

NATIONAL GALLERY OF ART

2022 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Federal Fund Employees

			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		96	164	83	34	38	415	N/A
		%	62.9%	23.4%	39.5%	19.2%	7.8%	10.1%		
2	I feel encouraged to come up with new and better ways of doing things.	N		97	161	75	44	34	411	N/A
		%	64.6%	24.8%	39.8%	16.7%	10.1%	8.6%		
3	My work gives me a feeling of personal accomplishment.	N		109	191	63	27	20	410	N/A
		%	72.7%	26.6%	46.1%	15.8%	6.5%	5.1%		
4	I know what is expected of me on the job.	N		105	225	37	27	15	409	N/A
		%	81.9%	27.6%	54.3%	8.6%	5.9%	3.5%		
5	My workload is reasonable.	N		81	173	57	63	38	412	N/A
		%	63.9%	21.5%	42.4%	13.4%	16.0%	8.7%		
6	My talents are used well in the workplace.	N		81	155	80	50	39	405	N/A
		%	59.0%	21.2%	37.8%	19.4%	11.5%	10.1%		
7	I know how my work relates to the agency's goals.	N		117	200	54	28	14	413	N/A
		%	77.6%	29.5%	48.0%	12.5%	6.5%	3.4%		
8	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		70	152	63	45	53	383	31
		%	58.9%	18.6%	40.3%	15.9%	11.7%	13.5%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
9	I have enough information to do my job well.	N		90	202	64	45	14	415	N/A
		%	71.8%	23.5%	48.3%	14.9%	10.0%	3.3%		
10	I receive the training I need to do my job well.	N		71	185	99	42	19	416	N/A
		%	62.5%	18.2%	44.3%	22.7%	9.8%	5.0%		
11	I am held accountable for the quality of work I produce.	N		127	229	45	9	6	416	N/A
		%	85.9%	31.6%	54.3%	10.6%	2.1%	1.5%		
12	Continually changing work priorities make it hard for me to produce high quality work*	N		53	114	116	93	30	406	9
		%	30.8%	12.8%	27.5%	28.9%	23.3%	7.6%		
13	I have a clear idea of how well I am doing my job.	N		83	207	78	33	14	415	N/A
		%	71.1%	21.7%	49.4%	18.0%	7.5%	3.4%		
14	The people I work with cooperate to get the job done.	N		138	179	56	29	13	415	N/A
		%	76.0%	32.8%	43.2%	14.1%	6.4%	3.5%		
				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
15	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		59	161	26	23	113	345	70
		%		17.1%	46.7%	7.5%	6.7%	32.8%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
16	In my work unit, differences in performance are recognized in a meaningful way.	N		30	105	105	83	56	379	36
		%	37.7%	8.9%	28.8%	26.8%	20.6%	14.9%		
17	Employees in my work unit share job knowledge.	N		97	206	44	42	19	408	6
		%	73.0%	23.7%	49.3%	11.7%	10.3%	4.9%		
18	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		116	194	60	26	15	411	4
		%	75.8%	28.3%	47.5%	14.2%	6.0%	4.0%		
19	Employees in my work unit meet the needs of our customers.	N		177	174	28	9	2	390	19
		%	89.2%	46.2%	43.0%	7.6%	2.7%	0.6%		
20	Employees in my work unit contribute positively to my agency's performance.	N		193	154	31	10	3	391	15
		%	87.3%	49.0%	38.4%	9.0%	2.7%	0.9%		
21	Employees in my work unit produce high-quality work.	N		190	154	43	10	5	402	7
		%	83.9%	46.6%	37.3%	11.9%	2.7%	1.6%		
22	Employees in my work unit adapt to changing priorities.	N		153	153	62	22	7	397	10
		%	76.6%	39.6%	37.0%	15.1%	6.0%	2.2%		
23	New hires in my work unit have the right skills to do their jobs.	N		66	138	93	21	13	331	84
		%	60.1%	18.8%	41.3%	28.8%	6.6%	4.5%		
24	I can influence decisions in my work unit.	N		64	182	92	49	28	415	N/A
		%	58.2%	15.8%	42.4%	22.5%	12.2%	7.1%		
25	I know what my work unit's goals are.	N		104	219	55	27	11	416	N/A
		%	78.5%	26.6%	51.9%	12.7%	6.0%	2.7%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N		58	155	101	54	33	401	14
		%	52.9%	15.0%	37.9%	24.9%	13.6%	8.6%		
27	My work unit successfully manages disruptions to our work.	N		69	201	78	33	22	403	12
		%	66.5%	18.0%	48.5%	19.8%	7.8%	5.8%		
28	Employees in my work unit consistently look for new ways to improve how they do their work.	N		64	195	83	48	19	409	6
		%	62.3%	15.8%	46.5%	20.7%	11.7%	5.3%		
29	Employees in my work unit incorporate new ideas into their work.	N		58	202	84	40	18	402	6
		%	63.8%	14.6%	49.2%	21.2%	10.1%	5.0%		
30	Employees in my work unit approach change as an opportunity.	N		53	150	117	56	24	400	8
		%	51.3%	14.2%	37.1%	28.1%	14.2%	6.4%		
31	Employees in my work unit consider customer needs a top priority.	N		121	166	72	21	15	395	11
		%	72.9%	32.5%	40.4%	18.1%	4.8%	4.1%		
32	Employees in my work unit consistently look for ways to improve customer service.	N		82	166	92	33	23	396	13
		%	63.1%	21.9%	41.2%	21.9%	8.7%	6.3%		
33	Employees in my work unit support my need to balance my work and personal responsibilities.	N		96	175	69	34	32	406	2
		%	66.2%	24.1%	42.1%	17.2%	8.1%	8.5%		
34	Employees in my work unit are typically under too much pressure to meet work goals.	N		38	71	120	136	42	407	5
		%	45.1%	8.8%	17.4%	28.7%	34.0%	11.1%		
35	Employees are recognized for providing high quality products and services.	N		58	149	105	46	44	402	10
		%	51.7%	15.5%	36.1%	25.9%	11.1%	11.4%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
36	Employees are protected from health and safety hazards on the job.	N		81	188	60	34	26	389	24
		%	67.9%	20.9%	47.0%	16.5%	8.6%	7.0%		
37	My organization is successful at accomplishing its mission.	N		96	189	74	25	16	400	13
		%	71.6%	25.1%	46.4%	18.3%	6.1%	4.1%		
38	I have a good understanding of my organization's priorities.	N		88	191	59	46	27	411	N/A
		%	69.4%	22.9%	46.5%	14.3%	10.0%	6.3%		
39	My organization effectively adapts to changing government priorities.	N		54	147	109	31	24	365	48
		%	56.1%	15.9%	40.2%	28.5%	8.3%	7.2%		
40	My organization has prepared me for potential security threats.	N		57	166	95	51	36	405	7
		%	55.6%	15.3%	40.3%	23.1%	12.2%	9.0%		
41	My organization has prepared me for potential cybersecurity threats.	N		92	243	39	18	14	406	4
		%	81.2%	23.9%	57.3%	10.5%	4.4%	3.9%		
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N		44	112	91	73	63	383	28
		%	41.6%	12.6%	29.0%	24.5%	17.9%	16.0%		
43	I recommend my organization as a good place to work.	N		74	172	97	33	33	409	N/A
		%	60.4%	18.8%	41.6%	23.7%	8.1%	7.8%		
44	I believe the results of this survey will be used to make my agency a better place to work.	N		49	102	87	62	75	375	37
		%	41.8%	14.0%	27.8%	23.3%	14.8%	20.1%		
45	My supervisor is committed to a workforce representative of all segments of society.	N		123	160	72	13	21	389	21
		%	72.2%	31.7%	40.5%	18.6%	3.4%	5.8%		
46	Supervisors in my work unit support employee development.	N		119	164	60	30	32	405	5
		%	69.6%	29.8%	39.8%	14.5%	7.2%	8.7%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
47	My supervisor supports my need to balance work and other life issues.	N		173	148	49	19	19	408	N/A
		%	78.0%	41.9%	36.2%	12.4%	4.5%	5.1%		
48	My supervisor listens to what I have to say.	N		173	140	44	29	20	406	N/A
		%	77.4%	42.5%	34.9%	10.2%	7.5%	4.9%		
49	My supervisor treats me with respect.	N		189	142	40	21	20	412	N/A
		%	80.5%	45.6%	34.9%	9.9%	4.8%	4.8%		
50	I have trust and confidence in my supervisor.	N		167	118	58	28	34	405	N/A
		%	70.5%	41.4%	29.1%	15.0%	6.2%	8.3%		
51	My supervisor holds me accountable for achieving results.	N		163	180	45	8	12	408	N/A
		%	83.3%	40.3%	43.0%	11.5%	1.9%	3.2%	5.1%	
			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		188	115	62	26	20	411	N/A
		%	74.0%	45.7%	28.3%	15.0%	6.1%	4.9%		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
53	My supervisor provides me with constructive suggestions to improve my job performance.	N		110	160	76	42	23	411	N/A
		%	66.7%	28.1%	38.5%	18.2%	9.5%	5.6%		
54	My supervisor provides me with performance feedback throughout the year.	N		120	161	65	34	28	408	3
		%	69.5%	30.5%	39.0%	15.2%	8.1%	7.2%		

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	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		50	104	104	77	60	395	14
		%	40.7%	14.1%	26.6%	26.2%	18.6%	14.5%		
56	My organization's senior leaders maintain high standards of honesty and integrity.	N		65	127	95	40	46	373	31
		%	51.6%	19.0%	32.6%	25.1%	11.1%	12.2%		
57	Managers communicate the goals of the organization.	N		60	167	87	43	41	398	7
		%	58.0%	16.9%	41.2%	21.5%	9.9%	10.6%		
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		60	139	89	53	52	393	12
		%	52.5%	16.8%	35.7%	22.2%	12.6%	12.8%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		101	126	76	43	44	390	18
		%	59.2%	27.4%	31.8%	18.8%	10.6%	11.4%		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
60	I have a high level of respect for my organization's senior leaders.	N		75	151	97	39	37	399	5
		%	58.2%	20.4%	37.8%	23.7%	8.8%	9.4%		
61	Senior leaders demonstrate support for Work-Life programs.	N		60	131	94	40	40	365	37
		%	53.3%	17.4%	35.9%	25.4%	10.0%	11.4%		
62	Management encourages innovation.	N		51	140	114	44	38	387	15
		%	50.1%	14.3%	35.8%	28.9%	10.8%	10.2%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
63	Management makes effective changes to address challenges facing our organization.	N		45	131	113	51	44	384	15
		%	47.9%	13.2%	34.7%	28.0%	12.6%	11.5%		
64	Management involves employees in decisions that affect their work.	N		41	102	100	74	72	389	15
		%	38.9%	12.0%	27.0%	25.0%	18.1%	18.0%		
			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/No Basis to Judge
65	How satisfied are you with your involvement in decisions that affect your work?	N		47	130	96	86	44	403	N/A
		%	46.0%	12.7%	33.3%	22.9%	20.3%	10.8%		
66	How satisfied are you with the information you receive from management on what's going on in your organization?	N		50	137	91	75	49	402	N/A
		%	48.4%	14.1%	34.3%	22.1%	17.5%	12.0%		
67	How satisfied are you with the recognition you receive for doing a good job?	N		59	158	81	63	39	400	N/A
		%	55.2%	16.2%	39.0%	19.5%	15.3%	10.1%		
68	Considering everything, how satisfied are you with your job?	N		81	185	70	37	26	399	N/A
		%	67.5%	21.5%	46.0%	17.4%	8.4%	6.7%		
69	Considering everything, how satisfied are you with your pay?	N		52	157	86	64	40	399	N/A
		%	50.9%	13.2%	37.8%	21.4%	16.5%	11.2%		
70	Considering everything, how satisfied are you with your organization?	N		66	160	90	45	38	399	N/A
		%	57.6%	18.1%	39.6%	22.1%	10.7%	9.6%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	N		81	163	82	32	22	380	25
		%	63.8%	22.2%	41.7%	21.3%	8.3%	6.5%		
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	N		103	160	80	17	23	383	22
		%	67.8%	27.1%	40.7%	21.2%	4.5%	6.5%		
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	N		66	154	70	49	49	388	14
		%	56.9%	17.6%	39.3%	18.0%	12.4%	12.7%		
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	N		80	146	77	34	41	378	26
		%	60.3%	22.2%	38.1%	19.2%	9.2%	11.4%		
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	N		70	126	87	39	48	370	32
		%	54.1%	19.9%	34.1%	22.4%	10.7%	12.8%		
76	Employees in my work unit treat me as a valued member of the team.	N		127	178	50	23	20	398	2
		%	75.6%	31.5%	44.1%	13.1%	5.9%	5.4%		
77	Employees in my work unit make me feel I belong.	N		120	180	57	20	25	402	0
		%	73.7%	29.3%	44.5%	14.3%	5.3%	6.7%		
78	Employees in my work unit care about me as a person.	N		122	168	60	18	25	393	6
		%	73.0%	30.9%	42.1%	15.6%	4.7%	6.7%		
79	I am comfortable expressing opinions that are different from other employees in my work unit.	N		79	190	68	32	28	397	3
		%	68.5%	21.4%	47.1%	16.1%	8.1%	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
80	In my work unit, people's differences are respected.	N		75	199	71	23	28	396	4
		%	68.8%	19.6%	49.2%	17.6%	5.9%	7.7%		
81	I can be successful in my organization being myself.	N		88	177	74	29	30	398	1
		%	66.6%	23.1%	43.6%	18.3%	6.9%	8.2%		
82	I can easily make a request of my organization to meet my accessibility needs.	N		51	88	43	20	22	224	176
		%	61.9%	23.1%	38.9%	18.9%	9.2%	10.0%		
83	My organization responds to my accessibility needs in a timely manner.	N		48	75	56	17	21	217	182
		%	56.8%	22.5%	34.3%	25.8%	7.5%	9.9%		
84	My organization meets my accessibility needs.	N		50	81	50	17	23	221	177
		%	58.7%	23.0%	35.7%	22.9%	7.6%	10.8%		
85	My job inspires me.	N		82	157	92	40	28	399	N/A
		%	60.2%	21.3%	38.9%	23.2%	9.2%	7.5%		
86	The work I do gives me a sense of accomplishment.	N		104	179	72	22	20	397	N/A
		%	70.9%	26.5%	44.4%	18.9%	4.7%	5.4%		
87	I feel a strong personal attachment to my organization.	N		97	144	95	34	30	400	N/A
		%	61.2%	24.6%	36.6%	23.6%	7.8%	7.5%		
88	I identify with the mission of my organization.	N		96	194	77	19	11	397	N/A
		%	73.5%	25.2%	48.4%	18.5%	4.9%	3.0%		
89	It is important to me that my work contribute to the common good.	N		184	179	26	0	8	397	N/A
		%	90.6%	45.9%	44.8%	7.0%	0.0%	2.4%		

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