



2022 Federal Employee Viewpoint Survey Summary of Results

The annual Federal Employee Viewpoint Survey (FEVS) was administered by the Office of Personnel Management (OPM) to the U.S. Trade and Development Agency's federal staff between June 7, 2022, and July 22, 2022. Thirty-three (33) employees responded, representing a 66% response rate.

Eighty-one items were identified as strengths, that is, scoring 65% or higher. At the top of the ranking was Q. 20 "Employees in my work unit contribute positively to my agency's performance" with a 100% positive score. Other questions with high positives included: Q. 19 "Employees in my work unit meet the needs of our customers" (97%); Q. 11 "I am held accountable for the quality of work I produce" (97%); Q. 46 "Supervisors in my work unit support employee development" (97%); and "My supervisor holds me accountable for achieving results" (97%). As in past, satisfaction with workload and pay ranked lowest.

The Employee Engagement Index (EEI) is derived by averaging the positive responses to FEVS questions divided into three sub-indexes. OPM defines employee engagement as "the employee's sense of purpose that is evident in their display of dedication, persistence, and effort in their work or overall attachment to their organization and its mission." USTDA Engagement Index score for 2022 is 87% overall. In the subgroups, Leaders Lead was 86%; Supervisors 92%; and the Intrinsic Work Experience registered 84% positive.

USTDA's positive responses were higher in comparison to other small agencies and government wide. This was most notable in questions dealing with employee empowerment (Q. 65), seeking new ways to improve work (Q. 28), and Q. 56 "My organization's senior leaders maintain high standards of honesty and integrity, which at 94% was nearly 30% higher than the scores of small agencies and government wide. Managers also scored high with big increases in the positive results in Q. 52 "Overall, how good a job is being done by your immediate supervisor?" (90%), and Q.58 "Managers promote communication among different work units" (up 19% from last FEVS).

The Agency's commitment to diversity and inclusion was noted with high positive scores for Q.71 and Q.72 which dealt with the organizational and supervisory commitment to promoting workforce diversity.

USTDA senior management utilizes the results of the annual FEVS as a way to evaluate what is working and what may need attention going forward into 2023 and beyond.