

NATIONAL GALLERY OF ART

2019 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		114	166	65	68	35	448	N/A
		%	61.7%	25.0%	36.8%	14.7%	15.6%	7.9%		
2	I have enough information to do my job well.	N		93	226	63	46	21	449	N/A
		%	70.6%	21.0%	49.6%	14.2%	10.6%	4.5%		
3	I feel encouraged to come up with new and better ways of doing things.	N		115	150	79	61	44	449	N/A
		%	58.0%	25.1%	32.9%	18.5%	13.5%	10.0%		
4	*My work gives me a feeling of personal accomplishment.	N		156	200	45	21	28	450	N/A
		%	78.4%	33.5%	44.9%	10.1%	4.9%	6.6%		
5	*I like the kind of work I do.	N		194	196	44	10	5	449	N/A
		%	86.1%	42.1%	43.9%	10.4%	2.4%	1.1%		
6	I know what is expected of me on the job.	N		158	208	41	25	14	446	N/A
		%	82.5%	35.6%	46.9%	9.1%	5.2%	3.2%		
7	When needed I am willing to put in the extra effort to get a job done.	N		306	130	10	1	3	450	N/A
		%	96.4%	66.5%	29.9%	2.7%	0.3%	0.6%		
8	I am constantly looking for ways to do my job better.	N		230	179	33	5	3	450	N/A
		%	90.0%	49.7%	40.3%	8.2%	1.2%	0.6%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	N		79	177	80	69	44	449	1
		%	56.0%	17.7%	38.3%	18.1%	15.2%	10.7%		
10	*My workload is reasonable.	N		70	211	82	55	27	445	1
		%	63.5%	16.5%	47.0%	18.5%	12.0%	6.0%		
11	*My talents are used well in the workplace.	N		82	178	64	67	48	439	1
		%	58.8%	18.9%	39.9%	14.8%	15.4%	11.1%		
12	*I know how my work relates to the agency's goals and priorities.	N		168	209	33	26	10	446	2
		%	83.7%	37.4%	46.4%	8.0%	6.0%	2.3%		
13	*The work I do is important.	N		214	190	30	11	5	450	0
		%	90.0%	47.5%	42.5%	6.3%	2.4%	1.2%		
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		127	192	55	54	21	449	1
		%	71.5%	29.5%	42.0%	12.4%	11.6%	4.6%		
15	*My performance appraisal is a fair reflection of my performance.	N		121	181	68	31	37	438	12
		%	67.9%	27.0%	40.8%	15.9%	7.2%	9.0%		
16	I am held accountable for achieving results.	N		125	211	67	23	13	439	8
		%	76.4%	28.6%	47.7%	15.3%	4.9%	3.4%		
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		110	121	92	44	59	426	22
		%	53.5%	25.4%	28.1%	22.2%	10.4%	13.8%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
18	*My training needs are assessed.	N		69	136	106	75	52	438	7
		%	47.3%	15.6%	31.7%	24.8%	16.0%	11.8%		
19	*In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		119	169	64	40	42	434	17
		%	66.4%	27.5%	39.0%	14.6%	9.4%	9.6%		
20	*The people I work with cooperate to get the job done.	N		139	191	60	45	13	448	N/A
		%	73.3%	30.5%	42.8%	14.0%	10.0%	2.7%		
21	*My work unit is able to recruit people with the right skills.	N		58	203	81	55	48	445	5
		%	56.0%	12.1%	43.9%	19.0%	13.4%	11.5%		
22	*Promotions in my work unit are based on merit.	N		40	130	100	67	95	432	18
		%	38.3%	8.8%	29.4%	23.3%	15.7%	22.7%		
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		31	115	104	82	92	424	25
		%	34.8%	7.6%	27.2%	24.8%	19.4%	21.0%		
24	*In my work unit, differences in performance are recognized in a meaningful way.	N		33	139	106	69	84	431	19
		%	40.2%	7.8%	32.3%	24.4%	16.2%	19.2%		
25	Awards in my work unit depend on how well employees perform their jobs.	N		48	153	102	51	70	424	27
		%	47.4%	11.6%	35.8%	23.1%	12.8%	16.7%		
26	Employees in my work unit share job knowledge with each other.	N		109	217	57	40	23	446	2
		%	71.7%	23.9%	47.8%	14.1%	9.5%	4.7%		

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	The skill level in my work unit has improved in the past year.	N		80	163	121	37	35	436	13
		%	54.4%	17.4%	37.0%	28.0%	9.5%	8.1%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
28	How would you rate the overall quality of work done by your work unit?	N		241	137	56	9	4	447	N/A
		%	82.9%	51.5%	31.4%	14.0%	2.3%	0.9%		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		174	193	40	27	13	447	2
		%	81.1%	36.6%	44.6%	9.6%	6.3%	2.9%		
30	*Employees have a feeling of personal empowerment with respect to work processes.	N		39	158	100	88	56	441	7
		%	44.8%	9.3%	35.5%	22.8%	19.9%	12.5%		
31	Employees are recognized for providing high quality products and services.	N		54	174	79	72	59	438	8
		%	51.3%	12.3%	39.0%	18.1%	17.1%	13.5%		
32	*Creativity and innovation are rewarded.	N		43	120	116	85	72	436	8
		%	37.3%	9.9%	27.4%	25.8%	20.4%	16.5%		
33	*Pay raises depend on how well employees perform their jobs.	N		21	70	121	106	93	411	35
		%	21.9%	4.9%	17.0%	29.4%	26.0%	22.8%		
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		51	143	121	61	45	421	24
		%	46.1%	12.8%	33.2%	28.4%	14.8%	10.7%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
35	*Employees are protected from health and safety hazards on the job.	N		78	236	66	32	20	432	16
		%	72.0%	18.3%	53.7%	15.5%	7.6%	4.8%		
36	*My organization has prepared employees for potential security threats.	N		65	214	79	53	30	441	4
		%	62.7%	14.7%	48.0%	18.1%	11.7%	7.5%		
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		62	146	89	57	66	420	26
		%	49.0%	14.5%	34.5%	21.5%	13.7%	15.8%		
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.	N		90	163	88	33	32	406	38
		%	61.4%	22.1%	39.3%	21.7%	8.5%	8.4%		
39	My agency is successful at accomplishing its mission.	N		128	217	59	18	15	437	10
		%	77.5%	29.2%	48.4%	13.9%	4.5%	4.0%		
40	I recommend my organization as a good place to work.	N		121	184	78	33	30	446	N/A
		%	67.2%	26.8%	40.4%	18.1%	7.5%	7.2%		
41	I believe the results of this survey will be used to make my agency a better place to work.	N		76	123	103	50	49	401	46
		%	49.5%	19.6%	29.9%	25.2%	13.0%	12.3%		
42	*My supervisor supports my need to balance work and other life issues.	N		182	177	43	24	18	444	3
		%	79.9%	39.7%	40.2%	10.5%	5.5%	4.2%		
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	N		143	138	80	46	38	445	2
		%	62.7%	31.2%	31.5%	18.9%	10.1%	8.3%		
44	*Discussions with my supervisor about my performance are worthwhile.	N		125	153	84	35	43	440	6
		%	63.6%	27.9%	35.7%	19.0%	7.8%	9.5%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
45	My supervisor is committed to a workforce representative of all segments of society.	N		136	164	72	26	26	424	22
		%	70.4%	30.7%	39.7%	17.0%	6.6%	6.0%		
46	My supervisor provides me with constructive suggestions to improve my job performance.	N		121	156	76	53	40	446	1
		%	62.6%	26.6%	36.0%	16.9%	11.9%	8.6%		
47	*Supervisors in my work unit support employee development.	N		123	153	70	43	47	436	7
		%	63.1%	27.6%	35.6%	16.3%	10.5%	10.1%		
48	My supervisor listens to what I have to say.	N		176	168	49	28	24	445	N/A
		%	77.2%	38.9%	38.3%	11.1%	6.4%	5.4%		
49	My supervisor treats me with respect.	N		198	152	50	23	22	445	N/A
		%	78.7%	43.5%	35.2%	11.4%	5.1%	4.8%		
50	In the last six months, my supervisor has talked with me about my performance.	N		133	198	50	38	26	445	N/A
		%	74.8%	28.6%	46.1%	10.8%	8.7%	5.7%		
51	*I have trust and confidence in my supervisor.	N		161	146	57	43	39	446	N/A
		%	68.7%	35.0%	33.7%	12.8%	9.7%	8.7%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	N		206	107	71	35	27	446	N/A
		%	70.0%	45.8%	24.3%	16.3%	7.9%	5.8%		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		54	142	93	85	62	436	8
		%	45.3%	12.6%	32.7%	20.8%	19.4%	14.5%		
54	My organization's senior leaders maintain high standards of honesty and integrity.	N		71	141	98	51	57	418	24
		%	50.6%	16.5%	34.1%	23.2%	12.5%	13.8%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
55	*Supervisors work well with employees of different backgrounds.	N		77	179	89	36	32	413	29
		%	62.1%	18.8%	43.3%	21.5%	8.7%	7.8%		
56	*Managers communicate the goals of the organization.	N		59	178	90	61	44	432	7
		%	55.3%	13.8%	41.5%	20.8%	13.8%	10.0%		
57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		54	155	103	63	40	415	28
		%	51.5%	13.2%	38.3%	24.7%	14.5%	9.4%		
58	Managers promote communication among different work units (for example, about projects, goals, needed	N		57	153	90	72	58	430	14
		%	49.5%	13.3%	36.2%	21.5%	15.6%	13.5%		
59	Managers support collaboration across work units to accomplish work objectives.	N		62	181	82	50	54	429	10
		%	57.1%	14.5%	42.5%	18.9%	11.6%	12.5%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		122	115	104	37	45	423	18
		%	56.1%	28.7%	27.4%	24.7%	8.3%	10.9%		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
61	*I have a high level of respect for my organization's senior leaders.	N		99	146	98	51	45	439	2
		%	56.2%	23.4%	32.8%	22.0%	11.5%	10.4%		
62	Senior leaders demonstrate support for Work/Life programs.	N		71	121	115	40	40	387	54
		%	50.2%	19.1%	31.0%	28.7%	10.5%	10.6%		
			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/No Basis to Judge
63	*How satisfied are you with your involvement in decisions that affect your work?	N		76	151	93	73	47	440	N/A
		%	51.8%	17.4%	34.4%	21.4%	16.6%	10.3%		

Core Survey

			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/No Basis to Judge
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	N		54	152	103	89	41	439	N/A
		%	47.7%	12.8%	34.9%	23.0%	19.9%	9.4%		
65	*How satisfied are you with the recognition you receive for doing a good job?	N		68	163	82	70	56	439	N/A
		%	52.2%	15.4%	36.8%	18.9%	16.3%	12.5%		
66	*How satisfied are you with the policies and practices of your senior leaders?	N		50	139	130	81	38	438	N/A
		%	43.8%	11.7%	32.2%	28.8%	19.0%	8.4%		
67	*How satisfied are you with your opportunity to get a better job in your organization?	N		42	102	126	99	70	439	N/A
		%	33.5%	10.0%	23.5%	28.3%	22.5%	15.7%		
68	*How satisfied are you with the training you receive for your present job?	N		59	173	102	67	39	440	N/A
		%	52.4%	13.5%	38.9%	23.2%	15.5%	8.9%		
69	*Considering everything, how satisfied are you with your job?	N		104	204	57	49	25	439	N/A
		%	69.2%	23.3%	45.9%	13.8%	11.5%	5.5%		
70	*Considering everything, how satisfied are you with your pay?	N		53	172	73	97	45	440	N/A
		%	49.6%	11.6%	38.0%	17.1%	22.0%	11.3%		
71	Considering everything, how satisfied are you with your organization?	N		87	189	81	49	31	437	N/A
		%	61.9%	19.1%	42.8%	18.9%	11.8%	7.5%		