

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.

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.

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