

# Office of the U.S. Trade Representative

Since its inception in 2002, the Federal Employee Viewpoint Survey (FEVS) remains one of the best ways to hear the voices of Federal employees. The 2014 FEVS is no exception and provides valuable feedback about how employees view their leadership, work environment and opportunities available to them in their organization. This Employee Summary Feedback Report provides an overview of Employee Engagement, Global Satisfaction, and Telework in your agency. Additionally, it highlights items that have increased and decreased the most since last year, making this summary report a valuable tool in identifying important issues in your agency.

## Employee Engagement Index

### Leaders Lead

My Agency's Leadership  
...Fosters motivation and commitment  
...Maintains high integrity  
...Communicates the agency's goals  
...Earns respect from employees

59%

### Supervisors

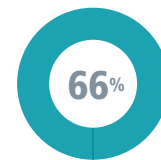
My Supervisor  
...Supports employee development  
...Listens to me  
...Treats me with respect  
...Has my trust and confidence

73%

### Intrinsic Work Experience

As an Employee, I  
...Feel encouraged to do better  
...Feel accomplished  
...Know what's expected of me  
...Know how my job relates to agency goals

66%



Employee  
Engagement

Small Agencies, Combined: 65%

## Global Satisfaction Index

### Job Satisfaction

Considering everything, how satisfied are you with your job?

52%

### Pay Satisfaction

Considering everything, how satisfied are you with your pay?

51%

### Organizational Satisfaction

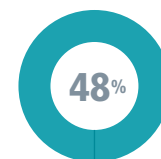
Considering everything, how satisfied are you with your organization?

43%

### Recommend Organization

I recommend my organization as a good place to work.

46%



Global  
Satisfaction

Small Agencies, Combined: 59%

## Largest Increases in Percent Positive Since 2013

	2013	2014	Diff.
I believe the results of this survey will be used to make my agency a better place to work. (Q. 41)	13	52	+39
My organization's senior leaders maintain high standards of honesty and integrity. (Q. 54)	29	68	+39
I have a high level of respect for my organization's senior leaders. (Q. 61)	22	58	+36
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 53)	13	49	+36

## Largest Decreases in Percent Positive Since 2013

	2013	2014	Diff.
Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). (Q. 34)	38	28	-10
The people I work with cooperate to get the job done. (Q. 20)	86	81	-5
Employees in my work unit share job knowledge with each other. (Q. 26)	78	74	-4
The skill level in my work unit has improved in the past year. (Q. 27)	45	41	-4

## Telework

**53%** are satisfied with the telework program  
(Results are based on those who telework)

