



# **2023 Federal Employee Viewpoint Survey Final Summary & Results Report**

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## Pension Benefit Guaranty Corporation Federal Employee Viewpoint Survey 2023<sup>1</sup>

The Pension Benefit Guaranty Corporation (PBGC) seeks feedback from employees every year through the Federal Employee Viewpoint Survey (FEVS). Administered by the Office of Personnel Management (OPM), the survey measures how employees feel about their work environment, leadership, work/life balance, and other aspects of the agency.

The 2023 FEVS was administered May 8, 2023, through July 7, 2023. The agency's response rate was 77%, up from 70% of employees who completed the survey in 2022.

The results show how PBGC employees rated employee engagement, global satisfaction, diversity, equity, inclusion, and accessibility (DEIA), performance confidence, and employee experience.

PBGC's employee engagement index score, which measures whether a workplace has the right environment to foster engaged employees, is 87%, the score for this index increased from the previous year.

The agency's global satisfaction index score, which measures employee satisfaction with their jobs, pay, organization and if they would recommend PBGC as a good place to work is 84%, which also increased from the previous year. The agency's DEIA Index score is 86%.

PBGC's performance confidence index score, which measures employees' perception of their work unit's ability to achieve goals and produce work at a high level is 96%. The agency's employee experience index score, which measures the extent to which employees are engaged by their work and their organization is 85%.

PBGC fared well as a *Top Agency* government-wide, ranking #1 in three of the five key indices and #2 in the remaining two indices. Among small agencies, an OPM separate category which includes agencies, Boards, and Commissions based on the number of employees, PBGC ranked in the top five in four of the indices and #1 in the diversity, equity, inclusion, accessibility (DEIA) index.

The 2023 FEVS results will help the agency in its efforts towards a model work environment that supports effective human capital practices. PBGC values employees and recognizes the importance of providing a work environment that is safe, conducive to professional growth, and an overall great place to work.

The OPM results and Agency Management Report are included. The attached document includes the core survey trend responses, work/life program results, and demographics. The scores have been rounded.<sup>2</sup>

### My Work Experience

1. I am given a real opportunity to improve my skills in my organization.	Positive	Neutral	Negative
2023 FedView Results	87%	8%	5%

<sup>1</sup> The Office of Personnel Management (OPM) requires agencies to conduct an annual survey of their employees.

<sup>2</sup> Below is a compilation of the 2023 Federal Employee Viewpoint Survey (FEVS) questions and responses. Also included are the 2022 results for comparison. This summary displays responses by Positive, Neutral, Negative, and where applicable, Do Not Know or No Basis to Judge. For example, **Positive** represents responses of Strongly Agree and Agree and Very Satisfied and Satisfied. **Neutral** represents responses of Neither Agree nor Disagree and Neither Satisfied nor Dissatisfied. **Negative** represents responses of Disagree and Strongly Disagree and Dissatisfied and Very Dissatisfied. \* Denotes new questions added by the OPM; The sum of percentages may not add to 100 due to rounding.

2022 FedView Results	87%	9%	4%
<b>2. I feel encouraged to come up with new and better ways of doing things.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	84%	9%	7%
2022 FedView Results	83%	9%	8%
<b>3. My work gives me a feeling of personal accomplishment.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	86%	9%	5%
2022 FedView Results	87%	8%	5%
<b>4. I know what is expected of me on the job.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	95%	4%	1%
2022 FedView Results	94%	3%	3%
<b>5. My workload is reasonable.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	86%	8%	6%
2022 FedView Results	83%	9%	8%
<b>6. My talents are used well in the workplace.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	82%	10%	8%
2022 FedView Results	80%	12%	9%
<b>7. I know how my work relates to the agency's goals.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	96%	3%	1%
2022 FedView Results	97%	2%	1%
<b>8. I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	82%	12%	7%
2022 FedView Results	82%	13%	6%
<b>9. I have enough information to do my job well.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	91%	6%	3%
2022 FedView Results	92%	6%	3%
<b>10. I receive the training I need to do my job well.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	87%	9%	4%
2022 FedView Results	88%	9%	3%
<b>11. I am held accountable for the quality of work I produce.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	97%	3%	1%
2022 FedView Results	97%	3%	1%
<b>12. I have a clear idea of how well I am doing my job.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	93%	5%	2%
2022 FedView Results	92%	7%	1%
<b>13. I have the autonomy to decide how I do my job.*</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	83%	10%	7%

<b>14. I can make decisions about my work without getting permission first.*</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	74%	15%	11%

### My Work Unit

<b>15. The people I work with cooperate to get the job done.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	94%	4%	2%
2022 FedView Results	92%	5%	3%

<b>16. In my work unit poor performers usually:</b>		<b>2023%</b>	<b>2022%</b>
Remain in the work unit and improve their performance over time.		17%	18%
Remain in the work unit and continue to underperform		20%	20%
Leave the work unit – removed or transferred		9%	9%
Leave the work unit – quit		5%	4%
There are no poor performers in my work unit		34%	33%
Do not know		24%	25%

<b>17. In my work unit, differences in performance are recognized in a meaningful way.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	63%	23%	14%
2022 FedView Results	60%	23%	17%

<b>18. Employees in my work unit share job knowledge.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	91%	5%	4%
2022 FedView Results	89%	7%	4%

<b>19. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	94%	4%	2%
2022 FedView Results	92%	5%	3%

<b>20. Employees in my work unit meet the needs of our customers.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	98%	2%	0%
2022 FedView Results	97%	3%	0%

<b>21. Employees in my work unit contribute positively to my agency's performance.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	97%	3%	0%
2022 FedView Results	97%	3%	1%

<b>22. Employees in my work unit produce high-quality work.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	96%	3%	0%
2022 FedView Results	95%	4%	1%

<b>23. Employees in my work unit adapt to changing priorities.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	95%	5%	1%
2022 FedView Results	92%	7%	1%
<b>24. New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	82%	14%	4%
2022 FedView Results	77%	18%	5%
<b>25. I can influence decision in my work unit.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	80%	14%	6%
2022 FedView Results	78%	16%	6%
<b>26. I know what my work unit's goals are.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	96%	3%	1%
2022 FedView Results	93%	6%	1%
<b>27. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	79%	14%	7%
2022 FedView Results	77%	15%	8%
<b>28. My work unit successfully manages disruptions to our work.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	86%	11%	3%
2022 FedView Results	87%	10%	3%
<b>29. Employees in my work unit consistently look for new ways to improve how they do their work.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	83%	12%	5%
2022 FedView Results	79%	15%	7%
<b>30. Employees in my work unit incorporate new ideas into their work.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	84%	12%	4%
2022 FedView Results	81%	13%	6%
<b>31. Employees in my work unit approach change as an opportunity.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	79%	16%	5%
2022 FedView Results	74%	19%	7%
<b>32. Employees in my work unit consider customer needs a top priority.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	93%	6%	1%
2022 FedView Results	91%	6%	3%
<b>33. Employees in my work unit consistently look for ways to improve customer service.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>

2023 FedView Results	86%	12%	2%
2022 FedView Results	84%	10%	5%
<b>34. Employees in my work unit support my need to balance my work and personal responsibilities.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	91%	7%	2%
2022 FedView Results	90%	7%	3%

## My Organization

<b>35. Employees are recognized for providing high quality products and services.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	82%	12%	6%
2022 FedView Results	80%	11%	9%
<b>36. Employees are protected from health and safety hazards on the job.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	90%	7%	3%
2022 FedView Results	93%	6%	2%
<b>37. My organization is successful at accomplishing its mission.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	95%	4%	1%
2022 FedView Results	96%	2%	1%
<b>38. I have a good understanding of my organization's priorities.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	93%	5%	2%
2022 FedView Results	93%	5%	2%
<b>39. My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).*</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	89%	9%	2%
<b>40. Information is openly shared in my organization.*</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	78%	15%	7%
<b>41. The approval process in my organization allows timely delivery of my work.*</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	83%	11%	7%
<b>42. My organization effectively adapts to changing government priorities.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	86%	11%	3%
2022 FedView Results	89%	10%	2%
<b>43. My organization has prepared me for potential physical security threats.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	82%	12%	5%
2022 FedView Results	79%	15%	5%

<b>44. My organization has prepared me for potential cybersecurity threats.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	92%	6%	2%
2022 FedView Results	94%	5%	1%
<b>45. In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	72%	18%	10%
2022 FedView Results	68%	20%	12%
<b>46. I recommend my organization as a good place to work.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	90%	7%	3%
2022 FedView Results	89%	8%	4%
<b>47. I believe the results of this survey will be used to make my agency a better place to work.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	77%	14%	9%
2022 FedView Results	69%	19%	12%

## My Supervisor

<b>48. Supervisors in my work unit support employee development.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	91%	6%	3%
2022 FedView Results	92%	5%	3%
<b>49. My supervisor supports my need to balance work and other life issues.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	96%	2%	1%
2022 FedView Results	96%	2%	2%
<b>50. My supervisor listens to what I have to say.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	94%	4%	2%
2022 FedView Results	92%	4%	4%
<b>51. My supervisor treats me with respect.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	95%	3%	2%
2022 FedView Results	94%	4%	3%
<b>52. I have trust and confidence in my supervisor.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	92%	5%	3%
2022 FedView Results	88%	8%	5%
<b>53. My supervisor holds me accountable for achieving results.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	98%	2%	0%
2022 FedView Results	98%	2%	0%

<b>54. Overall, how good a job do you feel is being done by your immediate supervisor?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	92%	6%	2%
2022 FedView Results	91%	6%	3%
<b>55. My supervisor provides me with constructive suggestions to improve my job performance.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	89%	7%	4%
2022 FedView Results	86%	9%	5%
<b>56. My supervisor provides me with performance feedback throughout the year.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	93%	5%	2%
2022 FedView Results	91%	6%	3%

## Leadership

<b>57. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	71%	19%	11%
2022 FedView Results	70%	19%	11%
<b>58. My organization's senior leaders maintain high standards of honesty and integrity.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	78%	17%	5%
2022 FedView Results	78%	17%	5%
<b>59. Managers communicate the goals of the organization.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	87%	9%	4%
2022 FedView Results	85%	10%	6%
<b>60. Managers promote communication among different work units (for example, about projects, goals, needed resources).</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	83%	11%	7%
2022 FedView Results	81%	10%	9%
<b>61. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	88%	8%	4%
2022 FedView Results	85%	10%	5%
<b>62. I have a high level of respect for my organization's senior leaders.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	78%	15%	7%
2022 FedView Results	77%	17%	7%

<b>63. Senior leaders demonstrate support for Work-Life programs.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	85%	11%	4%
2022 FedView Results	85%	11%	4%
<b>64. Management encourages innovation.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	76%	17%	7%
2022 FedView Results	76%	16%	7%
<b>65. Management makes effective changes to address challenges facing our organization.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	78%	15%	7%
2022 FedView Results	79%	15%	7%
<b>66. Management involves employees in decisions that affect their work.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	69%	19%	12%
2022 FedView Results	65%	22%	13%

## My Satisfaction

<b>67. How satisfied are you with your involvement in decision that affect your work?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	78%	13%	9%
2022 FedView Results	77%	14%	10%
<b>68. How satisfied are you with the information you receive from management on what's going on in your organization?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	78%	15%	7%
2022 FedView Results	78%	13%	9%
<b>69. How satisfied are you with the recognition you receive for doing a good job?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	81%	11%	8%
2022 FedView Results	79%	13%	8%
<b>70. Considering everything, how satisfied are you with your job?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	88%	8%	4%
2022 FedView Results	87%	8%	5%
<b>71. Considering everything, how satisfied are you with your pay?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	73%	15%	12%
2022 FedView Results	70%	17%	14%
<b>72. Considering everything, how satisfied are you with your organization?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	87%	10%	4%
2022 FedView Results	87%	8%	5%

## Diversity, Equity, Inclusion, and Accessibility

<b>73. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	82%	12%	6%
2022 FedView Results	81%	12%	8%
<b>74. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	88%	9%	3%
2022 FedView Results	85%	10%	5%
<b>75. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	83%	10%	8%
2022 FedView Results	82%	10%	8%
<b>76. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	89%	7%	4%
2022 FedView Results	83%	10%	7%
<b>77. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	85%	7%	7%
2022 FedView Results	83%	10%	7%
<b>78. Employees in my work unit make me feel I belong.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	89%	8%	3%
2022 FedView Results	90%	6%	4%
<b>79. Employees in my work unit care about me as a person.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	88%	10%	3%
2022 FedView Results	87%	10%	3%
<b>80. I am comfortable expressing opinions that are different from other employees in my work unit.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	87%	8%	5%
2022 FedView Results	88%	7%	5%
<b>81. In my work unit, people's differences are respected.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	90%	7%	4%
2022 FedView Results	85%	11%	5%
<b>82. I can be successful in my organization being myself.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	88%	7%	5%
2022 FedView Results	86%	9%	6%

<b>83. I can easily make a request of my organization to meet my accessibility needs.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	85%	10%	5%
2022 FedView Results	93%	5%	2%
<b>84. My organization responds to my accessibility needs in a timely manner.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	81%	13%	6%
2022 FedView Results	87%	10%	3%
<b>85. My organization meets my accessibility needs.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	83%	12%	4%
2022 FedView Results	90%	8%	2%

## Employee Experience

<b>86. My job inspires me.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2023 FedView Results	77%	15%	8%
2022 FedView Results	74%	18%	8%
<b>87. The work I do gives me a sense of accomplishment.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Neutral</b>
2023 FedView Results	85%	10%	6%
2022 FedView Results	87%	8%	5%
<b>88. I feel a strong personal attachment to my organization.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Neutral</b>
2023 FedView Results	77%	16%	7%
2022 FedView Results	74%	18%	8%
<b>89. I identify with the mission of my organization.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Neutral</b>
2023 FedView Results	91%	7%	2%
2022 FedView Results	90%	7%	3%
<b>90. It is important to me that my work contribute to the common good.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Neutral</b>
2023 FedView Results	95%	4%	1%
2022 FedView Results	95%	4%	1%