

NATIONAL GALLERY OF ART

2018 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		121	200	88	63	46	518	N/A
		%	61.0%	22.8%	38.3%	17.2%	12.6%	9.1%		
2	I have enough information to do my job well.	N		119	246	81	50	20	516	N/A
		%	70.6%	23.1%	47.5%	15.6%	9.8%	4.0%		
3	I feel encouraged to come up with new and better ways of doing things.	N		121	204	70	66	55	516	N/A
		%	62.2%	22.7%	39.5%	13.7%	13.3%	10.9%		
4	My work gives me a feeling of personal accomplishment.	N		174	217	62	30	32	515	N/A
		%	75.4%	33.3%	42.1%	12.3%	6.1%	6.2%		
5	I like the kind of work I do.	N		226	215	53	13	10	517	N/A
		%	84.9%	43.1%	41.7%	10.3%	2.7%	2.1%		
6	I know what is expected of me on the job.	N		191	230	51	25	17	514	N/A
		%	81.9%	37.4%	44.6%	9.8%	4.8%	3.4%		
7	When needed I am willing to put in the extra effort to get a job done.	N		325	168	13	5	6	517	N/A
		%	95.1%	61.9%	33.3%	2.7%	1.0%	1.2%		
8	I am constantly looking for ways to do my job better.	N		239	235	35	3	5	517	N/A
		%	91.4%	45.8%	45.5%	7.1%	0.5%	1.0%		
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	N		103	211	89	79	34	516	3
		%	60.6%	19.9%	40.7%	17.4%	15.4%	6.7%		
10	*My workload is reasonable.	N		83	261	82	62	27	515	0
		%	67.0%	16.3%	50.7%	15.8%	11.8%	5.4%		
11	*My talents are used well in the workplace.	N		93	225	73	65	54	510	5
		%	61.6%	18.0%	43.6%	14.5%	13.1%	10.9%		
12	*I know how my work relates to the agency's goals.	N		168	268	44	20	14	514	4
		%	84.5%	32.2%	52.3%	8.9%	3.9%	2.8%		
13	The work I do is important.	N		224	230	49	3	8	514	0
		%	88.3%	43.2%	45.1%	9.6%	0.6%	1.6%		
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		150	232	56	54	25	517	1
		%	73.7%	28.7%	45.0%	10.9%	10.5%	4.9%		
15	My performance appraisal is a fair reflection of my performance.	N		137	223	70	38	34	502	14
		%	70.8%	26.8%	43.9%	14.1%	8.0%	7.1%		
16	I am held accountable for achieving results.	N		138	283	66	15	14	516	2
		%	81.2%	26.4%	54.8%	13.1%	2.8%	2.9%		

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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
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		104	185	86	47	67	489	28
		%	59.0%	20.6%	38.3%	17.7%	9.6%	13.7%		
18	My training needs are assessed.	N		65	182	133	76	53	509	7
		%	48.4%	12.6%	35.8%	26.2%	14.8%	10.5%		
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		131	210	73	51	32	497	21
		%	68.3%	26.3%	42.0%	14.4%	10.6%	6.7%		
20	*The people I work with cooperate to get the job done.	N		152	228	71	40	22	513	N/A
		%	73.5%	29.2%	44.4%	14.3%	8.0%	4.2%		
21	My work unit is able to recruit people with the right skills.	N		87	205	123	64	29	508	10
		%	56.4%	16.5%	39.9%	25.0%	12.8%	5.8%		
22	Promotions in my work unit are based on merit.	N		58	133	129	81	81	482	32
		%	38.4%	11.8%	26.6%	27.4%	16.9%	17.2%		
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		37	142	138	84	80	481	34
		%	37.1%	7.8%	29.2%	29.0%	17.3%	16.7%		
24	*In my work unit, differences in performance are recognized in a meaningful way.	N		39	138	156	81	71	485	25
		%	36.5%	8.2%	28.3%	32.1%	16.8%	14.6%		
25	Awards in my work unit depend on how well employees perform their jobs.	N		58	158	122	69	75	482	33
		%	44.3%	12.0%	32.2%	25.5%	14.4%	15.9%		
26	Employees in my work unit share job knowledge with each other.	N		114	240	84	47	27	512	6
		%	68.2%	21.6%	46.5%	16.8%	9.5%	5.5%		
27	The skill level in my work unit has improved in the past year.	N		93	195	132	44	33	497	20
		%	57.4%	18.5%	39.0%	26.7%	8.9%	6.9%		
28	How would you rate the overall quality of work done by your work unit?	N		278	166	59	6	9	518	N/A
		%	84.7%	51.9%	32.8%	12.2%	1.2%	1.9%		
29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		205	220	54	28	10	517	2
		%	81.7%	38.5%	43.2%	10.7%	5.6%	2.1%		
30	Employees have a feeling of personal empowerment with respect to work processes.	N		58	191	107	95	57	508	10
		%	48.7%	10.9%	37.7%	21.2%	18.8%	11.3%		
31	Employees are recognized for providing high quality products and services.	N		70	206	106	77	50	509	7
		%	54.0%	13.5%	40.5%	20.8%	15.2%	10.0%		
32	Creativity and innovation are rewarded.	N		58	136	148	87	68	497	16
		%	38.6%	11.5%	27.1%	29.9%	17.7%	13.8%		

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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
33	Pay raises depend on how well employees perform their jobs.	N		34	100	128	108	99	469	43
		%	28.1%	7.2%	21.0%	27.0%	23.6%	21.3%		
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		69	171	149	47	51	487	27
		%	49.2%	14.2%	35.0%	30.7%	9.6%	10.5%		
35	Employees are protected from health and safety hazards on the job.	N		98	265	97	23	19	502	14
		%	72.3%	19.4%	52.9%	19.1%	4.6%	4.0%		
36	My organization has prepared employees for potential security threats.	N		83	243	95	54	30	505	5
		%	64.0%	16.7%	47.3%	18.8%	10.8%	6.4%		
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		78	188	101	57	65	489	24
		%	54.1%	15.5%	38.5%	20.8%	11.7%	13.5%		
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		87	213	95	30	35	460	54
		%	64.5%	18.4%	46.1%	21.2%	6.7%	7.6%		
39	My agency is successful at accomplishing its mission.	N		145	259	71	12	19	506	9
		%	79.3%	28.3%	51.1%	14.2%	2.5%	4.0%		
40	*I recommend my organization as a good place to work.	N		154	203	86	38	30	511	N/A
		%	69.5%	29.5%	40.0%	17.0%	7.5%	6.1%		
41	*I believe the results of this survey will be used to make my agency a better place to work.	N		80	139	115	70	72	476	36
		%	46.5%	17.1%	29.4%	23.3%	14.7%	15.6%		
42	My supervisor supports my need to balance work and other life issues.	N		213	192	48	30	27	510	4
		%	78.5%	40.9%	37.5%	9.8%	6.3%	5.4%		
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	N		164	181	71	46	47	509	4
		%	67.1%	31.5%	35.6%	14.3%	9.5%	9.1%		
44	Discussions with my supervisor about my performance are worthwhile.	N		145	185	80	52	44	506	7
		%	65.0%	28.4%	36.7%	15.6%	10.8%	8.6%		
45	My supervisor is committed to a workforce representative of all segments of society.	N		143	184	97	28	31	483	30
		%	67.2%	28.9%	38.3%	20.4%	5.8%	6.6%		
46	My supervisor provides me with constructive suggestions to improve my job performance.	N		134	192	92	50	44	512	1
		%	63.5%	25.5%	38.0%	18.0%	9.8%	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	Supervisors in my work unit support employee development.	N		136	194	80	48	46	504	9
		%	64.9%	26.4%	38.5%	16.1%	9.7%	9.2%		
48	My supervisor listens to what I have to say.	N		198	205	49	33	24	509	N/A
		%	78.6%	38.2%	40.5%	10.0%	6.5%	4.9%		
49	My supervisor treats me with respect.	N		227	186	42	26	29	510	N/A
		%	80.7%	43.6%	37.1%	8.3%	5.1%	5.8%		
50	In the last six months, my supervisor has talked with me about my performance.	N		177	201	52	55	26	511	N/A
		%	73.8%	34.1%	39.8%	10.2%	10.8%	5.2%		
51	I have trust and confidence in my supervisor.	N		187	176	64	41	41	509	N/A
		%	70.6%	35.9%	34.7%	13.2%	8.1%	8.1%		
			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		236	139	79	33	24	511	N/A
		%	72.8%	45.1%	27.7%	16.0%	6.4%	4.8%		
			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		65	145	123	89	82	504	10
		%	41.4%	13.2%	28.3%	24.6%	17.8%	16.2%		
54	My organization's senior leaders maintain high standards of honesty and integrity.	N		73	172	111	60	65	481	32
		%	50.7%	15.0%	35.7%	23.2%	12.6%	13.5%		
55	Supervisors work well with employees of different backgrounds.	N		74	225	101	41	38	479	34
		%	62.2%	15.4%	46.9%	21.1%	8.7%	8.0%		
56	*Managers communicate the goals of the organization.	N		72	220	100	60	51	503	9
		%	58.1%	14.3%	43.9%	20.1%	11.5%	10.2%		
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		64	193	130	50	43	480	34
		%	53.4%	13.1%	40.3%	27.3%	10.2%	9.0%		
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		73	190	105	63	63	494	16
		%	53.6%	14.7%	38.9%	21.1%	12.6%	12.7%		
59	Managers support collaboration across work units to accomplish work objectives.	N		75	220	99	53	51	498	11
		%	59.2%	15.1%	44.1%	19.9%	10.6%	10.3%		

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			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		128	149	131	37	46	491	22
		%	55.8%	25.7%	30.1%	27.2%	7.4%	9.6%		
			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		114	150	132	61	52	509	5
		%	52.2%	22.4%	29.8%	25.8%	11.8%	10.2%		
62	Senior leaders demonstrate support for Work/Life programs.	N		84	165	129	51	36	465	46
		%	53.2%	18.1%	35.1%	27.9%	11.3%	7.6%		
			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Satisfied	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	193	108	97	37	511	N/A
		%	51.8%	14.8%	37.0%	21.8%	19.3%	7.1%		
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	N		70	170	115	107	49	511	N/A
		%	46.8%	13.7%	33.1%	23.1%	20.5%	9.5%		
65	*How satisfied are you with the recognition you receive for doing a good job?	N		87	187	113	77	44	508	N/A
		%	53.3%	17.0%	36.3%	22.4%	15.5%	8.8%		
66	How satisfied are you with the policies and practices of your senior leaders?	N		61	167	140	89	50	507	N/A
		%	44.9%	12.0%	32.9%	28.0%	17.1%	9.9%		
67	How satisfied are you with your opportunity to get a better job in your organization?	N		58	131	158	95	67	509	N/A
		%	37.1%	11.2%	25.9%	30.7%	19.0%	13.2%		
68	How satisfied are you with the training you receive for your present job?	N		66	227	107	74	33	507	N/A
		%	57.5%	12.8%	44.7%	21.0%	14.6%	6.9%		
69	*Considering everything, how satisfied are you with your job?	N		128	239	79	35	29	510	N/A
		%	71.4%	24.5%	46.9%	15.8%	7.1%	5.7%		
70	Considering everything, how satisfied are you with your pay?	N		87	185	89	93	53	507	N/A
		%	52.4%	16.5%	35.9%	17.6%	19.1%	11.0%		
71	*Considering everything, how satisfied are you with your organization?	N		104	218	88	63	34	507	N/A
		%	62.9%	20.0%	42.9%	17.8%	12.6%	6.8%		