

Federal Employee Viewpoint Survey Employee Engagement Index

The Federal Employee Viewpoint Survey (EVS) Employee Engagement Index is a measure of the engagement potential of an agency’s work environment – the conditions that lead to engagement. OPM defines employee engagement as “the employees’ sense of purpose that is evident in their display of dedication, persistence, and effort in their work or overall attachment to their organization and its mission.” This index includes three subfactors:

- **Leaders Lead:** Reflects the employees’ perceptions of the integrity of leadership, as well as leadership behaviors such as communication and workforce motivation.
- **Supervisors:** Reflects the interpersonal relationship between worker and supervisor, including trust, respect, and support.
- **Intrinsic Work Experiences:** Reflects the employees’ feelings of motivation and competency relating to their role in the workplace.

Each of the subfactors reflects a different aspect of the engaged environment.

Employee Engagement Index Items:

LEADERS LEAD:

- 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.
- 54. My organization’s senior leaders maintain high standards of honesty and integrity.
- 56. Managers communicate the goals and priorities of the organization.
- 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
- 61. I have a high level of respect for my organization’s senior leaders.

SUPERVISORS:

- 47. Supervisors in my work unit support employee development.
- 48. My supervisor listens to what I have to say.
- 49. My supervisor treats me with respect.
- 51. I have trust and confidence in my supervisor.
- 52. Overall, how good a job do you feel is being done by your immediate supervisor?

INTRINSIC WORK EXPERIENCE:

- 3. I feel encouraged to come up with new and better ways of doing things.
- 4. My work gives me a feeling of personal accomplishment.
- 6. I know what is expected of me on the job.
- 11. My talents are used well in the workplace.
- 12. I know how my work relates to the agency’s goals and priorities.