

**NATIONAL GALLERY OF ART
2024 Federal Employee Viewpoint Survey Results**

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
1	I am given a real opportunity to improve my skills in my organization.	N		104	170	70	43	20	407	N/A
		%	67%	26%	41%	18%	11%	5%		
2	I feel encouraged to come up with new and better ways of doing things.	N		111	152	74	46	25	408	N/A
		%	64%	27%	37%	19%	11%	6%		
3	My work gives me a feeling of personal accomplishment.	N		135	169	54	27	20	405	N/A
		%	75%	33%	41%	14%	7%	5%		
4	I know what is expected of me on the job.	N		125	185	52	31	10	403	N/A
		%	77%	31%	46%	13%	7%	2%		
5	My workload is reasonable.	N		83	166	62	61	37	409	N/A
		%	62%	21%	41%	15%	15%	9%		
6	My talents are used well in the workplace.	N		85	161	60	52	44	402	N/A
		%	62%	22%	40%	15%	13%	10%		
7	I know how my work relates to the agency's goals.	N		139	185	41	26	19	410	N/A
		%	79%	33%	46%	11%	6%	4%		
8	I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N		110	130	63	40	44	387	23
		%	62%	28%	34%	17%	10%	11%		
9	I have enough information to do my job well.	N		90	196	60	51	12	409	N/A
		%	71%	23%	47%	15%	12%	3%		
10	I receive the training I need to do my job well.	N		77	176	89	49	12	403	N/A
		%	64%	21%	43%	22%	12%	3%		
11	I am held accountable for the quality of work I produce.	N		124	217	45	15	8	409	N/A
		%	84%	31%	53%	11%	3%	2%		
12	I have a clear idea of how well I am doing my job.	N		100	200	64	28	13	405	N/A
		%	75%	26%	49%	16%	6%	3%		
13	I have the autonomy to decide how I do my job.	N		92	183	68	44	24	411	N/A
		%	66%	23%	43%	18%	11%	6%		

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			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
14	I can make decisions about my work without getting permission first.	N		69	169	71	70	31	410	N/A
		%	58%	18%	40%	17%	17%	7%		
15	The people I work with cooperate to get the job done.	N		158	169	38	32	11	408	N/A
		%	79%	37%	42%	11%	8%	3%		
				Remain in the work unit and improve their performance over time	Remain in the work unit and continue to underperform	Leave the work unit - removed or transferred	Leave the work unit - quit	There are no poor performers in my work unit	Total Respondents	Do Not Know
16	In my work unit poor performers usually (select all that apply) -- NOTE that percentages will add to greater than 100% because respondents could select more than one response)	N		68	154	34	16	127	411	61
		%		18%	37%	9%	4%	29%		16%
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
17	In my work unit, differences in performance are recognized in a meaningful way.	N		42	129	80	87	45	383	28
		%	46%	12%	35%	20%	23%	11%		
18	Employees in my work unit share job knowledge.	N		119	188	53	30	14	404	7
		%	74%	28%	46%	14%	8%	4%		
			Percent Positive	Always	Most of the Time	Sometimes	Rarely	Never	Item Response Total**	Do Not Know/No Basis to Judge
19	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		140	198	45	18	8	409	3
		%	82%	32%	50%	12%	4%	2%		
20	Employees in my work unit meet the needs of our customers.	N		186	169	36	4	2	397	11
		%	89%	46%	43%	10%	1%	0%		
21	Employees in my work unit contribute positively to my agency's performance.	N		212	147	28	8	3	398	7
		%	90%	51%	38%	8%	2%	1%		
22	Employees in my work unit produce high-quality work.	N		222	138	29	11	4	404	5
		%	88%	53%	35%	8%	3%	1%		
23	Employees in my work unit adapt to changing priorities.	N		174	138	70	15	5	402	6
		%	77%	42%	34%	18%	4%	1%		

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			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	N		106	145	57	22	15	345	65
		%	70%	29%	41%	18%	8%	4%		
25	I can influence decisions in my work unit.	N		98	189	69	39	15	410	N/A
		%	69%	23%	46%	18%	9%	4%		
26	I know what my work unit's goals are.	N		136	190	43	24	17	410	N/A
		%	80%	32%	48%	11%	5%	4%		
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N		90	165	66	47	32	400	10
		%	62%	21%	41%	18%	12%	8%		
28	My work unit successfully manages disruptions to our work.	N		93	186	73	33	18	403	8
		%	68%	22%	46%	20%	8%	4%		
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N		93	192	63	34	14	396	7
		%	71%	22%	49%	17%	9%	3%		
30	Employees in my work unit incorporate new ideas into their work.	N		90	195	66	33	10	394	7
		%	70%	22%	48%	18%	9%	2%		
31	Employees in my work unit approach change as an opportunity.	N		81	154	97	50	17	399	3
		%	58%	20%	38%	25%	13%	4%		
32	Employees in my work unit consider customer needs a top priority.	N		150	164	58	18	9	399	5
		%	78%	37%	42%	15%	5%	2%		
33	Employees in my work unit consistently look for ways to improve customer service.	N		114	158	80	28	12	392	6
		%	69%	28%	41%	21%	8%	3%		
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N		141	157	61	22	23	404	1
		%	72%	33%	38%	17%	6%	6%		
35	Employees are recognized for providing high quality products and services.	N		75	158	71	58	32	394	11
		%	60%	20%	40%	18%	14%	8%		
36	Employees are protected from health and safety hazards on the job.	N		111	179	45	40	10	385	19
		%	75%	29%	47%	12%	10%	2%		

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			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
37	My organization is successful at accomplishing its mission.	N		99	187	82	14	13	395	11
		%	74%	26%	48%	20%	3%	3%		
38	I have a good understanding of my organization's priorities.	N		96	179	60	58	13	406	N/A
		%	68%	25%	43%	15%	14%	3%		
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N		109	187	51	23	21	391	14
		%	75%	28%	47%	14%	6%	5%		
40	Information is openly shared in my organization.	N		58	115	93	75	48	389	6
		%	45%	16%	30%	25%	18%	11%		
41	The approval process in my organization allows timely delivery of my work.	N		50	129	80	80	44	383	12
		%	50%	14%	35%	21%	19%	11%		
42	My organization effectively adapts to changing government priorities.	N		48	146	113	29	20	356	44
		%	55%	14%	41%	31%	8%	5%		
43	My organization has prepared me for potential physical security threats.	N		60	173	89	41	34	397	6
		%	60%	16%	44%	22%	10%	8%		
44	My organization has prepared me for potential cybersecurity threats.	N		78	231	56	16	13	394	6
		%	78%	20%	58%	14%	4%	3%		
45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	N		51	117	89	53	73	383	22
		%	45%	15%	30%	23%	14%	19%		
46	*I recommend my organization as a good place to work.	N		95	160	88	37	25	405	N/A
		%	64%	23%	41%	21%	9%	6%		
47	*I believe the results of this survey will be used to make my agency a better place to work.	N		65	102	91	60	61	379	26
		%	45%	18%	28%	25%	14%	15%		
48	Supervisors in my work unit support employee development.	N		139	157	54	26	19	395	7
		%	74%	35%	40%	14%	7%	4%		
49	My supervisor supports my need to balance work and other life issues.	N		205	122	41	22	11	401	N/A
		%	80%	49%	31%	12%	5%	3%		
50	My supervisor listens to what I have to say.	N		191	130	32	27	18	398	N/A
		%	80%	47%	34%	9%	7%	4%		

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			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
51	My supervisor treats me with respect.	N		206	119	37	23	19	404	N/A
		%	80%	49%	31%	10%	5%	5%		
52	I have trust and confidence in my supervisor.	N		184	104	50	33	32	403	N/A
		%	72%	44%	28%	12%	8%	8%		
53	My supervisor holds me accountable for achieving results.	N		184	154	44	11	10	403	N/A
		%	85%	45%	40%	10%	2%	2%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
54	Overall, how good a job do you feel is being done by your immediate supervisor?	N		189	112	66	20	17	404	N/A
		%	75%	46%	28%	17%	5%	3%		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
55	My supervisor provides me with constructive suggestions to improve my job performance.	N		134	143	65	38	24	404	N/A
		%	70%	34%	36%	16%	9%	5%		
56	My supervisor provides me with performance feedback throughout the year.	N		146	141	68	28	19	402	2
		%	73%	36%	36%	16%	7%	4%		
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		61	120	90	62	60	393	7
		%	46%	15%	31%	25%	15%	14%		
58	My organization's senior leaders maintain high standards of honesty and integrity.	N		80	140	71	30	50	371	28
		%	59%	21%	38%	20%	8%	13%		
59	*Managers communicate the goals of the organization.	N		66	170	83	41	35	395	2
		%	60%	17%	44%	21%	10%	9%		
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		68	147	81	53	44	393	8
		%	56%	18%	39%	20%	13%	10%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		133	110	76	31	36	386	17
		%	64%	35%	28%	21%	8%	8%		

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			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
62	I have a high level of respect for my organization's senior leaders.	N		100	144	77	38	40	399	3
		%	63%	26%	37%	18%	9%	10%		
63	Senior leaders demonstrate support for Work-Life programs.	N		73	116	93	36	36	354	47
		%	54%	22%	32%	26%	10%	10%		
64	Management encourages innovation.	N		67	149	87	44	39	386	12
		%	57%	18%	39%	23%	11%	10%		
65	Management makes effective changes to address challenges facing our organization.	N		64	131	91	50	46	382	17
		%	53%	17%	36%	23%	13%	11%		
66	Management involves employees in decisions that affect their work.	N		56	102	85	71	71	385	15
		%	44%	15%	29%	22%	18%	17%		
			Percent Positive	Very Satisfied	Satisfied	Nether Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/No Basis to Judge
67	How satisfied are you with your involvement in decisions that affect your work?	N		62	132	91	78	39	402	N/A
		%	49%	16%	33%	23%	19%	9%		
68	How satisfied are you with the information you receive from management on what's going on in your organization?	N		72	136	81	76	34	399	N/A
		%	53%	19%	34%	21%	18%	8%		
69	How satisfied are you with the recognition you receive for doing a good job?	N		80	144	81	53	42	400	N/A
		%	58%	21%	36%	20%	13%	10%		
70	Considering everything, how satisfied are you with your job?	N		101	163	69	39	23	395	N/A
		%	68%	26%	42%	17%	9%	5%		
71	Considering everything, how satisfied are you with your pay?	N		77	148	73	61	41	400	N/A
		%	57%	20%	37%	18%	15%	11%		
72	Considering everything, how satisfied are you with your organization?	N		79	152	85	52	32	400	N/A
		%	58%	20%	38%	22%	12%	8%		

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			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	N		98	153	71	32	20	374	25
		%	67%	25%	42%	18%	9%	6%		
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	N		127	143	70	17	20	377	25
		%	71%	33%	38%	20%	4%	5%		
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	N		84	149	61	49	46	389	12
		%	60%	21%	39%	16%	13%	12%		
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	N		101	134	59	35	44	373	25
		%	63%	27%	36%	17%	9%	11%		
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	N		92	138	56	42	43	371	29
		%	63%	25%	38%	16%	11%	11%		
78	Employees in my work unit make me feel I belong.	N		130	174	50	23	19	396	1
		%	76%	31%	45%	13%	6%	5%		
79	Employees in my work unit care about me as a person.	N		141	175	49	15	14	394	3
		%	79%	33%	47%	13%	4%	4%		
80	I am comfortable expressing opinions that are different from other employees in my work unit.	N		110	173	42	43	29	397	0
		%	71%	26%	45%	11%	11%	7%		
81	In my work unit, people's differences are respected.	N		109	176	57	21	27	390	5
		%	72%	27%	45%	15%	5%	7%		
82	I can be successful in my organization being myself.	N		119	160	50	36	30	395	3
		%	70%	30%	41%	13%	9%	8%		
83	I can easily make a request of my organization to meet my accessibility needs.	N		45	109	39	13	19	225	174
		%	69%	20%	49%	17%	6%	8%		
84	My organization responds to my accessibility needs in a timely manner.	N		39	92	45	13	17	206	194
		%	64%	19%	45%	22%	7%	7%		
85	My organization meets my accessibility needs.	N		44	94	45	14	13	210	190
		%	66%	21%	45%	21%	7%	6%		

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86	My job inspires me.	N		110	150	83	30	25	398	N/A
		%	65%	27%	37%	22%	8%	6%		
87	The work I do gives me a sense of accomplishment.	N		131	176	47	23	19	396	N/A
		%	77%	33%	44%	12%	6%	5%		
88	I feel a strong personal attachment to my organization.	N		113	130	89	43	23	398	N/A
		%	62%	28%	34%	22%	10%	6%		
89	I identify with the mission of my organization.	N		116	172	73	21	15	397	N/A
		%	73%	29%	44%	18%	5%	4%		
90	It is important to me that my work contribute to the common good.	N		209	170	11	5	4	399	N/A
		%	95%	50%	44%	3%	1%	1%		

** Excludes responses such as "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs."