

Beginning with the Secretary's Town Hall in May and continuing through June and July, employees were urged to provide input about DOE's culture, revealing our strengths and uncovering our challenges, by responding to the 2012 Federal Employee Viewpoint Survey. DOE employees answered the call; increasing the agency's response rate from 39% in 2011 to 47% in 2012, and showing that they care about their workplace and have a desire to see it improve.

The Office of Personnel Management (OPM) provided agencies with the raw data from their Federal Employee Viewpoint Surveys in September. Since that time, the Office of the Chief Human Capital Officer has been reviewing and analyzing DOE's results. We would like to take this opportunity to share some of the preliminary analysis. Overall, the results were mostly positive: 80% of all survey questions showed a positive change in responses while only 20% of all questions showed a negative change in responses. Some highlights include:

- DOE outpaced the government-wide average in positive responses to several questions, including:
 - "In the last six months, my supervisor/team leader has talked with me about my performance" - (86% positive to 77% positive).
 - "My supervisor supports my need to balance work and other life issues" - (83% positive to 77% positive).
 - "How would you rate the overall quality of work done by your work unit?" - (86% positive to 83% positive).
- DOE still faces challenges in several areas, including:
 - "How satisfied are you with your opportunity to get a better job in your organization?" - (35% positive response).
 - "Creativity and innovation are rewarded" - (33% positive response).
 - "I believe the results of this survey will be used to make my agency a better place to work" - (33% positive response).

This data is now available for your review. The *Department of Energy Agency Management Report* has been posted on Federal Employee Viewpoint Survey Powerpedia page. Please note that this report contains only the raw data from OPM and not the Best Places to Work rankings performed by the Partnership for Public Service. Those rankings will be available in mid-December. In addition to the *Agency Management Report*, you will also find two documents containing high level analysis on the results; particularly how the Department scored in the three focus areas announced by the Secretary: (1) Teamwork, (2) Support for Diversity, and (3) Leadership. One provides a comparison between the DOE results from 2011 and 2012 while the other compares the 2012 DOE results to that of the rest of the federal government. All of this data can be viewed at:

https://powerpedia.energy.gov/wiki/FEVS#2012_FEVS_Results_and_Analyses

Taken as a whole, the data show that the improvement strategies put in place during 2011, including DOE's participation in the GEAR Pilot, actions taken to strengthen our Continuous Learning Programs, our employee engagement efforts with the Partnership for Public Service and our continued focus on Diversity and Inclusion, are having some desired impact. However, there is more work to be done and we will use the 2012 results to help inform the human capital strategies and programs we will implement to continue to drive improvement.

Please take some time to review the results and be on the lookout for more information on future actions. If you have questions, please contact your servicing human resources office.