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Department of the Treasury
BUREAU OF THE FISCAL SERVICE

2017 Federal Employee Viewpoint Survey: Employee Engagement Index

	<i>Your Results</i>	<i>Treas</i>
Employee Engagement Index - Percent Positive	74%	68%
<i>Leaders Lead</i>	64%	56%
<i>Supervisors</i>	82%	78%
<i>Intrinsic Work Experience</i>	75%	70%

	<i>Your Results</i>	<i>Treas</i>
Leaders Lead - Percent Positive	64%	56%
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52%	42%
54. My organization's senior leaders maintain high standards of honesty and integrity.	59%	52%
56. Managers communicate the goals and priorities of the organization.	74%	69%
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	72%	64%
61. I have a high level of respect for my organization's senior leaders.	63%	53%

	<i>Your Results</i>	<i>Treas</i>
Supervisors - Percent Positive	82%	78%
47. Supervisors in my work unit support employee development.	78%	73%
48. My supervisor listens to what I have to say.	85%	81%
49. My supervisor treats me with respect.	88%	85%
51. I have trust and confidence in my supervisor.	77%	74%
52. Overall, how good a job do you feel is being done by your immediate supervisor?	80%	78%

	<i>Your Results</i>	<i>Treas</i>
Intrinsic Work Experience - Percent Positive	75%	70%
3. I feel encouraged to come up with new and better ways of doing things.	71%	58%
4. My work gives me a feeling of personal accomplishment.	73%	71%
6. I know what is expected of me on the job.	81%	82%
11. My talents are used well in the workplace.	64%	58%
12. I know how my work relates to the agency's goals and priorities.	87%	82%

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2017 Federal Employee Viewpoint Survey: Global Satisfaction Index

	<i>Your Results</i>	<i>Treas</i>
<i>Global Satisfaction Index - Percent Positive</i>	72%	63%
69. Considering everything, how satisfied are you with your job?	72%	68%
70. Considering everything, how satisfied are you with your pay?	73%	59%
71. Considering everything, how satisfied are you with your organization?	68%	59%
40. I recommend my organization as a good place to work.	73%	65%

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2017 Federal Employee Viewpoint Survey: Diversity & Inclusion - The New IQ Index

	<i>Your Results</i>	<i>Treas</i>
Diversity & Inclusion - The New IQ Index - Percent Positive	68%	62%
<i>Fair</i>	54%	50%
<i>Open</i>	68%	60%
<i>Cooperative</i>	68%	60%
<i>Supportive</i>	85%	81%
<i>Empowering</i>	66%	57%

	<i>Your Results</i>	<i>Treas</i>
Fair - Percent Positive	54%	50%
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37%	36%
24. In my work unit, differences in performance are recognized in a meaningful way.	44%	39%
25. Awards in my work unit depend on how well employees perform their jobs.	55%	49%
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	60%	59%
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	73%	69%

	<i>Your Results</i>	<i>Treas</i>
Open - Percent Positive	68%	60%
32. Creativity and innovation are rewarded.	52%	40%
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	66%	58%
45. My supervisor is committed to a workforce representative of all segments of society.	78%	75%
55. Supervisors work well with employees of different backgrounds.	75%	69%

	<i>Your Results</i>	<i>Treas</i>
<i>Cooperative - Percent Positive</i>	68%	60%
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	67%	59%
59. Managers support collaboration across work units to accomplish work objectives.	69%	61%

	<i>Your Results</i>	<i>Treas</i>
<i>Supportive - Percent Positive</i>	85%	81%
42. My supervisor supports my need to balance work and other life issues.	89%	85%
46. My supervisor provides me with constructive suggestions to improve my job performance.	74%	71%
48. My supervisor listens to what I have to say.	85%	81%
49. My supervisor treats me with respect.	88%	85%
50. In the last six months, my supervisor has talked with me about my performance.	87%	83%

	<i>Your Results</i>	<i>Treas</i>
<i>Empowering - Percent Positive</i>	66%	57%
2. I have enough information to do my job well.	74%	71%
3. I feel encouraged to come up with new and better ways of doing things.	71%	58%
11. My talents are used well in the workplace.	64%	58%
30. Employees have a feeling of personal empowerment with respect to work processes.	56%	43%

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2017 Federal Employee Viewpoint Survey: HCAAF Indices

	<i>Your Results</i>	<i>Treas</i>
<i>Leadership & Knowledge Management - Percent Positive</i>	71%	64%
10. My workload is reasonable.	69%	60%
35. Employees are protected from health and safety hazards on the job.	86%	75%
36. My organization has prepared employees for potential security threats.	85%	80%
51. I have trust and confidence in my supervisor.	77%	74%
52. Overall, how good a job do you feel is being done by your immediate supervisor?	80%	78%
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52%	42%
55. Supervisors work well with employees of different backgrounds.	75%	69%
56. Managers communicate the goals and priorities of the organization.	74%	69%
57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	73%	69%
61. I have a high level of respect for my organization's senior leaders.	63%	53%
64. How satisfied are you with the information you receive from management on what's going on in your organization?	61%	53%
66. How satisfied are you with the policies and practices of your senior leaders?	55%	43%

	<i>Your Results</i>	<i>Treas</i>
<i>Results-Oriented Performance Culture - Percent Positive</i>	62%	57%
12. I know how my work relates to the agency's goals and priorities.	87%	82%
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	77%	67%
15. My performance appraisal is a fair reflection of my performance.	76%	76%
20. The people I work with cooperate to get the job done.	81%	78%
22. Promotions in my work unit are based on merit.	46%	37%
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37%	36%
24. In my work unit, differences in performance are recognized in a meaningful way.	44%	39%
30. Employees have a feeling of personal empowerment with respect to work processes.	56%	43%
32. Creativity and innovation are rewarded.	52%	40%
33. Pay raises depend on how well employees perform their jobs.	29%	26%
42. My supervisor supports my need to balance work and other life issues.	89%	85%
44. Discussions with my supervisor about my performance are worthwhile.	75%	72%
65. How satisfied are you with the recognition you receive for doing a good job?	62%	55%

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2017 Federal Employee Viewpoint Survey: HCAAF Indices

	<i>Your Results</i>	<i>Treas</i>
<i>Talent Management - Percent Positive</i>	68%	57%
1. I am given a real opportunity to improve my skills in my organization.	75%	62%
11. My talents are used well in the workplace.	64%	58%
18. My training needs are assessed.	66%	53%
21. My work unit is able to recruit people with the right skills.	53%	36%
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	76%	67%
47. Supervisors in my work unit support employee development.	78%	73%
68. How satisfied are you with the training you receive for your present job?	62%	52%

	<i>Your Results</i>	<i>Treas</i>
<i>Job Satisfaction - Percent Positive</i>	71%	64%
4. My work gives me a feeling of personal accomplishment.	73%	71%
5. I like the kind of work I do.	80%	80%
13. The work I do is important.	90%	89%
63. How satisfied are you with your involvement in decisions that affect your work?	60%	50%
67. How satisfied are you with your opportunity to get a better job in your organization?	46%	35%
69. Considering everything, how satisfied are you with your job?	72%	68%
70. Considering everything, how satisfied are you with your pay?	73%	59%