.3%

69. How satisfied are you with the recognition you receive for doing a good job?

Organizations	N	Positive	Neutral	Negative
Governmentwide	647,907	57.4%	21.5%	21.1%
Advisory Council on Historic Preservation	23	59.1%	9.9%	31.0%
All Other Offices	12	56.5%	18.3%	25.2%
OFAP	11	62.1%	0.0%	37.9%

70. Considering everything, how satisfied are you with your job?

Organizations	N	Positive	Neutral	Negative
Governmentwide	646,545	69.5%	15.9%	14.6%
Advisory Council on Historic Preservation	23	62.5%	24.1%	13.4%
All Other Offices	12	62.9%	12.4%	24.8%
OFAP	11	62.1%	37.9%	0.0%

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your pay?

Organizations	N	Positive	Neutral	Negative
Governmentwide	649,022	59.0%	17.0%	24.0%
Advisory Council on Historic Preservation	23	65.3%	20.3%	14.3%
All Other Offices	12	62.3%	31.2%	6.6%
OFAP	11	69.0%	7.5%	23.5%

72. Considering everything, how satisfied are you with your organization?

Organizations	N	Positive	Neutral	Negative
Governmentwide	649,095	63.8%	19.0%	17.2%
Advisory Council on Historic Preservation	23	53.1%	27.1%	19.8%
All Other Offices	12	57.4%	12.0%	30.6%
OFAP	11	47.9%	45.0%	7.1%

Diversity, Equity, Inclusion, and Accessibility

73. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	600,170	70.7%	18.7%	10.6%	50,130
Advisory Council on Historic Preservation	21	63.7%	10.5%	25.8%	2
All Other Offices	11	61.0%	12.8%	26.2%	1
OFAP	10	67.0%	7.7%	25.3%	1

74. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	602,178	74.2%	17.9%	7.9%	48,396
Advisory Council on Historic Preservation	22	71.8%	10.1%	18.1%	1
All Other Offices	12	75.6%	12.0%	12.4%	0
OFAP	10	67.0%	7.7%	25.3%	1

Diversity, Equity, Inclusion, and Accessibility (continued)

75. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	629,828	68.0%	15.2%	16.9%	19,031
Advisory Council on Historic Preservation	23	49.5%	30.5%	19.9%	0
All Other Offices	12	50.9%	24.4%	24.8%	0
OFAP	11	48.0%	37.8%	14.2%	0

76. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	619,599	72.1%	14.9%	13.0%	28,237
Advisory Council on Historic Preservation	23	62.7%	19.8%	17.5%	0
All Other Offices	12	63.3%	24.4%	12.4%	0
OFAP	11	62.1%	14.4%	23.5%	0

77. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	615,183	64.1%	17.1%	18.8%	33,922
Advisory Council on Historic Preservation	22	64.7%	10.3%	25.0%	1
All Other Offices	12	69.0%	12.4%	18.6%	0
OFAP	10	59.2%	7.7%	33.1%	1

78. Employees in my work unit make me feel I belong.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	636,731	79.3%	13.6%	7.1%	8,658
Advisory Council on Historic Preservation	23	86.6%	13.4%	0.0%	0
All Other Offices	12	75.3%	24.7%	0.0%	0
OFAP	11	100.0%	0.0%	0.0%	0

Diversity, Equity, Inclusion, and Accessibility (continued)

79. Employees in my work unit care about me as a person.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	626,479	77.9%	15.5%	6.5%	15,939
Advisory Council on Historic Preservation	23	76.5%	23.5%	0.0%	0
All Other Offices	12	56.7%	43.3%	0.0%	0
OFAP	11	100.0%	0.0%	0.0%	0

80. I am comfortable expressing opinions that are different from other employees in my work unit.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	636,844	75.9%	12.9%	11.2%	8,274
Advisory Council on Historic Preservation	23	76.8%	10.0%	13.2%	0
All Other Offices	12	63.3%	12.4%	24.4%	0
OFAP	11	92.9%	7.1%	0.0%	0

81. In my work unit, people's differences are respected.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	630,757	77.5%	14.1%	8.4%	13,373
Advisory Council on Historic Preservation	23	73.3%	26.7%	0.0%	0
All Other Offices	12	56.7%	43.3%	0.0%	0
OFAP	11	92.9%	7.1%	0.0%	0

82. I can be successful in my organization being myself.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	637,604	76.3%	13.6%	10.1%	6,813
Advisory Council on Historic Preservation	23	73.7%	19.6%	6.7%	0
All Other Offices	12	57.4%	30.2%	12.4%	0
OFAP	11	92.9%	7.1%	0.0%	0

Diversity, Equity, Inclusion, and Accessibility (continued)

83. I can easily make a request of my organization to meet my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	413,790	72.7%	17.8%	9.5%	137,716	96,589
Advisory Council on Historic Preservation	15	58.8%	22.0%	19.2%	4	4
All Other Offices	9	50.5%	16.5%	33.0%	1	2
OFAP	6	70.2%	29.8%	0.0%	3	2

Note: For confidentiality purposes, a "–" indicates that there are fewer than 4 responses to the question, excluding 'No Accessibility Needs' and 'No Basis to Judge,' and results are therefore suppressed.

84. My organization responds to my accessibility needs in a timely manner.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	387,841	67.5%	22.4%	10.1%	140,489	119,276
Advisory Council on Historic Preservation	14	51.4%	13.1%	35.5%	4	5
All Other Offices	9	41.8%	0.0%	58.2%	1	2
OFAP	5	66.5%	33.5%	0.0%	3	3

Note: For confidentiality purposes, a "–" indicates that there are fewer than 4 responses to the question, excluding 'No Accessibility Needs' and 'No Basis to Judge,' and results are therefore suppressed.

85. My organization meets my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	393,306	70.6%	21.1%	8.3%	143,718	110,290
Advisory Council on Historic Preservation	14	51.4%	13.1%	35.5%	4	5
All Other Offices	9	41.8%	0.0%	58.2%	1	2
OFAP	5	66.5%	33.5%	0.0%	3	3

Note: For confidentiality purposes, a "–" indicates that there are fewer than 4 responses to the question, excluding 'No Accessibility Needs' and 'No Basis to Judge,' and results are therefore suppressed.

Employee Experience

86. My job inspires me.

Organizations	N	Positive	Neutral	Negative
Governmentwide	645,090	63.4%	20.6%	15.9%
Advisory Council on Historic Preservation	23	76.7%	13.3%	10.0%
All Other Offices	12	63.1%	24.6%	12.4%
OFAP	11	92.9%	0.0%	7.1%

Employee Experience (continued)

87. The work I do gives me a sense of accomplishment.

Organizations	N	Positive	Neutral	Negative
Governmentwide	644,165	75.7%	13.3%	11.0%
Advisory Council on Historic Preservation	23	93.3%	6.7%	0.0%
All Other Offices	12	87.6%	12.4%	0.0%
OFAP	11	100.0%	0.0%	0.0%

88. I feel a strong personal attachment to my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	646,336	61.8%	21.6%	16.5%
Advisory Council on Historic Preservation	23	69.3%	17.3%	13.4%
All Other Offices	12	75.3%	0.0%	24.7%
OFAP	11	62.2%	37.8%	0.0%

89. I identify with the mission of my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	644,905	79.1%	14.6%	6.3%
Advisory Council on Historic Preservation	23	86.6%	0.0%	13.4%
All Other Offices	12	75.3%	0.0%	24.7%
OFAP	11	100.0%	0.0%	0.0%

90. It is important to me that my work contribute to the common good.

Organizations	N	Positive	Neutral	Negative
Governmentwide	646,624	91.9%	6.2%	1.9%
Advisory Council on Historic Preservation	23	100.0%	0.0%	0.0%
All Other Offices	12	100.0%	0.0%	0.0%
OFAP	11	100.0%	0.0%	0.0%

Workplace Flexibilities

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

Organizations	N	Telework				
		Every Work Day	3 or 4 Days Per Week	1 or 2 Days Per Week	Only 1 or 2 Days Per Month	Very Infrequently
Governmentwide	646,747	13.3%	21.5%	19.6%	3.9%	10.8%
Advisory Council on Historic Preservation	23	8.6%	74.5%	10.1%	0.0%	3.2%
All Other Offices	12	0.0%	80.9%	6.6%	0.0%	6.0%
OFAP	11	18.8%	66.9%	14.3%	0.0%	0.0%

91. Please select the response that *BEST* describes your current teleworking schedule. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	646,747	19.9%	1.3%	5.4%	4.3%
Advisory Council on Historic Preservation	23	0.0%	3.6%	0.0%	0.0%
All Other Offices	12	0.0%	6.6%	0.0%	0.0%
OFAP	11	0.0%	0.0%	0.0%	0.0%

Employee Engagement Index

Employee Engagement Index

Organizations	Percent Positive
Governmentwide	73.0%
Advisory Council on Historic Preservation	66.1%
All Other Offices	63.2%
OFAP	69.9%

Employee Engagement Index (continued)

Leaders Lead Sub-Index (Q. 57, 58, 59, 61, and 62)

Organizations	Percent Positive
Governmentwide	62.7%
Advisory Council on Historic Preservation	41.7%
All Other Offices	39.9%
OFAP	43.9%

Supervisors Sub-Index (Q. 48, 50, 51, 52, and 54)

Organizations	Percent Positive
Governmentwide	81.3%
Advisory Council on Historic Preservation	83.7%
All Other Offices	86.1%
OFAP	80.6%

Intrinsic Work Experience Sub-Index (Q. 2, 3, 4, 6, and 7)

Organizations	Percent Positive
Governmentwide	74.9%
Advisory Council on Historic Preservation	72.8%
All Other Offices	63.5%
OFAP	85.2%

Global Satisfaction Index

Global Satisfaction Index (Q. 46, 70, 71, and 72)

Organizations	Percent Positive
Governmentwide	65.4%
Advisory Council on Historic Preservation	62.0%
All Other Offices	61.9%
OFAP	62.1%

Performance Confidence Index

Performance Confidence Index (Q. 20, 21, 22, and 23)

Organizations	Percent Positive
Governmentwide	84.3%
Advisory Council on Historic Preservation	98.5%
All Other Offices	100.0%
OFAP	96.4%

DEIA Index

DEIA Index

Organizations	Percent Positive
Governmentwide	72.0%
Advisory Council on Historic Preservation	64.5%
All Other Offices	59.0%
OFAP	71.7%

Diversity Sub-Index (Q. 73 and 74)

Organizations	Percent Positive
Governmentwide	72.5%
Advisory Council on Historic Preservation	67.8%
All Other Offices	68.3%
OFAP	67.0%

Equity Sub-Index (Q. 75, 76, and 77)

Organizations	Percent Positive
Governmentwide	68.1%
Advisory Council on Historic Preservation	59.0%
All Other Offices	61.1%
OFAP	56.4%

DEIA Index (continued)

Inclusion Sub-Index (Q. 78, 79, 80, 81, and 82)

Organizations	Percent Positive
Governmentwide	77.4%
Advisory Council on Historic Preservation	77.4%
All Other Offices	61.9%
OFAP	95.7%

Accessibility Sub-Index (Q. 83, 84, and 85)

Organizations	Percent Positive
Governmentwide	70.2%
Advisory Council on Historic Preservation	53.9%
All Other Offices	44.7%
OFAP	67.7%

Employee Experience Index

Employee Experience Index (Q. 86, 87, 88, 89, and 90)

Organizations	Percent Positive
Governmentwide	74.4%
Advisory Council on Historic Preservation	85.2%
All Other Offices	80.3%
OFAP	91.0%