

**U.S. International Development Finance Corporation
Agency Evaluation of 2020 Federal Employee Viewpoint Survey Results**

2020 FEVS Overview

Survey Administration Dates: September 14, 2020 - November 5, 2020

Eligibility: full-time/part-time, permanent, non-seasonal, non-political DFC employees on board on or before October 2019

Number of Surveys Administered: 226

Number of Surveys Completed: 145

Response Rate: 64.2% (decrease from 66% in 2019)

Respondent Demographics

Location: 93% located in DFC Headquarters

Gender: 52% Female

Ethnicity: 5% Hispanic/Latino/Spanish Origin

Military: 7% served in military

Retirement: 25% within 5 years

Plan to Leave: 34% within the next year

Race: 74% White; 14% Black or African American; 11% other races

Supervisory Level: 50% Non-Supervisor; 17.0% Team Leader; 17% Supervisor; 10.0% Manager; 6% Senior Leader

Pay Grade: 11% GS 7-12; 82% GS 13-15; 6% Senior Level; 1% Other

Federal Tenure (Excluding Military Service): 6% percent 1-3 years; 7% 4-5 years; 32% 6-10 years; 17% 11-14 years; 15% 15-20 years; 24% percent 20+ years

DFC Tenure: 19% 1-3 years; 14% 4-5 years; 26% 6-10 years; 14% 11-14 years; 9% 15-20 years; 18% 20+ years

2020 Results Summary

Survey items rated 65% positive or higher are considered strengths. The DFC's 2020 results reflected 16 strengths. Eight survey items were identified as "Challenges," with negative responses of 35% or higher.

DFC's top five strengths were:

Question 23: My supervisor treats me with respect (90%);

Question 13: My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals (86%);

Question 19: My supervisor supports my need to balance work and other life issues (86%);

Question 22: My supervisor listens to what I have to say (86%); and,

Question 25: Overall, how good a job do you feel is being done by your immediate supervisor (86%).

DFC's top five challenges were:

Question 18: I believe the results of this survey will be used to make my agency a better place to work (43%);

Question 5: My workload is reasonable (43%);

Question 26: In my organization, senior leaders generate high levels of motivation and commitment in the workforce (42%);

Question 34: How satisfied are you with the information you receive from management on what's going on in your organization (39%); and,

Question 27: My organization's senior leaders maintain high standards of honesty and integrity (38%).

Comparison with 2019 Results

DFC's 2020 results show that 17 items increased since 2019. Of those, 5 items increased over 8 percentage points.

Question 25: Overall, how good a job do you feel is being done by your immediate supervisor (+12.0 percentage points);

Question 14: Employees are recognized for providing high quality products and services (+11.0 percentage points);

Question 24: I have trust and confidence in my supervisor (+11.0 percentage points);

Question 21: Supervisors in my work unit support employee development (+8 percentage points); and,

Question 9: The people I work with cooperate to get the job done (+8 percentage points).

DFC's 2020 results show that 20 items decreased since 2019. DFC saw the largest decrease in percent positive on:

Question 8: I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal (-15.0 percentage points);

Question 29: Managers promote communication among different work units (for example, about projects, goals, needed resources) (-9.0 percentage points);

Question 27: My organization's senior leaders maintain high standards of honesty and integrity (-9.0 percentage points);

Question 18: I believe the results of this survey will be used to make my agency a better place to work (-7 percentage points); and

Question 33: How satisfied are you with your involvement in decisions that affect your work (-7 percentage points).