

2022 NEA FEVS RESULTS

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ 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.	Agree-disagree	64.3%	25.0%	39.3%	17.5%	16.2%	2.0%	18.2%	16	25	12	11	1	65	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	67.5%	24.3%	43.2%	17.1%	10.3%	5.1%	15.4%	16	28	11	7	3	65	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	82.1%	37.7%	44.4%	11.8%	6.1%	0.0%	6.1%	24	29	7	4	0	64	N/A
4	I know what is expected of me on the job.	Agree-disagree	89.7%	46.3%	43.5%	7.3%	3.0%	0.0%	3.0%	30	28	5	2	0	65	N/A
5	*My workload is reasonable.	Agree-disagree	54.7%	17.9%	36.9%	10.6%	22.5%	12.2%	34.6%	12	23	7	15	8	65	N/A
6	*My talents are used well in the workplace.	Agree-disagree	72.8%	23.6%	49.2%	12.1%	10.7%	4.4%	15.1%	15	31	8	7	3	64	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	92.4%	58.9%	33.4%	2.9%	4.7%	0.0%	4.7%	38	21	2	3	0	64	N/A

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8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	79.8%	38.1%	41.7%	11.4%	8.8%	0.0%	8.8%	25	27	7	5	0	64	1
9	I have enough information to do my job well.	Agree-disagree	75.9%	30.8%	45.1%	10.3%	12.4%	1.4%	13.8%	20	29	7	8	1	65	N/A
10	I receive the training I need to do my job well.	Agree-disagree	66.7%	29.0%	37.7%	17.1%	13.1%	3.0%	16.2%	19	24	11	9	2	65	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	96.6%	54.5%	42.1%	3.4%	0.0%	0.0%	0.0%	35	28	2	0	0	65	N/A
12	Continually changing work priorities make it hard for me to produce high quality work. <i>(Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to</i>	Agree-disagree, negatively worded	29.4%	14.3%	33.4%	22.9%	28.4%	1.0%	47.7%	9	22	14	18	1	64	1

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	<i>produce high quality work.)</i>															
13	I have a clear idea of how well I am doing my job.	Agree-disagree	77.1%	42.4%	34.7%	17.0%	5.9%	0.0%	5.9%	27	23	11	4	0	65	N/A
14	*The people I work with cooperate to get the job done.	Agree-disagree	92.0%	66.5%	25.6%	6.4%	1.6%	0.0%	1.6%	43	17	4	1	0	65	N/A
16	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	54.3%	20.6%	33.7%	31.9%	12.0%	1.8%	13.8%	10	17	15	6	1	49	15
17	Employees in my work unit share job knowledge.	Agree-disagree	91.6%	61.1%	30.5%	1.4%	4.5%	2.5%	7.0%	40	19	1	3	2	65	0
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	97.2%	56.2%	41.1%	2.8%	0.0%	0.0%	0.0%	36	26	2	0	0	64	1
19	Employees in my work unit meet the	Always-never	98.3%	64.4%	34.0%	1.7%	0.0%	0.0%	0.0%	41	22	1	0	0	64	1

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	needs of our customers.															
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	100.0%	79.8%	20.2%	0.0%	0.0%	0.0%	0.0%	51	13	0	0	0	64	1
21	Employees in my work unit produce high-quality work.	Always-never	97.1%	74.9%	22.2%	2.9%	0.0%	0.0%	0.0%	48	14	2	0	0	64	1
22	Employees in my work unit adapt to changing priorities.	Always-never	95.3%	64.2%	31.1%	4.7%	0.0%	0.0%	0.0%	41	20	3	0	0	64	1
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	83.6%	37.0%	46.6%	14.2%	2.2%	0.0%	2.2%	17	21	6	1	0	45	20
24	I can influence decisions in my work unit.	Agree-disagree	81.2%	41.2%	39.9%	14.4%	2.9%	1.6%	4.5%	27	26	9	2	1	65	N/A
25	I know what my work unit's goals are.	Agree-disagree	87.4%	51.0%	36.3%	9.6%	3.0%	0.0%	3.0%	32	24	6	2	0	64	N/A
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	56.2%	29.5%	26.7%	15.5%	17.4%	10.9%	28.3%	19	17	10	11	7	64	0
27	My work unit successfully manages disruptions to our work.	Agree-disagree	84.2%	34.5%	49.7%	7.8%	6.6%	1.4%	8.0%	22	31	5	4	1	63	1
28	Employees in my work unit consistently look for	Agree-disagree	82.3%	36.6%	45.8%	8.7%	7.4%	1.7%	9.0%	24	28	5	5	1	63	1

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	new ways to improve how they do their work.															
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	76.6%	36.1%	40.5%	15.7%	6.1%	1.7%	7.7%	23	25	9	4	1	62	1
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	72.6%	40.0%	32.7%	19.1%	6.5%	1.8%	8.3%	24	19	11	4	1	59	2
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	85.2%	59.9%	25.2%	10.3%	4.5%	0.0%	4.5%	37	16	6	3	0	62	1
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	79.8%	50.0%	29.8%	12.6%	5.9%	1.7%	7.6%	31	19	7	4	1	62	1
33	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	86.8%	59.6%	27.2%	8.0%	5.2%	0.0%	5.2%	38	17	5	3	0	63	0

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34	Employees in my work unit are typically under too much pressure to meet work goals. <i>(Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.)</i>	Agree-disagree, negatively worded	39.8%	12.2%	20.1%	27.9%	23.4%	16.4%	32.3%	8	12	17	15	10	62	1
35	Employees are recognized for providing high quality products and services.	Agree-disagree	68.2%	29.1%	39.1%	19.7%	9.0%	3.1%	12.1%	18	25	12	6	2	63	1
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	79.8%	45.4%	34.5%	7.9%	10.1%	2.1%	12.3%	28	21	5	6	1	61	2
37	My organization is successful at accomplishing its mission.	Agree-disagree	92.3%	45.9%	46.4%	7.7%	0.0%	0.0%	0.0%	29	30	5	0	0	64	0
38	I have a good understanding of my	Agree-disagree	78.3%	45.7%	32.5%	11.0%	10.7%	0.0%	10.7%	29	21	7	7	0	64	N/A

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	organization's priorities.															
39	My organization effectively adapts to changing government priorities.	Agree-disagree	71.5%	27.2%	44.3%	19.0%	9.6%	0.0%	9.6%	18	28	12	6	0	64	0
40	My organization has prepared me for potential physical security threats.	Agree-disagree	65.2%	19.2%	46.1%	22.8%	8.2%	3.7%	11.9%	11	27	13	5	2	58	6
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	93.5%	37.1%	56.4%	4.9%	1.6%	0.0%	1.6%	23	34	3	1	0	61	3
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	54.0%	25.5%	28.5%	30.4%	5.0%	10.6%	15.6%	14	16	16	3	6	55	9
43	*I recommend my organization as a good place to work.	Agree-disagree	72.2%	27.7%	44.5%	13.3%	11.4%	3.1%	14.5%	18	28	9	7	2	64	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	45.4%	16.7%	28.7%	20.9%	18.2%	15.5%	33.7%	10	17	12	11	9	59	5
45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	94.9%	57.3%	37.6%	3.5%	1.6%	0.0%	1.6%	36	23	2	1	0	62	2
46	Supervisors in my work unit support	Agree-disagree	87.3%	57.5%	29.8%	9.1%	1.6%	2.0%	3.7%	37	19	6	1	1	64	0

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	employee development.															
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	93.5%	73.0%	20.5%	6.5%	0.0%	0.0%	0.0%	47	13	4	0	0	64	N/A
48	My supervisor listens to what I have to say.	Agree-disagree	92.3%	71.7%	20.6%	4.1%	3.7%	0.0%	3.7%	46	13	3	2	0	64	N/A
49	My supervisor treats me with respect.	Agree-disagree	95.4%	73.5%	21.8%	3.6%	1.0%	0.0%	1.0%	47	14	2	1	0	64	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	90.0%	62.6%	27.4%	4.7%	3.2%	2.1%	5.3%	40	17	3	2	1	63	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	96.3%	65.7%	30.7%	2.0%	0.0%	1.6%	1.6%	42	20	1	0	1	64	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	90.1%	62.4%	27.7%	7.8%	0.0%	2.0%	2.0%	40	18	5	0	1	64	N/A
53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	78.0%	45.6%	32.4%	20.4%	1.6%	0.0%	1.6%	29	20	13	1	0	63	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	80.7%	50.7%	30.0%	14.8%	4.5%	0.0%	4.5%	32	18	10	3	0	63	0

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55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	49.0%	21.0%	28.0%	25.0%	11.3%	14.7%	26.0%	13	18	15	7	9	62	1
56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	62.8%	26.9%	35.9%	23.4%	6.8%	7.1%	13.9%	15	20	13	4	4	56	6
57	*Managers communicate the goals of the organization.	Agree-disagree	70.5%	26.4%	44.1%	15.3%	7.8%	6.5%	14.2%	16	27	9	5	4	61	1
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	62.0%	21.4%	40.6%	10.0%	13.7%	14.3%	28.0%	13	25	6	9	9	62	1
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	65.7%	40.0%	25.7%	23.2%	6.5%	4.6%	11.1%	24	16	14	4	3	61	3
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	64.4%	29.1%	35.3%	11.7%	12.5%	11.4%	23.9%	18	22	7	7	7	61	1
61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	63.4%	32.3%	31.1%	24.9%	6.5%	5.2%	11.7%	19	18	14	4	3	58	4

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62	Management encourages innovation.	Agree-disagree	54.0%	24.2%	29.8%	26.8%	12.1%	7.1%	19.2%	14	17	15	7	4	57	4
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	48.2%	25.1%	23.1%	20.9%	19.5%	11.4%	31.0%	15	14	12	12	7	60	1
64	Management involves employees in decisions that affect their work.	Agree-disagree	43.9%	16.5%	27.4%	24.3%	14.6%	17.2%	31.8%	10	17	14	9	10	60	1
65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	53.1%	16.6%	36.5%	16.9%	20.2%	9.7%	29.9%	10	23	10	13	6	62	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	59.9%	19.5%	40.5%	17.7%	18.6%	3.8%	22.4%	12	25	11	12	2	62	N/A
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	58.2%	28.2%	30.1%	21.8%	13.5%	6.5%	19.9%	17	19	13	9	4	62	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	70.9%	29.6%	41.3%	15.8%	11.2%	2.1%	13.3%	18	26	10	7	1	62	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	74.4%	19.2%	55.2%	9.9%	14.1%	1.6%	15.7%	12	34	6	9	1	62	N/A

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70	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	70.8%	29.1%	41.7%	14.4%	13.2%	1.6%	14.7%	18	26	9	8	1	62	N/A
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	73.9%	33.2%	40.6%	19.9%	4.6%	1.6%	6.3%	20	24	12	3	1	60	4
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	89.4%	49.8%	39.7%	10.6%	0.0%	0.0%	0.0%	30	24	6	0	0	60	4
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	77.8%	29.4%	48.4%	14.2%	2.7%	5.3%	8.0%	18	29	8	2	3	60	4
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	82.4%	42.9%	39.5%	14.6%	3.0%	0.0%	3.0%	25	23	8	2	0	58	6

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75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	81.7%	38.4%	43.3%	10.7%	4.2%	3.4%	7.6%	23	26	6	3	2	60	4
76	Employees in my work unit treat me as a valued member of the team.	Agree-disagree	88.6%	62.9%	25.7%	7.3%	4.1%	0.0%	4.1%	40	16	4	3	0	63	0
77	Employees in my work unit make me feel I belong.	Agree-disagree	85.2%	57.0%	28.2%	10.7%	4.1%	0.0%	4.1%	36	18	6	3	0	63	0
78	Employees in my work unit care about me as a person.	Agree-disagree	87.7%	61.7%	26.0%	10.2%	0.0%	2.1%	2.1%	39	17	6	0	1	63	0
79	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	83.3%	54.8%	28.5%	8.8%	5.8%	2.1%	7.9%	35	18	5	4	1	63	0
80	In my work unit, people's differences are respected.	Agree-disagree	89.9%	48.4%	41.5%	5.4%	2.6%	2.1%	4.8%	30	26	3	2	1	62	1
81	I can be successful in my organization being myself.	Agree-disagree	83.4%	42.5%	41.0%	11.5%	1.4%	3.6%	5.0%	27	25	8	1	2	63	0
82	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	73.3%	30.2%	43.1%	23.9%	2.7%	0.0%	2.7%	10	14	7	1	0	32	32
83	My organization responds to my	Agree-disagree	70.2%	31.0%	39.2%	26.3%	3.5%	0.0%	3.5%	9	11	7	1	0	28	36

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	accessibility needs in a timely manner.															
84	My organization meets my accessibility needs.	Agree-disagree	74.6%	40.1%	34.5%	22.0%	3.4%	0.0%	3.4%	12	10	6	1	0	29	35
85	My job inspires me.	Agree-disagree	67.7%	32.7%	35.0%	15.7%	13.0%	3.6%	16.6%	21	22	10	8	2	63	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	74.1%	36.0%	38.1%	17.8%	6.0%	2.0%	8.1%	23	25	11	4	1	64	N/A
87	I feel a strong personal attachment to my organization.	Agree-disagree	77.1%	40.3%	36.9%	11.4%	9.9%	1.5%	11.4%	26	23	8	6	1	64	N/A
88	I identify with the mission of my organization.	Agree-disagree	91.8%	52.2%	39.6%	3.7%	3.0%	1.5%	4.6%	34	25	2	2	1	64	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	96.5%	67.5%	29.0%	1.5%	2.0%	0.0%	2.0%	44	18	1	1	0	64	N/A