

## NATIONAL GALLERY OF ART

### 2020 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 |                  | 102            | 169   | 69                         | 60       | 33                | 433                   | N/A                           |
|   |  | % | 60.2%            | 23.0%          | 37.2% | 17.0%                      | 14.5%    | 8.2%              |                       |                               |
| 2 | I feel encouraged to come up with new and better ways of doing things.                         | N |                  | 114            | 169   | 70                         | 46       | 35                | 434                   | N/A                           |
|   |  | % | 63.4%            | 25.5%          | 37.9% | 16.6%                      | 11.2%    | 8.7%              |                       |                               |
| 3 | My work gives me a feeling of personal accomplishment.   | N |                  | 142            | 184   | 47                         | 34       | 25                | 432                   | N/A                           |
|   |  | % | 73.2%            | 31.7%          | 41.5% | 11.9%                      | 8.4%     | 6.5%              |                       |                               |
| 4 | I know what is expected of me on the job.  | N |                  | 157            | 189   | 44                         | 30       | 16                | 436                   | N/A                           |
|   |  | % | 80.5%            | 37.6%          | 43.0% | 10.3%                      | 5.9%     | 3.3%              |                       |                               |
| 5 | *My workload is reasonable.  | N |                  | 79             | 227   | 69                         | 44       | 16                | 435                   | 1                             |
|   |  | % | 71.5%            | 19.4%          | 52.1% | 16.2%                      | 9.2%     | 3.2%              |                       |                               |
| 6 | *My talents are used well in the workplace.  | N |                  | 93             | 179   | 62                         | 44       | 48                | 426                   | 1                             |
|   |  | % | 63.5%            | 22.3%          | 41.2% | 14.8%                      | 10.0%    | 11.7%             |                       |                               |
| 7 | *I know how my work relates to the agency's goals.   | N |                  | 144            | 207   | 46                         | 26       | 14                | 437                   | 0                             |
|   |  | % | 80.9%            | 33.9%          | 47.0% | 10.5%                      | 5.2%     | 3.4%              |                       |                               |
| 8 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | N |                  | 95             | 151   | 73                         | 45       | 48                | 412                   | 23                            |
|   |  | % | 58.7%            | 22.6%          | 36.2% | 18.8%                      | 10.7%    | 11.8%             |                       |                               |

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|    |   |   | Percent Positive | Strongly Agree                               | Agree  | Neither Agree nor Disagree                   | Disagree                   | Strongly Disagree                       | Item Response Total** | Do Not Know/No Basis to Judge |
|----|---|---|------------------|--|--|--|----------------------------|---|-----------------------|-------------------------------|
| 9  | *The people I work with cooperate to get the job done.  | N |                  | 159  | 192  | 51   | 29                         | 7                                       | 438                   | N/A                           |
|    |   | % | 78.8%            | 35.0%  | 43.8%  | 12.5%  | 7.1%                       | 1.6%                                    |                       |                               |
| 10 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.        | N |                  | 38   | 121  | 118  | 74                         | 55                                      | 406                   | 32                            |
|    |   | % | 39.6%            | 10.1%  | 29.6%  | 28.8%  | 18.2%                      | 13.3%                                   |                       |                               |
|    |   |   |                  | 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 | Item Response Total** | Do Not Know/No Basis to Judge |
| 11 | In my work unit, poor performers usually --   | N |                  | 61   | 178  | 16   | 12                         | 97                                      | 364                   | 73                            |
|    |   | % |                  | 18.8%  | 49.0%  | 4.2%   | 3.5%                       | 24.5%                                   |                       |                               |
|    |   |   | Percent Positive | Strongly Agree                               | Agree  | Neither Agree nor Disagree                   | Disagree                   | Strongly Disagree                       | Item Response Total** | Do Not Know/No Basis to Judge |
| 12 | *In my work unit, differences in performance are recognized in a meaningful way.                      | N |                  | 54   | 149  | 97   | 72                         | 38                                      | 410                   | 24                            |
|    |   | % | 50.2%            | 13.7%  | 36.5%  | 23.5%  | 17.2%                      | 9.1%                                    |                       |                               |
| 13 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | N |                  | 139  | 208  | 56   | 26                         | 7                                       | 436                   | 2                             |
|    |   | % | 78.0%            | 30.0%  | 48.0%  | 13.7%  | 6.4%                       | 1.9%                                    |                       |                               |
| 14 | Employees are recognized for providing high quality products and services.                            | N |                  | 97   | 196  | 67   | 55                         | 15                                      | 430                   | 6                             |
|    |   | % | 66.7%            | 22.8%  | 43.9%  | 16.7%  | 12.8%                      | 3.8%                                    |                       |                               |
| 15 | Employees are protected from health and safety hazards on the job.                                    | N |                  | 104  | 185  | 54   | 43                         | 33                                      | 419                   | 12                            |
|    |   | % | 66.3%            | 24.8%  | 41.5%  | 13.1%  | 11.9%                      | 8.7%                                    |                       |                               |
| 16 | My agency is successful at accomplishing its mission.   | N |                  | 123  | 197  | 66   | 29                         | 10                                      | 425                   | 6                             |
|    |   | % | 74.3%            | 28.9%  | 45.4%  | 16.2%  | 6.7%                       | 2.8%                                    |                       |                               |
| 17 | *I recommend my organization as a good place to work.   | N |                  | 125  | 170  | 92   | 30                         | 20                                      | 437                   | N/A                           |
|    |   | % | 64.8%            | 27.4%  | 37.5%  | 23.5%  | 6.9%                       | 4.8%                                    |                       |                               |

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 | *I believe the results of this survey will be used to make my agency a better place to work.           | N |                  | 71             | 116   | 115                        | 45       | 50                | 397                   | 39                            |
|    |  | % | 47.3%            | 18.7%          | 28.6% | 28.2%                      | 11.3%    | 13.1%             |                       |                               |
| 19 | My supervisor supports my need to balance work and other life issues.                                  | N |                  | 186            | 165   | 53                         | 16       | 17                | 437                   | 0                             |
|    |  | % | 78.8%            | 40.8%          | 38.0% | 12.8%                      | 3.9%     | 4.5%              |                       |                               |
| 20 | My supervisor is committed to a workforce representative of all segments of society.                   | N |                  | 143            | 162   | 75                         | 21       | 19                | 420                   | 12                            |
|    |  | % | 71.8%            | 32.8%          | 39.1% | 18.8%                      | 4.8%     | 4.5%              |                       |                               |
| 21 | Supervisors in my work unit support employee development.  | N |                  | 149            | 142   | 69                         | 47       | 23                | 430                   | 4                             |
|    |  | % | 66.7%            | 32.9%          | 33.8% | 17.0%                      | 10.7%    | 5.6%              |                       |                               |
| 22 | My supervisor listens to what I have to say.   | N |                  | 185            | 162   | 45                         | 28       | 15                | 435                   | N/A                           |
|    |  | % | 78.9%            | 41.8%          | 37.0% | 11.2%                      | 6.3%     | 3.6%              |                       |                               |
| 23 | My supervisor treats me with respect.  | N |                  | 214            | 138   | 47                         | 24       | 12                | 435                   | N/A                           |
|    |  | % | 81.4%            | 48.5%          | 32.9% | 11.4%                      | 4.9%     | 2.3%              |                       |                               |
| 24 | I have trust and confidence in my supervisor.  | N |                  | 179            | 127   | 63                         | 38       | 25                | 432                   | N/A                           |
|    |  | % | 71.2%            | 41.0%          | 30.2% | 15.0%                      | 8.3%     | 5.5%              |                       |                               |
|    |  |   | Percent Positive | Very Good      | Good  | Fair                       | Poor     | Very Poor         | Item Response Total** | Do Not Know/No Basis to Judge |
| 25 | Overall, how good a job do you feel is being done by your immediate supervisor?                        | N |                  | 198            | 121   | 80                         | 18       | 21                | 438                   | N/A                           |
|    |  | % | 72.6%            | 44.6%          | 27.9% | 18.9%                      | 4.0%     | 4.5%              |                       |                               |
|    |  |   | Percent Positive | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know/No Basis to Judge |
| 26 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | N |                  | 64             | 142   | 110                        | 71       | 41                | 428                   | 3                             |
|    |  | % | 47.1%            | 15.4%          | 31.7% | 25.7%                      | 16.6%    | 10.5%             |                       |                               |

Core Survey

|    |   |   | Percent Positive | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know/No Basis to Judge |
|----|---|---|------------------|----------------|-------|----------------------------|----------|-------------------|-----------------------|-------------------------------|
| 27 | My organization's senior leaders maintain high standards of honesty and integrity.                                | N |                  | 85             | 142   | 105                        | 43       | 36                | 411                   | 18                            |
|    |   | % | 52.8%            | 20.3%          | 32.5% | 26.1%                      | 11.1%    | 9.9%              |                       |                               |
|    |   |   | Percent Positive | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know/No Basis to Judge |
| 28 | *Managers communicate the goals of the organization.  | N |                  | 67             | 169   | 104                        | 57       | 31                | 428                   | 4                             |
|    |   | % | 55.1%            | 16.3%          | 38.8% | 25.1%                      | 12.6%    | 7.3%              |                       |                               |
| 29 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | N |                  | 70             | 143   | 105                        | 64       | 45                | 427                   | 6                             |
|    |   | % | 50.2%            | 17.5%          | 32.7% | 25.9%                      | 13.5%    | 10.5%             |                       |                               |
|    |   |   | Percent Positive | Very Good      | Good  | Fair                       | Poor     | Very Poor         | Item Response Total** | Do Not Know/No Basis to Judge |
| 30 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?        | N |                  | 113            | 107   | 104                        | 45       | 43                | 412                   | 22                            |
|    |   | % | 53.4%            | 27.7%          | 25.7% | 26.3%                      | 10.2%    | 10.2%             |                       |                               |
|    |   |   | Percent Positive | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know/No Basis to Judge |
| 31 | I have a high level of respect for my organization's senior leaders.  | N |                  | 99             | 173   | 97                         | 32       | 28                | 429                   | 4                             |
|    |   | % | 62.3%            | 23.4%          | 38.9% | 23.7%                      | 6.9%     | 7.2%              |                       |                               |
| 32 | Senior leaders demonstrate support for Work-Life programs.  | N |                  | 89             | 157   | 96                         | 25       | 32                | 399                   | 33                            |
|    |   | % | 59.7%            | 22.6%          | 37.1% | 24.4%                      | 6.7%     | 9.2%              |                       |                               |

Core Survey

|    |  |   | Percent Positive | Very Satisfied | Satisfied | Neither Satisfied Nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** | Do Not Know/No Basis to Judge |
|----|--|---|------------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|-------------------------------|
| 33 | *How satisfied are you with your involvement in decisions that affect your work?                                 | N |                  | 64             | 160       | 87                                 | 85           | 36                | 432                   | N/A                           |
|    |  | % | 51.8%            | 15.5%          | 36.2%     | 19.8%                              | 20.2%        | 8.2%              |                       |                               |
| 34 | *How satisfied are you with the information you receive from management on what's going on in your organization? | N |                  | 69             | 162       | 78                                 | 90           | 34                | 433                   | N/A                           |
|    |  | % | 52.9%            | 17.2%          | 35.7%     | 18.2%                              | 21.0%        | 7.9%              |                       |                               |
|    |  |   | Percent Positive | Very Satisfied | Satisfied | Neither Satisfied Nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** | Do Not Know/No Basis to Judge |
| 35 | *How satisfied are you with the recognition you receive for doing a good job?                                    | N |                  | 110            | 149       | 95                                 | 48           | 30                | 432                   | N/A                           |
|    |  | % | 59.2%            | 25.7%          | 33.6%     | 22.6%                              | 11.1%        | 7.1%              |                       |                               |
|    |  |   | Percent Positive | Strongly Agree | Agree     | Neither Agree nor Disagree         | Disagree     | Strongly Disagree | Item Response Total** | Do Not Know/No Basis to Judge |
| 36 | *Considering everything, how satisfied are you with your job?  | N |                  | 126            | 178       | 77                                 | 32           | 18                | 431                   | N/A                           |
|    |  | % | 70.3%            | 28.8%          | 41.5%     | 19.0%                              | 6.8%         | 3.9%              |                       |                               |
| 37 | Considering everything, how satisfied are you with your pay?   | N |                  | 88             | 168       | 63                                 | 82           | 29                | 430                   | N/A                           |
|    |  | % | 57.3%            | 19.6%          | 37.7%     | 15.6%                              | 19.6%        | 7.5%              |                       |                               |
| 38 | *Considering everything, how satisfied are you with your organization?   | N |                  | 86             | 185       | 95                                 | 42           | 24                | 432                   | N/A                           |
|    |  | % | 61.5%            | 20.1%          | 41.5%     | 23.2%                              | 9.4%         | 5.9%              |                       |                               |

\* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

\*\* Unweighted count of responses excluding "Do Not Know"