

## 2020 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

### Survey Item=I feel encouraged to come up with new and better ways of doing things

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 6%                | 10%      | 17%     | 34%   | 32%            | 1%                     |
| NCA    | 7%                | 9%       | 15%     | 31%   | 38%            | 1%                     |
| VACO   | 5%                | 8%       | 14%     | 32%   | 41%            | 1%                     |
| VBA    | 7%                | 13%      | 22%     | 33%   | 25%            | 1%                     |
| VHA    | 7%                | 10%      | 16%     | 34%   | 32%            | 1%                     |

### Survey Item=My work gives me a feeling of personal accomplishment

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 4%                | 6%       | 13%     | 37%   | 40%            | 1%                     |
| NCA    | 3%                | 5%       | 10%     | 31%   | 50%            | 1%                     |
| VACO   | 3%                | 5%       | 12%     | 36%   | 43%            | 1%                     |
| VBA    | 4%                | 6%       | 14%     | 37%   | 38%            | 1%                     |
| VHA    | 4%                | 6%       | 13%     | 37%   | 40%            | 1%                     |

### Survey Item=I know what is expected of me on the job

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 2%                | 4%       | 9%      | 41%   | 43%            | 1%                     |
| NCA    | 2%                | 4%       | 8%      | 34%   | 51%            | 1%                     |
| VACO   | 2%                | 4%       | 9%      | 39%   | 46%            | 1%                     |
| VBA    | 2%                | 4%       | 10%     | 43%   | 41%            | 1%                     |
| VHA    | 2%                | 4%       | 9%      | 41%   | 43%            | 1%                     |

## 2020 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

### Survey Item=My talents are used well in the workplace

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 7%                | 10%      | 16%     | 37%   | 29%            | 1%                     |
| NCA    | 7%                | 8%       | 15%     | 36%   | 32%            | 1%                     |
| VACO   | 6%                | 9%       | 15%     | 37%   | 32%            | 1%                     |
| VBA    | 7%                | 11%      | 21%     | 38%   | 23%            | 1%                     |
| VHA    | 7%                | 10%      | 16%     | 37%   | 29%            | 1%                     |

### Survey Item=I know how my work relates to the agency's goals

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 2%                | 2%       | 9%      | 44%   | 42%            | 1%                     |
| NCA    | 2%                | 2%       | 8%      | 37%   | 50%            | 1%                     |
| VACO   | 2%                | 2%       | 7%      | 39%   | 50%            | 1%                     |
| VBA    | 2%                | 2%       | 8%      | 44%   | 44%            | 1%                     |
| VHA    | 2%                | 2%       | 9%      | 44%   | 41%            | 1%                     |

### Survey Item=I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 6%                | 8%       | 15%     | 36%   | 32%            | 3%                     |
| NCA    | 8%                | 7%       | 14%     | 32%   | 36%            | 3%                     |
| VACO   | 5%                | 5%       | 12%     | 33%   | 41%            | 4%                     |
| VBA    | 5%                | 7%       | 17%     | 36%   | 31%            | 4%                     |
| VHA    | 7%                | 8%       | 15%     | 36%   | 32%            | 3%                     |

## 2020 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

**Survey Item=The people I work with cooperate to get the job done**

|        | <b>Strongly Disagree</b> | <b>Disagree</b> | <b>Neutral</b> | <b>Agree</b> | <b>Strongly Agree</b> | <b>Missing or Do not Know</b> |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 4%                       | 6%              | 13%            | 39%          | 37%                   | 1%                            |
| NCA    | 4%                       | 7%              | 13%            | 39%          | 36%                   | 1%                            |
| VACO   | 2%                       | 4%              | 9%             | 36%          | 48%                   | 1%                            |
| VBA    | 2%                       | 4%              | 12%            | 42%          | 39%                   | 1%                            |
| VHA    | 4%                       | 7%              | 14%            | 39%          | 36%                   | 1%                            |

**Survey Item=My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals**

|        | <b>Strongly Disagree</b> | <b>Disagree</b> | <b>Neutral</b> | <b>Agree</b> | <b>Strongly Agree</b> | <b>Missing or Do not Know</b> |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 3%                       | 4%              | 13%            | 44%          | 34%                   | 1%                            |
| NCA    | 2%                       | 4%              | 12%            | 44%          | 38%                   | 1%                            |
| VACO   | 2%                       | 4%              | 10%            | 41%          | 42%                   | 1%                            |
| VBA    | 2%                       | 5%              | 13%            | 45%          | 33%                   | 1%                            |
| VHA    | 3%                       | 4%              | 13%            | 45%          | 34%                   | 1%                            |

**Survey Item=I believe the results of this survey will be used to make my agency a better place to work**

|        | <b>Strongly Disagree</b> | <b>Disagree</b> | <b>Neutral</b> | <b>Agree</b> | <b>Strongly Agree</b> | <b>Missing or Do not Know</b> |
|--------|--------------------------|-----------------|----------------|--------------|-----------------------|-------------------------------|
| All VA | 9%                       | 11%             | 24%            | 30%          | 22%                   | 4%                            |
| NCA    | 11%                      | 10%             | 22%            | 27%          | 26%                   | 4%                            |
| VACO   | 8%                       | 10%             | 23%            | 31%          | 24%                   | 5%                            |
| VBA    | 10%                      | 11%             | 24%            | 29%          | 21%                   | 5%                            |
| VHA    | 9%                       | 11%             | 24%            | 30%          | 22%                   | 4%                            |

## 2020 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

### Survey Item=Supervisors in my work unit support employee development

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 6%                | 6%       | 14%     | 32%   | 41%            | 2%                     |
| NCA    | 6%                | 6%       | 15%     | 31%   | 40%            | 1%                     |
| VACO   | 3%                | 4%       | 10%     | 31%   | 51%            | 2%                     |
| VBA    | 4%                | 5%       | 14%     | 34%   | 41%            | 2%                     |
| VHA    | 6%                | 6%       | 14%     | 32%   | 40%            | 2%                     |

### Survey Item=My supervisor listens to what I have to say

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 5%                | 5%       | 11%     | 31%   | 46%            | 1%                     |
| NCA    | 6%                | 5%       | 13%     | 30%   | 46%            | 1%                     |
| VACO   | 3%                | 3%       | 9%      | 28%   | 56%            | 1%                     |
| VBA    | 3%                | 3%       | 10%     | 32%   | 51%            | 1%                     |
| VHA    | 6%                | 5%       | 12%     | 31%   | 45%            | 1%                     |

### Survey Item=My supervisor treats me with respect

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 4%                | 3%       | 9%      | 30%   | 52%            | 1%                     |
| NCA    | 6%                | 4%       | 11%     | 29%   | 51%            | 1%                     |
| VACO   | 3%                | 2%       | 7%      | 26%   | 62%            | 1%                     |
| VBA    | 2%                | 2%       | 7%      | 30%   | 58%            | 1%                     |
| VHA    | 4%                | 3%       | 10%     | 30%   | 51%            | 1%                     |

## 2020 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

### Survey Item=I have trust and confidence in my supervisor

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 6%                | 6%       | 13%     | 29%   | 45%            | 1%                     |
| NCA    | 7%                | 6%       | 13%     | 28%   | 45%            | 1%                     |
| VACO   | 4%                | 4%       | 10%     | 27%   | 54%            | 1%                     |
| VBA    | 3%                | 4%       | 12%     | 31%   | 49%            | 1%                     |
| VHA    | 6%                | 6%       | 13%     | 29%   | 44%            | 1%                     |

### Survey Item=Overall, how good a job do you feel is being done by your immediate supervisor?

|        | Very Poor | Poor | Fair | Good | Very Good | Missing or Do not Know |
|--------|-----------|------|------|------|-----------|------------------------|
| All VA | 5%        | 5%   | 12%  | 24%  | 52%       | 2%                     |
| NCA    | 6%        | 5%   | 12%  | 24%  | 52%       | 2%                     |
| VACO   | 3%        | 3%   | 9%   | 22%  | 62%       | 2%                     |
| VBA    | 2%        | 3%   | 10%  | 24%  | 60%       | 2%                     |
| VHA    | 5%        | 5%   | 13%  | 24%  | 50%       | 2%                     |

### Survey Item=In my organization, senior leaders generate high levels of motivation and commitment in the workforce

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 10%               | 12%      | 22%     | 30%   | 23%            | 2%                     |
| NCA    | 11%               | 12%      | 20%     | 29%   | 27%            | 1%                     |
| VACO   | 7%                | 10%      | 20%     | 31%   | 30%            | 2%                     |
| VBA    | 9%                | 12%      | 22%     | 32%   | 24%            | 2%                     |
| VHA    | 10%               | 12%      | 22%     | 30%   | 23%            | 2%                     |

## 2020 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=My organization's senior leaders maintain high standards of honesty and integrity

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 8%                | 8%       | 21%     | 32%   | 27%            | 4%                     |
| NCA    | 10%               | 8%       | 17%     | 30%   | 32%            | 2%                     |
| VACO   | 6%                | 6%       | 17%     | 32%   | 35%            | 5%                     |
| VBA    | 7%                | 6%       | 21%     | 33%   | 28%            | 5%                     |
| VHA    | 8%                | 8%       | 21%     | 32%   | 26%            | 4%                     |

Survey Item=Managers communicate the goals of the organization

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 6%                | 7%       | 17%     | 40%   | 28%            | 2%                     |
| NCA    | 5%                | 5%       | 16%     | 38%   | 34%            | 1%                     |
| VACO   | 4%                | 5%       | 14%     | 40%   | 35%            | 1%                     |
| VBA    | 4%                | 4%       | 14%     | 45%   | 32%            | 1%                     |
| VHA    | 6%                | 7%       | 18%     | 39%   | 28%            | 2%                     |

Survey Item=Workgroups collaborate to accomplish shared objectives

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 5%                | 7%       | 21%     | 39%   | 25%            | 4%                     |
| NCA    | 5%                | 7%       | 19%     | 38%   | 29%            | 1%                     |
| VACO   | 3%                | 5%       | 16%     | 40%   | 33%            | 3%                     |
| VBA    | 4%                | 6%       | 20%     | 40%   | 25%            | 5%                     |
| VHA    | 5%                | 8%       | 21%     | 39%   | 24%            | 4%                     |

## 2020 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

|        | Very Poor | Poor | Fair | Good | Very Good | Missing or Do not Know |
|--------|-----------|------|------|------|-----------|------------------------|
| All VA | 6%        | 7%   | 16%  | 26%  | 36%       | 9%                     |
| NCA    | 6%        | 6%   | 15%  | 23%  | 44%       | 5%                     |
| VACO   | 4%        | 5%   | 12%  | 26%  | 46%       | 7%                     |
| VBA    | 4%        | 5%   | 14%  | 28%  | 40%       | 10%                    |
| VHA    | 6%        | 7%   | 16%  | 26%  | 36%       | 9%                     |

Survey Item=I have a high level of respect for my organization's senior leaders

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 8%                | 8%       | 22%     | 32%   | 29%            | 2%                     |
| NCA    | 9%                | 7%       | 20%     | 30%   | 33%            | 1%                     |
| VACO   | 6%                | 6%       | 19%     | 32%   | 36%            | 2%                     |
| VBA    | 7%                | 7%       | 21%     | 33%   | 30%            | 1%                     |
| VHA    | 8%                | 8%       | 22%     | 32%   | 28%            | 2%                     |

Survey Item=How satisfied are you with your involvement in decisions that affect your work?

|        | Very Dissatisfied | Dissatisfied | Neutral | Satisfied | Very Satisfied | Missing or Not Applicable |
|--------|-------------------|--------------|---------|-----------|----------------|---------------------------|
| All VA | 7%                | 12%          | 22%     | 34%       | 23%            | 2%                        |
| NCA    | 6%                | 9%           | 19%     | 34%       | 29%            | 2%                        |
| VACO   | 5%                | 9%           | 19%     | 36%       | 29%            | 2%                        |
| VBA    | 7%                | 13%          | 25%     | 33%       | 19%            | 3%                        |
| VHA    | 7%                | 12%          | 22%     | 34%       | 23%            | 2%                        |

## 2020 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=How satisfied are you with the information you receive from management on what's going on in your organization?

|        | Very Dissatisfied | Dissatisfied | Neutral | Satisfied | Very Satisfied | Missing or Not Applicable |
|--------|-------------------|--------------|---------|-----------|----------------|---------------------------|
| All VA | 7%                | 11%          | 22%     | 35%       | 23%            | 1%                        |
| NCA    | 6%                | 9%           | 19%     | 36%       | 29%            | 1%                        |
| VACO   | 5%                | 9%           | 19%     | 37%       | 29%            | 1%                        |
| VBA    | 6%                | 10%          | 22%     | 38%       | 23%            | 1%                        |
| VHA    | 7%                | 12%          | 22%     | 35%       | 23%            | 1%                        |

Survey Item=How satisfied are you with the recognition you receive for doing a good job?

|        | Very Dissatisfied | Dissatisfied | Neutral | Satisfied | Very Satisfied | Missing or Not Applicable |
|--------|-------------------|--------------|---------|-----------|----------------|---------------------------|
| All VA | 9%                | 11%          | 22%     | 32%       | 25%            | 2%                        |
| NCA    | 8%                | 10%          | 19%     | 32%       | 30%            | 1%                        |
| VACO   | 5%                | 8%           | 19%     | 35%       | 31%            | 2%                        |
| VBA    | 6%                | 9%           | 24%     | 36%       | 23%            | 2%                        |
| VHA    | 9%                | 11%          | 22%     | 32%       | 24%            | 2%                        |

Survey Item=Considering everything, how satisfied are you with your job?

|        | Very Dissatisfied | Dissatisfied | Neutral | Satisfied | Very Satisfied | Missing or Not Applicable |
|--------|-------------------|--------------|---------|-----------|----------------|---------------------------|
| All VA | 4%                | 7%           | 17%     | 38%       | 33%            | 1%                        |
| NCA    | 5%                | 6%           | 15%     | 32%       | 41%            | 1%                        |
| VACO   | 3%                | 6%           | 13%     | 37%       | 39%            | 1%                        |
| VBA    | 5%                | 7%           | 17%     | 39%       | 31%            | 1%                        |
| VHA    | 4%                | 7%           | 17%     | 38%       | 33%            | 1%                        |

## 2020 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=Considering everything, how satisfied are you with your organization?

|        | Very Dissatisfied | Dissatisfied | Neutral | Satisfied | Very Satisfied | Missing or Not Applicable |
|--------|-------------------|--------------|---------|-----------|----------------|---------------------------|
| All VA | 5%                | 8%           | 20%     | 39%       | 27%            | 1%                        |
| NCA    | 6%                | 8%           | 17%     | 33%       | 35%            | 1%                        |
| VACO   | 4%                | 7%           | 16%     | 38%       | 33%            | 1%                        |
| VBA    | 6%                | 9%           | 19%     | 38%       | 27%            | 1%                        |
| VHA    | 5%                | 8%           | 20%     | 39%       | 26%            | 1%                        |

Survey Item=My workload is reasonable

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 7%                | 11%      | 15%     | 41%   | 25%            | 1%                     |
| NCA    | 8%                | 10%      | 16%     | 37%   | 29%            | 1%                     |
| VACO   | 6%                | 10%      | 15%     | 41%   | 27%            | 1%                     |
| VBA    | 9%                | 14%      | 18%     | 39%   | 20%            | 1%                     |
| VHA    | 7%                | 11%      | 15%     | 41%   | 26%            | 1%                     |

Survey Item=I recommend my organization as a good place to work

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 5%                | 6%       | 16%     | 37%   | 35%            | 1%                     |
| NCA    | 6%                | 5%       | 16%     | 32%   | 41%            | 1%                     |
| VACO   | 4%                | 5%       | 14%     | 34%   | 41%            | 1%                     |
| VBA    | 5%                | 6%       | 18%     | 37%   | 33%            | 1%                     |
| VHA    | 5%                | 5%       | 16%     | 37%   | 35%            | 1%                     |

## 2020 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

Survey Item=I am given a real opportunity to improve my skills in my organization

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 5%                | 9%       | 18%     | 38%   | 30%            | 1%                     |
| NCA    | 5%                | 7%       | 17%     | 36%   | 35%            | 1%                     |
| VACO   | 4%                | 7%       | 13%     | 35%   | 40%            | 1%                     |
| VBA    | 4%                | 9%       | 19%     | 39%   | 28%            | 1%                     |
| VHA    | 5%                | 9%       | 18%     | 38%   | 30%            | 1%                     |

Survey Item=My supervisor supports my need to balance work and other life issues

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 5%                | 4%       | 11%     | 31%   | 47%            | 1%                     |
| NCA    | 5%                | 4%       | 11%     | 31%   | 48%            | 1%                     |
| VACO   | 3%                | 2%       | 7%      | 28%   | 59%            | 1%                     |
| VBA    | 3%                | 3%       | 10%     | 31%   | 53%            | 1%                     |
| VHA    | 5%                | 5%       | 11%     | 31%   | 46%            | 1%                     |

Survey Item=In my work unit, differences in performance are recognized in a meaningful way

|        | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | Missing or Do not Know |
|--------|-------------------|----------|---------|-------|----------------|------------------------|
| All VA | 8%                | 13%      | 22%     | 32%   | 21%            | 4%                     |
| NCA    | 9%                | 13%      | 20%     | 32%   | 24%            | 3%                     |
| VACO   | 6%                | 9%       | 19%     | 33%   | 27%            | 6%                     |
| VBA    | 6%                | 11%      | 24%     | 32%   | 20%            | 7%                     |
| VHA    | 8%                | 13%      | 22%     | 32%   | 21%            | 4%                     |