

# FEVS Results 2020

Presented By  
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**Thrift Savings Plan**

FEDERAL RETIREMENT THRIFT INVESTMENT BOARD  
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# Agenda

- FEVS Overview
- FRTIB Employee Profile
- FEVS Indicators – Employee Engagement
- COVID-19 Responses
- FRTIB Core Values Survey Results



# FRTIB Federal Employee Viewpoint Survey (FEVS)

- About the FEVS
  - Released annually across the federal government by the Office of Personnel Management (OPM) to measure employees' perceptions of their organization, workplace, and work content
  - FEVS data are subsequently analyzed by the Partnership for Public Service (PPS) to determine the “ Best Places to Work in the Federal Government”
- FEVS 2020 Timeframe
  - Administered September 24 – November 5, 2020
- FRITB 2020 Response Rate
  - 74.4% response rate for FRTIB (183 responded)



# Employees' Perceptions Expressed through Indicators

- OPM – FEVS Indicators
  - Intrinsic Work Experience
  - Global Satisfaction
  - Employee Engagement
- Partnership and Public Service – “Best Places to Work” Indicators
  - Effective Leadership (Supervisors, Senior Leaders, Fairness, Empowerment)
  - Performance



# Employees' Perceptions Expressed through Indicators (cont'd)

- COVID-19 Pandemic
  - Telework
  - COVID-19 Pandemic: Employee Supports
  - COVID-19 Pandemic: Work Supports
  - COVID-19 Pandemic: Work Effects
  - Core Work-Life
  - COVID-19 Child Care
  - COVID-19 Elder Care
  - COVID-19 Closures
- Agency Core Values Survey

# 2020 FEVS – FRTIB Employee Profile

74%

Response rate



48%

Female



52%

Federal tenure more than 10 years

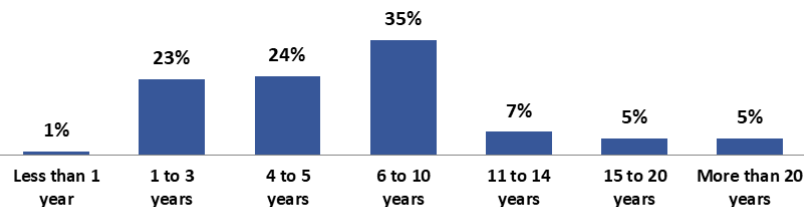


25%

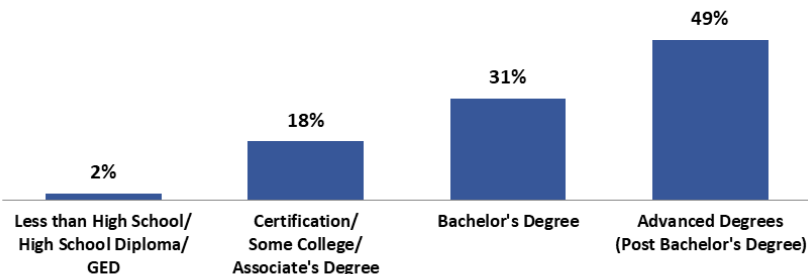
Military Service



## Agency Tenure



## Education



Thrift Savings Plan

# 2020 FEVS Indicators



# Engagement Index

2020



2019



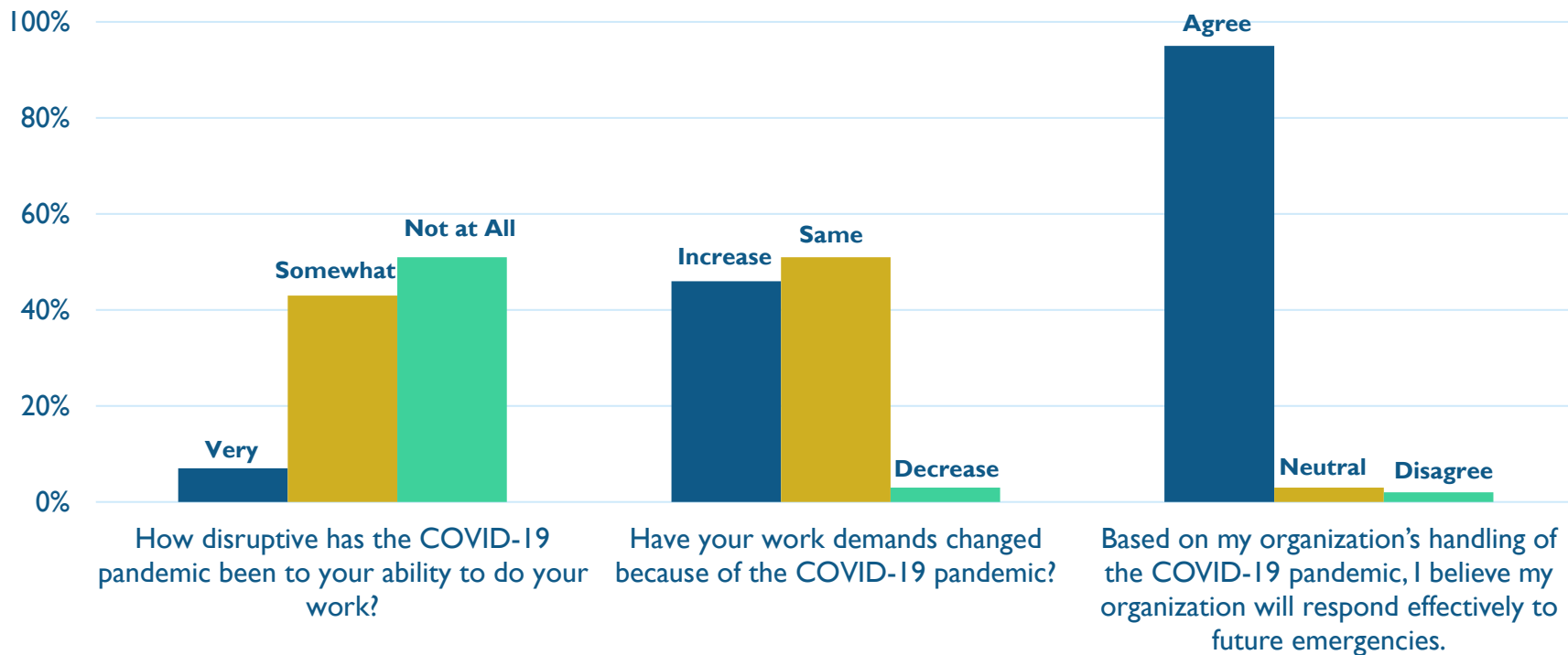
2018



Leaders Lead (% positive)	2018	2019	2020
Generates high levels of motivation/commitment	41%	40%	54%
Maintains high standards of honesty/integrity	48%	49%	62%
Communicates agency goals/priorities	62%	73%	83%
How good a job do you feel is being done by the manager directly above your supervisor	60%	67%	78%
I have high level of respect for my Agency's senior leaders	51%	55%	61%
Supervisors (% positive)	2018	2019	2020
Supports employee development	78%	80%	88%
Listens to what I have to say	85%	81%	87%
Treats me with respect	86%	86%	88%
I have trust and confidence in my supervisor	76%	73%	79%
Overall, how good a job do you feel is being done by your immediate supervisor	76%	75%	82%
Intrinsic Work Experiences (% positive)	2018	2019	2020
Feel encouraged to come up with new and better ways to do things	65%	66%	71%
Work gives me a feeling of personal accomplishment	68%	74%	77%
I know what is expected of me on the job	76%	79%	83%
My talents are used well in the workplace	56%	60%	67%
I know how my work relates to the Agency's goals	84%	87%	90%

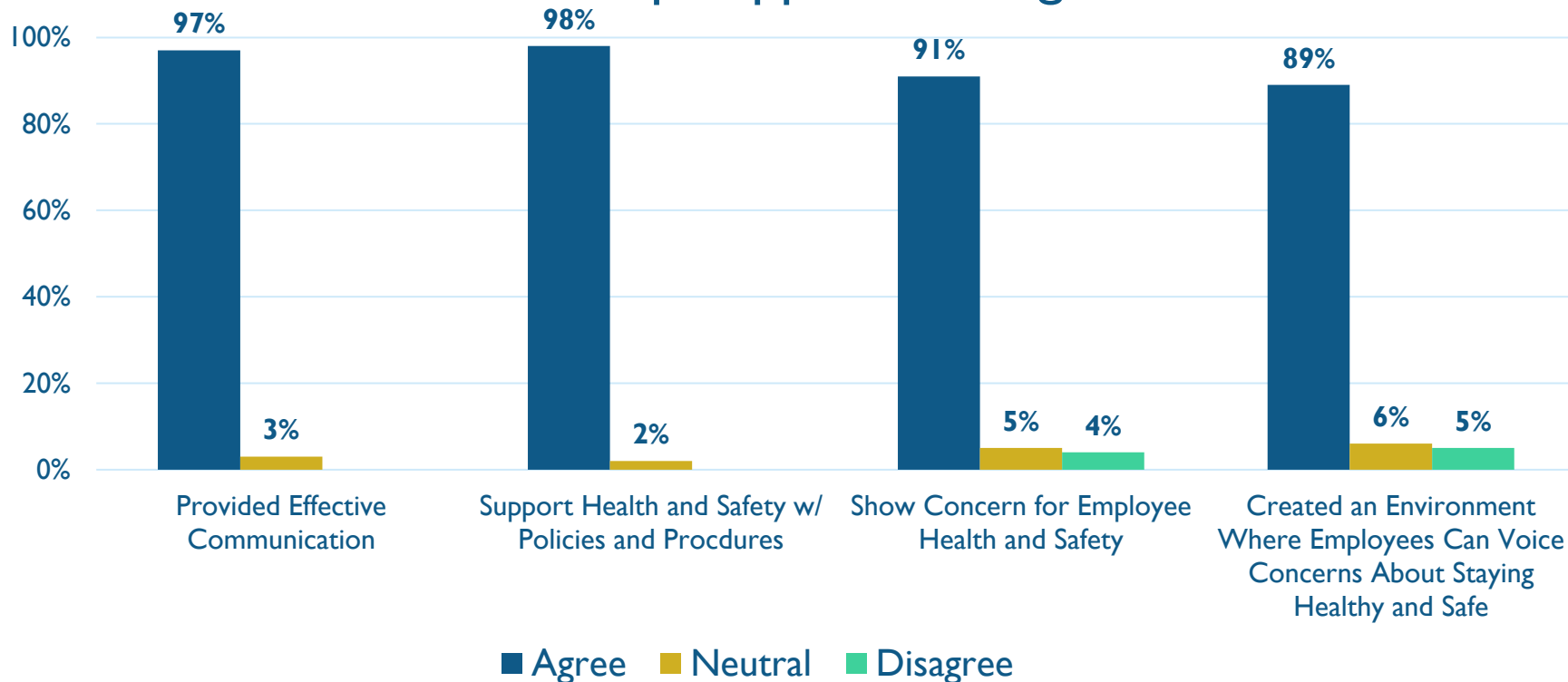
# COVID-19 Responses

## Work Effectiveness During COVID-19



# COVID-19 Responses

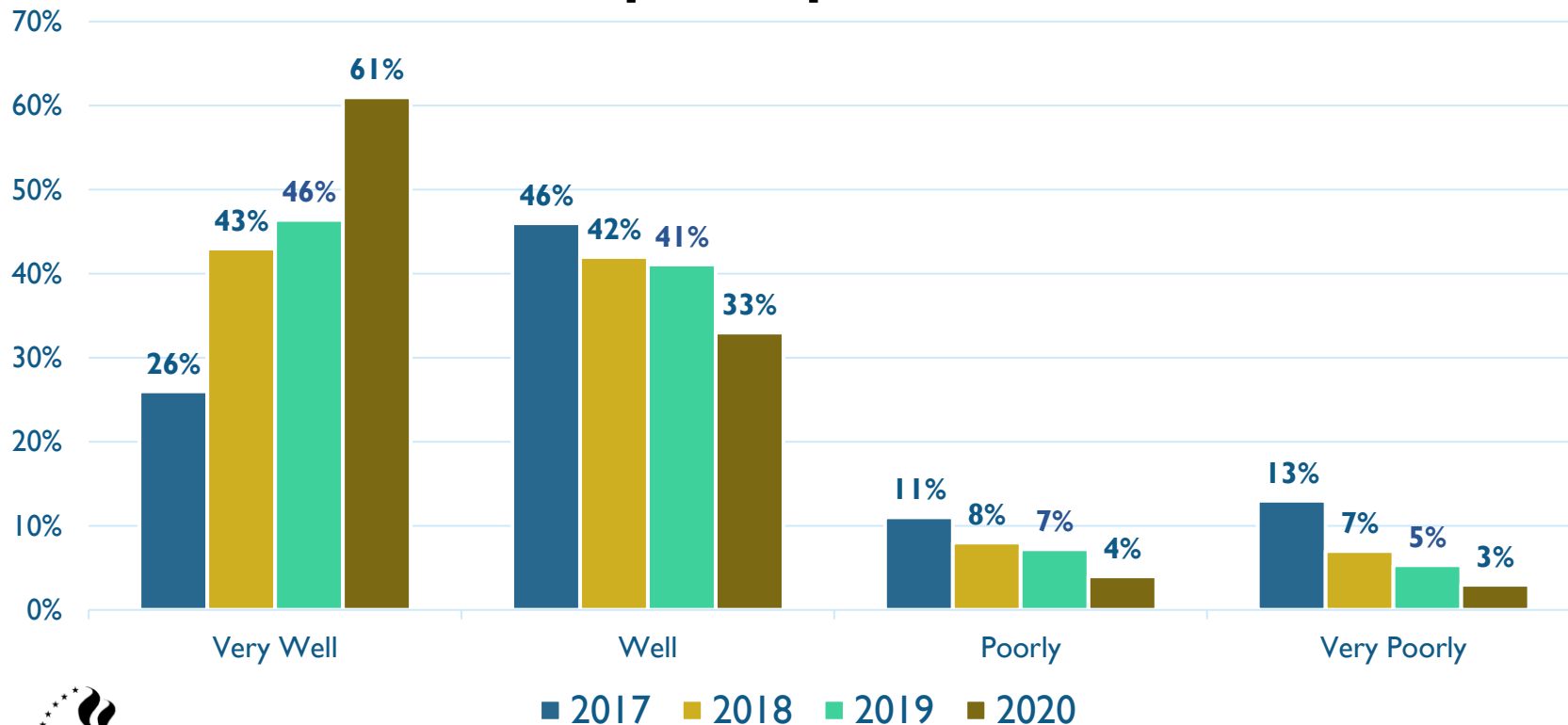
## Senior Leadership Support During COVID-19



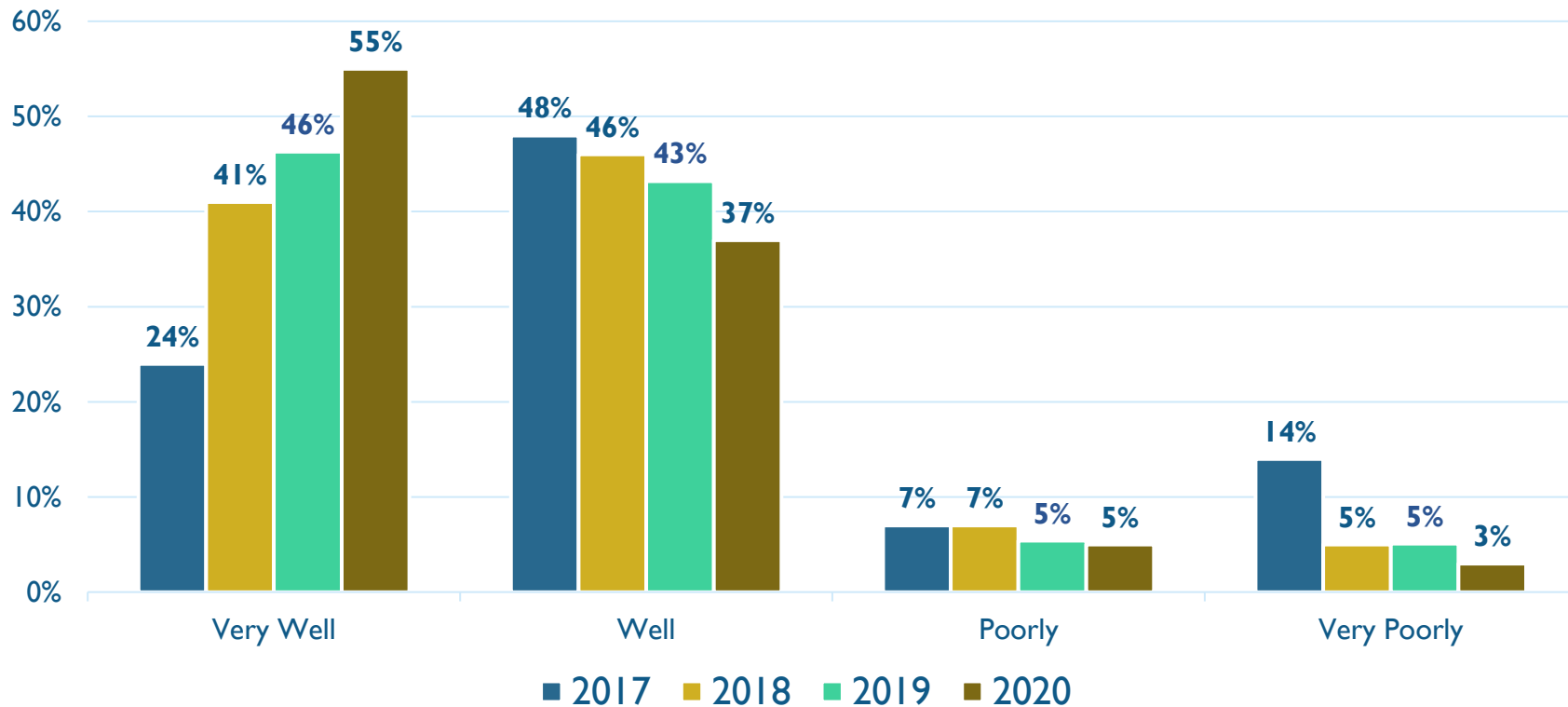
# Core Values Survey Results



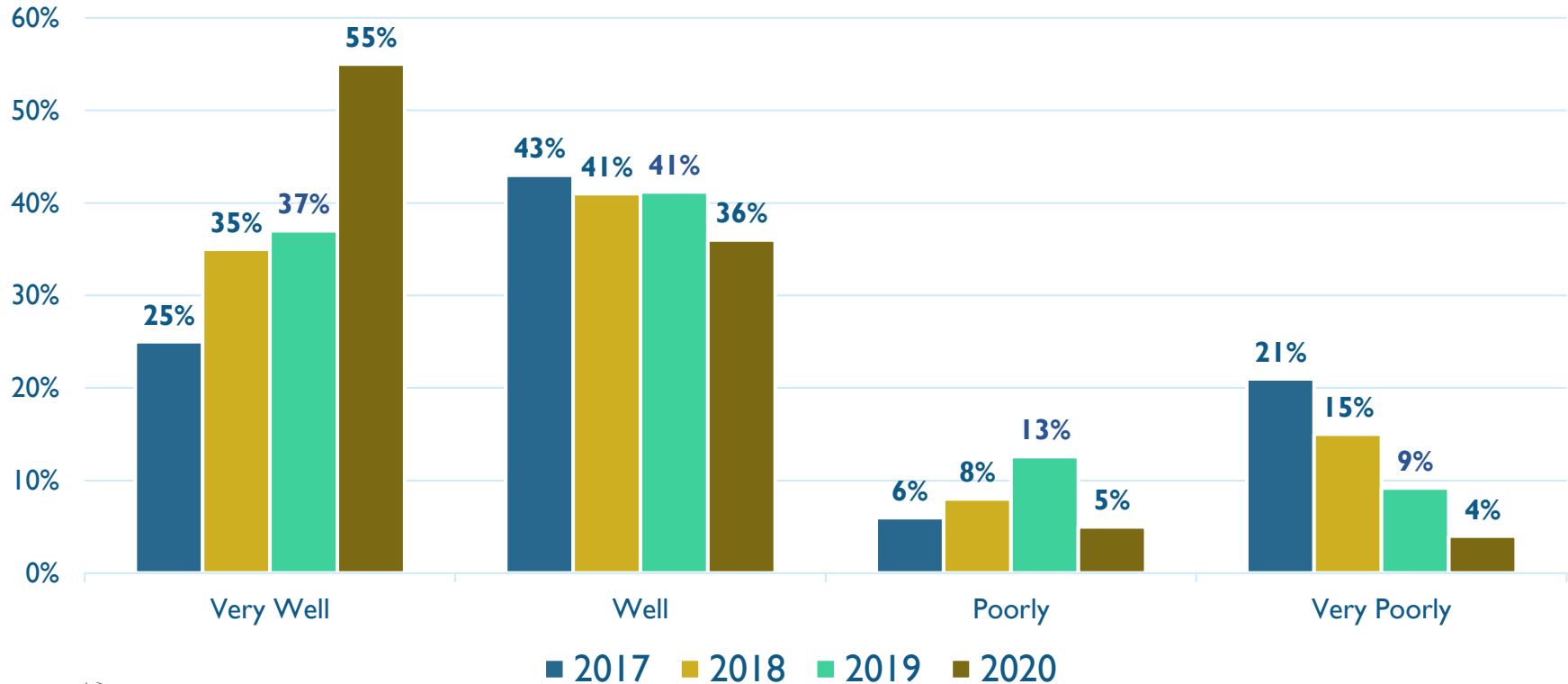
# How well does FRTIB demonstrate that it is passionate about delivering services that improve financial outcomes for participants?



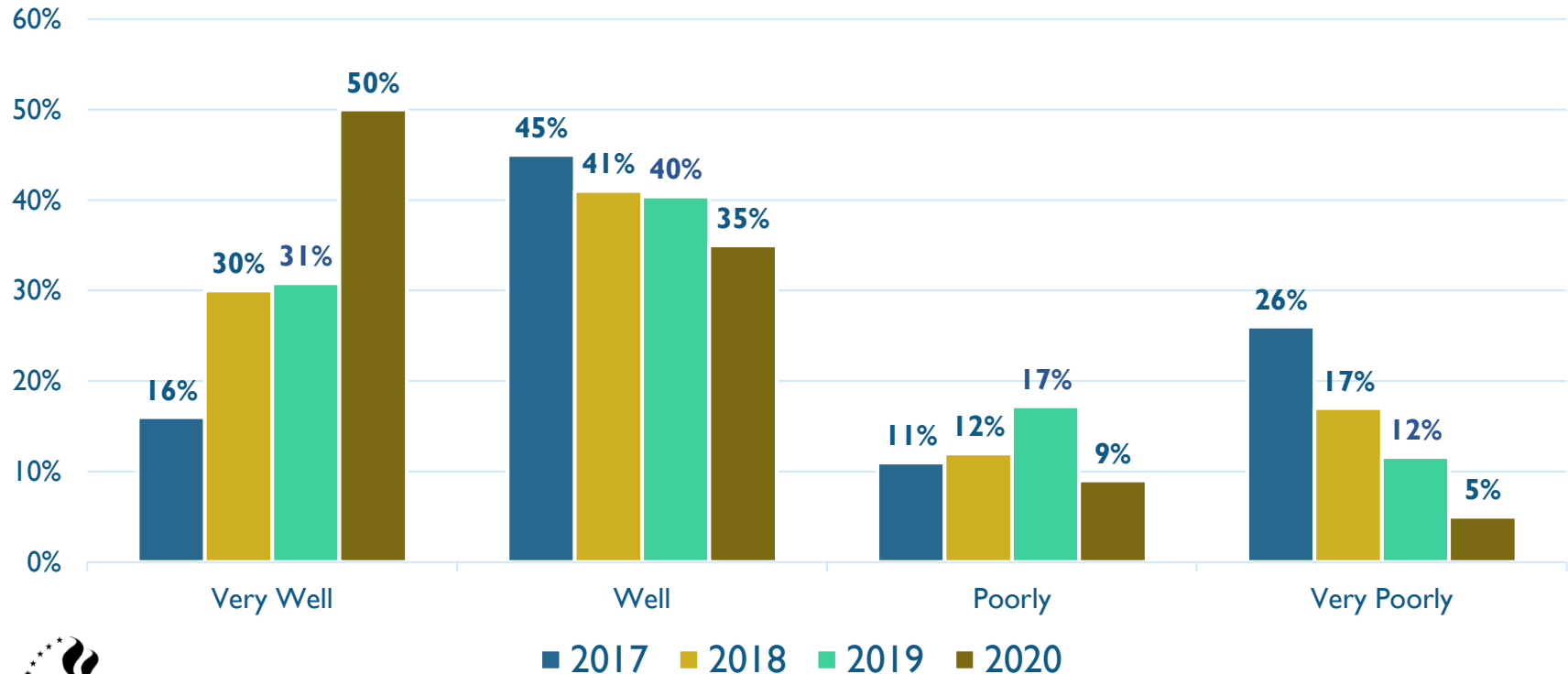
# How well does FRTIB listen to, respect, and carefully consider the needs of participants?



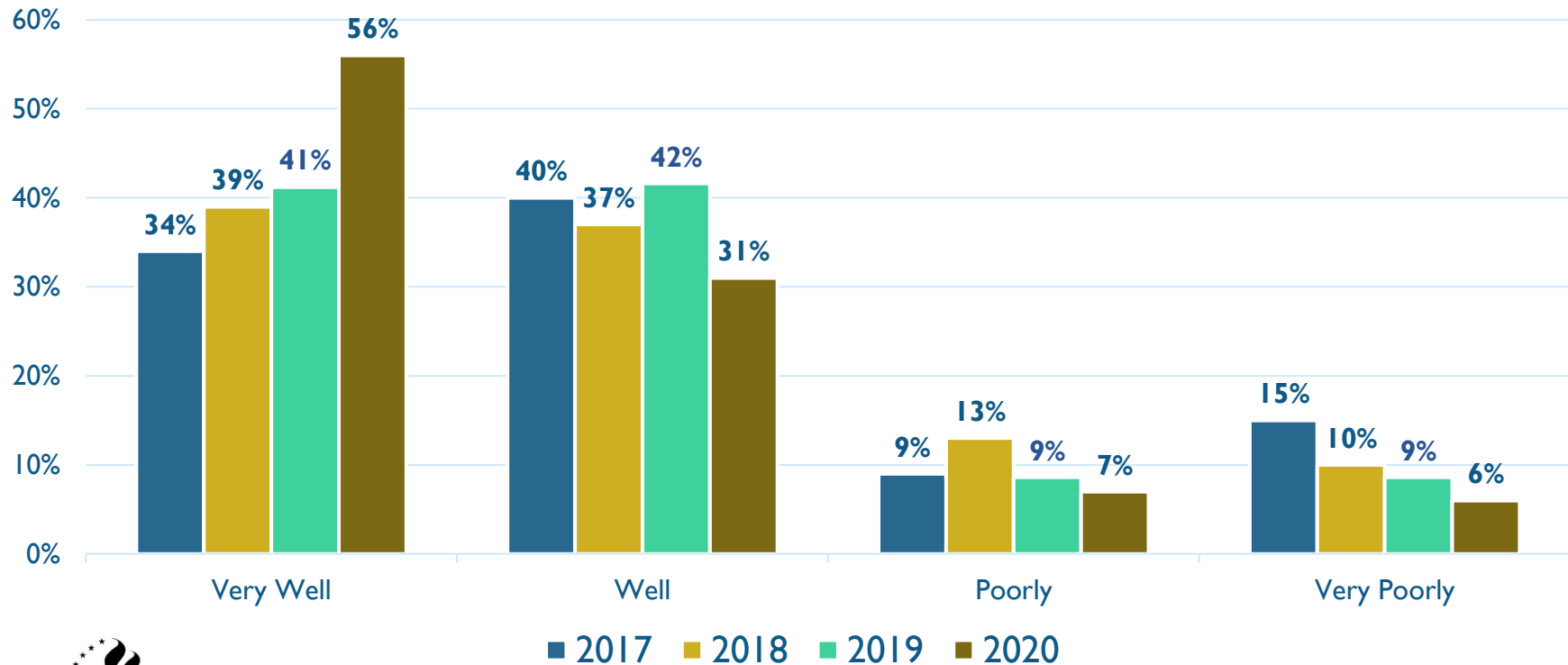
# How well does FRTIB demonstrate that it is trustworthy?



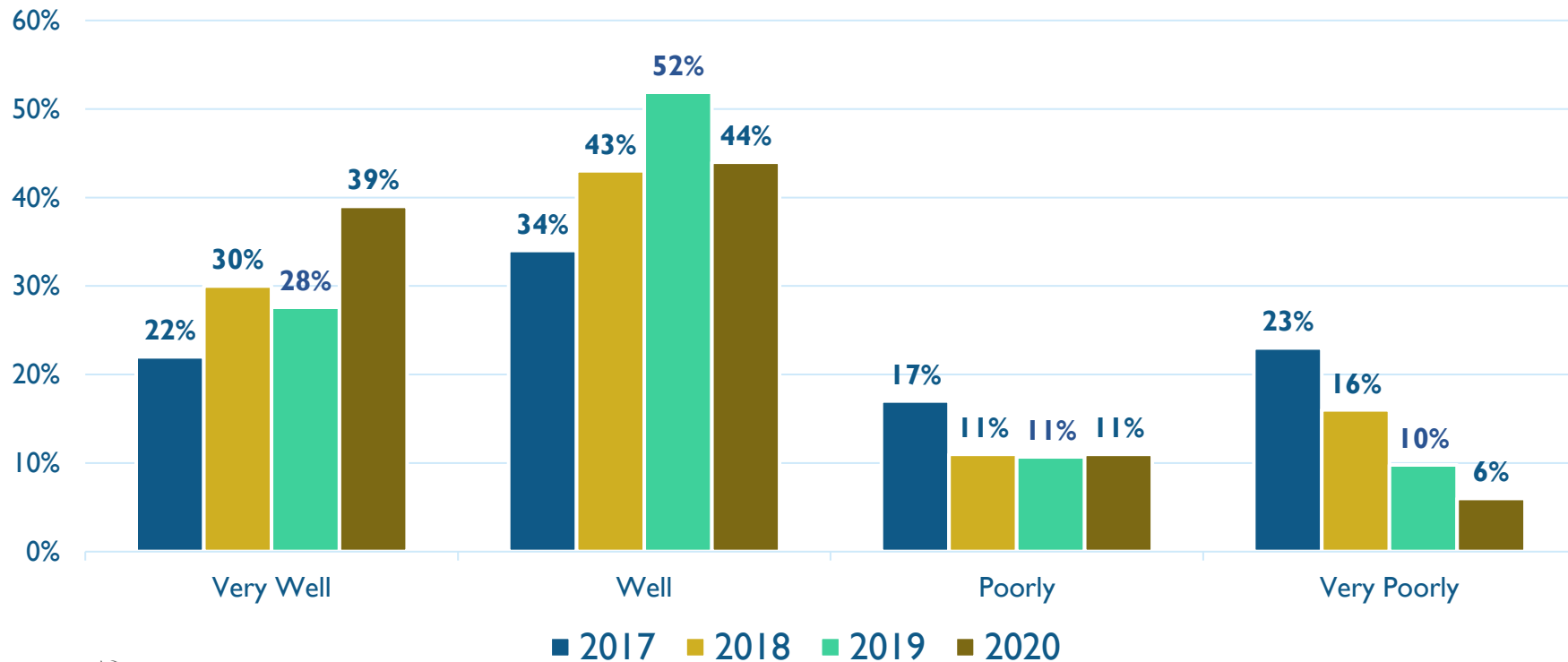
# How well does FRTIB demonstrate that it values individual and organizational honesty, consistency, and credibility?



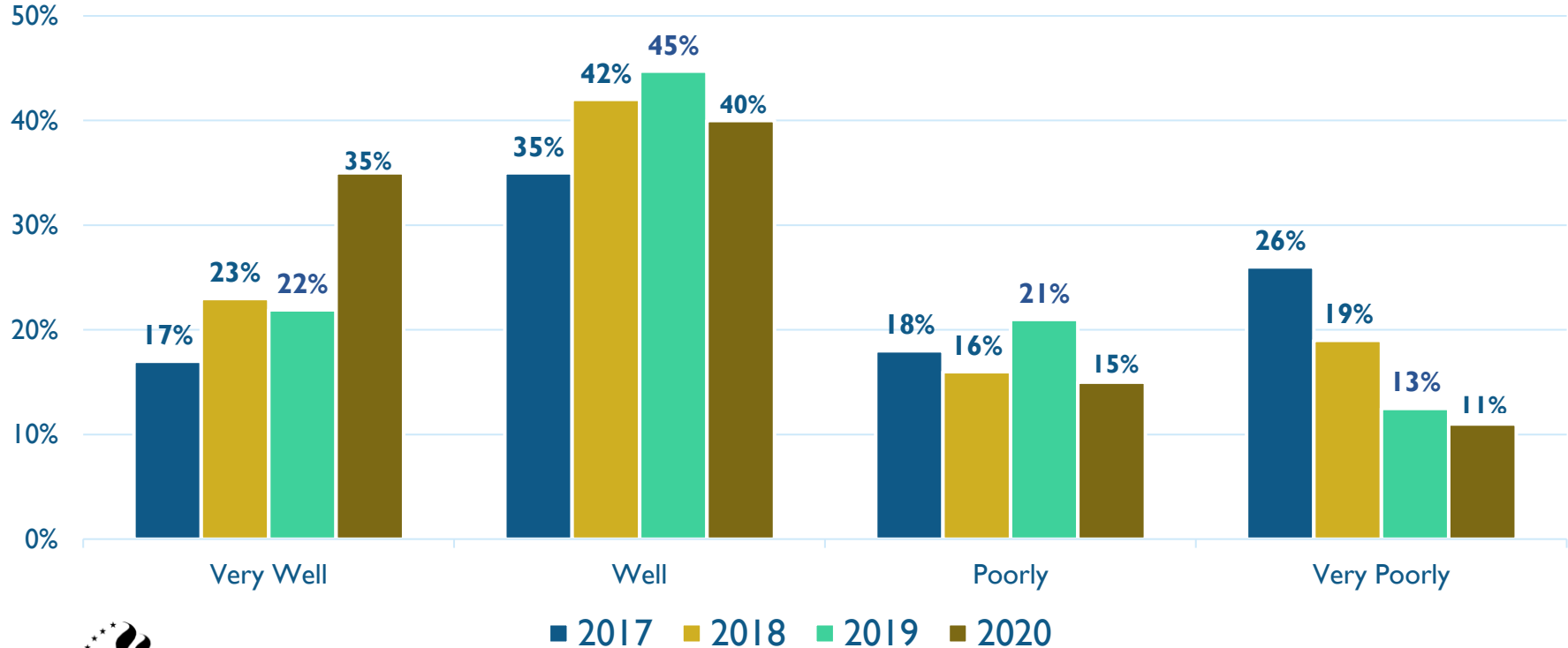
# How well does FRTIB operate with independence and act ethically to carry out its fiduciary responsibility?



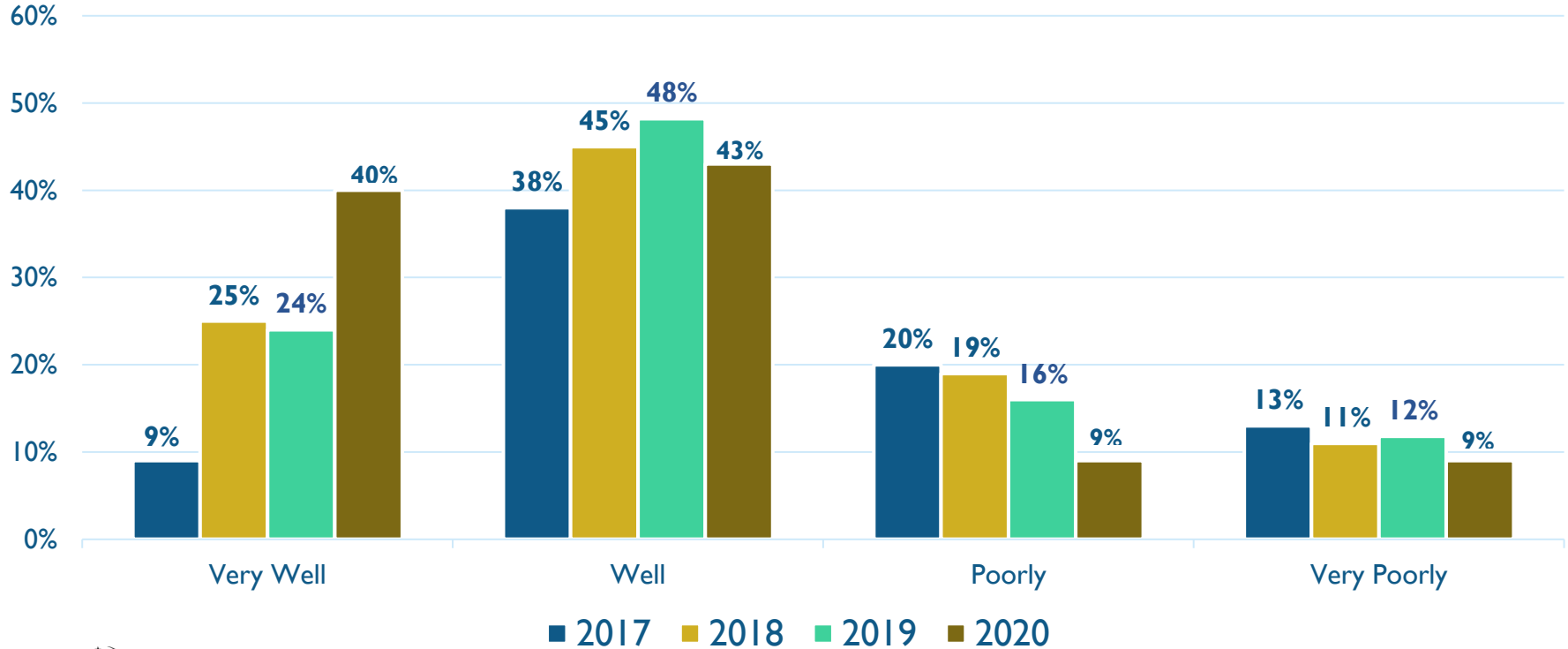
# How well does FRTIB value diversity and ensure everyone's ideas and contributions are respected?



# How well does FRTIB encourage open, candid dialogue and foster relationships based on trust and shared objectives?



# How well does FRTIB build partnerships to achieve greater outcomes?



# From Results to Actions: What are we doing with the FEVS data?

- Summary FEVS analysis briefing held for employees
- Office directors receive office-level results and brief staff, develop action plans as necessary
- Upon release of the government-wide report, post FEVS results and analysis to FRTIB.gov



# Questions?

