

NEA 2021 FEVS RESULTS

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	63.7%	24.0%	39.7%	22.1%	12.3%	1.9%	14.2%	15	26	14	8	1	64	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	68.4%	31.8%	36.6%	16.0%	12.1%	3.6%	15.6%	20	24	10	8	2	64	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	80.5%	47.0%	33.5%	10.7%	5.2%	3.6%	8.8%	30	21	7	3	2	63	N/A
4	I know what is expected of me on the job.	Agree-disagree	87.2%	50.7%	36.6%	4.7%	8.1%	0.0%	8.1%	32	24	3	5	0	64	N/A
5	*My workload is reasonable.	Agree-disagree	50.6%	8.0%	42.6%	13.5%	13.9%	22.0%	35.9%	5	28	8	9	14	64	0
6	*My talents are used well in the workplace.	Agree-disagree	68.1%	20.0%	48.2%	13.5%	10.3%	8.1%	18.4%	13	31	9	6	5	64	0
7	*I know how my work relates to the agency's goals.	Agree-disagree	92.2%	59.7%	32.4%	5.9%	2.0%	0.0%	2.0%	37	21	4	1	0	63	0
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	74.8%	35.1%	39.7%	13.2%	6.9%	5.1%	12.0%	22	25	8	4	3	62	2
9	*The people I work with cooperate to get the job done.	Agree-disagree	94.0%	72.7%	21.3%	1.7%	2.7%	1.7%	4.3%	47	13	1	2	1	64	N/A
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	56.9%	27.8%	29.2%	26.7%	7.8%	8.6%	16.4%	13	14	13	4	4	48	16
12	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	60.0%	25.8%	34.2%	26.0%	3.5%	10.5%	13.9%	13	18	14	2	5	52	12

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13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	91.8%	62.9%	28.9%	6.6%	0.0%	1.6%	1.6%	40	18	5	0	1	64	0
14	Employees in my work unit meet the needs of our customers.	Always-never	98.3%	71.6%	26.7%	1.7%	0.0%	0.0%	0.0%	44	18	1	0	0	63	1
15	Employees in my work unit contribute positively to my agency's performance.	Always-never	98.4%	85.2%	13.2%	1.6%	0.0%	0.0%	0.0%	55	8	1	0	0	64	0
16	Employees in my work unit produce high-quality work.	Always-never	97.3%	74.3%	23.1%	2.7%	0.0%	0.0%	0.0%	48	14	2	0	0	64	0
17	Employees in my work unit adapt to changing priorities.	Always-never	92.2%	72.4%	19.8%	6.1%	1.7%	0.0%	1.7%	46	13	4	1	0	64	0
18	Employees in my work unit successfully collaborate.	Always-never	91.9%	75.5%	16.4%	3.7%	4.3%	0.0%	4.3%	48	11	2	3	0	64	0
19	Employees in my work unit achieve our goals.	Always-never	96.7%	72.5%	24.2%	1.7%	1.6%	0.0%	1.6%	45	17	1	1	0	64	0
20	Employees are recognized for providing high quality products and services.	Agree-disagree	65.4%	22.1%	43.2%	13.5%	17.8%	3.3%	21.1%	14	28	8	12	2	64	0
21	Employees are protected from health and safety hazards on the job.	Agree-disagree	84.9%	48.5%	36.4%	13.4%	0.0%	1.6%	1.6%	30	23	8	0	1	62	2
22	My agency is successful at accomplishing its mission.	Agree-disagree	94.2%	66.2%	28.0%	5.8%	0.0%	0.0%	0.0%	42	18	4	0	0	64	0
23	*I recommend my organization as a good place to work.	Agree-disagree	76.4%	30.2%	46.2%	7.3%	12.8%	3.5%	16.4%	19	30	5	8	2	64	N/A
24	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	41.1%	14.3%	26.8%	25.6%	15.6%	17.8%	33.3%	8	17	16	9	10	60	4
25	My supervisor supports my need to balance work and other life issues.	Agree-disagree	92.1%	55.8%	36.3%	1.7%	3.0%	3.2%	6.2%	35	24	1	2	2	64	0
26	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	91.6%	65.3%	26.2%	4.8%	1.9%	1.7%	3.6%	39	16	3	1	1	60	4
27	Supervisors in my work unit support employee development.	Agree-disagree	82.7%	51.9%	30.8%	14.1%	3.2%	0.0%	3.2%	31	20	8	2	0	61	3
28	My supervisor listens to what I have to say.	Agree-disagree	90.3%	58.5%	31.8%	3.3%	4.8%	1.6%	6.4%	38	20	2	3	1	64	N/A
29	My supervisor treats me with respect.	Agree-disagree	90.3%	64.5%	25.8%	5.9%	3.7%	0.0%	3.7%	42	16	4	2	0	64	N/A

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30	I have trust and confidence in my supervisor.	Agree-disagree	81.1%	52.7%	28.3%	10.7%	6.4%	1.8%	8.2%	34	18	7	4	1	64	N/A
31	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	85.8%	58.5%	27.3%	11.5%	1.1%	1.6%	2.7%	37	17	7	1	1	63	N/A
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	60.2%	19.6%	40.5%	11.5%	14.4%	13.9%	28.3%	13	26	7	10	8	64	0
33	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	67.9%	26.0%	41.9%	14.9%	6.6%	10.6%	17.1%	16	27	10	4	6	63	1
34	*Managers communicate the goals of the organization.	Agree-disagree	85.4%	27.6%	57.9%	5.9%	5.2%	3.5%	8.6%	17	37	4	3	2	63	1
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	63.6%	19.9%	43.7%	10.6%	12.0%	13.8%	25.8%	12	27	7	8	8	62	2
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	67.4%	43.6%	23.8%	17.8%	9.1%	5.8%	14.9%	25	14	11	5	3	58	6
37	I have a high level of respect for my organization's senior leaders.	Agree-disagree	64.8%	28.4%	36.5%	17.4%	12.2%	5.5%	17.7%	18	23	11	8	3	63	1
38	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	72.7%	33.6%	39.1%	18.1%	7.1%	2.1%	9.2%	20	23	11	4	1	59	5
39	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	63.0%	12.9%	50.1%	18.9%	13.5%	4.6%	18.1%	8	32	11	8	3	62	N/A
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	68.3%	19.3%	49.0%	14.2%	7.1%	10.3%	17.5%	12	32	10	4	6	64	N/A
41	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	60.5%	21.6%	38.9%	18.8%	12.2%	8.4%	20.6%	14	24	13	8	5	64	N/A

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42	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	73.2%	27.9%	45.3%	8.5%	11.6%	6.6%	18.3%	18	28	6	7	4	63	N/A
43	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	72.5%	27.3%	45.3%	12.9%	14.5%	0.0%	14.5%	18	29	8	8	0	63	N/A
44	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	71.8%	25.1%	46.8%	13.7%	9.3%	5.2%	14.5%	16	30	9	6	3	64	N/A

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

\*\* Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Source: **National Endowment for the Arts AES Report, 2021 OPM Federal Employee Viewpoint Survey**