

**Nuclear Regulatory Commission
OPM FEVS AES Report**

Agency Information

Field Period	May 31 - Jul 15, 2022
Sample or Census	Census
Number of Surveys Completed	1,889
Number of Surveys Administered	2,674
Response Rate	70.6%
Number of items identified as Strengths (65% positive or higher)	69
Number of items identified as challenges (35% negative or higher)	0
2022 Engagement Index	76%
Leaders Lead Subindex	63%
Supervisors Subindex	87%
Intrinsic Work Experience Subindex	78%

Notes: Number of items identified as strengths and challenges are based on items 1-89, excluding items 12, 15, and 34. Items 12 and 34 are negatively worded and while the results for these items are shown in the Core Q1-14, 16-89 tab, they should be interpreted with caution as these items have been flagged for review for 2023.

A "—" indicates that there were no responses to the item.

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	75.4%	30.6%	44.8%	12.7%	8.6%	3.3%	11.9%	578	846	240	161	61	1,886	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	71.1%	29.6%	41.5%	14.0%	9.6%	5.3%	14.9%	551	779	263	179	96	1,868	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	75.7%	31.2%	44.5%	13.3%	7.6%	3.4%	11.0%	580	832	246	142	62	1,862	N/A
4	I know what is expected of me on the job.	Agree-disagree	84.7%	36.1%	48.6%	8.1%	5.1%	2.1%	7.2%	671	912	149	94	40	1,866	N/A
5	*My workload is reasonable.	Agree-disagree	65.7%	19.7%	46.0%	13.0%	13.2%	8.1%	21.2%	367	863	247	250	153	1,880	N/A
6	*My talents are used well in the workplace.	Agree-disagree	67.1%	22.8%	44.3%	14.7%	11.8%	6.4%	18.3%	425	832	270	221	117	1,865	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	89.2%	43.7%	45.5%	6.8%	2.5%	1.4%	4.0%	825	856	130	48	26	1,885	N/A
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	77.0%	40.3%	36.7%	11.0%	6.5%	5.5%	12.0%	731	666	194	118	97	1,806	80
9	I have enough information to do my job well.	Agree-disagree	82.6%	29.6%	53.1%	9.9%	5.3%	2.2%	7.5%	556	1,002	187	100	42	1,887	N/A
10	I receive the training I need to do my job well.	Agree-disagree	74.1%	26.9%	47.2%	15.8%	7.9%	2.2%	10.1%	505	897	295	147	43	1,887	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	89.1%	35.2%	54.0%	7.5%	1.9%	1.4%	3.3%	657	1,025	143	37	26	1,888	N/A
12	Continually changing work priorities make it hard for me to produce high quality work. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.)	Agree-disagree, negatively worded	39.2%	14.3%	23.2%	23.4%	31.2%	8.0%	37.5%	261	425	435	583	149	1,853	33
13	I have a clear idea of how well I am doing my job.	Agree-disagree	79.9%	26.2%	53.7%	11.8%	5.6%	2.7%	8.3%	491	1,013	224	108	50	1,886	N/A
14	*The people I work with cooperate to get the job done.	Agree-disagree	88.6%	49.3%	39.3%	6.2%	4.0%	1.1%	5.2%	937	740	114	75	22	1,888	N/A
16	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	52.5%	13.6%	38.9%	25.1%	13.7%	8.7%	22.4%	225	644	410	227	140	1,646	236
17	Employees in my work unit share job knowledge.	Agree-disagree	86.6%	41.5%	45.1%	7.0%	4.6%	1.9%	6.5%	785	839	130	86	34	1,874	14
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	85.5%	37.0%	48.5%	6.3%	5.7%	2.5%	8.2%	692	909	118	105	47	1,871	17
19	Employees in my work unit meet the needs of our customers.	Always-never	91.3%	43.4%	47.9%	7.6%	1.0%	0.2%	1.1%	775	865	135	18	3	1,796	76
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	91.7%	53.5%	38.2%	6.9%	1.1%	0.3%	1.4%	970	694	125	20	5	1,814	43
21	Employees in my work unit produce high-quality work.	Always-never	89.0%	46.6%	42.4%	9.6%	1.4%	0.0%	1.5%	851	777	177	26	1	1,832	37
22	Employees in my work unit adapt to changing priorities.	Always-never	85.0%	42.9%	42.1%	11.6%	2.7%	0.7%	3.4%	777	770	212	49	13	1,821	46
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	67.3%	20.8%	46.5%	21.7%	6.9%	4.1%	11.0%	311	702	319	105	61	1,498	389
24	I can influence decisions in my work unit.	Agree-disagree	72.8%	25.3%	47.5%	15.9%	7.5%	3.8%	11.3%	484	896	294	141	71	1,886	N/A
25	I know what my work unit's goals are.	Agree-disagree	86.7%	37.1%	49.6%	7.7%	4.1%	1.5%	5.6%	705	929	145	77	28	1,884	N/A
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	61.8%	17.8%	44.0%	20.0%	12.0%	6.2%	18.2%	320	783	360	214	110	1,787	97
27	My work unit successfully manages disruptions to our work.	Agree-disagree	73.7%	24.3%	49.5%	16.1%	7.0%	3.1%	10.2%	441	901	293	128	57	1,820	67
28	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	71.0%	21.5%	49.6%	18.6%	8.2%	2.2%	10.3%	386	891	337	147	39	1,800	78
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	72.7%	21.3%	51.4%	18.5%	6.5%	2.3%	8.8%	383	933	332	118	41	1,807	54
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	58.1%	16.6%	41.6%	27.4%	10.7%	3.7%	14.4%	295	740	494	194	67	1,790	71
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	77.1%	31.3%	45.8%	17.3%	4.2%	1.5%	5.7%	555	808	306	74	26	1,769	89
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	66.0%	23.3%	42.7%	25.3%	6.7%	2.0%	8.7%	408	748	440	116	35	1,747	115
33	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	81.6%	39.4%	42.2%	10.3%	5.2%	2.9%	8.1%	726	773	186	97	52	1,834	22
34	Employees in my work unit are typically under too much pressure to meet work goals. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.)	Agree-disagree, negatively worded	48.8%	8.4%	16.7%	26.1%	37.2%	11.6%	25.1%	152	298	468	678	212	1,808	66
35	Employees are recognized for providing high quality products and services.	Agree-disagree	72.8%	21.6%	51.3%	13.1%	8.8%	5.2%	14.1%	398	943	240	164	94	1,839	38
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	71.3%	35.0%	36.3%	11.9%	9.7%	7.1%	16.8%	645	670	220	178	128	1,841	34
37	My organization is successful at accomplishing its mission.	Agree-disagree	85.7%	35.0%	50.6%	9.5%	3.3%	1.6%	4.9%	651	933	173	61	30	1,848	28
38	I have a good understanding of my organization's priorities.	Agree-disagree	77.8%	30.1%	47.7%	12.4%	7.0%	2.7%	9.8%	570	889	231	135	49	1,874	N/A
39	My organization effectively adapts to changing government priorities.	Agree-disagree	64.4%	19.7%	44.7%	22.2%	8.1%	5.2%	13.4%	355	808	402	149	93	1,807	70
40	My organization has prepared me for potential physical security threats.	Agree-disagree	68.5%	22.1%	46.5%	18.2%	9.7%	3.6%	13.3%	402	853	330	177	63	1,825	43
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	89.2%	32.7%	56.5%	7.2%	2.8%	0.9%	3.7%	599	1,051	133	50	16	1,849	20
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	53.7%	19.0%	34.7%	21.8%	13.5%	11.1%	24.6%	331	599	367	229	188	1,714	154
43	*I recommend my organization as a good place to work.	Agree-disagree	66.5%	27.9%	38.6%	17.4%	10.5%	5.6%	16.1%	526	718	325	196	104	1,869	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	45.6%	14.6%	31.1%	23.4%	15.5%	15.4%	31.0%	259	554	420	282	276	1,791	77

45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	86.9%	48.5%	38.4%	8.6%	2.5%	2.0%	4.5%	844	667	148	43	33	1,735	125
46	Supervisors in my work unit support employee development.	Agree-disagree	88.6%	52.3%	36.3%	6.6%	2.7%	2.1%	4.8%	962	665	121	50	38	1,836	29
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	91.6%	64.8%	26.9%	4.5%	2.6%	1.3%	3.8%	1,206	497	86	47	23	1,859	N/A
48	My supervisor listens to what I have to say.	Agree-disagree	88.1%	57.8%	30.3%	6.1%	3.4%	2.4%	5.7%	1,069	562	113	64	43	1,851	N/A
49	My supervisor treats me with respect.	Agree-disagree	90.9%	63.0%	27.9%	4.7%	2.7%	1.7%	4.4%	1,175	517	89	49	31	1,861	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	83.1%	54.2%	29.0%	8.6%	4.7%	3.5%	8.2%	1,006	531	160	89	64	1,850	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	91.8%	53.1%	38.7%	6.1%	1.5%	0.6%	2.1%	987	720	114	28	11	1,860	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	84.6%	60.0%	24.6%	10.0%	3.3%	2.1%	5.4%	1,117	459	187	61	39	1,863	N/A
53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	78.2%	39.6%	38.6%	13.3%	6.0%	2.5%	8.6%	735	715	251	113	48	1,862	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	80.1%	39.4%	40.7%	11.4%	5.8%	2.7%	8.5%	726	750	208	110	49	1,843	22
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	49.5%	14.3%	35.2%	20.5%	15.9%	14.1%	30.0%	263	647	373	294	258	1,835	23
56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	62.1%	23.2%	38.9%	17.0%	9.9%	11.0%	20.9%	417	686	298	177	193	1,771	80
57	*Managers communicate the goals of the organization.	Agree-disagree	72.1%	21.0%	51.1%	14.2%	7.6%	6.1%	13.7%	389	936	258	143	110	1,836	14
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	67.5%	21.3%	46.1%	17.1%	9.1%	6.4%	15.5%	384	829	305	169	113	1,800	44
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	69.0%	30.6%	38.4%	18.1%	6.8%	6.1%	12.9%	556	697	325	125	109	1,812	46
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	60.3%	22.0%	38.3%	17.2%	11.3%	11.1%	22.4%	405	705	319	209	203	1,841	10
61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	62.9%	24.4%	38.5%	15.2%	10.8%	11.1%	22.0%	444	691	277	198	200	1,810	34
62	Management encourages innovation.	Agree-disagree	69.9%	23.6%	46.3%	16.9%	7.2%	6.0%	13.2%	430	842	308	133	108	1,821	25
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	48.9%	15.9%	33.0%	23.6%	15.0%	12.6%	27.6%	281	597	424	270	224	1,796	53
64	Management involves employees in decisions that affect their work.	Agree-disagree	45.7%	14.3%	31.3%	22.9%	15.7%	15.7%	31.4%	256	567	414	286	281	1,804	40
65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	54.1%	16.4%	37.7%	22.4%	17.0%	6.4%	23.4%	301	699	412	314	117	1,843	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	62.1%	18.5%	43.6%	19.0%	13.1%	5.8%	18.9%	340	801	351	242	105	1,839	N/A
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	65.7%	22.3%	43.5%	18.0%	10.8%	5.4%	16.2%	409	804	334	198	98	1,843	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	69.8%	24.9%	44.9%	14.6%	10.5%	5.1%	15.6%	455	826	272	193	93	1,839	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	67.9%	22.4%	45.5%	14.7%	12.1%	5.3%	17.4%	416	839	269	225	96	1,845	N/A
70	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	64.1%	20.8%	43.3%	17.2%	12.8%	5.9%	18.7%	382	797	319	235	108	1,841	N/A
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	77.4%	33.6%	43.9%	14.4%	5.1%	3.1%	8.2%	587	753	244	86	50	1,720	129
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	81.7%	41.1%	40.6%	12.9%	3.2%	2.2%	5.4%	716	696	217	54	36	1,719	131
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	66.8%	27.9%	38.9%	14.8%	9.9%	8.6%	18.4%	507	700	262	176	153	1,798	52
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	75.8%	34.5%	41.3%	13.4%	6.7%	4.2%	10.9%	612	725	235	117	72	1,761	83
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	72.7%	30.3%	42.4%	14.1%	7.9%	5.2%	13.2%	530	742	244	137	89	1,742	107
76	Employees in my work unit treat me as a valued member of the team.	Agree-disagree	87.1%	44.0%	43.0%	8.0%	3.0%	2.0%	5.0%	815	784	147	52	36	1,834	15
77	Employees in my work unit make me feel I belong.	Agree-disagree	84.0%	42.2%	41.8%	10.0%	3.4%	2.6%	6.0%	777	764	181	60	47	1,829	16
78	Employees in my work unit care about me as a person.	Agree-disagree	81.4%	42.0%	39.4%	13.1%	3.0%	2.5%	5.5%	758	710	231	54	44	1,797	50
79	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	78.4%	36.6%	41.8%	9.4%	6.9%	5.3%	12.2%	670	761	171	124	94	1,820	15
80	In my work unit, people's differences are respected.	Agree-disagree	79.5%	35.4%	44.1%	11.8%	5.4%	3.3%	8.7%	642	795	209	97	57	1,800	34
81	I can be successful in my organization being myself.	Agree-disagree	72.9%	33.7%	39.2%	13.4%	7.6%	6.1%	13.7%	616	712	238	136	108	1,810	23
82	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	75.4%	32.2%	43.1%	14.2%	5.9%	4.5%	10.4%	336	448	147	61	46	1,038	799
83	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	68.3%	29.2%	39.1%	19.8%	6.5%	5.4%	11.9%	281	376	190	63	51	961	875
84	My organization meets my accessibility needs.	Agree-disagree	73.8%	30.9%	42.9%	16.0%	6.3%	4.0%	10.3%	303	416	156	62	38	975	860
85	My job inspires me.	Agree-disagree	59.7%	20.1%	39.6%	23.0%	11.8%	5.5%	17.3%	373	725	419	219	102	1,838	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	74.3%	29.2%	45.1%	14.1%	7.6%	4.0%	11.6%	543	821	259	139	74	1,836	N/A
87	I feel a strong personal attachment to my organization.	Agree-disagree	57.8%	23.1%	34.8%	23.0%	12.2%	6.9%	19.1%	430	640	420	225	128	1,843	N/A
88	I identify with the mission of my organization.	Agree-disagree	82.6%	34.3%	48.3%	12.4%	3.0%	2.0%	5.0%	632	883	227	56	38	1,836	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	92.7%	48.8%	43.9%	5.9%	0.7%	0.7%	1.4%	901	805	109	12	14	1,841	N/A

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

** Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs."

Percentages are weighted to represent the Agency's population.

Q12 and Q34 are negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Results for these items should be interpreted with caution as these items have been flagged for review for 2023.

For confidentiality purposes, a "-" indicates that there are fewer than 4 responses to Questions 82, 83, or 84 and results are therefore suppressed.

15. In my work unit poor performers usually (select all that apply):

	2022	2022
	N	%
Remain in the work unit and improve their performance over time	283	15.0%
Remain in the work unit and continue to underperform	649	34.0%
Leave the work unit - removed or transferred	161	8.5%
Leave the work unit - quit	71	3.7%
There are no poor performers in my work unit	500	26.5%
Do Not Know	436	23.6%
Total (percents will add to more than 100% because respondents could choose more than one response option)	1,886	N/A

Percentages are weighted to represent the Agency's population.

Source: **Nuclear Regulatory Commission AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Item	Item Text	2019 Percent Positive	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	Difference 2022-2019	Difference 2022-2020	Difference 2022-2021	Sort for Largest Differences 2022-2019	Sort for Largest Differences 2022-2020	Sort for Largest Differences 2022-2021
1	*I am given a real opportunity to improve my skills in my organization.	74%	76%	77%	75%	1%	-1%	-2%	15	11	30
2	I feel encouraged to come up with new and better ways of doing things.	68%	76%	73%	71%	3%	-5%	-2%	12	25	32
3	My work gives me a feeling of personal accomplishment.	76%	78%	75%	76%	0%	-2%	1%	18	15	6
4	I know what is expected of me on the job.	81%	84%	84%	85%	4%	1%	1%	8	9	5
5	*My workload is reasonable.	69%	70%	67%	66%	-3%	-4%	-1%	28	23	21
6	*My talents are used well in the workplace.	64%	68%	69%	67%	3%	-1%	-2%	10	13	29
7	*I know how my work relates to the agency's goals.	90%	91%	89%	89%	-1%	-2%	0%	20	14	14
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	75%	76%	75%	77%	2%	1%	2%	14	6	1
14	*The people I work with cooperate to get the job done.	83%	88%	90%	89%	6%	1%	-1%	6	10	20
16	*In my work unit, differences in performance are recognized in a meaningful way.	44%	58%	60%	52%	8%	-6%	-8%	1	28	39
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85%	86%	86%	85%	0%	-1%	-1%	17	12	17
19	Employees in my work unit meet the needs of our customers.	— ^a	95%	93%	91%	— ^a	-4%	-2%	— ^a	20	26
20	Employees in my work unit contribute positively to my agency's performance.	— ^a	95%	93%	92%	— ^a	-3%	-1%	— ^a	19	23
21	Employees in my work unit produce high-quality work.	— ^a	94%	91%	89%	— ^a	-5%	-2%	— ^a	24	27
22	Employees in my work unit adapt to changing priorities.	— ^a	93%	86%	85%	— ^a	-8%	-1%	— ^a	33	18
35	Employees are recognized for providing high quality products and services.	66%	78%	74%	73%	7%	-5%	-1%	4	26	19
36	Employees are protected from health and safety hazards on the job.	89%	92%	73%	71%	-18%	-21%	-2%	36	40	24
37	My organization is successful at accomplishing its mission.	87%	89%	86%	86%	-1%	-3%	0%	21	18	16
43	*I recommend my organization as a good place to work.	73%	77%	72%	67%	-6%	-10%	-5%	33	36	37
44	*I believe the results of this survey will be used to make my agency a better place to work.	49%	52%	48%	46%	-3%	-6%	-2%	29	29	31
45	My supervisor is committed to a workforce representative of all segments of society.	79%	84%	86%	87%	8%	3%	1%	2	2	8
46	Supervisors in my work unit support employee development.	81%	88%	87%	89%	8%	1%	2%	3	7	2
47	My supervisor supports my need to balance work and other life issues.	91%	91%	91%	92%	1%	1%	1%	16	8	4
48	My supervisor listens to what I have to say.	85%	87%	88%	88%	3%	1%	0%	9	5	15
49	My supervisor treats me with respect.	88%	89%	91%	91%	3%	2%	0%	11	4	12
50	I have trust and confidence in my supervisor.	77%	79%	82%	83%	6%	4%	1%	5	1	3
52	Overall, how good a job do you feel is being done by your immediate supervisor?	80%	82%	85%	85%	5%	3%	0%	7	3	10
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	51%	62%	54%	50%	-1%	-12%	-4%	22	38	36
56	My organization's senior leaders maintain high standards of honesty and integrity.	65%	70%	62%	62%	-3%	-8%	0%	27	31	13
57	*Managers communicate the goals of the organization.	75%	76%	73%	72%	-3%	-4%	-1%	26	22	22
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	69%	71%	69%	67%	-2%	-4%	-2%	23	21	25
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69%	71%	68%	69%	0%	-2%	1%	19	16	7
60	I have a high level of respect for my organization's senior leaders.	63%	67%	60%	60%	-3%	-7%	0%	24	30	11
61	Senior leaders demonstrate support for Work-Life programs.	79%	83%	67%	63%	-16%	-20%	-4%	35	39	35
65	*How satisfied are you with your involvement in decisions that affect your work?	61%	65%	62%	54%	-7%	-11%	-8%	34	37	40
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	65%	72%	65%	62%	-3%	-10%	-3%	25	35	33
67	*How satisfied are you with the recognition you receive for doing a good job?	63%	68%	68%	66%	3%	-2%	-2%	13	17	28
68	*Considering everything, how satisfied are you with your job?	74%	75%	69%	70%	-4%	-5%	1%	30	27	9
69	Considering everything, how satisfied are you with your pay?	72%	76%	73%	68%	-4%	-8%	-5%	31	32	38
70	*Considering everything, how satisfied are you with your organization?	69%	72%	67%	64%	-5%	-8%	-3%	32	34	34

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

Percentages are weighted to represent the Agency's population.

Only items 1-8, 14, 16, 18-22, 35-37, 43-50, 52, 55-61, 65-70 that carried over from the 2021 OPM FEVS are included on this tab.

Q19-Q22 were not included in the 2019 OPM FEVS.

Item text for Q37 has changed from "My agency" to "My organization" in the 2022 OPM FEVS.

A "—" indicates that there are no trending results available for the year.

The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

Source: Nuclear Regulatory Commission AES Report, 2022 OPM Federal Employee Viewpoint Survey

Pandemic, Transition to the Worksite, Workplace Flexibilities

90. What percentage of your work time are you currently required to be physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

	2022 N	2022 %
100% of my work time	37	2.1%
At least 75% but less than 100%	125	6.8%
At least 50% but less than 75%	277	15.2%
At least 25% but less than 50%	1,049	56.8%
Less than 25%	158	8.6%
I am not currently required to be physically present at my agency worksite	197	10.6%
Total	1,843	100.0%

Percentages are weighted to represent the Agency's population.

Source: **Nuclear Regulatory Commission AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

Telework : a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position, and other authorized activities, from an approved worksite other than the location from which the employee would otherwise work. In practice, telework is a work arrangement that allows employees to have regularly scheduled days on which they telework and regularly scheduled days when they work in their agency worksite.

Remote work : an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis. A remote worker's official worksite may be within or outside the local commuting area of an agency worksite.

91. Please select the response that BEST describes your current remote work or teleworking schedule.

	2022 N	2022 %	2021 N	2021 %
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	176	9.8%	N/A	N/A
I telework 3 or more days per week	969	52.4%	N/A	N/A
I telework 1 or 2 days per week	574	31.2%	355	19.5%
I telework, but only about 1 or 2 days per month	29	1.6%	30	1.7%
I telework very infrequently, on an unscheduled or short-term basis	61	3.3%	46	2.6%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	7	0.4%	15	0.9%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	2	0.1%	1	0.1%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	8	0.5%	15	0.8%
I do not telework because I choose not to telework	13	0.8%	22	1.2%
Total	1,839	100.0%	N/A	N/A

Only those who answered "I have an approved remote work agreement" to the previous question received Question 91a.

91a. What is your current remote work status?

	2022 N	2022 %
I have an approved remote work agreement and live <u>outside</u> the local commuting area (more than 50 miles away)	117	66.9%
I have an approved remote work agreement and live <u>within</u> the local commuting area (less than 50 miles away)	57	33.1%
Total	174	100.0%

92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

	2022 N	2022 %
Yes	954	52.4%
No	884	47.6%
Total	1,838	100.0%

93. Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

	2022 N	2022 %
No	1,149	62.6%
Yes, to retire	141	7.7%
Yes, to take another job within my Agency	39	2.1%
Yes, to take another job within the Federal Government	302	16.4%
Yes, to take another job outside the Federal Government	92	4.9%
Yes, other	114	6.2%
Total	1,837	100.0%

Re-entry" is a term used to describe the transition from the work environment that has existed during the pandemic to the agency's new work environment.

94. My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

	2022 N	2022 %
Strongly Agree	204	11.3%
Agree	465	25.7%
Neither Agree nor Disagree	380	21.4%
Disagree	374	20.5%
Strongly Disagree	378	21.1%
Not Applicable	40	— ^b
Total	1,841	100.0%

95. Please select the response that BEST describes how employees in your work unit currently report to work:

	2022 N	2022 %
All employees in my work unit are physically present on the worksite	75	4.2%
Some employees are physically present on the worksite and others telework or work remotely	1,686	91.5%
No employees in my work unit are physically present on the worksite, we all work remotely	26	1.3%
Other	55	3.1%
Total	1,842	100.0%

Percentages are weighted to represent the Agency's population.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "Not Applicable" responses are not included in percentage calculations.

"—^d" indicates that there were no responses to this item.

In 2022, the first two response options to Question 91 (Telework) changed from how it was provided in 2021. To facilitate trending, only results for the 2021 response options that were the same in 2022 are provided.

Questions 92-95 in the remote work/telework section are new for 2022. Therefore, trending is not possible for this year.

Source: **Nuclear Regulatory Commission AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Senior Leaders and Support

96. My organization's senior leaders support policies and procedures to protect employee health and safety.

	2022 N	2022 %	2021 N	2021 %	2020 N	2020 %
Strongly Agree	447	24.7%	576	32.2%	1,507	71.0%
Agree	698	38.2%	609	34.7%	507	24.0%
Neither Agree nor Disagree	257	13.8%	222	12.6%	65	3.1%
Disagree	232	12.8%	188	10.5%	26	1.2%
Strongly Disagree	189	10.5%	181	10.1%	17	0.8%
No Basis to Judge	20	— ^b	15	— ^b	11	— ^b
Total	1,843	100.0%	1,791	100.0%	2,133	100.0%

97. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

	2022 N	2022 %	2021 N	2021 %	2020 N	2020 %
Strongly Agree	395	22.0%	564	31.4%		
Agree	813	44.8%	661	37.2%		
Neither Agree nor Disagree	250	13.6%	221	12.4%		
Disagree	197	10.8%	189	10.4%		
Strongly Disagree	157	8.8%	154	8.5%		
No Basis to Judge	13	— ^b	8	— ^b		
Total	1,825	100.0%	1,797	100.0%		

98. My supervisor supports my efforts to stay healthy and safe while working.

	2022 N	2022 %	2021 N	2021 %	2020 N	2020 %
Strongly Agree	997	54.5%	1,031	57.6%	1,527	72.1%
Agree	654	35.8%	552	30.8%	465	22.2%
Neither Agree nor Disagree	96	5.3%	117	6.6%	88	4.2%
Disagree	40	2.1%	46	2.6%	14	0.7%
Strongly Disagree	39	2.3%	41	2.4%	18	0.8%
No Basis to Judge	16	— ^b	11	— ^b	27	— ^b
Total	1,842	100.0%	1,798	100.0%	2,139	100.0%

99. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

	2022 N	2022 %	2021 N	2021 %	2020 N	2020 %
Strongly Agree	937	51.5%	1,009	56.5%	1,447	68.8%
Agree	638	35.0%	526	29.4%	466	22.3%
Neither Agree nor Disagree	142	7.7%	128	7.2%	132	6.3%
Disagree	64	3.6%	62	3.4%	24	1.1%
Strongly Disagree	38	2.2%	59	3.4%	31	1.5%
No Basis to Judge	19	— ^b	14	— ^b	35	— ^b
Total	1,838	100.0%	1,798	100.0%	2,135	100.0%

Percentages are weighted to represent the Agency's population.

Note: Trending for Q96, Q98-Q99 are based on the "During the COVID-19 Pandemic" responses in 2020.

"—" indicates that there are no trending results available for the year.

"—^b" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: Nuclear Regulatory Commission AES Report, 2022 OPM Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?

	%
Headquarters	65.8%
Field	27.3%
Full-time telework (e.g., home office, telecenter)	6.9%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	3.1%
Manager	4.5%
Supervisor	11.7%
Team Leader	5.7%
Non-Supervisor	75.1%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	0.0%
GS 1-6	1.0%
GS 7-12	10.1%
GS 13-15	81.0%
Senior Executive Service	5.4%
Senior Level (SL) or Scientific or Professional (ST)	1.4%
Other	1.2%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	77.3%
Currently in National Guard or Reserves	1.4%
Retired	5.8%
Separated or Discharged	15.5%
Total	100.0%

Are you:

	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.7%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	1.1%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.1%
None of the categories listed	98.2%
Total	100.0%

If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

	%
Yes	6.3%
No	93.8%
Total	100.0%

How long have you been with the Federal Government (excluding military service)?

%

Less than 1 year	0.9%
1 to 3 years	6.2%
4 to 5 years	1.2%
6 to 10 years	11.4%
11 to 14 years	20.1%
15 to 20 years	29.3%
More than 20 years	30.9%
Total	100.0%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	%
Less than 1 year	1.9%
1 to 3 years	8.8%
4 to 5 years	1.8%
6 to 10 years	12.9%
11 to 14 years	22.9%
15 to 20 years	29.2%
More than 20 years	22.4%
Total	100.0%

Are you considering leaving your organization within the next year, and if so, why?

	%
No	59.3%
Yes, to retire	9.1%
Yes, to take another job within the Federal Government	18.6%
Yes, to take another job outside the Federal Government	6.3%
Yes, other	6.8%
Total	100.0%

I am planning to retire:

	%
Less than 1 year	4.1%
1 year	4.0%
2 years	7.3%
3 years	6.4%
4 years	3.9%
5 years	8.4%
More than 5 years	66.0%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	8.0%
No	92.0%
Total	100.0%

Please select the racial category or categories with which you most closely identify.

	%
White	72.1%
Black or African American	14.3%
All other races	13.7%
Total	100.0%

What is your age group?

%

29 years and under	3.5%
30-39 years old	16.1%
40-49 years old	26.2%
50-59 years old	31.2%
60 years or older	23.0%
Total	100.0%

What is the highest degree or level of education you have completed?

	%
Less than High School/ High School Diploma/ GED	1.4%
Certification/ Some College/ Associate's Degree	8.5%
Bachelor's Degree	38.1%
Advanced Degrees (Post Bachelor's Degree)	52.0%
Total	100.0%

Are you an individual with a disability?

	%
Yes	9.5%
No	90.5%
Total	100.0%

Are you:

	%
Male	59.8%
Female	40.2%
Total	100.0%

Are you transgender?

	%
Yes	— ^c
No	— ^c
Total	— ^c

Which one of the following best represents how you think of yourself?

	%
Straight, that is not gay or lesbian	93.9%
Gay or Lesbian	1.9%
Bisexual	1.4%
I use a different term	2.8%
Total	100.0%

Percentages for demographic questions are unweighted.

The "I use a different term" response option for the sexual orientation item was worded as "Something else" in 2021.

Note: For confidentiality purposes, a "—^c" indicated that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

A "—^d" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Nuclear Regulatory Commission AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Agency-Specific Questions

1. Senior leadership (EDO/DEDO/Officer Directors/Regional Administrators/Deputies) kept me abreast of important details regarding the NRC's re-entry status?

	N	%
Strongly Agree	528	28.6%
Agree	904	49.5%
Neither Agree nor Disagree	180	9.8%
Disagree	142	7.7%
Strongly Disagree	83	4.5%
Total	1,837	100.0%

2. I have access to the technology I need to effectively do my work.

	N	%
Strongly Agree	842	45.7%
Agree	831	45.4%
Neither Agree nor Disagree	94	4.9%
Disagree	56	3.1%
Strongly Disagree	18	0.9%
Total	1,841	100.0%

3. My agency provides information resources, opportunities, and training for me to enhance my career.

	N	%
Strongly Agree	493	26.9%
Agree	895	48.3%
Neither Agree nor Disagree	277	15.2%
Disagree	122	6.7%
Strongly Disagree	52	2.9%
Total	1,839	100.0%

4. I am involved in knowledge sharing in my branch, which helps with the capturing and knowledge transfer that support the mission.

	N	%
Strongly Agree	524	28.3%
Agree	909	49.7%
Neither Agree nor Disagree	265	14.7%
Disagree	105	5.6%
Strongly Disagree	31	1.7%
Total	1,834	100.0%

5. Senior leaders demonstrate behaviors that foster trust.

	N	%
Strongly Agree	303	16.4%
Agree	590	32.1%
Neither Agree nor Disagree	407	22.2%
Disagree	295	15.9%
Strongly Disagree	245	13.4%
Total	1,840	100.0%

6. My work unit and/or agency Federal Employee Viewpoint Survey scores were communicated to me.

	N	%
Yes-work unit	108	6.8%
Yes-agency	431	26.7%
Yes-both work unit and agency	995	60.4%
No	98	6.2%
I do not know	208	— ^b
Total	1,840	100.0%

Note: "I do not know" responses are not included in percentage calculations.

7. Senior leaders clearly articulate, prioritize, and explain the reasons behind major decisions.

	N	%
Strongly Agree	179	9.7%
Agree	653	35.1%
Neither Agree nor Disagree	464	25.5%
Disagree	350	18.9%
Strongly Disagree	197	10.7%
Total	1,843	100.0%

8. I feel comfortable taking a risk in my organization.

	N	%
Strongly Agree	205	11.1%
Agree	607	32.9%
Neither Agree nor Disagree	514	27.8%
Disagree	360	19.5%
Strongly Disagree	156	8.6%
Total	1,842	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Nuclear Regulatory Commission AES Report**, 2022 OPM Federal Employee Viewpoint Survey