



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 2015 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 selected FEVS results, identifying important issues in your agency.

Engagement Index – Conditions Leading to Engagement



Leaders Lead

My Agency's Leadership

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

65%

Supervisors

My Supervisor

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

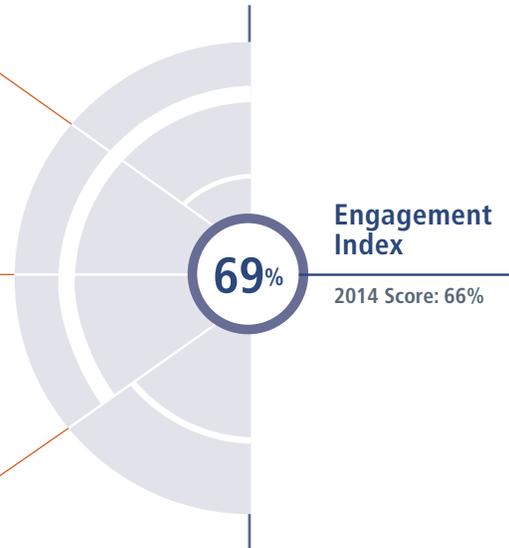
73%

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

68%



New IQ – Building Blocks of an Inclusive Environment



Fair

Are all employees treated equally?

47%

Open

Does management support diversity in all ways?

55%

Cooperative

Does management encourage communication and collaboration?

54%

Supportive

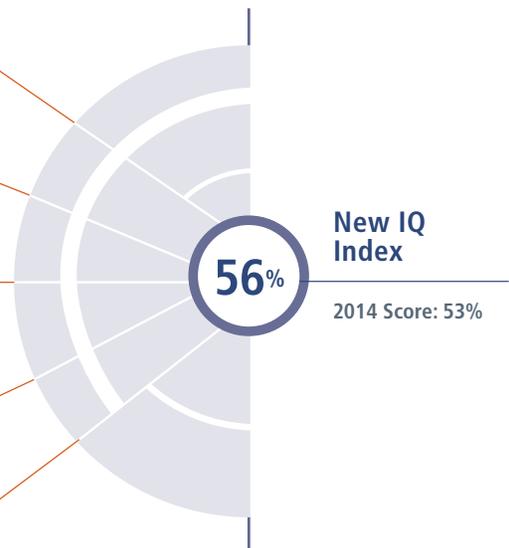
Do supervisors value employees?

66%

Empowering

Do employees have the resources and support needed to excel?

58%



Largest Increases in Percent Positive Scores Since 2014

	2014	2015	Diff.
Prohibited Personnel Practices are not tolerated. (Q. 38)	62	76	+14
Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q. 14)	49	62	+13
Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 58)	37	50	+13
How satisfied are you with the training you receive for your present job? (Q. 68)	14	24	+10

Largest Decreases in Percent Positive Scores Since 2014

	2014	2015	Diff.
In the last six months, my supervisor has talked with me about my performance. (Q. 50)	88	58	-30
My supervisor provides me with constructive suggestions to improve my job performance. (Q. 46)	62	49	-13
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). (Q. 19)	64	51	-13
I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9)	30	21	-9

Telework

71% are satisfied with the telework program
(Results are based on those who telework)

