This is an update on the current Department of Energy (DOE) employee response rate for the 2013 Federal Employee Viewpoint Survey (FEVS), which was launched on April 23, 2013 (see DOECAST below, sent April 19, announcing the 2013 FEVS). *As of Tuesday, May 14, the total response rate for the DOE was 33.30.* DOE employees have already received the OPM link to the FEVS, and based on the response rate to date, we are pleased to see that employees are taking seriously this opportunity to provide constructive and honest feedback. The final 2012 FEVS response rate for DOE was 47% (46% government-wide). We hope to have an even higher final response rate this year.

The theme of this year's FEVS campaign is **Employees Influencing Change,** and completing this survey provides an opportunity for you to make your voices heard and to become an active agent for change. As a reminder, you responses are voluntary and will be kept confidential. **Please take the challenge to help make a difference.** If you have not yet completed the survey and wish to do so, it was sent to your DOE e-mail accounts from the OPM address entitled: Federal Employee Viewpoint Survey-DN [evdn@opm.gov].

For additional information, please see below the original DOECAST sent on April 19, announcing the launch of the FEVS for the Department. Also, additional information can be found on the DOE FEVS Powerpedia page at: https://powerpedia.energy.gov/wiki/FEVS.

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**2013 Federal Employee Viewpoint Survey**
**April 23rd - May 31th**

On April 23rd, the Office of Personnel Management (OPM) will initiate the 2013 Federal Employee Viewpoint Survey (FEVS). All Federal employees in the Department will receive an e-mail message with a link to take the survey. So, please take the opportunity to complete the survey because we value your input on what is working for you and what is not. The Department will use the survey results in developing strategies to make needed improvements. Based on 2011 and 2012 FEVS results, Secretary Chu launched the effort to *Improve the Performance Based Culture* of the Department focusing on three key areas of leadership, teamwork, and diversity. At the Department level, we implemented a number of initiatives. For example, we developed a Training Framework for new supervisors, experienced managers and executives as well as non-supervisory employees to improve our performance based culture. This largely emphasized the importance of mandatory new supervisor training and continual management and leadership training. We increased the frequency of performance feedback sessions during a performance cycle. The Department also formed the Diversity and Inclusion Council. At a more local level, organizational elements were tasked to develop appropriate action plans to address areas of weakness. For example, six headquarters' offices embarked on a pilot initiative with the Partnership for Public Service to help develop strategies to increase employee engagement and management accountability. As a result of all of this, we did see a slight improvement in FEVS results from 2011 to 2012 in the areas of leadership, teamwork, and diversity but we still have more work to do.
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Only your honest, forthright responses to the 2013 FEVS can help us continually improve as an agency. So we strongly encourage you to respond to the survey. Your responses are voluntary and will be kept confidential. OPM will analyze responses and provide both departmental and government-wide reports of survey results.

Again, OPM will forward the link and procedures for completing the FEVS survey directly to Federal employees in the Department by April 23, 2013. Responses should be completed by May 31, 2013.

For additional Information, please contact Thomasina Mathews at 202-586-2657 or thomasina.mathews@hq.doe.gov.