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Subject: 2022 Federal Employee Viewpoint Survey Results

Key Points:

- The Office of Personnel Management (OPM) administered the Department's 2022 Federal Employee Viewpoint Survey (FEVS) for six weeks in June/July 2022, six months after the 2021 FEVS. Approximately 8,000 Department employees participated in the survey. The Department's response rate dropped from 36 to 30 percent.
- The Bureau of Global Talent Management (GTM) has shared bureau results with bureau executive offices; where applicable, GTM shared Mission and work-unit results as well. GTM is asking bureaus to complete action plans based on their FEVS 2022 data – your input is essential to your bureau in addressing the needs you've identified.
- A version of the Department and bureau results will be posted on GTM's Surveys and Statistics SharePoint site: <https://usdos.sharepoint.com/sites/GTMIntranet/SurveysAndStatistics/SitePages/Employee-Surveys.aspx> following a 508-compliance review.

- OPM will administer the FEVS 2023 in May 2023 – please participate!

Message from the Director General

1. As Director General, I'm committed to listening, supporting, and empowering you, our workforce, so that the Department can continue to deliver results for the American people. I believe that personnel is policy. Leadership relies on you, as the lifeblood of the organization, to drive innovation and change. One of the primary ways that we learn about what you need is through the annual Federal Employee Viewpoint Survey (FEVS). The FEVS is a comprehensive survey that takes the pulse of most members of our workforce. This tool provides leadership with indicators and insights that highlight our areas of success and opportunities for improvement. FEVS data is integral to the Department's talent management strategy, and we greatly appreciate your participation in this initiative. Your feedback makes a difference.

Overview of the Results

2. **Response Rate:** OPM administered the Department's 2022 FEVS from June 1 – July 15, 2022 – six months after the administration of the FEVS 2021. Approximately 8,000 Department employees participated in the survey. The Department's response rate dropped from 36 to 30 percent.
3. **Core Items:** Among the core items surveyed, employee perceptions improved by five or more points regarding senior leader communication about re-entry and physical safety/security. Employee perceptions declined by five or more points regarding manageable workloads, performance management, and employee empowerment in decisions that affect their jobs.
4. **Employee Engagement Index (EEI):** The EEI is designed to measure the extent to which agencies create environments conducive for high engagement. The score is based on employee perceptions of their leaders, supervisors, and work. The

Department's EEI score decreased by one percentage point from 71 to 70 percent. The Government-wide score held steady at 71 percent.

5. **Global Satisfaction (GSI):** This GSI measures satisfaction with pay, job duties, and the organization, as well as whether the employee would recommend the organization as a good place to work. The Department's GSI score decreased by two percentage points from 63 percent to 61 percent. The Government-wide score also decreased by two percentage points from 64 to 62 percent.
6. **Performance Confidence Index (PCI):** The PCI was introduced in 2021 and has been described as a measure of employees' perceptions of their work units' ability to perform essential functions now and in the future. The Department's PCI score held steady at 86 percent, while the Government-wide score dropped by one percentage point from 85 to 84 percent.
7. **Diversity, Equity, Inclusion, and Accessibility (DEIA) Index:** The DEIA Index measures employees' perceptions about the agency's DEIA strategies and practices. The Department's score of 68 percent is one percentage point below the Government-wide score of 69 percent.

Next Steps

8. GTM shared FEVS results with bureau executive offices earlier this week, and we will post a version of the Department and bureau-level results to the GTM Surveys and Statistics SharePoint site, [GTM Surveys and Statistics SharePoint e-Surveys.aspx](#), following a 508-compliance review.
9. In the coming weeks, GTM will update the existing FEVS Tableau dashboard, which will be posted in a new location – [data.State.sbu](#). This dashboard will include bureau and mission level OPM index data, as well as an adaptation of the Partnership for Public Service's Best Places to Work in the Federal Government index. This year, GTM is asking bureaus to develop action plans based on the FEVS 2022 data. It is my hope that your bureau leadership will reach out to you to gather context for their FEVS 2022 data. I encourage you

to take advantage of these opportunities. FEVS provides helpful indicators, but we need to hear from you to understand the “why” behind the numbers and to develop substantive and tailored plans of action.

10. In his April 2022 testimony before the Senate Appropriations Subcommittee, Secretary Blinken updated the subcommittee on the Department’s modernization efforts and the progress made in the areas such as such as diversity and inclusion, recruitment, and retention; and he emphasized his, “...conviction that these and other reforms are not just worthwhile, but essential to delivering for the American people.”
11. The Secretary rightly recognizes that in order to continue to deliver for the American people, the Department has to deliver for and learn from you. To that end, we have asked you to participate in a number of surveys this year. I want to assure you that your input and views matter. They give the Department important data that we analyze and use as we develop new, and enhance existing policies and practices to support and empower you. Data-driven diplomacy and talent management starts with you, the members of our workforce.
12. .”If you have questions about this message, or if you would like to provide feedback regarding the FEVS, please send your questions and/or ideas to GTMSurveys@state.gov.

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