

2018 Federal Employee Viewpoint Survey Results

The 2018 Federal Employee Viewpoint Survey (FEVS) reflects that the U.S. Trade and Development Agency (USTDA) continues to exceed the government-wide results in a majority of questions. At 63%, the agency's response rate was significantly higher than the 40% government rate overall. Of note, in comparison to government-wide and small federal agency results, USTDA attained higher percentages on the Employee Engagement: Overall and Supervisor Indices, as well as the New IQ indices of: Overall; Open; Cooperative; and Supportive.

In a breakdown of individual responses, a 100% positive score was received on the question: "When needed I am willing to put in the extra effort to get a job done". Twenty-six questions scored 70% or higher. Five questions, including "I know what is expected of me on the job," "I know how my work relates to the agency's goals," "My performance appraisal is a fair reflection of my performance," "How would you rate the overall quality of work done by your work unit?" and "My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals" had positive results in the 90 percentile.

Thirty-three questions scoring 65% or higher were identified by OPM as strengths. "I know what is expected of me on the job," "My performance appraisal is a fair reflection of my performance," "How would you rate the overall quality of work done by your work unit," and "My work unit has the relevant knowledge and skill necessary to accomplish organizational goals" all had increases in positive scoring in 2018.

USTDA continues to enjoy a reputation throughout the federal government as a high-performing organization with highly talented, motivated employees. This year's survey results reflected that there are internal challenges which need to be explored and addressed. USTDA uses FEVS results as an important measure of employee satisfaction and engagement, leadership commitment to supporting and enhancing the desirability of the workplace environment and overall organizational strength. With employees taking the lead, the agency has begun the process of conducting follow-on research and evaluation of the 2018 results, with the goal being to identify and ameliorate the vulnerabilities perceived by respondents.