

**Nuclear Regulatory Commission  
OPM FEVS AES Report**

**Agency Information**

**Field Period**

**May 8 - Jul 7, 2023**

Sample or Census	Census
Number of Surveys Completed	1,908
Number of Surveys Administered	2,652
Response Rate	71.9%
Number of items identified as Strengths (65% positive or higher)	68
Number of items identified as Challenges (35% negative or higher)	0
2023 Engagement Index	74%
Leaders Lead Subindex	60%
Supervisors Subindex	87%
Intrinsic Work Experience Subindex	77%

Notes: Number of items identified as strengths and challenges are based on items 1-90, excluding item 16.

A "-<sup>d</sup>" indicates that there were no responses to the item.

Item	Item Text	Index	Performance Dimension	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.	N/A	Employee-Focused: Employee Development	Agree-disagree	75%	32%	43%	12%	8%	4%	12%	617	829	232	150	73	1,901	N/A
2	I feel encouraged to come up with new and better ways of doing things.	N/A	Employee Engagement: Intrinsic Work Experience	Agree-disagree	71%	30%	41%	14%	9%	5%	15%	574	771	269	175	99	1,888	N/A
3	My work gives me a feeling of personal accomplishment.	N/A	Employee Engagement: Intrinsic Work Experience	Agree-disagree	76%	32%	44%	12%	7%	5%	12%	618	815	222	135	91	1,881	N/A
4	I know what is expected of me on the job.	N/A	Employee Engagement: Intrinsic Work Experience	Agree-disagree	83%	36%	48%	9%	5%	2%	8%	671	896	178	97	43	1,885	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	63%	21%	42%	14%	15%	8%	23%	399	788	274	281	153	1,895	N/A
6	*My talents are used well in the workplace.	N/A	Employee Engagement: Intrinsic Work Experience	Agree-disagree	66%	24%	43%	15%	11%	7%	19%	445	808	283	211	129	1,876	N/A
7	*I know how my work relates to the agency's goals.	N/A	Employee Engagement: Intrinsic Work Experience	Agree-disagree	90%	45%	45%	6%	2%	2%	4%	864	847	115	47	29	1,902	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	73%	40%	33%	13%	8%	6%	14%	749	600	237	133	108	1,827	68
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	80%	28%	52%	11%	7%	2%	9%	533	997	203	130	41	1,904	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	73%	26%	47%	16%	8%	3%	11%	498	891	296	150	60	1,895	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	Agree-disagree	87%	35%	52%	8%	3%	2%	4%	664	991	156	52	30	1,893	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	80%	31%	48%	11%	7%	3%	10%	593	918	202	131	54	1,898	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	73%	29%	44%	14%	8%	5%	13%	552	840	266	158	86	1,902	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	63%	22%	41%	19%	13%	5%	18%	425	786	351	239	100	1,901	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	88%	51%	37%	7%	3%	2%	5%	975	707	128	59	33	1,902	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	Agree-disagree	51%	14%	37%	26%	15%	8%	23%	226	621	418	236	137	1,638	265
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	87%	41%	46%	7%	4%	2%	6%	799	855	125	65	45	1,889	14
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	84%	37%	47%	8%	5%	3%	8%	715	878	153	95	46	1,887	15
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	92%	44%	48%	7%	1%	0%	1%	813	881	122	21	6	1,843	60
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	91%	52%	39%	7%	1%	0%	1%	973	722	132	19	7	1,853	35
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	89%	48%	41%	9%	1%	0%	2%	888	769	175	27	5	1,864	37
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	83%	44%	39%	13%	3%	1%	4%	813	732	244	60	10	1,859	36
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	Agree-disagree	68%	21%	47%	20%	7%	4%	12%	354	771	326	119	67	1,637	258
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	77%	30%	47%	14%	6%	3%	9%	579	890	263	118	51	1,901	N/A
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	89%	39%	49%	6%	4%	2%	5%	759	926	118	66	28	1,897	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	62%	20%	42%	21%	11%	6%	17%	379	772	381	204	100	1,836	62
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	75%	25%	50%	14%	8%	3%	11%	471	921	248	146	59	1,845	55
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	69%	22%	47%	20%	8%	3%	11%	410	871	364	151	48	1,844	57
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	69%	23%	46%	21%	8%	2%	10%	428	845	372	139	44	1,828	54
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	57%	18%	39%	28%	11%	4%	15%	331	718	500	210	66	1,825	57
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	79%	33%	45%	15%	4%	2%	6%	616	824	286	76	33	1,835	55
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	65%	24%	41%	25%	7%	2%	9%	435	745	456	132	40	1,808	83
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	84%	44%	40%	9%	4%	3%	7%	829	754	174	83	48	1,888	11
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	70%	24%	46%	14%	10%	6%	16%	450	857	252	184	110	1,853	44
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	84%	45%	38%	9%	4%	3%	7%	863	695	176	74	47	1,855	44
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	84%	37%	47%	9%	4%	2%	6%	708	876	175	74	37	1,870	26
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	77%	32%	45%	13%	7%	3%	10%	611	851	241	141	56	1,900	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	Agree-disagree	89%	44%	45%	6%	3%	2%	5%	824	838	108	52	39	1,861	29
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	65%	24%	42%	18%	10%	6%	17%	440	766	325	191	113	1,835	13
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	60%	17%	43%	18%	13%	8%	22%	313	789	341	252	153	1,848	18
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	59%	18%	42%	23%	12%	6%	18%	321	753	414	213	111	1,812	52
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	74%	26%	47%	16%	6%	4%	11%	488	874	289	115	76	1,842	45
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	86%	33%	53%	9%	3%	2%	4%	617	981	170	50	31	1,849	20
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	52%	19%	33%	22%	14%	12%	26%	355	592	383	238	112	1,780	101
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	66%	29%	37%	19%	9%	7%	16%	548	709	344	170	120	1,891	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	Agree-disagree	47%	18%	29%	23%	16%	15%	31%	330	524	413	291	259	1,817	75
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	88%	51%	37%	6%	3%	3%	5%	962	675	114	48	47	1,846	12
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	92%	66%	26%	5%	2%	2%	4%	1,253	481	89	32	32	1,887	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	88%	59%	29%	7%	3%	2%	6%	1,116	543	118	62	42	1,881	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	91%	63%	28%	5%	2%	2%	4%	1,204	515	93	38	37	1,887	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	82%	56%	26%	9%	6%	4%	9%	1,064	492	159	103	68	1,886	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	91%	57%	35%	6%	1%	1%	2%	1,072	655	114	29	14	1,884	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	Good-poor	84%	57%	26%	10%	3%	3%	6%	1,093	498	194	50	53	1,888	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	78%	40%	37%	13%	6%	3%	10%	758	709	241	118	59	1,885	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	80%	41%	40%	12%	5%	3%	8%	767	743	217	90	57	1,874	15
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	46%	15%	31%	22%	18%	14%	32%	274	581	407	333	263	1,858	24
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	59%	23%	36%	18%	12%	11%	23%	415	649	321	211	194	1,790	83
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	71%	22%	49%	15%	8%	6%	15%	415	920	267	154	116	1,872	6
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	66%	21%	45%	16%	11%	8%	18%	385	828	290	194	136	1,833	35
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	Good-poor	67%	31%	36%	19%	7%	7%	14%	568	667	347	129	124	1,835	43
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	56%	23%	33%	20%	13%	11%	24%	429	624	367	249	202	1,871	12
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	63%	27%	36%	16%	10%	11%	21%	489	664	299	179	195	1,826	52
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	65%	23%	42%	20%	8%	7%	15%	436	771	363	157	118	1,845	32
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	47%	16%	31%	24%	17%	13%	29%	294	564	436	306	226	1,826	48
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	47%	15%	32%	24%	16%	14%	29%	285	589	435	287	246	1,842	44
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-Dissatisfied	54%	18%	37%	23%	16%	6%	22%	336	691	440	298	114	1,879	N/A

68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	Satisfied-disatisfied	58%	19%	40%	20%	15%	7%	22%	359	744	363	284	122	1,872	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	Satisfied-disatisfied	63%	24%	39%	20%	11%	6%	17%	452	735	369	211	104	1,871	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-disatisfied	69%	28%	42%	16%	9%	5%	14%	519	783	307	172	90	1,871	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-disatisfied	66%	24%	42%	16%	11%	6%	17%	459	791	305	212	112	1,879	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-disatisfied	61%	22%	40%	19%	12%	7%	19%	412	743	366	227	128	1,876	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	77%	35%	42%	14%	5%	4%	9%	644	735	241	86	63	1,769	109
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	81%	43%	38%	13%	3%	3%	6%	761	670	227	50	46	1,754	124
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	Agree-disagree	67%	29%	38%	14%	10%	10%	19%	544	683	251	176	170	1,824	51
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	75%	36%	38%	13%	6%	6%	12%	664	690	229	111	94	1,788	87
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	71%	32%	39%	15%	7%	7%	14%	572	700	262	122	114	1,770	110
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	83%	39%	44%	12%	3%	3%	5%	743	798	210	48	50	1,849	21
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	82%	39%	43%	13%	3%	2%	5%	732	769	225	59	36	1,821	35
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	81%	37%	45%	10%	5%	4%	9%	692	816	178	98	69	1,853	13
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	82%	36%	45%	12%	4%	3%	7%	679	825	206	71	49	1,830	37
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	75%	34%	41%	13%	7%	5%	12%	642	756	222	132	96	1,848	18
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	77%	34%	43%	14%	5%	4%	9%	369	456	152	50	43	1,070	373
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	69%	29%	40%	20%	6%	5%	11%	288	388	185	56	52	969	469
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	73%	31%	42%	17%	5%	4%	9%	323	424	169	50	42	1,008	422
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	59%	22%	37%	23%	12%	5%	18%	407	696	437	232	97	1,869	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	75%	30%	44%	14%	8%	4%	11%	573	817	265	138	68	1,861	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	57%	25%	32%	24%	13%	6%	19%	484	594	451	230	117	1,876	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	83%	37%	46%	12%	3%	2%	5%	699	859	220	59	32	1,869	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	93%	51%	41%	6%	1%	1%	2%	976	767	102	16	14	1,875	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.

For confidentiality purposes, a "-" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

**Performance Dimension: Goal Oriented: Accountability**

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

	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	267	13.5%	283	15.0%
Remain in the work unit and continue to underperform	661	34.5%	649	34.0%
Leave the work unit - removed or transferred	129	6.6%	161	8.5%
Leave the work unit - quit	68	3.4%	71	3.7%
There are no poor performers in my work unit	523	27.3%	500	26.5%
Do Not Know	446	24.0%	436	23.6%
Total (percents will add to more than 100% because respondents could choose more than one response option)	1,905	N/A	1,886	N/A

Percentages are weighted to represent the Agency's population.

A "-<sup>a</sup>" indicates that there are no trending results available for the year.

Source: **Nuclear Regulatory Commission AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Item	Item Text	Index	Performance Dimension	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	Difference 2023-2020	Difference 2023-2021	Difference 2023-2022	Sort for Largest Differences 2023-2020	Sort for Largest Differences 2023-2021	Sort for Largest Differences 2023-2022
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	76%	77%	75%	75%	-1%	-2%	0%	8	20	25
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	76%	73%	71%	71%	-5%	-2%	0%	20	22	35
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	78%	75%	76%	76%	-2%	1%	0%	11	3	23
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	84%	84%	85%	83%	-1%	-1%	-2%	10	11	64
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	70%	67%	66%	63%	-7%	-4%	-3%	16	30	72
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	68%	69%	67%	66%	-2%	-3%	-1%	22	24	46
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	91%	89%	89%	90%	-1%	1%	1%	9	5	17
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	76%	75%	77%	73%	-3%	-2%	-4%	15	21	82
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	-	-	83%	80%	-	-	-3%	-	-	71
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	-	-	74%	73%	-	-	-1%	-	-	49
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	-	-	89%	87%	-	-	-2%	-	-	66
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	-	-	80%	80%	-	-	0%	-	-	32
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	88%	90%	89%	88%	0%	-2%	-1%	7	15	42
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	58%	60%	52%	51%	-7%	-9%	-1%	27	39	59
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	-	-	87%	87%	-	-	0%	-	-	22
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	86%	86%	85%	84%	-2%	-2%	-1%	13	18	57
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	95%	93%	91%	92%	-3%	-1%	1%	14	12	18
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	95%	93%	92%	91%	-4%	-2%	-1%	16	16	39
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	94%	91%	89%	89%	-5%	-2%	0%	19	19	30
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	93%	86%	85%	83%	-10%	-3%	-2%	31	25	68
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	-	-	67%	68%	-	-	1%	-	-	16
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	-	-	73%	77%	-	-	4%	-	-	3
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	-	-	87%	89%	-	-	2%	-	-	8
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	-	-	62%	62%	-	-	0%	-	-	20
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	-	-	74%	75%	-	-	1%	-	-	12
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	-	-	71%	69%	-	-	-2%	-	-	67
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	-	-	73%	69%	-	-	-4%	-	-	78
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	-	-	58%	57%	-	-	-1%	-	-	48
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	-	-	77%	79%	-	-	2%	-	-	9
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	-	-	66%	65%	-	-	-1%	-	-	45
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	-	-	82%	84%	-	-	2%	-	-	7
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	78%	74%	73%	70%	-8%	-4%	-3%	28	29	76
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	92%	73%	71%	84%	-8%	11%	13%	29	1	1
37	My organization is successful at accomplishing its mission.	N/A	Other	89%	86%	86%	84%	-5%	-2%	-2%	18	17	61
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	-	-	78%	77%	-	-	-1%	-	-	56
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	-	-	64%	59%	-	-	-5%	-	-	84
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	-	-	69%	74%	-	-	5%	-	-	2
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	-	-	89%	86%	-	-	-3%	-	-	74
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	-	-	54%	52%	-	-	-2%	-	-	62
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	77%	72%	67%	66%	-11%	-6%	-1%	35	34	52
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	52%	48%	46%	47%	-5%	-1%	1%	22	13	13
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	88%	87%	89%	88%	0%	1%	-1%	6	4	41
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	91%	91%	92%	92%	1%	1%	0%	4	2	28
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	87%	88%	88%	88%	1%	0%	0%	5	9	34
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	89%	91%	91%	91%	2%	0%	0%	3	7	31
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	79%	82%	83%	82%	3%	0%	-1%	1	6	55
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	-	-	92%	91%	-	-	-1%	-	-	40
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	82%	85%	85%	84%	2%	-1%	-1%	2	10	47
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	-	-	78%	78%	-	-	0%	-	-	37
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	-	-	80%	80%	-	-	0%	-	-	26
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	62%	54%	50%	46%	-16%	-8%	-4%	38	38	79
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	70%	62%	62%	59%	-11%	-3%	-3%	34	27	77
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	76%	73%	72%	71%	-5%	-2%	-1%	24	23	58
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	71%	69%	67%	66%	-5%	-3%	-1%	23	26	60
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	71%	68%	69%	67%	-4%	-1%	-2%	17	14	70
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	67%	60%	60%	56%	-11%	-4%	-4%	33	31	81
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	83%	67%	63%	63%	-20%	-4%	0%	39	28	29
64	Management encourages innovation.	N/A	Agile: Innovation	-	-	70%	65%	-	-	-5%	-	-	83
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	-	-	49%	47%	-	-	-2%	-	-	69
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	-	-	46%	47%	-	-	1%	-	-	11
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	65%	62%	54%	54%	-11%	-8%	0%	32	37	24
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	72%	65%	62%	58%	-14%	-7%	-4%	37	35	80
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	68%	68%	66%	63%	-5%	-5%	-3%	21	32	75
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	75%	69%	70%	69%	-6%	0%	-1%	25	8	43
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	76%	73%	68%	66%	-10%	-7%	-2%	30	36	63
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	72%	67%	64%	61%	-11%	-6%	-3%	36	33	73
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	-	-	77%	77%	-	-	0%	-	-	36
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	-	-	82%	81%	-	-	-1%	-	-	54
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	-	-	67%	67%	-	-	0%	-	-	33

76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	- <sup>a</sup>	- <sup>a</sup>	76%	75%	- <sup>a</sup>	- <sup>a</sup>	-1%	- <sup>a</sup>	- <sup>a</sup>	50
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	- <sup>a</sup>	- <sup>a</sup>	73%	71%	- <sup>a</sup>	- <sup>a</sup>	-2%	- <sup>a</sup>	- <sup>a</sup>	65
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	- <sup>a</sup>	- <sup>a</sup>	84%	83%	- <sup>a</sup>	- <sup>a</sup>	-1%	- <sup>a</sup>	- <sup>a</sup>	53
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	- <sup>a</sup>	- <sup>a</sup>	81%	82%	- <sup>a</sup>	- <sup>a</sup>	1%	- <sup>a</sup>	- <sup>a</sup>	14
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	- <sup>a</sup>	- <sup>a</sup>	78%	81%	- <sup>a</sup>	- <sup>a</sup>	3%	- <sup>a</sup>	- <sup>a</sup>	4
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	- <sup>a</sup>	- <sup>a</sup>	79%	82%	- <sup>a</sup>	- <sup>a</sup>	3%	- <sup>a</sup>	- <sup>a</sup>	5
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	- <sup>a</sup>	- <sup>a</sup>	73%	75%	- <sup>a</sup>	- <sup>a</sup>	2%	- <sup>a</sup>	- <sup>a</sup>	6
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	- <sup>a</sup>	- <sup>a</sup>	75%	77%	- <sup>a</sup>	- <sup>a</sup>	2%	- <sup>a</sup>	- <sup>a</sup>	10
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	- <sup>a</sup>	- <sup>a</sup>	68%	69%	- <sup>a</sup>	- <sup>a</sup>	1%	- <sup>a</sup>	- <sup>a</sup>	15
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	- <sup>a</sup>	- <sup>a</sup>	74%	73%	- <sup>a</sup>	- <sup>a</sup>	-1%	- <sup>a</sup>	- <sup>a</sup>	38
86	My job inspires me.	Employee Experience	N/A	- <sup>a</sup>	- <sup>a</sup>	60%	59%	- <sup>a</sup>	- <sup>a</sup>	-1%	- <sup>a</sup>	- <sup>a</sup>	51
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	- <sup>a</sup>	- <sup>a</sup>	74%	75%	- <sup>a</sup>	- <sup>a</sup>	1%	- <sup>a</sup>	- <sup>a</sup>	19
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	- <sup>a</sup>	- <sup>a</sup>	58%	57%	- <sup>a</sup>	- <sup>a</sup>	-1%	- <sup>a</sup>	- <sup>a</sup>	44
89	I identify with the mission of my organization.	Employee Experience	N/A	- <sup>a</sup>	- <sup>a</sup>	83%	83%	- <sup>a</sup>	- <sup>a</sup>	0%	- <sup>a</sup>	- <sup>a</sup>	21
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	- <sup>a</sup>	- <sup>a</sup>	93%	93%	- <sup>a</sup>	- <sup>a</sup>	0%	- <sup>a</sup>	- <sup>a</sup>	27

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

Percentages are weighted to represent the Agency's population.

Only items 1-12, 15, 17-38, 42-90 that carried over from the 2022 OPM FEVS are included on this tab.

A "<sup>a</sup>" indicates that there are no trending results available for the year.

For confidentiality purposes, a "<sup>a</sup>" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

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, 2023 OPM Federal Employee Viewpoint Survey

## Telework/Remote Work

### 91 . Please select the response that BEST describes your current teleworking schedule.

	2023 N	2023 %	2022 N	2022 %	2021 N	2021 %
I telework every work day (i.e., remote work agreement)	164	8.9%	N/A	N/A	631	34.7%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	176	9.8%	N/A	N/A
I telework 3 or 4 days per week	1,010	53.4%	N/A	N/A	692	38.6%
I telework 3 or more days per week	N/A	N/A	969	52.4%	N/A	N/A
I telework 1 or 2 days per week	558	30.5%	574	31.2%	355	19.5%
I telework, but only about 1 or 2 days per month	49	2.5%	29	1.6%	30	1.7%
I telework very infrequently, on an unscheduled or short-term basis	48	2.4%	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)	24	1.3%	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%	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	2	0.1%	8	0.5%	15	0.8%
I do not telework because I choose not to telework	18	1.0%	13	0.8%	22	1.2%
<b>Total</b>	<b>1,875</b>	<b>100.0%</b>	<b>1,839</b>	<b>100.0%</b>	<b>1,807</b>	<b>100.0%</b>

Only those who answered "I telework every work day" in 2023 or "I have an approved remote work agreement" in 2022 to the previous question received Question 91a.

### 91a. What is your current remote work status?

	2023 N	2023 %	2022 N	2022 %
I do not have an approved remote work agreement	6	3.8%	N/A	N/A
I have an approved remote work agreement and live <b>outside</b> the local commuting area (more than 50 miles away)	119	72.3%	117	66.9%
I have an approved remote work agreement and live <b>inside</b> the local commuting area (less than 50 miles away)	35	23.1%	57	33.1%
I do not know	1	0.8%	N/A	N/A
<b>Total</b>	<b>161</b>	<b>100.0%</b>	<b>174</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

"<sup>a</sup>" indicates that there are no trending results available for the year.

"<sup>d</sup>" indicates that there were no responses to this item.

In 2023, the response options for Q91 and Q91a were slightly different than in previous years. To facilitate trending, all possible response options are shown and an N/A is shown when the response option is not relevant for that given year.

Source: Nuclear Regulatory Commission AES Report, 2023 OPM Federal Employee Viewpoint Survey

## Employment Demographics

### Where do you work?

	%
Headquarters	64.5%
Field	28.5%
Full-time telework (e.g., home office, telecenter)	6.9%
Total	100.0%

### What is your supervisory status?

	%
Senior Leader	2.2%
Manager	4.3%
Supervisor	11.5%
Team Leader	7.1%
Non-Supervisor	74.9%
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	0.9%
GS 7-12	10.5%
GS 13-15	81.4%
Senior Executive Service	4.6%
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	75.5%
Currently in National Guard or Reserves	1.5%
Retired	5.9%
Separated or Discharged	17.1%
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	0.7%
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	98.6%
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	0.0%
No	100.0%
Total	100.0%



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

	%
Less than 1 year	2.5%
1 to 3 years	7.8%
4 to 5 years	2.2%
6 to 10 years	10.9%
11 to 14 years	15.1%
15 to 20 years	29.3%
More than 20 years	32.3%
Total	100.0%

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

	%
Less than 1 year	4.4%
1 to 3 years	12.3%
4 to 5 years	2.2%
6 to 10 years	11.3%
11 to 14 years	15.8%
15 to 20 years	30.8%
More than 20 years	23.2%
Total	100.0%

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

	%
No	66.4%
Yes, to retire	8.1%
Yes, to take another job within the Federal Government	15.5%
Yes, to take another job outside the Federal Government	5.7%
Yes, other	4.3%
Total	100.0%

*If the response to the previous question on your intent to leave was "No," this item was skipped.*

**Has your work unit's telework or remote work options influenced your intent to leave?**

	%
Yes	59.0%
No	41.0%
Total	100.0%

**I am planning to retire:**

	%
Less than 1 year	4.0%
1 year	3.4%
2 years	7.0%
3 years	5.3%
4 years	3.5%
5 years	6.4%
More than 5 years	70.4%
Total	100.0%

**Personal Demographics****Are you of Hispanic, Latino, or Spanish origin?**

	%
Yes	8.2%
No	91.8%

Total	100.0%
-------	--------

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

	%
White	71.0%
Black or African American	14.6%
All other races	14.4%
Total	100.0%

**What is your age group?**

	%
29 years and under	4.5%
30-39 years old	16.3%
40-49 years old	28.0%
50-59 years old	30.1%
60 years or older	21.1%
Total	100.0%

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

	%
Less than High School/ High School Diploma/ GED	1.0%
Certification/ Some College/ Associate's Degree	7.7%
Bachelor's Degree	38.7%
Advanced Degrees (Post Bachelor's Degree)	52.6%
Total	100.0%

**Are you an individual with a disability?**

	%
Yes	10.4%
No	89.6%
Total	100.0%

**Are you:**

	%
Male	61.2%
Female	38.8%
Total	100.0%

**Are you transgender?**

	%
Yes	0.5%
No	99.5%
Total	100.0%

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

	%
Lesbian or gay	1.7%
Straight, that is not lesbian or gay	94.3%
Bisexual	1.4%
I use a different term	2.6%
Total	100.0%

Percentages for demographic questions are unweighted.

The first two response options "Lesbian or gay" and "Straight, that is not lesbian or gay" for the sexual orientation item were re-worded and re-ordered from the 2022 survey.

Note: For confidentiality purposes, a "–<sup>c</sup>" indicates 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 "–<sup>d</sup>" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Nuclear Regulatory Commission AES Report**, 2023 OPM Federal Employee Viewpoint Survey

## Agency Specific Item

### *I believe I can reach my full professional potential working in this agency.*

	N	%
Strongly Agree	441	23.1%
Agree	638	33.8%
Neither Agree nor Disagree	345	18.5%
Disagree	284	15.3%
Strongly Disagree	169	9.2%
Total	1,877	100.0%

### *What do you believe are obstacles to reaching your full professional potential? (select top three):*

	N	%
I am not aware of any obstacles to reaching my full professional potential.	461	24.5%
Lack of understanding of my career path.	255	13.4%
Lack of promotion opportunities.	687	37.3%
Lack of training opportunities.	155	8.2%
Lack of development opportunities.	323	17.4%
Lack of supervisor support.	176	9.9%
Lack of senior leadership support.	415	22.5%
Personal reasons.	275	14.3%
Other not listed.	369	19.6%
Not applicable. I feel that I have reached my full professional potential.	180	9.7%
Total	1,868	N/A

### *I feel that my skills are valued in this agency.*

	N	%
Strongly Agree	514	27.0%
Agree	843	44.9%
Neither Agree nor Disagree	262	14.3%
Disagree	151	8.2%
Strongly Disagree	100	5.6%
Total	1,870	100.0%

### *All employees are held to the same expectations for exhibiting our agency's values (i.e., ISOC CER) regardless of position or seniority.*

	N	%
Strongly Agree	319	16.8%
Agree	636	33.7%

Neither Agree nor Disagree	403	21.9%
Disagree	323	17.6%
Strongly Disagree	184	10.0%
Total	1,865	100.0%

***My level of work-related stress has increased over the past year.***

	<b>N</b>	<b>%</b>
Strongly Agree	479	25.4%
Agree	579	30.9%
Neither Agree nor Disagree	381	20.6%
Disagree	353	18.9%
Strongly Disagree	78	4.2%
Total	1,870	100.0%

***I am satisfied with the current level of interaction I have with my management.***

	<b>N</b>	<b>%</b>
Strongly Agree	449	23.7%
Agree	880	47.5%
Neither Agree nor Disagree	307	17.0%
Disagree	140	7.6%
Strongly Disagree	77	4.2%
Total	1,853	100.0%

***Senior leaders are transparent when explaining the reasons behind major decisions.***

	<b>N</b>	<b>%</b>
Strongly Agree	224	11.8%
Agree	538	28.5%
Neither Agree nor Disagree	454	24.6%
Disagree	346	18.3%
Strongly Disagree	311	16.8%
Total	1,873	100.0%

***I would like my senior leadership to do more of the following: (Select top three)***

	<b>N</b>	<b>%</b>
Communicate about agency goals and progress	302	16.1%
Communicate about upcoming changes effectively and in a timely manner	783	41.8%
Demonstrate interest in my work unit's challenges and successes	502	27.0%
Hold "town hall discussions" with employees with question and answer sessions	175	9.5%

Conduct "pulse surveys" or use other methods to gather employee input	167	9.1%
Hold leaders at all levels accountable for employee morale	885	47.4%
Demonstrate that people are important to the agency's success	658	35.3%
Undertake efforts that demonstrate genuine commitment to diversity, equity, inclusion, and accessibility	221	12.1%
Champion development opportunities for individuals at every level of the agency	483	26.0%
None of the above	238	12.9%
<b>Total</b>	<b>1,861</b>	<b>N/A</b>

***When answering the survey questions about your "senior leaders," who were you primarily thinking of?  
(Select all that apply)***

	<b>N</b>	<b>%</b>
Executive Leadership (i.e., EDO and DEDOs)	1,153	61.4%
Office/Regional Leadership	1,329	71.2%
Division Leadership	724	39.6%
Commissioners	347	18.7%
Other	48	2.7%
<b>Total</b>	<b>1,866</b>	<b>N/A</b>

***When answering the survey questions about your "organization," which organization were you primarily thinking of?***

	<b>N</b>	<b>%</b>
The overall Agency	680	36.6%
The Office/Region level	774	41.6%
The Division level	379	20.1%
Other	32	1.7%
<b>Total</b>	<b>1,865</b>	<b>100.0%</b>

**For all tables on this worksheet:**

Percentages are weighted to represent the Agency's population.

Source: **Nuclear Regulatory Commission AES Report**, 2023 OPM Federal Employee Viewpoint Survey