

2020 FEVS SUMMARY

FEVS 2020 **FEDERAL EMPLOYEE
VIEWPOINT SURVEY**

Empowering employees. Inspiring change.





**FHFA's 2020 FEVS
response rate was**

**90.3%, the highest
in FHFA History!**

**FHFA's 2020 FEVS response rate
more than doubled the
government-wide response rate of**

44.3%



2020 Summary



84% of survey questions received a 65% or higher positive response rate.



FHFA had **NO** survey questions that received a negative response rate of 35% or higher.



From 2019 to 2020, **93%** of questions increased in overall positive responses.



From 2019 to 2020, only **5%** of questions decreased in overall positive responses.





Top 5 Most Improved Questions



FEVS Question Scores	2019 FHFA	2020 FHFA	Difference	2020 Gov-wide
(Q14) Employees are recognized for providing high quality products and services.	48%	70%	+22%pts	64%
(Q26) In my organization, senior leaders generate high levels of motivation and commitment in the workplace.	43%	66%	+23%pts	51%
(Q27) My organization's senior leaders maintain high standards of honesty and integrity.	50%	71%	+21%pts	61%
(Q31) I have a high level of respect for my organization's senior leaders.	53%	71%	+18%pts	62%
(Q32) Senior leaders demonstrate support for Work-Life programs.	68%	87%	+19%pts	64%



Top 5 Highest Questions



FEVS Question Percent Positive Scores	2019 FHFA	2020 FHFA	2020 Gov-wide	2020 Small Agency
(Q7) I know how my work relates to the agency's goals.	85%	91%	87%	89%
(Q15) Employees are protected from health and safety hazards on the job.	89%	94%	77%	85%
(Q16) My agency is successful at accomplishing its mission.	81%	91%	81%	83%
(Q19) My supervisor supports my need to balance work and other life issues.	88%	89%	85%	89%
(Q23) My supervisor treats me with respect.	84%	89%	87%	88%



OPM EEI & GSI Index Scores



Employee Engagement Index (EEI) Score	2019 FHFA	2020 FHFA	2020 Gov-wide	2020 Small Agency
EEI Score	68%	79%	72%	75%
Leaders Lead	54%	71%	62%	64%
Supervisors	78%	85%	80%	83%
Intrinsic Work Experience	72%	79%	76%	78%
Global Satisfaction Index (GSI) Score	2019 FHFA	2020 FHFA	2020 Gov-wide	2020 Small Agency
GSI	70%	78%	69%	72%

SATISFACTION

From 2019 to 2020

My Agency is a Good Place to Work

+13%pts

Overall, I Am Satisfied With My Organization

+11%pts

Overall, I Am Satisfied With Information I Receive From Management About What's Going On

+18%pts



WORK EXPERIENCE

From 2019 to 2020

In My Work Experience, I Feel Encouraged to Innovate

+10%pts

In My Work Experience, The People I Work With Cooperate to Get the Job Done

+8%pts

In My Work Experience, Steps are Taken to Deal with Poor Performers

+19%pts



SUPERVISOR

From 2019 to 2020

My Supervisor/Team Leader Supports Employee Development

+8%pts

My Supervisor/Team Leader Is Committed to a Diverse Workforce

+8%pts

I Have Trust and Confidence in My Supervisor

+7%pts



