

## NATIONAL GALLERY OF ART

### 2021 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		80	130	62	42	35	349	N/A
		%	59.5%	23.9%	35.6%	17.2%	12.5%	10.7%		
2	I feel encouraged to come up with new and better ways of doing things.	N		89	124	54	41	42	350	N/A
		%	60.9%	26.5%	34.4%	14.3%	11.8%	13.0%		
3	My work gives me a feeling of personal accomplishment.	N		105	143	46	28	22	344	N/A
		%	71.8%	32.2%	39.7%	13.4%	7.8%	7.1%		
4	I know what is expected of me on the job.	N		120	144	41	28	17	350	N/A
		%	77.9%	37.4%	40.5%	10.4%	7.0%	4.6%		
5	*My workload is reasonable.	N		53	172	58	42	25	350	0
		%	67.1%	16.7%	50.4%	16.8%	9.9%	6.3%		
6	*My talents are used well in the workplace.	N		67	137	51	50	42	347	0
		%	60.2%	20.7%	39.5%	13.5%	14.0%	12.3%		
7	*I know how my work relates to the agency's goals.	N		93	171	36	23	19	342	3
		%	80.4%	28.7%	51.8%	8.6%	5.8%	5.2%		
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		76	117	52	38	51	334	16
		%	58.1%	23.5%	34.6%	15.6%	10.7%	15.6%		

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	*The people I work with cooperate to get the job done.	N		135	147	28	29	11	350	N/A
		%	79.2%	37.8%	41.4%	8.2%	8.8%	3.7%		
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		41	83	84	49	49	306	46
		%	41.6%	14.8%	26.8%	25.1%	16.4%	16.9%		
				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		56	136	16	7	83	352	54
		%		20.7%	46.7%	6.0%	2.1%	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		43	111	79	59	38	330	21
		%	47.3%	14.3%	33.1%	23.4%	17.6%	11.7%		
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		115	157	45	26	6	349	2
		%	76.5%	31.8%	44.7%	13.2%	8.2%	2.1%		
14	Employees in my work unit meet the needs of our customers.	N		145	155	28	8	1	337	13
		%	87.7%	42.6%	45.1%	9.0%	2.8%	0.4%		
15	Employees in my work unit contribute positively to my agency's performance.	N		175	117	37	8	2	339	5
		%	85.3%	50.1%	35.1%	11.1%	3.1%	0.6%		
16	Employees in my work unit produce high-quality work.	N		197	94	44	7	2	344	4
		%	82.1%	55.4%	26.7%	14.9%	2.2%	0.8%		
17	Employees in my work unit adapt to changing priorities.	N		154	113	52	19	4	342	6
		%	76.6%	44.4%	32.2%	15.3%	6.4%	1.6%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
18	Employees in my work unit successfully collaborate.	N		153	111	54	22	7	347	2
		%	75.0%	44.2%	30.9%	15.2%	7.3%	2.4%		
19	Employees in my work unit achieve our goals.	N		153	133	47	7	1	341	10
		%	82.8%	45.6%	37.2%	14.5%	2.3%	0.4%		
20	Employees are recognized for providing high quality products and services.	N		80	128	59	46	27	340	9
		%	60.8%	24.4%	36.4%	17.4%	13.2%	8.6%		
21	Employees are protected from health and safety hazards on the job.	N		92	140	50	31	29	342	7
		%	66.2%	27.9%	38.3%	15.4%	9.3%	9.2%		
22	My agency is successful at accomplishing its mission.	N		96	139	69	18	14	336	15
		%	70.3%	30.3%	40.0%	20.5%	4.9%	4.2%		
23	*I recommend my organization as a good place to work.	N		79	138	67	37	29	350	N/A
		%	63.2%	24.1%	39.1%	18.7%	9.6%	8.5%		
24	*I believe the results of this survey will be used to make my agency a better place to work.	N		50	74	90	47	56	317	32
		%	43.0%	18.5%	24.5%	25.7%	13.6%	17.8%		
25	My supervisor supports my need to balance work and other life issues.	N		165	108	28	20	24	345	2
		%	77.5%	45.7%	31.8%	9.2%	5.8%	7.5%		

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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
26	My supervisor is committed to a workforce representative of all segments of society.	N		145	109	34	23	21	332	16
		%	73.7%	41.9%	31.8%	11.3%	7.4%	7.6%		
27	Supervisors in my work unit support employee development.	N		138	107	43	27	27	342	5
		%	69.8%	39.2%	30.6%	13.0%	8.0%	9.2%		
28	My supervisor listens to what I have to say.	N		157	118	33	22	17	347	N/A
		%	78.0%	43.9%	34.1%	10.2%	6.4%	5.4%		
29	My supervisor treats me with respect.	N		182	109	26	11	20	348	N/A
		%	83.4%	51.1%	32.3%	7.4%	3.0%	6.2%		
30	I have trust and confidence in my supervisor.	N		151	90	53	27	24	345	N/A
		%	68.9%	42.2%	26.7%	15.3%	7.7%	8.0%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
31	Overall, how good a job do you feel is being done by your immediate supervisor?	N		174	88	56	12	19	349	N/A
		%	74.6%	48.6%	26.0%	16.2%	3.8%	5.4%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		52	95	82	62	55	346	1
		%	44.2%	17.6%	26.5%	23.7%	16.2%	15.9%		
33	My organization's senior leaders maintain high standards of honesty and integrity.	N		66	110	68	42	42	328	17
		%	52.7%	21.9%	30.9%	21.0%	13.0%	13.3%		
34	*Managers communicate the goals of the organization.	N		60	126	72	45	43	346	0
		%	54.7%	19.5%	35.2%	20.6%	12.3%	12.5%		
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		59	107	63	67	44	340	4
		%	49.5%	20.1%	29.5%	19.3%	18.2%	12.9%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		92	88	78	39	32	329	16
		%	55.5%	30.1%	25.4%	23.5%	11.4%	9.7%		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
37	I have a high level of respect for my organization's senior leaders.	N		72	109	87	43	33	344	1
		%	54.2%	23.8%	30.4%	24.4%	12.2%	9.2%		
38	Senior leaders demonstrate support for Work-Life programs.	N		62	92	89	42	39	324	20
		%	49.2%	21.3%	27.9%	26.5%	12.2%	12.0%		

Core Survey

			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/No Basis to Judge
39	*How satisfied are you with your involvement in decisions that affect your work?	N		52	108	76	67	38	341	N/A
		%	49.0%	16.7%	32.3%	22.0%	17.5%	11.6%		
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	N		51	99	66	83	38	337	N/A
		%	47.3%	17.4%	29.9%	18.6%	22.8%	11.2%		
41	*How satisfied are you with the recognition you receive for doing a good job?	N		80	125	64	29	41	339	N/A
		%	60.3%	25.4%	34.9%	18.4%	8.3%	13.0%		
42	*Considering everything, how satisfied are you with your job?	N		81	137	57	38	26	339	N/A
		%	66.0%	26.1%	39.8%	16.4%	10.5%	7.2%		
43	Considering everything, how satisfied are you with your pay?	N		51	138	60	61	28	338	N/A
		%	53.3%	16.2%	37.1%	17.2%	19.9%	9.6%		
44	*Considering everything, how satisfied are you with your organization?	N		69	120	77	38	36	340	N/A
		%	57.0%	23.0%	33.9%	22.0%	10.9%	10.1%		

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

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