



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Tuesday, April 21, 2015

MEMORANDUM FOR: Heads Of Executive Departments And Agencies

FROM: Katherine Archuleta Director

Subject: 2015 Federal Employee Viewpoint Survey

The Federal Employee Viewpoint Survey (FEVS) is a powerful management tool capable of driving real change. Results from the FEVS are reflected in innovative management resources like the new www.unlocktalent.gov website. This dashboard is an interactive tool developed to help agency leaders foster a culture of excellence and engagement and it provides valuable human resources metrics. Unlock Talent, along with the FEVS online reporting system you rely on each year, facilitates agency efforts to pinpoint areas of strength and reveal agency challenges.

The progress we have made in the past few years to produce agency results at a more granular, local-level and to develop state-of-the-art tools can only continue if employees give us their feedback. Hearing from each and every employee that receives a survey drives reports, metrics, and ultimately improvements in our agencies and government-wide.

We need the visible support and sponsorship of senior leadership to encourage employees to complete the survey. Let them know you are personally committed to hearing what they have to say and that you are accountable for making positive changes based on what you learn from their responses. We will begin administering the next FEVS 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. Positive change takes focused attention and sustained effort. The FEVS is a way for us to hear from our people and 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, Senior Advisor on Research & Evaluation at Kimya.Lee@opm.gov or (202) 606-6428.

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