

# 2021

Office of Personnel Management

## Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



### Annual Employee Survey (AES) Report

Consumer Product Safety Commission

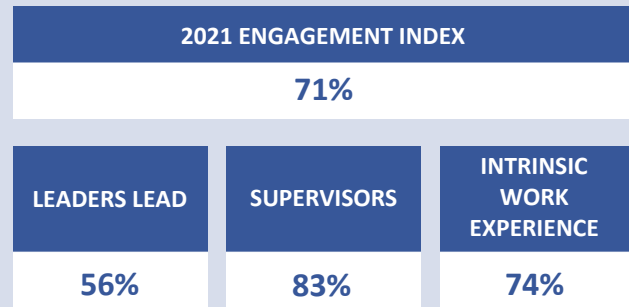
The Dashboard's percent positive and negative results only include items 1-44, excluding item 11.

FIELD PERIOD	Nov 9 - Dec 10, 2021
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	323
NUMBER OF SURVEYS	466
RESPONSE RATE	69.3%

**28** items identified as **strengths** (65% positive or higher)

**1** items identified as **challenges** (35% negative or higher)

### Engagement Index Score



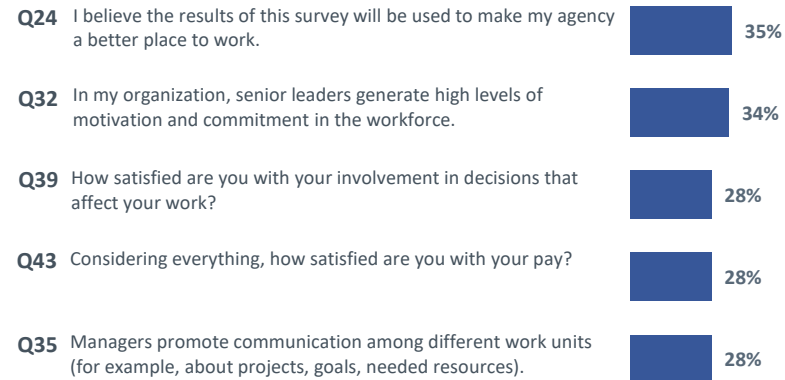
### Highest % Positive Items

Select: Highest % Positive



### Highest % Negative Items

Select: Highest % Negative



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	73.7%	30.0%	43.6%	13.4%	9.2%	3.8%	12.9%	101	139	43	28	11	322	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	67.5%	28.0%	39.5%	11.4%	13.3%	7.7%	21.1%	93	127	36	37	23	316	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	72.2%	31.8%	40.4%	14.2%	9.8%	3.9%	13.7%	105	133	43	29	12	322	N/A
4	I know what is expected of me on the job.	Agree-disagree	78.6%	31.2%	47.4%	13.6%	4.1%	3.6%	7.8%	105	156	37	13	12	323	N/A
5	*My workload is reasonable.	Agree-disagree	61.2%	19.3%	41.9%	12.0%	14.6%	12.2%	26.8%	63	137	37	45	39	321	0
6	*My talents are used well in the workplace.	Agree-disagree	64.5%	22.1%	42.4%	12.9%	11.9%	10.7%	22.6%	76	131	42	36	31	316	0
7	*I know how my work relates to the agency's goals.	Agree-disagree	86.9%	37.7%	49.3%	7.6%	3.8%	1.7%	5.5%	127	153	23	12	5	320	0
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	68.1%	36.3%	31.8%	15.2%	6.9%	9.8%	16.7%	110	99	45	20	26	300	22
9	*The people I work with cooperate to get the job done.	Agree-disagree	85.2%	45.5%	39.7%	9.2%	4.1%	1.5%	5.6%	152	127	27	12	5	323	N/A
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	48.6%	17.0%	31.6%	26.5%	10.8%	14.1%	24.9%	45	81	59	25	32	242	80
12	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	58.9%	19.4%	39.6%	17.3%	16.8%	6.9%	23.8%	52	113	46	41	19	271	50
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	81.6%	37.0%	44.7%	9.3%	6.5%	2.5%	9.0%	117	147	31	17	8	320	3
14	Employees in my work unit meet the needs of our customers.	Always-never	91.8%	47.8%	44.0%	7.2%	0.8%	0.3%	1.0%	151	132	21	2	1	307	13
15	Employees in my work unit contribute positively to my agency's performance.	Always-never	90.7%	55.1%	35.6%	8.2%	0.8%	0.3%	1.1%	178	107	24	3	1	313	7
16	Employees in my work unit produce high-quality work.	Always-never	89.1%	48.0%	41.1%	9.1%	1.2%	0.5%	1.8%	157	122	25	4	2	310	11
17	Employees in my work unit adapt to changing priorities.	Always-never	85.1%	52.2%	32.9%	12.5%	2.0%	0.4%	2.4%	168	101	34	6	1	310	11
18	Employees in my work unit successfully collaborate.	Always-never	82.6%	48.8%	33.7%	10.8%	5.3%	1.3%	6.6%	159	105	31	17	4	316	7

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19	Employees in my work unit achieve our goals.	Always-never	90.4%	43.9%	46.5%	8.6%	0.3%	0.7%	1.0%	146	135	24	1	2	308	13
20	Employees are recognized for providing high quality products and services.	Agree-disagree	63.5%	19.7%	43.8%	13.6%	12.3%	10.6%	22.9%	67	138	39	35	31	310	13
21	Employees are protected from health and safety hazards on the job.	Agree-disagree	78.7%	36.2%	42.5%	11.5%	7.3%	2.5%	9.7%	116	129	31	21	8	305	18
22	My agency is successful at accomplishing its mission.	Agree-disagree	80.6%	28.1%	52.5%	12.2%	5.0%	2.1%	7.2%	93	160	36	15	7	311	11
23	*I recommend my organization as a good place to work.	Agree-disagree	67.1%	26.8%	40.2%	17.6%	9.9%	5.5%	15.3%	93	132	52	28	18	323	N/A
24	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	44.6%	17.7%	27.0%	20.9%	16.9%	17.6%	34.5%	58	85	62	49	49	303	20
25	My supervisor supports my need to balance work and other life issues.	Agree-disagree	89.8%	60.5%	29.3%	5.9%	1.7%	2.6%	4.3%	202	87	18	5	9	321	1
26	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	85.4%	54.7%	30.7%	9.7%	2.1%	2.8%	4.9%	167	86	25	6	8	292	30
27	Supervisors in my work unit support employee development.	Agree-disagree	79.2%	50.1%	29.1%	12.8%	3.4%	4.6%	8.0%	166	87	38	10	14	315	7
28	My supervisor listens to what I have to say.	Agree-disagree	85.9%	55.8%	30.1%	6.5%	5.3%	2.4%	7.6%	187	90	20	13	8	318	N/A
29	My supervisor treats me with respect.	Agree-disagree	88.8%	61.4%	27.4%	4.2%	4.0%	3.0%	7.0%	202	85	14	8	10	319	N/A
30	I have trust and confidence in my supervisor.	Agree-disagree	77.8%	53.7%	24.1%	11.3%	6.0%	5.0%	10.9%	179	75	34	15	16	319	N/A
31	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	81.6%	55.5%	26.1%	10.6%	5.1%	2.8%	7.8%	186	82	33	11	10	322	N/A
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	43.4%	13.8%	29.7%	22.9%	19.0%	14.6%	33.7%	48	97	71	55	45	316	5
33	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	58.5%	23.8%	34.7%	21.7%	10.1%	9.8%	19.8%	73	103	60	26	27	289	31
34	*Managers communicate the goals of the organization.	Agree-disagree	62.9%	22.1%	40.8%	18.9%	10.2%	8.1%	18.3%	75	131	58	30	24	318	2

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35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	52.0%	19.0%	33.0%	20.1%	16.6%	11.4%	27.9%	65	106	61	50	34	316	5
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	63.3%	32.3%	31.0%	19.5%	8.8%	8.4%	17.2%	104	91	57	22	26	300	19
37	I have a high level of respect for my organization's senior leaders.	Agree-disagree	51.9%	21.3%	30.6%	27.2%	11.9%	8.9%	20.8%	73	98	80	35	28	314	7
38	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	68.6%	26.6%	42.0%	16.7%	9.1%	5.5%	14.6%	83	119	47	24	16	289	31
39	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	55.4%	19.3%	36.1%	16.4%	22.8%	5.4%	28.2%	67	117	52	66	16	318	N/A
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	51.5%	17.1%	34.5%	22.4%	17.3%	8.8%	26.1%	60	116	64	50	28	318	N/A
41	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	60.2%	22.0%	38.2%	17.0%	13.2%	9.6%	22.8%	74	120	56	41	27	318	N/A
42	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	68.1%	24.2%	44.0%	15.9%	11.2%	4.8%	16.0%	81	141	48	32	15	317	N/A
43	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	61.2%	22.5%	38.7%	10.7%	18.5%	9.5%	28.1%	76	126	35	53	27	317	N/A
44	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	65.7%	22.0%	43.7%	15.9%	11.7%	6.8%	18.4%	77	142	46	35	20	320	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: **Consumer Product Safety Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey