

**Defense Nuclear Facilities Safety Board
OPM FEVS AES Report**

Agency Information

Field Period

May 16 - Jul 14, 2023

Sample or Census	Census
Number of Surveys Completed	74
Number of Surveys Administered	107
Response Rate	69.2%
Number of items identified as Strengths (65% positive or higher)	83
Number of items identified as Challenges (35% negative or higher)	0
2023 Engagement Index	83%
Leaders Lead Subindex	72%
Supervisors Subindex	92%
Intrinsic Work Experience Subindex	84%

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	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	Agree-disagree	87%	43%	44%	4%	7%	3%	9%	31	33	3	5	2	74	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	80%	36%	44%	9%	8%	3%	10%	26	32	7	6	2	73	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	82%	39%	43%	10%	4%	4%	9%	29	32	7	3	3	74	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	87%	44%	43%	5%	3%	5%	8%	32	32	4	2	4	74	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	65%	28%	37%	15%	14%	5%	20%	21	28	11	10	4	74	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	76%	27%	49%	12%	7%	5%	12%	20	36	9	5	4	74	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	94%	57%	37%	1%	4%	1%	5%	41	27	1	3	1	73	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	74%	36%	38%	17%	6%	3%	9%	26	26	12	5	2	71	2
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	85%	31%	54%	6%	8%	1%	9%	22	40	5	6	1	74	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	82%	30%	52%	11%	4%	3%	7%	22	39	8	3	2	74	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	Agree-disagree	87%	46%	41%	9%	1%	3%	4%	34	30	7	1	2	74	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	82%	31%	51%	8%	8%	1%	9%	23	38	6	6	1	74	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	74%	42%	32%	11%	11%	4%	15%	32	23	8	8	3	74	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	66%	26%	40%	16%	12%	6%	17%	20	29	12	9	4	74	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	86%	48%	38%	4%	8%	3%	10%	36	28	3	5	2	74	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	Agree-disagree	60%	17%	43%	20%	14%	6%	20%	11	29	13	9	4	66	7
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	86%	39%	47%	8%	3%	3%	6%	30	34	6	2	2	74	0
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	85%	39%	46%	7%	6%	3%	9%	29	33	5	4	2	73	1
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	90%	42%	48%	7%	3%	0%	3%	30	33	5	2	0	70	3
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	92%	48%	44%	7%	1%	0%	1%	36	31	5	1	0	73	0
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	90%	46%	44%	7%	3%	0%	3%	34	32	5	2	0	73	0
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	85%	39%	47%	12%	2%	0%	2%	29	33	9	2	0	73	0
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	70%	26%	44%	22%	5%	3%	8%	17	30	15	3	2	67	7
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	83%	36%	47%	12%	5%	0%	5%	27	34	9	4	0	74	N/A
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	91%	43%	48%	3%	5%	1%	6%	31	36	2	4	1	74	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	67%	34%	33%	22%	10%	1%	11%	24	24	16	7	1	72	2
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	79%	33%	47%	14%	6%	0%	6%	24	34	10	5	0	73	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	73%	34%	39%	14%	8%	5%	13%	25	28	10	6	3	72	1
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	73%	29%	44%	16%	7%	3%	10%	22	31	12	5	2	72	0
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	61%	24%	37%	27%	8%	5%	12%	18	26	19	6	3	72	1
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	75%	37%	38%	20%	3%	1%	5%	27	27	14	2	1	71	2
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	68%	32%	37%	22%	5%	5%	10%	22	25	15	3	3	68	5
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	88%	54%	34%	8%	4%	0%	4%	40	24	6	3	0	73	0
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	76%	31%	46%	14%	7%	3%	10%	22	32	10	5	2	71	1
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	99%	66%	32%	0%	1%	0%	1%	46	23	0	1	0	70	2
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	89%	41%	48%	9%	2%	1%	3%	29	34	6	1	1	71	1
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	85%	38%	46%	9%	5%	1%	6%	27	34	7	3	1	72	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	91%	50%	42%	4%	1%	3%	4%	36	30	3	1	2	72	0
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	78%	33%	45%	10%	10%	3%	13%	23	32	7	7	2	71	0
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	49%	21%	28%	20%	24%	7%	31%	15	20	15	17	5	72	0
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	73%	24%	48%	16%	9%	1%	11%	17	34	11	6	1	69	3
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	91%	44%	46%	6%	4%	0%	4%	32	33	4	3	0	72	0
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	98%	49%	50%	0%	2%	0%	2%	35	35	0	1	0	71	0
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	71%	32%	39%	9%	14%	7%	21%	22	27	6	10	5	70	2
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	78%	47%	31%	10%	7%	4%	11%	34	22	8	5	3	72	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	70%	32%	38%	17%	7%	6%	12%	23	26	13	5	4	71	1
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	96%	61%	35%	3%	1%	0%	1%	43	25	2	1	0	71	0
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	93%	73%	20%	3%	3%	1%	4%	52	14	2	2	1	71	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	93%	61%	32%	3%	3%	1%	4%	42	22	2	2	1	69	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	91%	67%	24%	6%	0%	3%	3%	48	17	4	0	2	71	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	90%	53%	37%	3%	4%	3%	7%	38	25	2	3	2	70	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	91%	62%	29%	7%	1%	1%	3%	43	21	5	1	1	71	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	89%	60%	29%	5%	3%	4%	7%	42	21	3	2	3	71	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	82%	46%	36%	10%	7%	1%	8%	32	26	7	5	1	71	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	83%	47%	36%	10%	5%	1%	7%	33	26	7	4	1	71	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	69%	24%	44%	11%	12%	9%	21%	17	31	7	9	6	70	1
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	71%	35%	36%	11%	12%	6%	18%	24	24	8	9	4	69	1
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	81%	32%	49%	9%	7%	3%	10%	22	35	7	5	2	71	0
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	64%	29%	35%	17%	15%	4%	20%	20	25	12	11	3	71	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	67%	33%	34%	25%	4%	4%	8%	23	23	17	3	3	69	2
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	72%	36%	37%	11%	9%	7%	17%	25	25	9	7	5	71	0
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	90%	54%	36%	8%	1%	1%	3%	37	25	5	1	1	69	2
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	64%	24%	40%	23%	10%	3%	13%	17	28	16	7	2	70	1
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	64%	27%	37%	20%	11%	6%	16%	19	25	14	7	4	69	1

66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	68%	29%	39%	16%	11%	4%	16%	20	27	11	8	3	69	1
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	79%	31%	48%	8%	10%	3%	13%	22	33	6	7	2	70	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	73%	28%	45%	17%	9%	1%	10%	20	31	12	6	1	70	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	Satisfied-dissatisfied	73%	31%	42%	16%	7%	4%	11%	22	29	11	5	3	70	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	81%	42%	39%	7%	9%	3%	12%	29	28	5	6	2	70	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	84%	38%	46%	11%	4%	1%	5%	26	33	7	3	1	70	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	76%	33%	43%	9%	9%	6%	15%	23	30	7	6	4	70	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	82%	35%	47%	9%	4%	4%	9%	24	31	6	3	3	67	3
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	79%	40%	39%	19%	1%	1%	3%	27	26	12	1	1	67	3
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	80%	40%	40%	12%	6%	3%	8%	28	28	8	4	2	70	0
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	85%	44%	41%	10%	4%	0%	4%	30	29	7	3	0	69	0
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	74%	38%	36%	14%	11%	1%	12%	25	24	9	7	1	66	3
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	85%	48%	37%	10%	5%	0%	5%	33	25	7	4	0	69	1
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	85%	44%	41%	12%	3%	0%	3%	30	28	8	2	0	68	2
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	86%	41%	44%	6%	9%	0%	9%	29	31	4	6	0	70	0
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	82%	39%	43%	11%	6%	1%	7%	27	29	8	4	1	69	1
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	86%	36%	50%	10%	4%	0%	4%	25	35	7	3	0	70	0
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	80%	35%	44%	7%	4%	8%	13%	17	20	3	2	4	46	8
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	71%	39%	32%	15%	5%	9%	14%	16	13	6	2	4	41	11
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	81%	37%	44%	12%	2%	5%	7%	16	18	5	1	2	42	9
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	73%	30%	42%	14%	7%	6%	13%	21	29	10	5	4	69	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	79%	41%	38%	12%	5%	5%	9%	28	27	9	3	3	70	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	76%	41%	35%	8%	10%	6%	16%	28	25	6	7	4	70	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	76%	40%	36%	16%	4%	3%	7%	28	25	12	3	2	70	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	94%	52%	42%	3%	1%	2%	3%	36	30	2	1	1	70	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 "^c" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: **Defense Nuclear Facilities Safety Board 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	11	14.5%	13	17.1%
Remain in the work unit and continue to underperform	21	29.3%	18	23.3%
Leave the work unit - removed or transferred	4	5.4%	1	1.3%
Leave the work unit - quit	2	2.5%	5	5.9%
There are no poor performers in my work unit	23	30.2%	27	35.6%
Do Not Know	16	22.0%	16	22.8%
Total (percents will add to more than 100% because respondents could choose more than one response option)	74	N/A	75	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: **Defense Nuclear Facilities Safety Board AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Item	Item Text	Index	Performance Dimension	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	Difference 2023-2020	Difference 2023-2021	Difference 2023-2022	Sort for Largest Differences 2023-2020	Sort for Largest Differences 2023-2021	Sort for Largest Differences 2023-2022	
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	74%	83%	85%	87%	13%	4%	2%	11	6	48	
2	I feel encouraged to come up with new and better ways of doing things.	Work Experience	Employee Engagement: Intrinsic Work Experience	N/A	61%	69%	75%	80%	19%	11%	5	2	28	
3	My work gives me a feeling of personal accomplishment.	Work Experience	Employee Engagement: Intrinsic Work Experience	N/A	70%	83%	84%	82%	12%	-1%	-2%	12	20	66
4	I know what is expected of me on the job.	Work Experience	Employee Engagement: Intrinsic Work Experience	N/A	78%	87%	87%	87%	9%	0%	0%	17	14	52
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	N/A	72%	71%	72%	65%	-7%	-6%	-7%	39	31	82
6	*My talents are used well in the workplace.	N/A	Employee Engagement: Intrinsic Work Experience	N/A	76%	74%	77%	76%	0%	2%	-1%	29	12	63
7	*I know how my work relates to the agency's goals.	N/A	Employee Engagement: Intrinsic Work Experience	N/A	86%	92%	87%	94%	8%	2%	7%	19	11	12
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	N/A	79%	80%	79%	74%	-5%	-6%	-5%	38	33	79
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	N/A	-	-	86%	85%	-	-	-1%	-	-	59
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	N/A	-	-	82%	82%	-	-	0%	-	-	57
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	N/A	-	-	88%	87%	-	-	-1%	-	-	61
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	N/A	-	-	82%	82%	-	-	0%	-	-	54
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	N/A	88%	90%	88%	86%	-2%	-4%	-2%	36	28	70
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	N/A	61%	70%	47%	60%	-1%	-10%	13%	35	38	3
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	N/A	-	-	88%	86%	-	-	-2%	-	-	73
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	N/A	82%	96%	88%	85%	3%	-11%	-3%	26	39	78
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	N/A	83%	100%	93%	90%	7%	-10%	-3%	21	37	75
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	N/A	89%	100%	94%	92%	3%	-8%	-2%	25	34	65
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	N/A	91%	99%	89%	90%	-1%	-9%	1%	34	35	51
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	N/A	86%	94%	87%	85%	-1%	-9%	-2%	33	36	67
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	N/A	-	-	65%	70%	-	-	5%	-	-	26
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	N/A	-	-	78%	83%	-	-	5%	-	-	29
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	N/A	-	-	88%	91%	-	-	3%	-	-	42
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	N/A	-	-	56%	67%	-	-	11%	-	-	6
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	N/A	-	-	72%	79%	-	-	7%	-	-	11
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	N/A	-	-	69%	73%	-	-	4%	-	-	33
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	N/A	-	-	63%	73%	-	-	10%	-	-	7
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	N/A	-	-	55%	61%	-	-	6%	-	-	24
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	N/A	-	-	76%	75%	-	-	-1%	-	-	60
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	N/A	-	-	62%	68%	-	-	6%	-	-	19
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	N/A	-	-	90%	88%	-	-	-2%	-	-	69
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	N/A	74%	79%	71%	76%	2%	-3%	5%	27	23	30
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	N/A	90%	96%	94%	99%	9%	3%	5%	18	10	27
37	My organization is successful at accomplishing its mission.	N/A	Other	N/A	71%	89%	87%	89%	18%	0%	2%	7	17	49
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	N/A	-	-	79%	85%	-	-	6%	-	-	22
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	N/A	-	-	74%	73%	-	-	-1%	-	-	62
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	N/A	-	-	88%	91%	-	-	3%	-	-	44
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	N/A	-	-	96%	98%	-	-	2%	-	-	45
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	N/A	-	-	64%	71%	-	-	7%	-	-	17
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	N/A	62%	70%	68%	78%	16%	8%	10%	8	4	8
47	*I believe the results of this survey will be used to make my agency a better place to work.	Other	N/A	N/A	43%	55%	57%	70%	27%	15%	13%	2	1	1
48	Supervisors in my work unit support employee development.	Supervisors	Employee Engagement: Supervisors	N/A	90%	93%	92%	96%	6%	3%	4%	22	8	40
49	My supervisor supports my need to balance work and other life issues.	Supervisors	Employee-Focused: Work-Life Support	N/A	93%	95%	93%	93%	0%	-2%	0%	28	21	53
50	My supervisor listens to what I have to say.	Supervisors	Employee Engagement: Supervisors	N/A	89%	94%	90%	93%	4%	-1%	3%	23	19	43
51	My supervisor treats me with respect.	Supervisors	Employee Engagement: Supervisors	N/A	94%	94%	94%	91%	-3%	-3%	-3%	37	25	74
52	I have trust and confidence in my supervisor.	Supervisors	Employee Engagement: Supervisors	N/A	83%	90%	86%	90%	7%	0%	4%	20	15	36
53	My supervisor holds me accountable for achieving results.	Supervisors	Goal Oriented: Accountability	N/A	-	-	93%	91%	-	-	-2%	-	-	71
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Supervisors	Employee Engagement: Supervisors	N/A	86%	89%	89%	89%	3%	0%	0%	24	18	56
55	My supervisor provides me with constructive suggestions to improve my job performance.	Supervisors	Goal Oriented: Performance Feedback	N/A	-	-	76%	82%	-	-	6%	-	-	20
56	My supervisor provides me with performance feedback throughout the year.	Supervisors	Goal Oriented: Performance Feedback	N/A	-	-	81%	83%	-	-	2%	-	-	46
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Leaders	Employee Engagement: Leaders Lead	N/A	43%	72%	61%	69%	26%	-3%	8%	3	26	10
58	My organization's senior leaders maintain high standards of honesty and integrity.	Leaders	Employee Engagement: Leaders Lead	N/A	59%	77%	77%	71%	12%	-6%	-6%	13	32	80
59	*Managers communicate the goals of the organization.	Leaders	Employee Engagement: Leaders Lead	N/A	70%	72%	74%	81%	11%	9%	7%	14	3	14
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Leaders	Foundations: Communication	N/A	64%	67%	60%	64%	0%	-3%	4%	31	24	38
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Leaders	Employee Engagement: Leaders Lead	N/A	58%	70%	63%	67%	9%	-3%	4%	16	22	34
62	I have a high level of respect for my organization's senior leaders.	Leaders	Employee Engagement: Leaders Lead	N/A	54%	69%	69%	72%	18%	3%	3%	6	9	41
63	Senior leaders demonstrate support for Work-Life programs.	Leaders	Employee-Focused: Work-Life Support	N/A	90%	94%	92%	90%	0%	-4%	-2%	32	29	72
64	Management encourages innovation.	Leaders	Agile: Innovation	N/A	-	-	66%	64%	-	-	-2%	-	-	64
65	Management makes effective changes to address challenges facing our organization.	Leaders	Agile: Resilience	N/A	-	-	57%	64%	-	-	7%	-	-	18
66	Management involves employees in decisions that affect their work.	Leaders	Employee-Focused: Employee Voice	N/A	-	-	62%	68%	-	-	6%	-	-	21
67	*How satisfied are you with your involvement in decisions that affect your work?	Leaders	Employee-Focused: Employee Voice	N/A	52%	78%	68%	79%	27%	1%	11%	1	13	4
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	Leaders	Foundations: Communication	N/A	63%	78%	68%	73%	10%	-5%	5%	15	30	25
69	*How satisfied are you with the recognition you receive for doing a good job?	Leaders	Goal Oriented: Recognition	N/A	58%	77%	66%	73%	15%	-4%	7%	9	27	16
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	N/A	67%	77%	73%	81%	14%	4%	8%	10	7	9
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	N/A	84%	77%	71%	84%	0%	7%	13%	30	5	2
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	N/A	57%	76%	69%	76%	19%	0%	7%	4	16	15
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	N/A	-	-	78%	82%	-	-	4%	-	-	35
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	N/A	-	-	82%	79%	-	-	-3%	-	-	77

75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	-- ^a	-- ^a	76%	80%	-- ^a	-- ^a	4%	-- ^a	-- ^a	32
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	-- ^a	-- ^a	83%	85%	-- ^a	-- ^a	2%	-- ^a	-- ^a	47
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	-- ^a	-- ^a	70%	74%	-- ^a	-- ^a	4%	-- ^a	-- ^a	37
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	-- ^a	-- ^a	88%	85%	-- ^a	-- ^a	-3%	-- ^a	-- ^a	76
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	-- ^a	-- ^a	86%	85%	-- ^a	-- ^a	-1%	-- ^a	-- ^a	58
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	-- ^a	-- ^a	80%	86%	-- ^a	-- ^a	6%	-- ^a	-- ^a	23
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	-- ^a	-- ^a	77%	82%	-- ^a	-- ^a	5%	-- ^a	-- ^a	31
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	-- ^a	-- ^a	79%	86%	-- ^a	-- ^a	7%	-- ^a	-- ^a	13
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	-- ^a	-- ^a	90%	80%	-- ^a	-- ^a	-10%	-- ^a	-- ^a	84
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	-- ^a	-- ^a	78%	71%	-- ^a	-- ^a	-7%	-- ^a	-- ^a	81
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	-- ^a	-- ^a	81%	81%	-- ^a	-- ^a	0%	-- ^a	-- ^a	55
86	My job inspires me.	Employee Experience	N/A	-- ^a	-- ^a	72%	73%	-- ^a	-- ^a	1%	-- ^a	-- ^a	50
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	-- ^a	-- ^a	81%	79%	-- ^a	-- ^a	-2%	-- ^a	-- ^a	68
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	-- ^a	-- ^a	65%	76%	-- ^a	-- ^a	11%	-- ^a	-- ^a	5
89	I identify with the mission of my organization.	Employee Experience	N/A	-- ^a	-- ^a	84%	76%	-- ^a	-- ^a	-8%	-- ^a	-- ^a	83
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	-- ^a	-- ^a	90%	94%	-- ^a	-- ^a	4%	-- ^a	-- ^a	39

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

Percentages are weighted to represent the Agency's population.

Only items 1-12, 15, 17-38, 42-90 that carried over from the 2022 OPM FEVS are included on this tab.

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

For confidentiality purposes, a "--" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

Source: Defense Nuclear Facilities Safety Board AES Report, 2023 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

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

	2023	2023	2022	2022	2021	2021
	N	%	N	%	N	%
I telework every work day (i.e., remote work agreement)	9	13.0%	N/A	N/A	45	82.4%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	7	10.5%	N/A	N/A
I telework 3 or 4 days per week	40	56.1%	N/A	N/A	2	4.4%
I telework 3 or more days per week	N/A	N/A	37	49.0%	N/A	N/A
I telework 1 or 2 days per week	19	28.2%	27	36.3%	6	11.5%
I telework, but only about 1 or 2 days per month	0	0.0%	1	1.4%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	1	1.4%	2	2.8%	1	1.7%
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	1	1.3%	0	0.0%	0	0.0%
Total	70	100.0%	74	100.0%	54	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	2023	2022	2022
	N	%	N	%
I do not have an approved remote work agreement	1	11.7%	N/A	N/A
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	4	45.0%	2	26.4%
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)	4	43.3%	5	73.6%
I do not know	0	0.0%	N/A	N/A
Total	9	100.0%	7	100.0%

Percentages are weighted to represent the Agency's population.

"_3r" indicates that there are no trending results available for the year.

"_dr" 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: Defense Nuclear Facilities Safety Board AES Report, 2023 OPM Federal Employee Viewpoint Survey