



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Friday, April 11, 2014

MEMORANDUM FOR: Heads Of Executive Departments And Agencies

FROM: Katherine Archuleta Director

Subject: 2014 Federal Employee Viewpoint Survey

During this administration, the Federal Employee Viewpoint Survey (FEVS) has been transformed from an interesting overview of Departments and Agencies into a powerful management tool capable of driving real change. Instead of providing a few hundred reports at the highest level, the FEVS can now pinpoint areas of strength from which we can learn successful management practices. It can also reveal challenges that need extra attention.

As you know, the success of the FEVS depends on each agency's senior leadership team communicating a desire to hear from their workers and a sincere commitment to respond to employee feedback at the appropriate level. Last year, we achieved agency response rates ranging from a high of nearly 90% to a low of 27%, with an overall Governmentwide response of 48%. With your help communicating the importance of this survey effort, we are sure to see these numbers increase. Also in 2013, more than 12,000 component-level reports were produced. That same level of granularity will be available to you in 2014. Additional analytic capacity is being provided via the creation of a visual, interactive management dashboard.

After the last FEVS administration in the summer of 2013, most of our workers experienced reduced budgets due to sequestration, furloughs, and even the government shutdown in October. In my visits with you, I know you are keenly aware of workforce morale and intend on using the results of the FEVS to improve the work experiences of all your employees.

Administration of the next FEVS will begin later this month and conclude in June. Results will become available as early as late August with full results available throughout the Fall.

There is hard work ahead, and positive change takes focused attention and sustained effort. The FEVS is a way for us to hear from our people and to respond to their feedback with genuine care and leadership. Our workers are unquestionably committed and looking to us for clear goals, effective strategies and unwavering support as together, we serve the American people.

Thank you for your assistance in this important effort. If you have any questions about the upcoming survey, please contact Dr. Kimya Lee, Manager, Survey Analysis at Kimya.Lee@opm.gov or (202) 606-6428.

cc: Chiefs of Staff, Chief Human Capital Officers, and Performance Improvement Officers