

DEPARTMENT OF TRANSPORTATION

Federal Employee Viewpoint Survey Results

Empowering employees. Inspiring change.

Interpretation of 2023 FEVS Results



2023 Federal Employee Viewpoint Survey (FEVS)

The 2023 OPM FEVS was administered as a Governmentwide census and was open for nine weeks from May 9 to July 7, 2023. In 2023, 20,624 (39 percent) of employees who received the survey completed it, compared to 19,989 (38 percent) in 2022. The response rate for 2023 shows an increase of 1 percent. The number of surveys administered for 2023 (53,363) was comparable to those administered in 2022 (53,056).

2023 DOT FEVS Highlights

- The 2023 FEVS included 90 core questions (9 less than in 2022) with 5 new questions and modifications to two asked in 2022.
- In 2023, OPM introduced a new Employee Experience Index and four Performance Dimensions.
- Out of 89¹ questions, DOT has 66 questions with positive responses of 65 percent or higher, which are considered strengths. The five questions with the **highest positive** responses were:

FEVS Q#	Question Text	% Pos
90	It is important to me that my work contribute to the common good.	92.8%
20	Employees in my work unit meet the needs of our customers.	90.4%
53	My supervisor holds me accountable for achieving results.	89.4%
51	My supervisor treats me with respect.	89.2%
21	Employees in my work unit contribute positively to my agency's performance.	89.0%

- DOT reported an overall **3 percent increase** across all Index Measures and Performance Dimensions, with 72 items increasing between 2022 and 2023. The largest positive shifts when compared to 2022 results are:
 - Q25. I can influence decisions in my work unit. **6.4% increase***
 - Q36. Employees are protected from health and safety hazards on the job. **4.8% increase***
 - Q27. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support). **4.4% increase***
 - Q24. New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs. **4.2% increase***
 - Q31. Employees in my work unit approach change as an opportunity. **4.1% increase***
- The **highest negative** response items and the **highest decrease** in percent positive responses are mainly around **employee recognition, employee voice, leaders lead, my organization, and resilience**.
- While DOT does not have areas that would be considered challenges in 2023 (questions with a 35 percent or higher in negative responses), below are the five questions with the **highest negative** responses:

¹ Question 16 is not included in the total, due to the formatting of responses.

FEVS Q#	Question Text	% Pos	% Neu	% Neg
66	Management involves employees in decisions that affect their work.	48.4%	22.4%	29.2%
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.8%	22.9%	28.3%
17	In my work unit, differences in performance are recognized in a meaningful way.	45.9%	27.2%	26.9%
47	I believe the results of this survey will be used to make my agency a better place to work.	49.0%	24.2%	26.8%
65	Management makes effective changes to address challenges facing our organization.	54.1%	23.0%	22.9%

- A total of 32 items have **decreased** in percent positive responses since the 2020 FEVS census, 6 since 2021, and 3 when compared to 2022. The items with the **largest percent decrease** in positive responses since 2020 are:

FEVS Q#	Item Text	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	Difference 2023-2020
67	*How satisfied are you with your involvement in decisions that affect your work?	64%	58%	53%	56%	-8%
17	*In my work unit, differences in performance are recognized in a meaningful way.	54%	50%	42%	46%	-8%
63	Senior leaders demonstrate support for Work-Life programs.	71%	63%	62%	63%	-8%
5	*My workload is reasonable.	71%	62%	62%	63%	-8%
23	Employees in my work unit adapt to changing priorities.	89%	81%	82%	82%	-7%

2023 DOT FEVS Index Scores

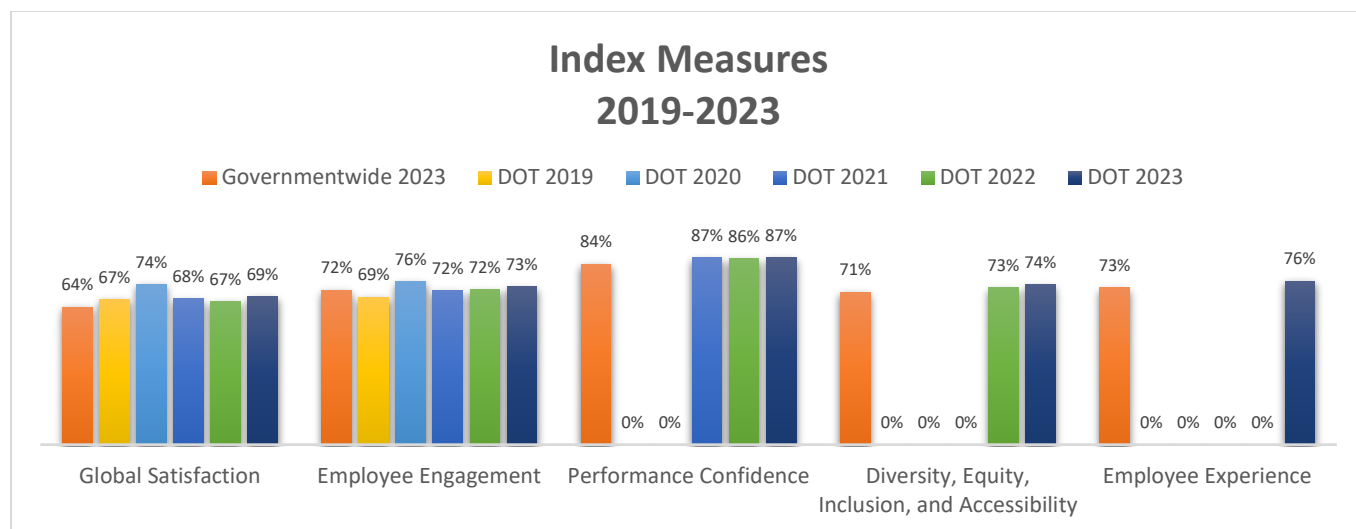
Federal Employee Viewpoint Index	Description of Index
EEX - Employee Engagement Index	Assesses the critical conditions conducive for employee engagement (e.g., effective leadership, work which provides meaning to employees).
Global Satisfaction Index	Combination of employees' satisfaction with their job, their pay, and their organization, plus their willingness to recommend their organization as a good place to work.
Performance Confidence Index	Assesses the extent to which employees believe their organization has an outstanding competitive future, based on innovative, high-quality products and services that are highly regarded by the marketplace.
DEIA Index	Designed to align with Executive Order 14035 and focuses on diversity, equity, inclusion, and accessibility.
EXI – Employee Experience Index	An outcome measure of employee engagement regarding work engagement, organizational engagement, and public service motivation; assesses whether employees actually experience the state of engagement.

Compared to the 2023 Governmentwide index scores, DOT scores are equal to, or higher (between 1 and 5 percent) than the rest of the government. When looking at DOT's index scores for the last five years, the lowest scores since 2019 are in **Global Satisfaction**, with 2023 showing the highest score improvement since 2020. The Global Satisfaction and Employee Engagement scores dropped 2-6 percent in 2021, remained somewhat stable in 2022, and increased between 1-2 percent in 2023.

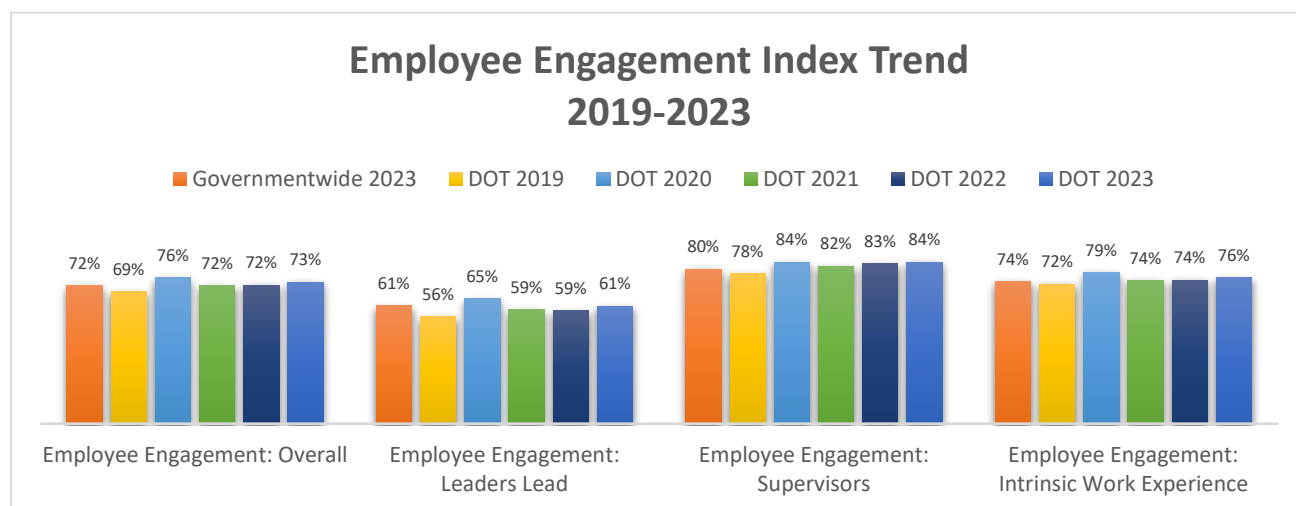
The **Performance Confidence** Index was introduced in 2021 and remains somewhat stable, dropping .5 percent in 2022 and recovering in 2023 to match the 2021 score.

In 2022, the **Diversity, Equity, Inclusion, and Accessibility (DEIA) Index** was introduced. DOT's 2023 DEIA index and subindex scores continue to be higher (between 3 and 5 percent higher) than the Governmentwide DEIA scores. The most notable difference is the DEIA Accessibility subindex score, where DOT is 4-5 percent higher than the Governmentwide score for the second year in a row.

In 2023, the **Employee Experience Index (EXI)** was introduced. The EXI measures the extent to which employees are engaged in their work and their organization. EXI assesses whether employees experience a state of engagement and provides another tool for assessing whether actions to improve engagement have had the intended effect.



The **Employee Engagement Index (EEI)** shows that the Leaders Lead subindex dropped close to 7 percent in 2021. In 2023, it experienced a 2 percent increase, bringing it up to match the Governmentwide score. EEI Supervisors subindex continues to show a steady 1 percent increase every year since 2021, reaching the highest score in four years, 84 percent in 2020. The EEI Intrinsic Work Experience subindex increased 2 percent in 2023, bringing it closer to the highest score in the last 5 years, which was 79 percent in 2020.



2023 FEVS Performance Dimensions

In 2023, OPM introduced the new Performance Dimensions. Dimensions are common organizational characteristics defined by how employees experience organizational policies and management practices. They support the interpretation of results by combining employee perspectives on topics linked with work unit and organizational performance. The FEVS contains multiple dimensions, providing agencies with additional ways of assessing their workforces.

Employee-Focused Performance Dimension	Agile Performance Dimension	Goal-Oriented Performance Dimension	Foundations Performance Dimension
Employee Development	Autonomy	Accountability	Communication
Employee Voice	Innovation	Goal Clarity	Cooperation
Employee Welfare	Resilience	Performance Feedback	Customer Responsiveness
Work-Life Support		Recognition	Merit Principles
			Performance Resources

Below are the items in the dimensions that DOT will continue to watch and monitor.

Goal Oriented: Recognition	
Q17. In my work unit, differences in performance are recognized in a meaningful way.	45.9%

Agile: Resilience	
Q65. Management makes effective changes to address challenges facing our organization.	54.1%

Employee-Focused: Employee Voice	
Q66. Management involves employees in decisions that affect their work.	48.4%
Q67. How satisfied are you with your involvement in decisions that affect your work?	56.1%

2023 Agency Specific Items (ASIs)

In 2023, DOT added eight DOT-specific items to the survey. The items were defined to capture additional information regarding employee's perceptions of resource allocation for mission accomplishment, professional development, burnout, and performance management, among others. Below are the most significant findings:

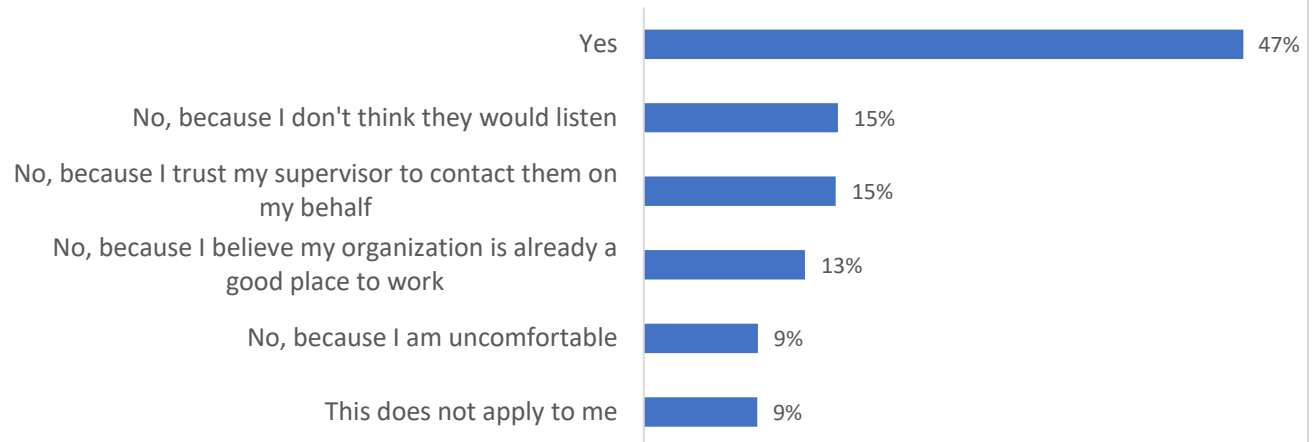
77 percent of employees indicate they meet with their supervisor regularly during the performance year to discuss their workload, performance, and training and development needs.

62 percent of employees indicate the agency offers adequate opportunities for professional growth.

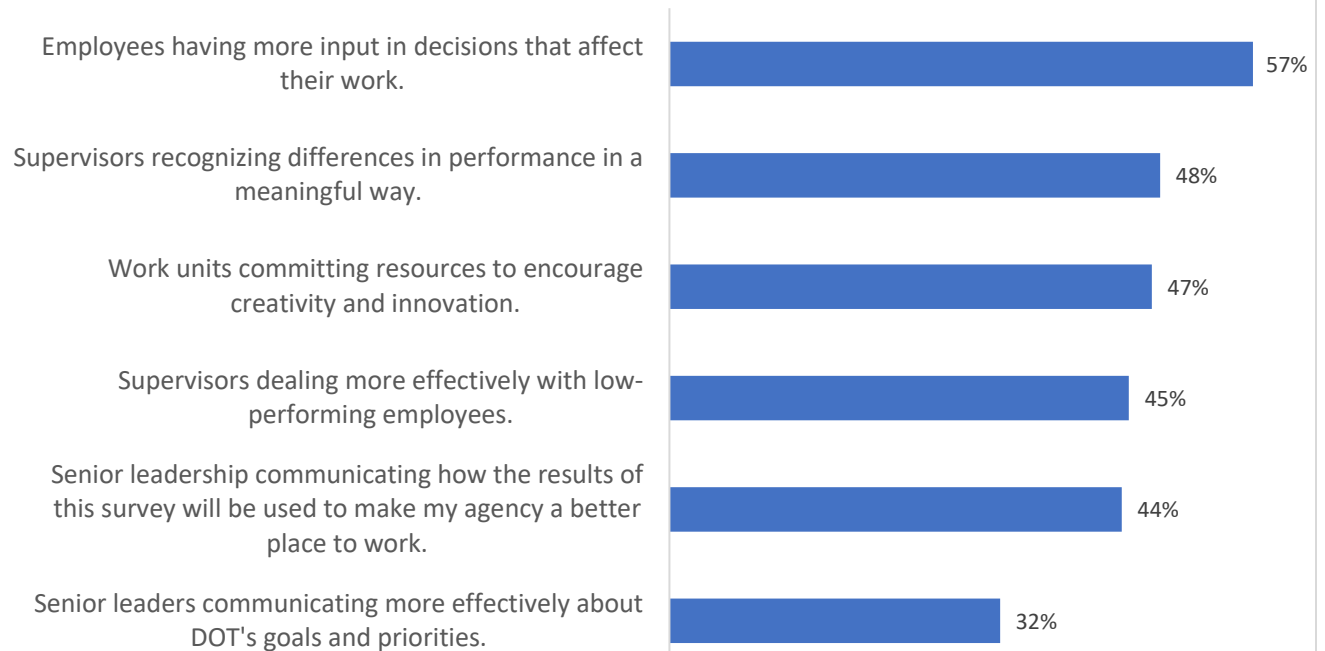
- 49 percent of employees indicate that, on average, over the past year, they have experienced feelings of mental and/or physical exhaustion from burnout.
- 47 percent of employees have shared feedback with the leader above their supervisor on how to make their organization a better place to work.
- The top three changes employees identified as most needed at DOT are: 1) Employees having more input in decisions that affect their work (57%), 2) supervisors recognizing differences in performance in a meaningful way (48%), and 3) work units committing resources to encourage creativity and innovation (47%).

The next two pages show graphs with the results.

Over the past year, have you shared feedback with the leader above your supervisor on how to make your organization a better place to work?

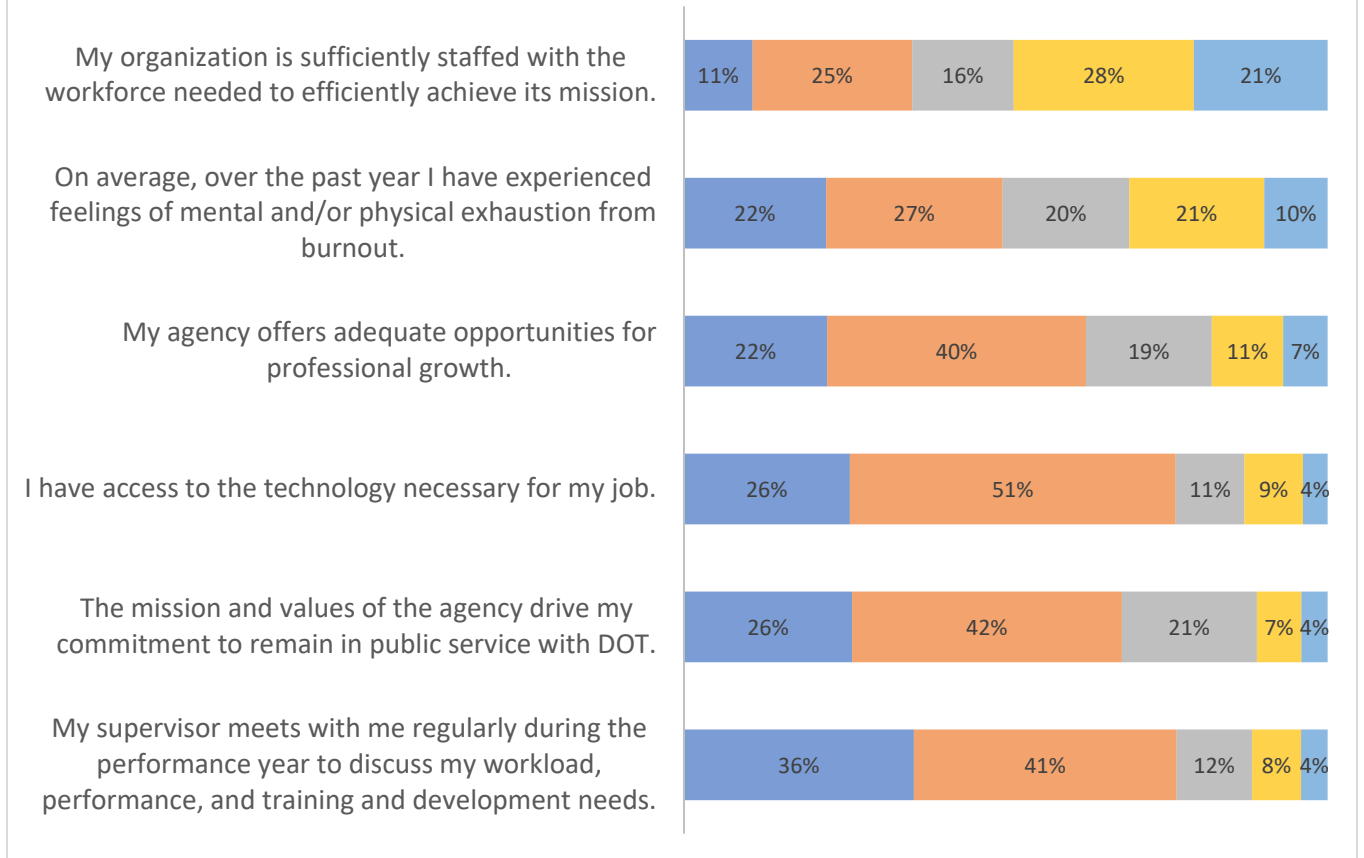


Changes Most Needed at DOT



2023 AGENCY SPECIFIC ITEMS (ASI)

■ Strongly Agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly Disagree



In addition to these eight survey items, agencies are encouraged to add a "Senior Leader" ASI and an "Organization" ASI, which asks respondents to clarify who or what they were thinking about when answering survey items about their "Senior Leaders" and "Organization. These items help agencies properly interpret the survey results.

When answering questions about "senior leaders" in this survey, 41% of DOT employees were primarily thinking of Managers reporting to OA Regional and Office Directors or equivalent, 32% were thinking of OA Regional and Office Directors or equivalent reporting to OA Administrators, 17% were thinking of OA Administrators, and 10% were thinking of DOT Secretary and OST officials.

When answering the survey questions about your "organization," 49% of DOT employees were primarily thinking of the OA, 23% were thinking of a Division/Work Unit within their office, 22% were thinking of their office, and 6% were thinking of the overall Department.

Survey Items and Response Choices

Please see next pages:

Item	Item Text	Index	Performance Dimension	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	Agree-disagree	73%	29%	44%	13%	9%	4%	13%	6,299	9,016	2,657	1,751	795	20,518	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	67%	29%	38%	15%	11%	6%	17%	6,374	7,789	2,973	2,094	1,105	20,335	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	76%	33%	43%	13%	7%	4%	11%	7,024	8,699	2,524	1,354	730	20,331	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	82%	34%	48%	10%	5%	3%	8%	7,218	9,572	1,951	1,003	522	20,266	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	63%	20%	44%	15%	14%	8%	22%	4,074	8,829	2,987	2,922	1,669	20,481	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	67%	24%	43%	15%	11%	7%	17%	5,227	8,687	3,019	2,066	1,291	20,290	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	86%	39%	47%	9%	3%	2%	6%	8,286	9,422	1,694	628	421	20,451	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	74%	38%	36%	14%	7%	6%	13%	7,637	6,985	2,621	1,261	1,104	19,608	893
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	75%	22%	53%	14%	9%	3%	12%	4,701	10,831	2,731	1,774	516	20,553	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	67%	22%	45%	18%	11%	4%	16%	4,717	9,170	3,535	2,128	802	20,352	N/A
11	I am held accountable for the	N/A	Goal Oriented: Accountability	Agree-disagree	86%	34%	52%	9%	3%	2%	5%	7,375	10,507	1,691	529	317	20,419	N/A

	quality of work I produce.																	
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	78%	29%	49%	13%	6%	3%	9%	6,287	9,833	2,631	1,155	518	20,424	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	74%	29%	46%	14%	7%	5%	12%	6,155	9,326	2,722	1,430	899	20,532	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	67%	22%	45%	18%	9%	5%	14%	4,761	9,258	3,654	1,881	999	20,553	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	86%	44%	42%	8%	4%	2%	6%	9,388	8,489	1,503	859	324	20,563	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	Agree-disagree	46%	12%	33%	27%	15%	12%	27%	2,475	6,408	4,837	2,479	1,826	18,025	2,552
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	85%	38%	47%	9%	4%	2%	6%	7,987	9,456	1,751	855	418	20,467	115
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	83%	33%	50%	10%	5%	2%	7%	7,182	9,956	1,952	898	388	20,376	206
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	90%	43%	47%	8%	1%	0%	1%	8,938	9,105	1,547	203	47	19,840	655
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	89%	51%	39%	9%	2%	0%	2%	10,517	7,336	1,590	282	83	19,808	493
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	87%	47%	39%	11%	2%	0%	2%	9,911	7,658	1,952	338	77	19,936	532
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	82%	46%	35%	14%	3%	1%	4%	9,668	6,990	2,499	586	147	19,890	512
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	Agree-disagree	63%	20%	43%	22%	9%	5%	15%	3,924	7,859	3,764	1,461	775	17,783	2,677
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	74%	28%	47%	15%	7%	3%	11%	5,975	9,435	3,069	1,409	590	20,478	N/A
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	84%	35%	49%	10%	4%	2%	6%	7,539	9,893	1,895	803	357	20,487	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	59%	21%	38%	22%	12%	7%	20%	4,418	7,724	4,125	2,236	1,257	19,760	727
28	My work unit successfully manages	N/A	Agile: Resilience	Agree-disagree	73%	25%	47%	16%	7%	4%	11%	5,306	9,409	3,154	1,272	710	19,851	632

	disruptions to our work.																	
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	68%	24%	45%	20%	8%	3%	12%	5,133	8,898	3,782	1,420	553	19,786	586
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	69%	23%	46%	20%	8%	3%	11%	4,986	9,126	3,640	1,328	522	19,602	564
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	59%	20%	39%	25%	11%	5%	16%	4,275	7,859	4,771	1,892	727	19,524	627
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	81%	37%	44%	13%	4%	2%	6%	7,593	8,607	2,499	683	365	19,747	442
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	69%	28%	41%	22%	6%	3%	9%	5,775	8,208	4,088	1,110	480	19,661	634
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	77%	36%	41%	13%	5%	5%	10%	7,649	8,164	2,496	915	853	20,077	274
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	62%	20%	42%	18%	12%	8%	20%	4,260	8,631	3,301	2,070	1,398	19,660	617
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	84%	39%	45%	9%	4%	3%	7%	8,127	8,689	1,719	694	459	19,688	594
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	83%	33%	50%	11%	4%	2%	6%	6,927	9,769	2,116	717	379	19,908	371
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	79%	32%	47%	12%	7%	3%	9%	6,870	9,358	2,349	1,232	479	20,288	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	Agree-disagree	73%	29%	45%	15%	7%	5%	12%	6,019	8,472	2,549	1,130	736	18,906	1,230
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	60%	20%	40%	19%	13%	7%	20%	4,128	7,977	3,611	2,410	1,255	19,381	265
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	56%	16%	40%	22%	14%	9%	22%	3,362	7,856	4,049	2,708	1,653	19,628	335

42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	65%	21%	44%	22%	8%	5%	13%	4,257	8,790	4,009	1,453	803	19,312	553
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	81%	30%	52%	12%	4%	3%	7%	6,138	10,180	2,304	770	486	19,878	267
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	86%	31%	55%	10%	2%	2%	4%	6,378	10,821	1,812	448	294	19,753	190
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	59%	22%	36%	20%	11%	11%	21%	4,494	6,878	3,764	1,893	1,883	18,912	1,158
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	75%	34%	41%	15%	7%	4%	11%	7,106	8,217	2,829	1,273	739	20,164	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	Agree-disagree	49%	19%	30%	24%	14%	13%	27%	4,030	5,885	4,549	2,318	2,155	18,937	1,256
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	82%	45%	37%	9%	5%	4%	9%	9,295	7,055	1,704	840	712	19,606	153
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	87%	58%	29%	7%	3%	3%	6%	11,972	5,729	1,307	566	524	20,098	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	86%	55%	30%	7%	4%	3%	7%	11,317	5,979	1,406	766	579	20,047	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	89%	60%	29%	6%	2%	3%	5%	12,284	5,735	1,125	481	496	20,121	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	81%	53%	27%	10%	5%	5%	10%	10,927	5,386	1,945	912	885	20,055	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	89%	54%	35%	7%	2%	1%	3%	11,220	6,983	1,357	286	232	20,078	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	Good-poor	81%	54%	27%	12%	4%	3%	7%	11,146	5,384	2,255	712	607	20,104	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	75%	41%	35%	15%	6%	3%	10%	8,410	6,941	2,922	1,201	655	20,129	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	81%	44%	37%	10%	5%	3%	8%	8,862	7,298	2,151	980	671	19,962	169

57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	49%	17%	32%	23%	14%	14%	28%	3,562	6,615	4,420	2,635	2,373	19,605	442
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	60%	24%	36%	22%	8%	11%	19%	4,752	6,867	3,896	1,368	1,727	18,610	1,312
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	68%	23%	45%	17%	8%	7%	15%	4,870	9,028	3,196	1,493	1,200	19,787	188
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	64%	23%	41%	18%	10%	9%	19%	4,690	8,051	3,417	1,858	1,494	19,510	416
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	Good-poor	68%	35%	33%	18%	7%	7%	14%	7,035	6,392	3,306	1,178	1,225	19,136	874
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	59%	25%	35%	22%	10%	9%	19%	5,230	7,074	4,106	1,717	1,631	19,758	252
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	63%	25%	38%	21%	8%	8%	16%	5,198	7,325	3,627	1,357	1,246	18,753	1,150
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	60%	23%	37%	22%	10%	8%	18%	4,864	7,329	4,131	1,795	1,288	19,407	551
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	54%	20%	34%	23%	13%	10%	23%	4,158	6,742	4,393	2,241	1,732	19,266	665
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	48%	18%	30%	22%	15%	14%	29%	3,712	6,052	4,349	2,772	2,447	19,332	621
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	56%	19%	37%	23%	15%	6%	21%	4,078	7,535	4,412	2,821	1,070	19,916	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	Satisfied-dissatisfied	58%	19%	39%	22%	14%	6%	20%	4,127	7,848	4,189	2,572	1,118	19,854	N/A
69	*How satisfied are you with the recognition you	N/A	Goal Oriented: Recognition	Satisfied-dissatisfied	60%	23%	37%	21%	12%	8%	20%	4,762	7,558	3,954	2,230	1,368	19,872	N/A

	receive for doing a good job?																	
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	73%	30%	43%	14%	8%	5%	13%	6,239	8,484	2,733	1,567	817	19,840	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	61%	22%	39%	17%	14%	8%	22%	4,602	8,023	3,281	2,654	1,346	19,906	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	66%	24%	42%	18%	10%	6%	16%	5,112	8,524	3,429	1,798	1,050	19,913	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	72%	32%	40%	18%	5%	5%	9%	6,070	7,269	3,081	818	767	18,005	1,882
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	76%	38%	38%	17%	3%	4%	6%	7,235	6,878	2,882	522	600	18,117	1,793
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	Agree-disagree	69%	29%	40%	14%	8%	9%	17%	5,887	7,592	2,685	1,503	1,511	19,178	681
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	74%	35%	39%	14%	6%	6%	12%	6,769	7,316	2,643	1,062	1,038	18,828	1,004
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	66%	30%	36%	17%	9%	8%	17%	5,874	6,894	3,043	1,535	1,379	18,725	1,149
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	82%	37%	45%	13%	3%	3%	6%	7,375	8,686	2,343	612	468	19,484	293
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	80%	36%	44%	15%	3%	2%	5%	7,161	8,241	2,705	546	428	19,081	585
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	78%	34%	44%	12%	6%	5%	10%	6,791	8,490	2,297	1,094	823	19,495	271

81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	80%	34%	45%	13%	4%	3%	8%	6,912	8,622	2,375	796	587	19,292	446
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	77%	34%	43%	13%	5%	5%	10%	6,962	8,268	2,501	934	823	19,488	251
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	76%	34%	42%	16%	4%	4%	8%	4,230	4,973	1,891	439	386	11,919	3,532
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	71%	32%	39%	21%	4%	4%	8%	3,727	4,347	2,295	442	372	11,183	4,206
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	74%	33%	41%	20%	3%	3%	7%	3,907	4,592	2,156	363	332	11,350	3,919
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	65%	25%	40%	20%	10%	5%	15%	5,356	7,918	3,784	1,816	875	19,749	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	77%	33%	44%	13%	7%	4%	10%	6,760	8,701	2,423	1,180	668	19,732	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	63%	28%	35%	22%	10%	6%	16%	5,801	7,059	4,173	1,763	1,006	19,802	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	80%	34%	46%	14%	3%	3%	6%	7,137	9,023	2,547	599	446	19,752	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	93%	51%	42%	6%	1%	1%	2%	10,556	7,994	1,002	128	139	19,819	N/A

Performance Dimension: Goal Oriented: Accountability

16. In my work unit poor performers usually (select all that apply):				
	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	3,403	16.0%	2,948	14.4%
Remain in the work unit and continue to underperform	7,187	38.2%	7,495	40.9%
Leave the work unit - removed or transferred	1,803	8.6%	1,671	8.3%
Leave the work unit - quit	817	3.8%	733	3.4%
There are no poor performers in my work unit	4,863	22.3%	4,616	21.9%
Do Not Know	4,651	21.7%	4,458	21.3%
Total (percents will add to more than 100% because respondents could choose more than one response option)	20,574	N/A	19,946	N/A
Percentages are weighted to represent the Agency's population.				
A "—" indicates that there are no trending results available for the year.				
Source: Department of Transportation AES Report, 2023 OPM Federal Employee Viewpoint Survey				

Telework/Remote Work

91 . Please select the response that BEST describes your current teleworking schedule.						
	2023 N	2023 %	2022 N	2022 %	2021 N	2021 %
I telework every work day (i.e., remote work agreement)	4,077	18.6%	N/A	N/A	5,806	62.3%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	3,208	15.7%	N/A	N/A
I telework 3 or 4 days per week	8,716	41.1%	N/A	N/A	870	10.3%
I telework 3 or more days per week	N/A	N/A	8,420	40.2%	N/A	N/A
I telework 1 or 2 days per week	3,596	17.5%	3,966	19.2%	505	6.9%
I telework, but only about 1 or 2 days per month	420	2.4%	316	1.9%	152	2.8%
I telework very infrequently, on an unscheduled or short-term basis	1,045	6.8%	958	6.1%	254	4.4%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	1,293	9.3%	1,599	12.2%	439	10.0%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	68	0.5%	91	0.6%	32	0.7%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	288	2.0%	322	2.4%	57	1.1%
I do not telework because I choose not to telework	347	1.9%	292	1.7%	110	1.5%
Total	19,850	100.0%	19,172	100.0%	8,225	100.0%

Only those who answered “I telework every work day” in 2023 or “I have an approved remote work agreement” in 2022 to the previous question received Question 91a.

91a. What is your current remote work status?				
	2023 N	2023 %	2022 N	2022 %
I do not have an approved remote work agreement	204	5.4%	N/A	N/A
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	1,451	35.5%	1,079	32.5%
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)	2,161	53.8%	2,092	67.5%
I do not know	205	5.4%	N/A	N/A
Total	4,021	100.0%	3,171	100.0%

Percentages are weighted to represent the Agency's population.

“—a” indicates that there are no trending results available for the year.

“—d” indicates that there were no responses to this item.

In 2023, the response options for Q91 and Q91a were slightly different than in previous years. To facilitate trending, all possible response options are shown and an N/A is shown when the response option is not relevant for that given year.

Source: **Department of Transportation AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?	
	%
Headquarters	28.0%
Field	54.5%
Full-time telework (e.g., home office, telecenter)	17.5%
Total	100.0%
What is your supervisory status?	
	%
Senior Leader	1.8%
Manager	7.9%
Supervisor	12.6%
Team Leader	11.3%
Non-Supervisor	66.4%
Total	100.0%
What is your pay category/grade?	
	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	4.8%
GS 1-6	0.7%
GS 7-12	18.4%
GS 13-15	56.3%
Senior Executive Service	1.5%
Senior Level (SL) or Scientific or Professional (ST)	0.4%
Other	17.8%
Total	100.0%
What is your US military service status?	
	%
No Prior Military Service	66.3%
Currently in National Guard or Reserves	1.4%
Retired	12.3%
Separated or Discharged	20.1%
Total	100.0%
Are you:	
	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.5%
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	1.5%
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	97.9%
Total	100.0%
If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped. Have you been hired under the Military Spouse Non-Competitive Hiring Authority?	
	%
Yes	3.9%
No	96.1%
Total	100.0%
How long have you been with the Federal Government (excluding military service)?	

	%
Less than 1 year	3.0%
1 to 3 years	9.8%
4 to 5 years	6.1%
6 to 10 years	14.9%
11 to 14 years	16.1%
15 to 20 years	18.4%
More than 20 years	31.9%
Total	100.0%

<i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i>	
	%
Less than 1 year	5.0%
1 to 3 years	14.3%
4 to 5 years	8.1%
6 to 10 years	18.3%
11 to 14 years	14.7%
15 to 20 years	15.6%
More than 20 years	24.1%
Total	100.0%

<i>Are you considering leaving your organization within the next year, and if so, why?</i>	
	%
No	70.2%
Yes, to retire	7.6%
Yes, to take another job within the Federal Government	13.6%
Yes, to take another job outside the Federal Government	4.2%
Yes, other	4.4%
Total	100.0%

<i>If the response to the previous question on your intent to leave was "No," this item was skipped.</i>	
<i>Has your work unit's telework or remote work options influenced your intent to leave?</i>	
	%
Yes	41.0%
No	59.0%
Total	100.0%

<i>I am planning to retire:</i>	
	%
Less than 1 year	3.3%
1 year	3.1%
2 years	6.4%
3 years	6.7%
4 years	4.0%
5 years	8.8%
More than 5 years	67.7%
Total	100.0%

Personal Demographics

<i>Are you of Hispanic, Latino, or Spanish origin?</i>	
	%
Yes	9.7%
No	90.3%
Total	100.0%

<i>Please select the racial category or categories with which you most closely identify.</i>	
	%
White	72.9%
Black or African American	14.7%
All other races	12.4%
Total	100.0%

What is your age group?	
	%
29 years and under	3.1%
30-39 years old	14.1%
40-49 years old	26.2%
50-59 years old	35.1%
60 years or older	21.5%
Total	100.0%
What is the highest degree or level of education you have completed?	
	%
Less than High School/ High School Diploma/ GED	2.9%
Certification/ Some College/ Associate's Degree	26.1%
Bachelor's Degree	38.5%
Advanced Degrees (Post Bachelor's Degree)	32.5%
Total	100.0%
Are you an individual with a disability?	
	%
Yes	17.9%
No	82.1%
Total	100.0%
Are you:	
	%
Male	64.6%
Female	35.4%
Total	100.0%
Are you transgender?	
	%
Yes	0.5%
No	99.5%
Total	100.0%
Which one of the following best represents how you think of yourself?	
	%
Lesbian or gay	2.7%
Straight, that is not lesbian or gay	93.0%
Bisexual	1.6%
I use a different term	2.7%
Total	100.0%

Percentages for demographic questions are unweighted.

The first two response options "Lesbian or gay" and "Straight, that is not lesbian or gay" for the sexual orientation item were re-worded and re-ordered from the 2022 survey.

Note: For confidentiality purposes, a "–^c" indicates that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

A "–^d" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Department of Transportation AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Agency Specific Item

My organization is sufficiently staffed with the workforce needed to efficiently achieve its mission.		
	N	%
Strongly Agree	2,214	10.7%
Agree	5,164	24.8%
Neither agree nor disagree	3,255	15.8%
Disagree	5,603	28.0%

Strongly Disagree	3,574	20.8%
Total	19,810	100.0%

<i>I have access to the technology necessary for my job.</i>		
	N	%
Strongly Agree	5,268	25.8%
Agree	10,108	50.6%
Neither agree nor disagree	2,004	10.7%
Disagree	1,631	9.1%
Strongly Disagree	669	3.8%
Total	19,680	100.0%

<i>The mission and values of the agency drive my commitment to remain in public service with DOT.</i>		
	N	%
Strongly Agree	5,558	26.1%
Agree	8,407	41.9%
Neither agree nor disagree	3,907	21.0%
Disagree	1,184	6.9%
Strongly Disagree	661	4.1%
Total	19,717	100.0%

<i>My supervisor meets with me regularly during the performance year to discuss my workload, performance, and training and development needs.</i>		
	N	%
Strongly Agree	7,202	35.7%
Agree	8,004	40.8%
Neither agree nor disagree	2,315	11.8%
Disagree	1,526	7.6%
Strongly Disagree	765	4.1%
Total	19,812	100.0%

<i>My agency offers adequate opportunities for professional growth.</i>		
	N	%
Strongly Agree	4,732	22.2%
Agree	8,064	40.2%
Neither agree nor disagree	3,745	19.5%
Disagree	2,057	11.1%
Strongly Disagree	1,190	6.9%
Total	19,788	100.0%

<i>On average, over the past year I have experienced feelings of mental and/or physical exhaustion from burnout.</i>		
	N	%
Strongly Agree	4,223	22.1%
Agree	5,498	27.4%
Neither agree nor disagree	3,898	19.7%
Disagree	4,158	21.0%
Strongly Disagree	2,042	9.9%
Total	19,819	100.0%

<i>Select the top three (3) changes MOST needed at DOT.</i>		
	N	%
Employees having more input in decisions that affect their work.	11,200	56.7%
Supervisors dealing more effectively with low-performing employees.	8,409	44.7%
Supervisors recognizing differences in performance in a meaningful way.	9,286	47.7%
Senior leaders communicating more effectively about DOT's goals and priorities.	6,547	32.1%

Senior leadership communicating how the results of this survey will be used to make my agency a better place to work.	8,779	44.0%
Work units committing resources to encourage creativity and innovation.	9,508	46.9%
Total	19,820	N/A

Over the past year, have you shared feedback with the leader above your supervisor on how to make your organization a better place to work? (Check all that apply)

	N	%
Yes	9,395	47.2%
No, because I am uncomfortable	1,773	9.0%
No, because I don't think they would listen	2,821	15.3%
No, because I trust my supervisor to contact them on my behalf	2,945	15.1%
No, because I believe my organization is already a good place to work	2,550	12.7%
This does not apply to me	1,756	8.9%
Total	19,679	N/A

When answering questions about “senior leaders” in this survey, who were you primarily thinking of?

	N	%
DOT Secretary and Office of the Secretary Officials	1,840	9.7%
Operating Administration (OA) Administrators	4,050	17.0%
OA Regional and Office Directors or equivalent reporting to OA Administrators	6,346	32.4%
Managers reporting to OA Regional and Office Directors or equivalent	7,291	40.9%
Total	19,527	100.0%

When answering the survey questions about your “organization”, which organization were you primarily thinking of?

	N	%
The overall department (The Department of Transportation)	1,161	6.0%
The operating administration	9,823	48.7%
Individual Office Level	4,361	22.0%
Division/Work Unit Within your Office Level	4,358	23.2%
Total	19,703	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency’s population.

Source: **Department of Transportation AES Report**, 2023 OPM Federal Employee Viewpoint Survey