

NATIONAL GALLERY OF ART

2023 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
1	I am given a real opportunity to improve my skills in my organization.	N		113	182	71	66	30	462	N/A
		%	64%	25%	39%	15%	15%	6%		
2	I feel encouraged to come up with new and better ways of doing things.	N		112	183	65	63	33	456	N/A
		%	64%	24%	39%	15%	14%	7%		
3	My work gives me a feeling of personal accomplishment.	N		133	203	66	39	18	459	N/A
		%	73%	30%	44%	14%	9%	4%		
4	I know what is expected of me on the job.	N		133	221	54	32	16	456	N/A
		%	78%	31%	48%	12%	7%	3%		
5	My workload is reasonable.	N		79	193	94	59	37	462	N/A
		%	60%	18%	42%	21%	12%	7%		
6	My talents are used well in the workplace.	N		95	167	81	61	50	454	N/A
		%	58%	22%	37%	18%	13%	11%		
7	I know how my work relates to the agency's goals.	N		137	222	53	30	21	463	N/A
		%	78%	30%	48%	11%	7%	4%		
8	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		104	159	74	44	57	438	25
		%	60%	24%	36%	17%	10%	13%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
9	I have enough information to do my job well.	N		84	235	75	46	24	464	N/A
		%	69%	19%	50%	16%	9%	5%		
10	I receive the training I need to do my job well.	N		86	199	96	57	20	458	N/A
		%	63%	20%	43%	21%	12%	4%		
11	I am held accountable for the quality of work I produce.	N		135	253	41	16	11	456	N/A
		%	84%	30%	54%	10%	3%	2%		
12	I have a clear idea of how well I am doing my job.	N		109	228	63	50	12	462	N/A
		%	74%	25%	48%	13%	11%	3%		
13	I have the autonomy to decide how I do my job.	N		93	215	63	54	33	458	N/A
		%	67%	21%	46%	14%	12%	7%		
14	I can make decisions about my work without getting permission first.	N		74	180	89	73	43	459	N/A
		%	55%	17%	39%	19%	16%	10%		
15	The people I work with cooperate to get the job done.	N		167	194	55	32	15	463	N/A
		%	77%	35%	41%	13%	7%	4%		
				Remain in the work unit and improv over time	Remain in the work unit and continue to underperform	Leave the work unit - removed or transferred	Leave the work unit - quit	There are no poor performers in my unit	Total Respondents **	Do Not Know/No Basis to Judge
16	In my work unit, poor performers usually (select all that apply) -- (NOTE that percentages will add to greater than 100% because respondents could select more than one response)	N		60	185	28	19	139	463	69
		%		13%	40%	6%	4%	29%		15%

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
17	In my work unit, differences in performance are recognized in a meaningful way.	N		43	113	126	78	55	415	49
		%	39%	12%	28%	30%	18%	12%		
18	Employees in my work unit share job knowledge.	N		132	203	65	37	23	460	4
		%	71%	27%	43%	16%	8%	6%		
19	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		147	205	61	37	10	460	4
		%	75%	31%	44%	15%	8%	2%		
20	Employees in my work unit meet the needs of our customers.	N		193	197	46	7	3	446	17
		%	87%	44%	43%	10%	2%	1%		
21	Employees in my work unit contribute positively to my agency's performance.	N		226	154	44	13	4	441	13
		%	85%	50%	35%	11%	4%	1%		
22	Employees in my work unit produce high-quality work.	N		233	164	44	11	3	455	7
		%	85%	50%	35%	11%	3%	1%		
23	Employees in my work unit adapt to changing priorities.	N		196	163	62	17	9	447	11
		%	79%	44%	36%	14%	4%	2%		
24	New hires in my work unit have the right skills to do their jobs.	N		94	167	75	23	20	379	84
		%	65%	22%	43%	22%	7%	6%		
25	I can influence decisions in my work unit.	N		108	221	70	39	22	460	N/A
		%	69%	23%	46%	17%	9%	5%		
26	I know what my work unit's goals are.	N		147	209	57	33	13	459	N/A
		%	78%	33%	45%	13%	7%	3%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N		102	159	90	59	36	446	13
		%	58%	23%	35%	21%	13%	8%		
28	My work unit successfully manages disruptions to our work.	N		117	198	72	35	25	447	13
		%	69%	26%	43%	17%	8%	6%		
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N		122	188	83	46	12	451	9
		%	67%	26%	41%	19%	10%	3%		
30	Employees in my work unit incorporate new ideas into their work.	N		115	192	85	46	10	448	7
		%	65%	25%	41%	21%	11%	3%		
31	Employees in my work unit approach change as an opportunity.	N		87	175	112	57	18	449	9
		%	57%	19%	38%	26%	13%	4%		
32	Employees in my work unit consider customer needs a top priority.	N		157	190	67	21	6	441	15
		%	78%	35%	43%	16%	5%	2%		
33	Employees in my work unit consistently look for ways to improve customer service.	N		126	174	99	35	6	440	17
		%	67%	29%	38%	23%	8%	2%		
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N		135	183	74	30	27	449	9
		%	69%	29%	40%	17%	7%	7%		
35	Employees are recognized for providing high quality products and services.	N		69	179	93	62	43	446	11
		%	56%	16%	40%	21%	13%	10%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
36	Employees are protected from health and safety hazards on the job.	N		106	191	81	27	26	431	27
		%	69%	26%	43%	19%	6%	6%		
37	My organization is successful at accomplishing its mission.	N		106	206	95	28	11	446	13
		%	70%	26%	45%	21%	6%	2%		
38	I have a good understanding of my organization's priorities.	N		115	191	84	46	23	459	N/A
		%	68%	27%	41%	18%	10%	4%		
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N		87	164	79	57	25	412	39
		%	62%	22%	40%	20%	13%	6%		
40	Information is openly shared in my organization.	N		55	129	100	100	57	441	5
		%	44%	14%	30%	22%	21%	13%		
41	The approval process in my organization allows timely delivery of my work.	N		55	124	114	83	67	443	6
		%	43%	14%	29%	26%	17%	14%		
42	My organization effectively adapts to changing government priorities.	N		55	146	128	38	33	400	46
		%	52%	14%	37%	31%	9%	9%		
43	My organization has prepared me for potential security threats.	N		63	186	96	60	37	442	7
		%	57%	15%	41%	22%	13%	9%		
44	My organization has prepared me for potential cybersecurity threats.	N		95	280	52	6	11	444	3
		%	84%	22%	62%	12%	1%	3%		
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N		59	122	95	66	80	422	29
		%	44%	15%	29%	23%	14%	19%		
46	I recommend my organization as a good place to work.	N		97	186	96	46	27	452	N/A
		%	64%	23%	41%	21%	10%	6%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
47	I believe the results of this survey will be used to make my agency a better place to work.	N		68	90	120	68	78	424	32
		%	39%	18%	21%	29%	14%	18%		
48	Supervisors in my work unit support employee development.	N		163	171	50	27	28	439	5
		%	76%	38%	37%	11%	6%	6%		
49	My supervisor supports my need to balance work and other life issues.	N		225	139	48	23	19	454	N/A
		%	79%	49%	30%	12%	5%	5%		
50	My supervisor listens to what I have to say.	N		209	155	35	33	17	449	N/A
		%	81%	46%	34%	8%	7%	4%		
51	My supervisor treats me with respect.	N		233	131	40	28	20	452	N/A
		%	80%	51%	29%	9%	6%	5%		
52	I have trust and confidence in my supervisor.	N		204	126	56	38	27	451	N/A
		%	73%	45%	28%	13%	8%	6%		
53	My supervisor holds me accountable for achieving results.	N		208	177	49	14	5	453	N/A
		%	84%	46%	39%	11%	3%	1%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
54	Overall, how good a job do you feel is being done by your immediate supervisor?	N		226	110	73	25	20	454	N/A
		%	74%	51%	23%	16%	6%	5%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
55	My supervisor provides me with constructive suggestions to improve my job performance.	N		155	159	78	37	25	454	N/A
		%	70%	35%	35%	17%	8%	6%		
56	My supervisor provides me with performance feedback throughout the year.	N		151	159	69	40	25	444	9
		%	71%	35%	36%	15%	9%	5%		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		64	114	117	81	69	445	8
		%	42%	16%	26%	26%	17%	15%		
58	My organization's senior leaders maintain high standards of honesty and integrity.	N		84	150	94	42	55	425	25
		%	55%	22%	33%	22%	10%	13%		
59	Managers communicate the goals of the organization.	N		79	181	88	57	39	444	5
		%	59%	20%	39%	19%	13%	8%		
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		75	158	100	51	60	444	4
		%	54%	18%	36%	22%	11%	13%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		136	134	84	35	39	428	26
		%	64%	33%	31%	19%	8%	9%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
62	I have a high level of respect for my organization's senior leaders.	N		95	161	100	41	48	445	6
		%	59%	23%	36%	22%	9%	10%		
63	Senior leaders demonstrate support for Work-Life programs.	N		74	140	109	41	44	408	44
		%	55%	20%	35%	26%	9%	10%		
64	Management encourages innovation.	N		73	151	109	48	47	428	22
		%	54%	18%	36%	25%	11%	10%		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
65	Management makes effective changes to address challenges facing our organization.	N		76	131	105	65	57	434	19
		%	50%	19%	31%	23%	15%	13%		
66	Management involves employees in decisions that affect their work.	N		66	99	94	82	94	435	17
		%	40%	17%	23%	21%	18%	21%		
			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/No Basis to Judge
67	How satisfied are you with your involvement in decisions that affect your work?	N		72	132	111	89	45	449	N/A
		%	47%	17%	29%	25%	18%	10%		
68	How satisfied are you with the information you receive from management on what's going on in your organization?	N		65	144	110	98	31	448	N/A
		%	49%	16%	33%	24%	21%	7%		
69	How satisfied are you with the recognition you receive for doing a good job?	N		82	163	92	66	46	449	N/A
		%	55%	20%	35%	21%	14%	10%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor	Disagree	Strongly Disagree	Item Response	Do Not Know/No
71	Considering everything, how satisfied are you with your pay?	N		72	171	84	76	45	448	N/A
		%	53%	16%	36%	20%	17%	11%		
72	Considering everything, how satisfied are you with your organization?	N		86	172	100	57	33	448	N/A
		%	59%	21%	37%	23%	11%	7%		
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	N		106	163	88	37	28	422	30
		%	63%	26%	37%	21%	8%	8%		
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	N		141	164	78	17	28	428	24
		%	71%	33%	38%	19%	3%	7%		
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	N		86	168	80	41	57	432	15
		%	60%	20%	39%	19%	9%	13%		
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	N		106	161	68	37	44	416	33
		%	64%	26%	38%	17%	8%	11%		
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	N		99	133	86	37	61	416	34
		%	57%	25%	33%	20%	8%	14%		
78	Employees in my work unit make me feel I belong.	N		132	203	59	26	24	444	3
		%	74%	30%	44%	15%	6%	5%		
79	Employees in my work unit care about me as a person.	N		134	198	65	18	25	440	9
		%	73%	30%	43%	17%	4%	6%		
80	I am comfortable expressing opinions that are different from other employees in my work unit.	N		107	209	57	40	34	447	4
		%	70%	24%	46%	13%	9%	8%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
81	In my work unit, people's differences are respected.	N		114	202	69	35	25	445	4
		%	69%	25%	44%	17%	8%	6%		
82	I can be successful in my organization being myself.	N		112	184	74	39	35	444	2
		%	66%	26%	40%	17%	8%	9%		
83	I can easily make a request of my organization to meet my accessibility needs.	N		61	103	52	19	25	260	71
		%	61%	23%	38%	21%	8%	10%		
84	My organization responds to my accessibility needs in a timely manner.	N		57	89	62	13	26	247	83
		%	58%	22%	36%	26%	5%	11%		
85	My organization meets my accessibility needs.	N		66	90	56	17	20	249	78
		%	62%	26%	35%	23%	7%	8%		
86	My job inspires me.	N		112	172	97	43	27	451	N/A
		%	63%	25%	38%	22%	9%	6%		
87	The work I do gives me a sense of accomplishment.	N		135	199	61	29	25	449	N/A
		%	74%	30%	44%	14%	6%	5%		
88	I feel a strong personal attachment to my organization.	N		115	156	104	43	32	450	N/A
		%	60%	26%	34%	24%	9%	7%		
89	I identify with the mission of my organization.	N		119	211	78	22	15	445	N/A
		%	74%	28%	47%	18%	5%	3%		
90	It is important to me that my work contribute to the common good.	N		227	186	27	4	6	450	N/A
		%	90%	49%	41%	7%	1%	2%		

** Excludes responses such as "Do Not Know" or "No Basis to Judge."