

Your 2023 FEVS Results

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Dear colleagues,

I want to thank you again for participating in the Federal Employee Viewpoint Survey (FEVS). This annual survey is an essential tool for viewing trends and tracking progress towards becoming a better organization for our employees. Your increased participation this year generated 481 unique FEVS reports across our parks and program offices, 94 more than last year. I'm pleased to see this increase in unique reports, which will no doubt provide greater insight for many of our workgroups.

This year's results highlight your profound dedication to the mission as well as positive feedback about the relationships between employees and their direct supervisors. High scores in areas like respect and supervisor support of work/life balance speak directly to our efforts to implement [our RISE vision](#). **Out of 89 survey questions, our scores increased in 85 areas**, showing progress towards improving our workplace.

New this year, the FEVS included a question on how information is shared within the organization. With a 52.7% positive response, this question reveals another area where we can improve. Openly sharing information with our workforce is something we are prioritizing through efforts like the Director's Digest, Workforce and Inclusion Newsletter, and continuous improvements to InsideNPS.

While we celebrate these successes, we know we still have room for improvement. Some of our greatest areas for improvement are in addressing our workload, meaningful recognition, and pay. With just 47.2% of employees providing a positive response to "my workload is reasonable," we know that change is needed. Through RISE, we are prioritizing the discussion with leadership and staff at all levels in addressing unsustainable workloads.

Since we launched RISE at the beginning of the year, we have made progress in several areas, including:

- Building accessibility in all NPS communications
- Reestablishing the national internal communications office to help increase and improve communications from agency leaders
- Launching the first annual tenant satisfaction survey for our staff living in park housing
- Piloting 360-degree assessments for our supervisors
- Sharing the first bi-annual report on anti-harassment program data

In FY24, we are also piloting a new program to standardize cash performance awards, with the goal of implementing the program across the agency in FY25. Through RISE, we are striving to become an employer of choice, where our people are treated fairly, and their skills and talents are rewarded.

View your FEVS results

Your 2023 FEVS reports are now available on [NPGallery](#) (access on the VPN). Supplemental (seasonal) reports will be uploaded to NPGallery in the coming weeks. Guidance for accessing and interpreting reports is available on [InsideNPS](#).

On **Wednesday, January 17, at 3 p.m. EST**, we will hold an all-employee webinar at to take a deeper dive into our national FEVS results. Please stay tuned for details on joining the webinar in the coming weeks. In the meantime, we're sharing [a form](#) for you to submit your questions in advance, once you've had a chance to look at the results.

Managers and supervisors, please review and share your team's results and begin to have open and honest discussions with your teams about FEVS results.

FEVS Resources

- [OPM's Employee Engagement Toolkit for Supervisors](#) is a great resource for diving into results and getting ideas for how to take action within your own team.
- Our [RISE for Supervisors](#) page also provides action items, training, and links to additional support.
- The NPS [Workforce Ambassadors](#) are available to help interpret FEVS results and work with your team. Following the January 17 webinar, the Workforce Ambassadors and WASO Employee Experience Office will also conduct sessions on working with FEVS results.

In addition to our servicewide results, parks and offices with at least 10 FEVS respondents are eligible to receive an in-depth report outlining your results. If you didn't receive a report, work groups can still look at servicewide and regional results and engage in meaningful dialogues about those results to compare and contrast with their own thoughts and experiences.

I want to assure you that your voices are being heard and we are actively working to address issues identified through FEVS. In working together to understand our results and take action to address employee concerns, we will continue to make the NPS a better agency for all.

Thanks for all you do and for sharing your voices in this survey,
Chuck

Charles F. Sams III
Director, National Park Service