

2023 Office of Personnel Management

# Federal Employee Viewpoint Survey Results

*Empowering employees. Inspiring change.*

**1st Level  
Subagency  
Report**

**Department of the Interior  
National Park Service**

# Department of the Interior National Park Service *1st Level Subagency Report*

This 2023 Federal Employee Viewpoint Survey (FEVS) Report provides summary results for the core survey, telework, and demographic items for your subagency, including comparisons to your department or agency. Also presented in this report are FEVS index results. An index is a collection of items that statistically cluster together and can be combined into a single score for interpretation and/or analysis. Indices speak to an aspect of employee perspectives and experiences and are indicators of effectiveness. Established FEVS indices displayed in this report include the Employee Engagement Index (EEI), Global Satisfaction Index (GSI), Performance Confidence Index (PCI), and Diversity, Equity, Inclusion, and Accessibility (DEIA).

The Employee Experience Index (EXI) is new and measures the extent to which employees are engaged by their work and their organization. While the established Employee Engagement Index is a measure of the conditions for engagement (e.g., whether a workplace has the right environment to foster engaged employees) the new EXI assesses whether employees actually experience the state of engagement. It gives agencies another tool for assessing whether actions to improve engagement have had the intended effect.

## Response Summary

Organizations	Surveys Completed	Response Rate
Governmentwide	625,68	38.9%
Department of the Interior	35,94	63.6
<b>National Park Service</b>	<b>9,45</b>	<b>6.5%</b>

## Top 10 Positive & Negative Items and Leading & Trailing You Comparison Group

These sections provide high level information on how your subagency is doing.

### Main Report Results

The results include response percentages for each survey item followed by index and sub-index scores. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

**Positive:** *Strongly Agree* or *Always* and *Most of the time* or *Very Good* and *Good* or *Very Satisfied* and *Satisfied*

**Neutral:** *Neither Agree nor Disagree* or *Sometimes* or *Fair* or *Neither Satisfied nor Dissatisfied*

**Negative:** *Disagree* or *Strongly Disagree* or *Rarely* and *Never* or *Poor* and *Very Poor* or *Dissatisfied* and *Very Dissatisfied*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know* (NK), *Not Basis to Judge* (NJ), *They have been absent here in my work unit, I do not have a y accessibility need*, where applicable is listed separately.

Note: "—" indicates that there were no responses to the item and therefore results are not shown.

## Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (items 1-90, excluding item 16). Use this snapshot as a quick reference or overview of your OPM FEVS results.

### *Highest Percent Positive*

93.4%	It is important to me that my work contribute to the common good. (Q90)
86.1%	Employees in my work unit meet the needs of our customers. (Q20)
85.5%	My supervisor treats me with respect. (Q51)
85.1%	My supervisor supports my need to balance work and other life issues. (Q49)
84.9%	Employees in my work unit contribute positively to my agency's performance. (Q21)
84.8%	My supervisor holds me accountable for achieving results. (Q53)
83.1%	I identify with the mission of my organization. (Q89)
83.0%	I know how my work relates to the agency's goals. (Q7)
82.5%	My supervisor listens to what I have to say. (Q50)
82.3%	Employees in my work unit produce high-quality work. (Q22)

### *Highest Percent Negative*

36.6%	Considering everything, how satisfied are you with your pay? (Q71)
36.2%	My workload is reasonable. (Q5)
34.9%	Management involves employees in decisions that affect their work. (Q66)
33.1%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q57)
32.8%	I believe the results of this survey will be used to make my agency a better place to work. (Q47)
30.5%	The approval process in my organization allows timely delivery of my work. (Q41)
30.3%	In my work unit, differences in performance are recognized in a meaningful way. (Q17)
28.5%	Management makes effective changes to address challenges facing our organization. (Q65)
27.8%	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated. (Q45)
26.8%	Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q60)

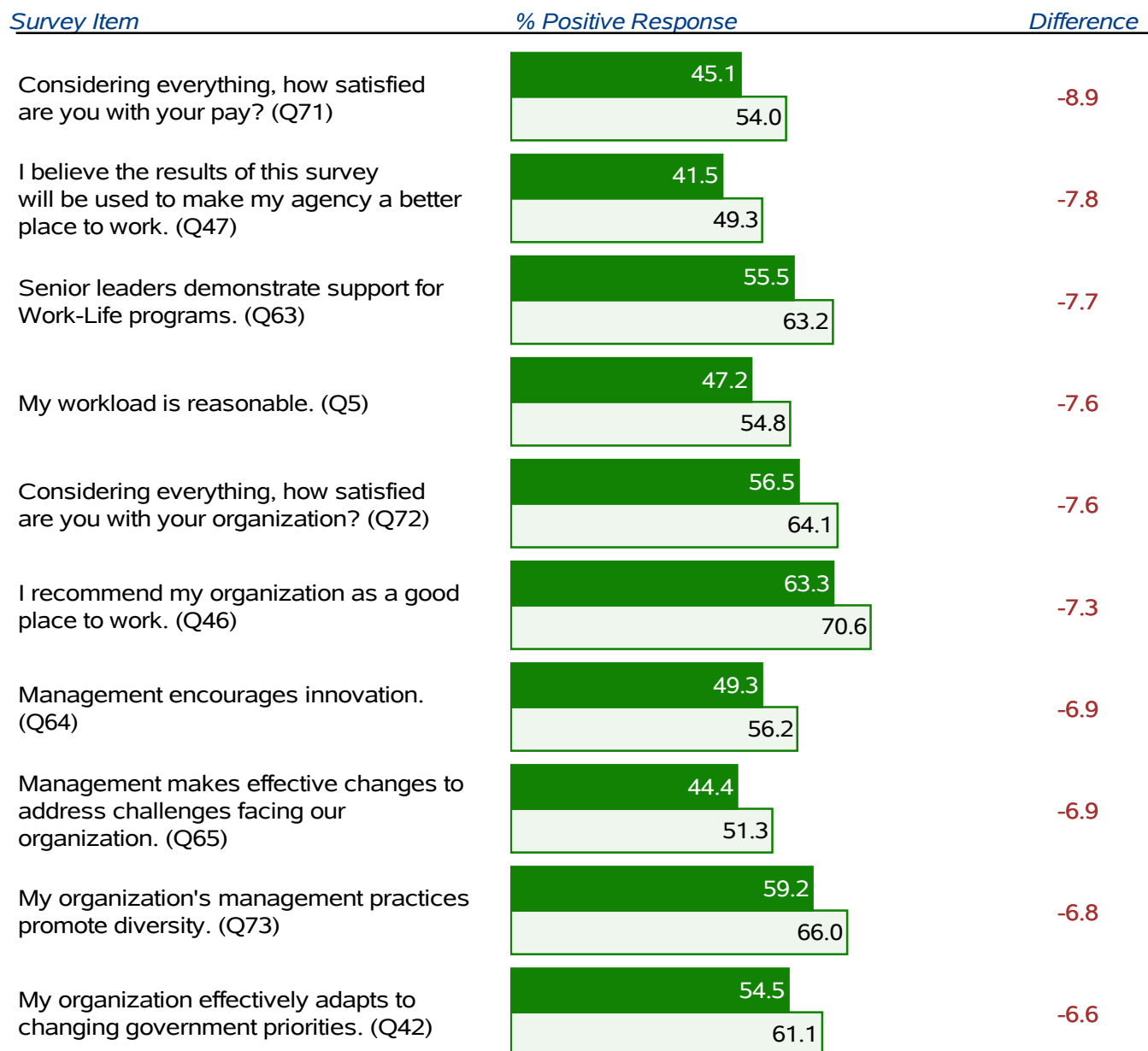
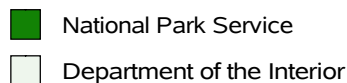
## Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Department of the Interior) average (items 1-90, excluding item 16). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. Percentages that are less than 8 are not displayed in the bar. A missing bar indicates 0% Positive Response for the item

*There are no items in this category*

## Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Department of the Interior) average (items 1-90, excluding item 16). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. Percentages that are less than 8 are not displayed in the bar. A missing bar indicates 0% Positive Response for the item



## My Work Experience

### 1. I am given a real opportunity to improve my skills in my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,922	70.3%	14.3%	15.3%
Department of the Interior	35,768	5.4%	12.9%	11.7%
National Park Service	9,800	72.3%	13.7%	14.0%

### 2. I see encouraged to come up with new and better ways of doing things.

Organizations	N	Positive	Neutral	Negative
Governmentwide	610,088	65.5%	15.6%	18.9%
Department of the Interior	35,432	71.5%	14.5%	14.0%
National Park Service	9,260	69.1%	14.5%	16.4%

### 3. My work gives me a feeling of personal accomplishment.

Organizations	N	Positive	Neutral	Negative
Governmentwide	616,102	73.0%	14.0%	12.9%
Department of the Interior	33,466	7.0%	3.1%	8.8%
National Park Service	9,291	75.9%	13.0%	11.1%

### 4. I know what is expected of me on the job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	615,290	81.7%	9.8%	8.5%
Department of the Interior	35,441	81.0%	10.6%	8.3%
National Park Service	9,281	77.9%	11.6%	10.5%

### 5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative
Governmentwide	620,833	62.3%	14.0%	24.1%
Department of the Interior	35,692	54.8%	16.0%	29.2%
National Park Service	9,328	47.2%	16.5%	36.2%

### 6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative
Governmentwide	614,430	64.1%	16.2%	19.7%
Department of the Interior	35,395	67.7%	15.8%	16.5%
National Park Service	9,271	64.4%	15.7%	19.8%

## My Work Experience (continued)

### 7. I know how my work relates to the agency's goals.

Organizations	N	Positive	Neutral	Negative
Governmentwide	620,335	84.9%	10.0%	6.2%
Department of the Interior	35,712	85.2%	9.1%	5.4%
National Park Service	9,366	83.0%	9.8%	7.2%

### 8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	596,805	71.3%	14.1%	15.3%	25,588
Department of the Interior	34,512	71.0%	13.9%	15.1%	1,252
National Park Service	9,113	61.4%	14.6%	8.0%	260

### 9. I have enough information to do my job well.

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,096	73.3%	13.8%	12.8%
Department of the Interior	35,826	37.7%	14.8%	1.5%
National Park Service	9,395	69.6%	15.8%	14.6%

### 10. I receive the training I need to do my job well.

Organizations	N	Positive	Neutral	Negative
Governmentwide	611,957	5.9%	17.4%	16.7%
Department of the Interior	35,544	67.1%	18.4%	14.3%
National Park Service	9,318	62.3%	20.0%	17.7%

### 11. I am held accountable for the quality of work I produce.

Organizations	N	Positive	Neutral	Negative
Governmentwide	619,470	6.3%	8.8%	4.1%
Department of the Interior	35,477	85.4%	9.7%	4.9%
National Park Service	9,340	81.4%	11.8%	6.8%

### 12. I have a clear idea of how well I am doing my job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	619,597	76.3%	13.5%	10.1%
Department of the Interior	35,610	76.8%	14.3%	8.9%
National Park Service	9,321	72.9%	15.8%	11.3%

## My Work Experience (continued)

### 13. I have the autonomy to decide how I do my job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	622,579	71.5%	14.8%	13.7%
Department of the Interior	35,79	77.0%	13. %	9.9
National Park Service	939	75.0%	13.3%	11.7%

### 14. I can make decision about my work without getting permission first.

Organizations	N	Positive	Neutral	Negative
Governmentwide	622,29	64.2%	18.6%	17.2%
Department of the Interior	35,820	68.2%	17.9%	13.9%
National Park Service	935	6.6%	7.5%	5.9%

## My Work Unit

### 15. The people I work with cooperate to get the job done.

Organizations	N	Positive	Neutral	Negative
Governmentwide	624,053	82.1%	6.6%	8.3%
Department of the Interior	35,88	82.9%	9. %	7.4
National Park Service	9,402	81.8%	9.7%	5.5

### 16. In my work unit poor performers usually:

Organizations	N	Remain in Work Unit And Improve Performance	Remain in Work Unit And Continue To Underperform	Leave Work Unit-Removed or Transferred	Leave Work Unit-Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	624,005	17.7%	41.2%	10. %	6.4%	19. %	20. %
Department of the Interior	35,867	15.7	37.2%	8.4	6.5%	4.4	20.0%
National Park Service	9,01	15. %	43.3%	1.1%	7.2%	23.7%	11.1%

Note: Percent will add to more than 100% because respondents could choose more than one response option.

### 17. In my work unit, difference in performance are recognized in a meaningful way.

Organizations	Positive	Neutral	Negative	DNK (N)	
Governmentwide	556,535	45.0%	26.3%	28.7%	67,602
Department of the Interior	31,553	45.0%	29.1%	25.9%	4,327
National Park Service	8,499	40.9%	28.8%	30.3%	909



## My Work Unit (continued)

### 18. Employees in my work unit share job knowledge.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	620,540	81.0%	10.3%	8.7%	3,964
Department of the Interior	35,693	81.6%	10.6%	7.9%	20
National Park Service	9,67	1.7%	0.3%	.0%	0

### 19. My work unit has the job relevant knowledge and skills necessary to accomplish organizational goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	617,70	79.9%	11.8%	8.2%	6,895
Department of the Interior	35,546	81.4%	11.3%	7.3%	352
National Park Service	341	8.9%	1.9%	9.2%	7

### 20. Employees in my work unit meet the needs of our customers.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	593,581	87.3%	10.6%	2.1%	28,111
Department of the Interior	34,357	87.4%	11.5%	2.0%	1,193
National Park Service	9,092	6.1%	11.6%	2.3%	219

### 21. Employees in my work unit contribute positively to my agency's performance.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	97,429	85.3%	11.6%	3.1%	18,182
Department of the Interior	4,78	86.8%	10.7%	2.5%	76
National Park Service	9,150	84.9%	11.9%	3.2%	131

### 22. Employees in my work unit produce high-quality work.

Organization	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	601,540	83.0%	13.7%	3.4%	19,39
Department of the Interior	35,031	81.0%	12.2%	2.8%	686
National Park Service	9,266	81.3%	4.3%	3.3%	99

### 23. Employees in my work unit adapt to changing priorities.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	600,338	79.7%	15.0%	5.2%	18,769
Department of the Interior	34,833	80.3%	14.8%	4.9%	805
National Park Service	9,207	77.7%	16.2%	6.1%	143

## My Work Unit (continued)

### 24. New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Organizations	N	Positive	Neutral	Negative	No Recent Hires (N)
Governmentwide	542,221	59.8%	24.0%	16.2%	79,285
Department of the Interior	30,870	65.8%	2.0%	12.2%	4,822
National Park Service	8,600	61.9%	20.9%	13.9%	1,042

### 25. I am in tune with the decisions in my work unit.

Organizations	N	Positive	Neutral	Negative
Governmentwide	62,611	69.2%	17.8%	13.0%
Department of the Interior	35,741	75.1%	15.0%	9.9%
National Park Service	9,368	5.6%	11.3%	11.1%

### 26. I know what my work unit's goals are.

Organizations	N	Positive	Neutral	Negative
Governmentwide	620,846	84.0%	9.5%	6.4%
Department of the Interior	5,744	81.3%	11.9%	6.8%
National Park Service	7,369	71.7%	11.1%	9.4%

### 27. My work unit committs resources to develop new ideas (e.g., budget, staff, time, expert support).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	59,426	55.8%	22.6%	21.6%	26,295
Department of the Interior	34,886	61.3%	21.0%	17.7%	85
National Park Service	9,214	59.0%	20.1%	20.9%	155

### 28. My work unit successfully manages disruptions to our work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	601,306	68.5%	18.0%	13.5%	19,648
Department of the Interior	34,855	69.6%	18.1%	12.0%	89
National Park Service	9,206	67.6%	18.2%	14.2%	167

### 29. Employees in my work unit consistently look for new ways to improve how they do their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	597,021	66.1%	20.4%	13.4%	19,779
Department of the Interior	34,755	70.8%	18.8%	10.4%	823
National Park Service	9,170	67.9%	19.7%	12.4%	158

## My Work Unit (continued)

### 30. Employees in my work unit incorporate new ideas into their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	590,802	66.8%	20.2%	12. %	19,873
Department of the Interior	34,429	72.4%	17.7%	9.9%	77
National Park Service	1,005	70.7%	17.4%	11.9%	46

### 31. Employees in my work unit approach change as an opportunity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	588,588	55.3%	25. %	17.1%	21,406
Department of the Interior	4,295	59.7%	25.7%	14.6%	924
National Park Service	9,336	56.5%	26.1%	17.4%	177

### 32. Employees in my work unit consider customer needs a top priority.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	591,319	77.2%	14.9%	7.9%	19,811
Department of the Interior	34,151	75.9%	17.7%	7.4%	1,833
National Park Service	8,967	72.8%	17. %	9.4%	233

### 33. Employees in my work unit consistently look for ways to improve customer service.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	588,105	65.9%	2.9%	1.2%	26,426
Department of the Interior	3,115	6.0%	4.4%	1.6%	1,49
National Park Service	1,971	63.8%	24.5%	11.6%	299

### 34. Employees in my work unit support my need to balance my work and personal responsibilities.

Organization	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	606,904	72.6%	15.2%	12.2%	13,888
Department of the Interior	35,232	72.1%	13.5%	9.4%	1,414
National Park Service	9,253	72.8%	14.2%	13.0%	603

## My Organization

### 35. Employees are recognized for providing high quality products and services.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	598,445	60.8%	17.8%	21.3%	15,522
Department of the Interior	34,604	62.5%	19.0%	18.5%	894
National Park Service	9,080	57.5%	19.6%	22.9%	203

## My Organization (continued)

### 36. Employees are protected from health and safety hazards on the job.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	596,563	78.1%	11.7%	10.0%	17,579
Department of the Interior	34,609	80.5%	11.5%	8.0%	89
National Park Service	34,609	75.6%	13.3%	11.1%	87

### 37. My organization is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	602,603	78.0%	13.3%	7.8%	11,480
Department of the Interior	34,845	76.0%	15.1%	8.8%	633
National Park Service	34,845	70.0%	17.2%	2.8%	114

### 38. I have a good understanding of my organization's priorities.

Organizations	N	Positive	Neutral	Negative
Governmentwide	614,287	78.4%	12.0%	9.3%
Department of the Interior	35,507	75.0%	14.5%	10.1%
National Park Service	35,507	70.6%	15.9%	13.5%

### 39. My organization shares results (for example, own halls email distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	570,555	70.3%	17.4%	12.3%	38,659
Department of the Interior	32,535	4.0%	16.0%	10.0%	2,675
National Park Service	32,535	70.5%	17.1%	12.4%	722

### 40. Information is openly shared in my organization.

Organization	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	586,730	56.4%	20.6%	23.0%	1,295
Department of the Interior	33,955	57.8%	22.4%	20.0%	434
National Park Service	33,955	52.7%	21.6%	25.7%	90

### 41. The approval process in my organization allows timely delivery of my work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	589,178	55.0%	22.4%	22.7%	13,148
Department of the Interior	34,170	49.6%	23.9%	26.5%	748
National Park Service	34,170	44.7%	24.8%	30.5%	239

## My Organization (continued)

### 42. My organization effectively adapts to changing government priorities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	582,993	65.6%	21.2%	13.2%	17,951
Department of the Interior	33,579	61.1%	5.7%	13.2%	1,25
National Park Service	9,79	54.5%	28.4%	17.2%	13

### 43. My organization has prepared me for potential physical security threats.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	598,313	5.2%	14.8%	9.7%	10,161
Department of the Interior	4,443	65.8%	20.3%	13.9%	814
National Park Service	9,020	59.5%	2.1%	18.3%	186

### 44. My organization has prepared me for potential cybersecurity threats.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	596,267	82.7%	11.7%	5.6%	6,043
Department of the Interior	34,539	72.3%	12.9%	14.8%	426
National Park Service	9,00	78.6%	14.9%	6.5%	122

### 45. In my organization arbitrary action, personal favoritism and/or political coercion are not tolerated.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	576,23	54.0%	21.7%	24.3%	30,701
Department of the Interior	33,20	5.5%	21.8%	22.1%	1,79
National Park Service	8,815	49.8%	22.4%	27.8%	397

### 46. I recommend my organization as a good place to work.

Organizations	N	Positive	Neutral	Negative
Governmentwide	610,279	67.5%	28.1%	4.4%
Department of the Interior	35,35	70.6%	17.3%	12.1%
National Park Service	9,239	63.3%	19.0%	17.7%

### 47. I believe the results of this survey will be used to make my agency a better place to work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	575,284	47.7%	24.0%	28.3%	35,506
Department of the Interior	33,232	49.3%	25.2%	25.5%	2,172
National Park Service	8,726	41.5%	25.7%	32.8%	521

## My Supervisor

### 48. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	595,072	78.3%	11.2%	10.5%	4,527
Department of the Interior	34,399	81.3%	10.3%	8.3%	20
National Park Service	8,90	9.9%	10.3%	9.8%	41

### 49. My supervisor supports my need to balance work and other life issues.

Organizations	N	Positive	Neutral	Negative
Governmentwide	80,065	4.0%	8.5%	7.5%
Department of the Interior	35,247	87.4%	7.2%	5.5%
National Park Service	9,194	8.1%	7.8%	7.1%

### 50. My supervisor listens to what I have to say.

Organizations	N	Positive	Neutral	Negative
Governmentwide	605,954	82.2%	11.1%	8.7%
Department of the Interior	35,13	83.7%	8.8%	7.5%
National Park Service	9,168	82.5%	8.7%	8.8%

### 51. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
Governmentwide	608,131	86.1%	7.6%	6.3%
Department of the Interior	35,270	87.5%	7.1%	5.9%
National Park Service	9,205	85.5%	7.6%	6.9%

### 52. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
Governmentwide	606,575	76.6%	11.8%	11.7%
Department of the Interior	35,190	78.1%	11.2%	10.5%
National Park Service	9,19	75.8%	11.4%	12.8%

### 53. My supervisor holds me accountable for achieving results.

Organization	N	Positive	Neutral	Negative
Governmentwide	607,207	87.4%	9.0%	3.6%
Department of the Interior	35,249	87.5%	9.1%	3.4%
National Park Service	9,203	84.8%	10.8%	4.5%

## My Supervisor (continued)

### 54. Overall, how good a job do you feel is being done by your immediate supervisor?

Organizations	N	Positive	Neutral	Negative
Governmentwide	607,639	77.7%	16.6%	8.7%
Department of the Interior	35,24	78.4%	13.0%	8.2%
National Park Service	9,20	75.8%	14.1%	0.1%

### 55. My supervisor provides me with constructive suggestions to improve my job performance.

Organizations	N	Positive	Neutral	Negative
Governmentwide	600,02	71.9%	15.9%	12.2%
Department of the Interior	35,256	71.6%	17.0%	11.4%
National Park Service	9,21	68.9%	17.5%	13.7%

### 6. My supervisor provides me with performance feedback throughout the year.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	603,028	75.9%	12.7%	11.4%	5,21
Department of the Interior	34,967	71.1%	13.9%	11.0%	31
National Park Service	9,12	71.5%	15.0%	13.0%	93

## Leadership

### 57. My organization's senior leaders generate high levels of motivation and commitment in the workforce.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	590,638	49.8%	22.3%	27.8%	13,479
Department of the Interior	34,200	44.7%	25.0%	27.6%	93
National Park Service	8,98	41.1%	25.8%	33.1%	221

### 58. My organization's senior leaders maintain high standards of honesty and integrity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	565,232	61.6%	20.7%	17.7%	36,10
Department of the Interior	32,347	60.1%	22.9%	17.0%	2,578
National Park Service	8,44	54.0%	24.9%	21.0%	645

### 59. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	595,844	66.3%	17.5%	16.2%	7,677
Department of the Interior	34,620	62.8%	20.2%	17.0%	443
National Park Service	9,055	57.9%	20.9%	21.1%	85

## Leadership (continued)

### 60. Managers promote communication among different work units (for example, about projects, goals, needed resources).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	585,368	59.6%	19.8%	20.4%	15,970
Department of the Interior	34,086	57.1%	21.0%	21.3%	81
National Park Service	1,933	52.6%	20.1%	26.8%	17

### 61. We all work hard to get things done by the manager directly above your immediate supervisor?

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	574,646	66.5%	19.1%	15.1%	29,543
Department of the Interior	33,256	64.8%	20.6%	14.6%	1,821
National Park Service	8,653	59.8%	22.7%	17.5%	492

### 62. I have a high level of respect for my organization's senior leaders.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	596,795	62.7%	19.9%	17.4%	7,995
Department of the Interior	34,526	58.8%	22.7%	17.1%	578
National Park Service	9,012	53.4%	24.3%	22.2%	142

### 63. Senior leaders demonstrate support for Work-Life programs.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	567,005	61.5%	22.2%	16.3%	34,298
Department of the Interior	32,321	63.2%	22.9%	13.9%	2,654
National Park Service	8,382	55.5%	25.1%	19.3%	726

### 64. Management encourages innovation.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	584,295	58.3%	23.0%	18.7%	18,488
Department of the Interior	33,644	6.2%	26.1%	17.7%	1,255
National Park Service	8,818	49.3%	27.8%	23.0%	302

### 65. Management makes effective changes to address challenges facing our organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	580,532	54.1%	23.4%	22.5%	21,349
Department of the Interior	33,468	51.3%	26.3%	22.5%	1,492
National Park Service	8,790	44.4%	27.1%	28.5%	322



## Leadership (continued)

### 66. Management involves employees in decisions that affect their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	583,280	46.4%	22.9%	30.1%	19,356
Department of the Interior	33,782	46.1%	5.6%	28.3%	1,26
National Park Service	86	40.6%	24.5%	34.9%	21

## Employee Satisfaction

### 67. How satisfied are you with your involvement in decisions that affect your work?

Organizations	N	Positive	Neutral	Negative
Governmentwide	60,599	53.2%	23.9%	22.9%
Department of the Interior	34,911	55.9%	24.1%	20.0%
National Park Service	1,096	1.7%	23.5%	24.7%

### 68. How satisfied are you with the information you receive from management on what's going on in your organization?

Organizations	N	Positive	Neutral	Negative
Governmentwide	598,620	55.0%	22.7%	22.3%
Department of the Interior	34,772	4.7%	24.2%	21.1%
National Park Service	9,477	50.2%	3.9%	25.9%

### 69. How satisfied are you with the recognition you receive for doing a good job?

Organizations	N	Positive	Neutral	Negative
Governmentwide	59,355	6.0%	21.7%	22.2%
Department of the Interior	34,838	5.8%	2.5%	18.7%
National Park Service	9,084	53.5%	23.5%	23.0%

### 70. Considering everything, how satisfied are you with your job?

Organizations	N	Positive	Neutral	Negative
Governmentwide	597,993	68.1%	16.2%	15.7%
Department of the Interior	34,740	1.2%	5.5%	3.3%
National Park Service	9,036	66.4%	16.4%	17.2%

### 71. Considering everything, how satisfied are you with your pay?

Organizations	N	Positive	Neutral	Negative
Governmentwide	600,258	57.4%	17.1%	25.5%
Department of the Interior	34,887	54.0%	17.4%	28.6%
National Park Service	9,095	45.1%	18.3%	36.6%

## My Satisfaction (continued)

### 72. Considering everything, how satisfied are you with your organization?

Organizations	N	Positive	Neutral	Negative
Governmentwide	600,439	62.3%	19.4%	18.4%
Department of the Interior	34,912	41.1%	19.7%	16.1%
National Park Service	9,098	56.5%	20.8%	22.7%

## Diversity, Equity, Inclusion and Accessibility

### 73. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	556,063	61.2%	19.1%	11.8%	45,134
Department of the Interior	32,593	66.0%	20.9%	13.1%	2,387
National Park Service	8,530	59.1%	3.3%	17.5%	52

### 74. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	557,713	73.3%	18.1%	8.7%	43,916
Department of the Interior	32,642	72.1%	18.7%	8.5%	360
National Park Service	8,544	70.0%	19.7%	10.2%	570

### 75. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	581,181	66.5%	15.4%	18.1%	17,620
Department of the Interior	33,662	67.7%	11.7%	16.5%	944
National Park Service	8,881	66.2%	15.5%	18.3%	208

### 76. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	572,153	70.7%	15.3%	14.0%	26,612
Department of the Interior	33,886	72.1%	15.4%	12.4%	1,512
National Park Service	8,697	70.3%	15.5%	14.2%	361

### 77. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgments).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	567,245	62.5%	17.5%	20.1%	32,821
Department of the Interior	32,712	65.1%	18.0%	16.9%	2,207
National Park Service	8,575	62.1%	18.2%	19.7%	516

## Diversity, Equity, Inclusion, and Accessibility (continued)

### 78. Employees in my work unit make me feel I belong.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	588,459	78.5%	14.0%	7.5%	8,428
Department of the Interior	34,434	79.2%	13.7%	7.0%	31
National Park Service	8,90	77.9%	13.9%	.2	61

### 79. Employees in my work unit care about me as a person.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	578,492	79.1%	16.0%	7.0%	15,647
Department of the Interior	33,911	79.1%	14.9%	6.0%	686
National Park Service	8,873	79.1%	14.3%	6.1%	130

### 80. I am comfortable expressing opinions that are different from other employees in my work unit.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	589,040	74.9%	13.1%	12.0%	7,32
Department of the Interior	34,418	74.7%	3.1%	11.8%	38
National Park Service	8,985	73.3%	12.9%	13.8%	60

### 81. In my work unit, people's differences are respected.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	83,167	76.2%	14.6%	9.2%	12,653
Department of the Interior	34,112	76.8%	4.1%	8.5%	572
National Park Service	8,899	75.0%	14.9%	10.1%	130

### 82. I can be successful in my organization being myself.

Organization	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	589,824	75.2%	14.0%	10.8%	6,39
Department of the Interior	34,428	76.8%	3.1%	9.5%	30
National Park Service	8,983	74.2%	14.2%	11.6%	66

### 83. I can easily make a request of my organization to meet my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	377,881	71.6%	18.4%	10.0%	130,393	0,868
Department of the Interior	20,73	75.2%	17.5%	.3%	,465	5,698
National Park Service	,055	72.6%	8.3%	9.2%	2,493	1,53

Note: For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to the question, excluding 'No Accessibility Needs' and 'No Basis to Judge,' and results are therefore suppressed.

## Diversity, Equity, Inclusion, and Accessibility (continued)

### 84. My organization responds to my accessibility needs in a timely manner.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	354,146	66.2%	23.1%	10.7%	132,48	111,953
Department of the Interior	18,989	68.8%	23.2%	7.9%	8,56	7,31
<b>National Park Service</b>	<b>4,626</b>	<b>65.5%</b>	<b>23.9%</b>	<b>7.7%</b>	<b>2,498</b>	<b>1,948</b>

Note: For confidentiality purposes, "—" indicates that there are fewer than 4 responses to the question, excluding 'No Accessibility Needs' and 'Other'. Basis to judge, and results are therefore suppressed.

### 85. My organization meets my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	359,411	69.6%	21.1%	8.7%	15,576	103,447
Department of the Interior	1,430	2.2%	21.2%	6.6%	8,823	6,604
<b>National Park Service</b>	<b>4,706</b>	<b>68.1%</b>	<b>22.8%</b>	<b>8.6%</b>	<b>2,577</b>	<b>17,414</b>

Note: For confidentiality purposes, "—" indicates that there are fewer than 4 responses to the question, excluding 'No Accessibility Needs' and 'Other'. Basis to judge, and results are therefore suppressed.

## Employee Experience

### 86. My job inspires me.

Organizations	N	Positive	Neutral	Negative
Governmentwide	596,094	62.0%	20.8%	17.2%
Department of the Interior	34,704	7.1%	19.5%	11.4%
<b>National Park Service</b>	<b>9,021</b>	<b>65.5%</b>	<b>18.8%</b>	<b>15.7%</b>

### 87. The work I do gives me a sense of accomplishment.

Organizations	N	Positive	Neutral	Negative
Governmentwide	553,303	74.6%	13.6%	11.8%
Department of the Interior	34,666	71.4%	12.4%	9.1%
<b>National Park Service</b>	<b>9,010</b>	<b>76.8%</b>	<b>12.2%</b>	<b>11.0%</b>

### 88. I feel a strong personal attachment to my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	597,272	60.7%	21.7%	15.5%
Department of the Interior	34,782	65.9%	20.1%	13.9%
<b>National Park Service</b>	<b>9,045</b>	<b>68.2%</b>	<b>16.7%</b>	<b>15.1%</b>

### 89. I identify with the mission of my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	595,989	78.1%	15.0%	6.8%
Department of the Interior	34,713	81.3%	13.9%	4.8%
<b>National Park Service</b>	<b>9,033</b>	<b>83.1%</b>	<b>11.7%</b>	<b>5.2%</b>

## Employee Experience (continued)

90. It is important to me that my work contribute to the common good.

Organizations	N	Positive	Neutral	Negative
Governmentwide	597,599	91.7%	7.3%	2.0%
Department of the Interior	34,811	92.9%	5.1%	1.4%
National Park Service	9,054	91.4%	5.0%	1.6%

## Workplace Flexibility

91. Please select the response that BEST describes your current teleworking schedule.

Organizations	N	Telework				
		Every Day	3 or 4 Days per Week	1 or 2 Days per Week	Only 1 or 2 Days Per Month	Very Infrequently
Governmentwide	97,994	14.3%	22.7%	11.0%	3.7%	10.3%
Department of the Interior	34,830	5.6%	22.7%	16.3%	5.9%	15.2%
National Park Service	9,061	2.4%	11.4%	12.0%	6.3%	8.8%

91. Please select the response that BEST describes your current teleworking schedule (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	597,994	20.6%	1.0%	5.9%	1.4%
Department of the Interior	34,830	11.1%	0.7%	2.5%	5.0%
National Park Service	9,061	31.2%	0.9%	2.8%	4.3%

## Employee Engagement Index

Organization	Percent Positive
Governmentwide	61.7%
Department of the Interior	72.3%
National Park Service	69.1%

Leaders Lead Sub-Index (Q 57, 58, 59, 1, and 6)

Organizations	Percent Positive
Governmentwide	61.2%
Department of the Interior	58.6%
National Park Service	53.3%

## Employee Engagement Index (continued)

### Supervisors Sub-Index (Q. 48, 50, 51, 52, and 54)

Organizations	Percent Positive
Governmentwide	80.2%
Department of the Interior	81.6
National Park Service	79.9%

### Intrinsic Work Experience Sub-Index (Q. 2, 3, 4, 6, and 7)

Organizations	Percent Positive
Governmentwide	73.8%
Department of the Interior	76.5%
National Park Service	74.1%

## Global Satisfaction Index

### Global Satisfaction Index (Q. 46, 70, 71, and 72)

Organizations	Percent Positive
Governmentwide	63.8%
Department of the Interior	64.0%
National Park Service	57.1%

## Performance Confidence Index

### Performance Confidence Index (Q. 20, 21, 22 and 23)

Organization	Percent Positive
Governmentwide	83.8%
Department of the Interior	84.9%
National Park Service	82.8%

## DEIA Index

Organizations	Percent Positive
Governmentwide	70.8%
Department of the Interior	71.8%
National Park Service	68.9%

### Diversity Sub-Index (Q. 73 and 74)

Organizations	Percent Positive
Governmentwide	71.3%
Department of the Interior	69.4%
National Park Service	64.6%

## DEIA Index (continued)

### Equity Sub-Index (Q. 75, 76, and 77)

Organizations	Percent Positive
Governmentwide	66.6%
Department of the Interior	68.3
National Park Service	66.2%

### Inclusion Sub-Index (Q. 78, 79, 80, 81, and 82)

Organizations	Percent Positive
Governmentwide	76.4%
Department of the Interior	77.3%
National Park Service	75.9%

### Accessibility Sub-Index (Q. 83, 84, and 85)

Organizations	Percent Positive
Governmentwide	69.1%
Department of the Interior	72.1%
National Park Service	66.9%

## Employee Experience Index

### Employee Experience Index (Q. 86, 87, 88, 89 and 90)

Organization	Percent Positive
Governmentwide	73.4%
Department of the Interior	77.1%
National Park Service	77.4%

## Employment Demographics

### *Where do you work?*

Response	%
Headquarters	32.8%
Field	54.4%
Full-time telework (e.g., home office, telecenter)	12.8%

### *What is your supervisory status?*

Response	%
Senior Leader	1.1%
Manager	12.3%
Supervisor	19.1%
Team Leader	17.6%
Non-Supervisor	49.9%

### *What is your pay category/grade?*

Response	%
Federal Wage System	13.1%
GS 1-6	11.5%
GS 7-12	57.0%
GS 13-15	16.2%
Senior Executive Service	0.2%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	1.9%

### *What is your US military service status?*

Response	%
No Prior Military Service	83.1%
Currently in National Guard or Reserves	0.6%
Retired	4.1%
Separated or Discharged	12.1%

Note: Percentages for demographic questions are unweighted.



## Employment Demographics (continued)

### ***Are you:***

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.4%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	0.8%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	98.7%

### ***Have you been hired under the Military Spouse Non-Competitive Hiring Authority?***

Response	%
Yes	9.7%
No	90.3%

Note: If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

### ***How long have you been with the Federal Government (excluding military service)?***

Response	%
Less than 1 year	2.2%
1 to 3 years	11.6%
4 to 5 years	8.1%
6 to 10 years	18.4%
11 to 14 years	15.5%
15 to 20 years	16.5%
More than 20 years	27.9%

### ***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?***

Response	%
Less than 1 year	3.9%
1 to 3 years	16.5%
4 to 5 years	9.5%
6 to 10 years	18.8%
11 to 14 years	14.8%
15 to 20 years	14.4%
More than 20 years	22.1%

Note: Percentages for demographic questions are unweighted.

## Employment Demographics (continued)

### *Are you considering leaving your organization within the next year, and if so, why?*

Response	%
No	65.5%
Yes, to retire	5.9%
Yes, to take another job within the Federal Government	17.5%
Yes, to take another job outside the Federal Government	4.8%
Yes, other	6.3%

### *Has your work unit's telework or remote work options influenced your intent to leave?*

Response	%
Yes	23.2%
No	76.8%

Note: If the response to the previous question on your intent to leave was "No," this item was skipped.

### *I am planning to retire:*

Response	%
Less than 1 year	3.2%
1 year	2.2%
2 years	4.9%
3 years	4.7%
4 years	2.9%
5 years	6.3%
More than 5 years	75.8%

## Personal Demographics

### *Are you of Hispanic, Latino, or Spanish origin?*

Response	%
Yes	7.3%
No	92.7%

### *Please select the racial category or categories with which you most closely identify.*

Response	%
White	87.1%
Black or African American	4.1%
All Other Races	8.8%

### *What is your age group?*

Response	%
29 years and under	8.4%
30-39 years old	24.3%
40-49 years old	26.6%
50-59 years old	26.5%
60 years or older	14.1%

### *What is the highest degree or level of education you have completed?*

Response	%
Less than High School/ High School Diploma/ GED	5.4%
Certification/ Some College/ Associate's Degree	19.2%
Bachelor's Degree	41.8%
Advanced Degrees (Post Bachelor's Degree)	33.6%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'Personal Demographics' questions may be suppressed. Any suppressed percentages are noted with a "—".

## Personal Demographics (continued)

### *Are you an individual with a disability?*

Response	%
Yes	17.0%
No	83.0%

### *Are you:*

Response	%
Male	54.3%
Female	45.7%

### *Are you transgender?*

Response	%
Yes	0.8%
No	99.2%

### *Which one of the following best represents how you think of yourself?*

Response	%
Lesbian or gay	3.9%
Straight, that is not lesbian or gay	86.7%
Bisexual	4.2%
I use a different term	5.2%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'Personal Demographics' questions may be suppressed. Any suppressed percentages are noted with a "—".