



## FEVS Employee Engagement Index (2016 Cross-Command Results)

The FEVS Employee Engagement Index (EI) is composed of three sub-indices (Intrinsic Work Experience, Supervisors, and Leaders Lead), each containing five equally weighted questions. Sub-index scores above the President's Goal (67%) are shown in **Green**; those below are shown in **Red**.

Employee Engagement Index			Intrinsic Work Experience		Supervisors		Leaders Lead		Number of Respondents
	Index	Change from 2015	Sub-Index	Change from 2015	Sub-Index	Change from 2015	Sub-Index	Change from 2015	
Government*	65.0%	(1.0%)	70.0%	(0.8%)	72.2%	(0.7%)	52.8%	(1.5%)	407,789
DOD*	65.8%	(0.4%)	70.4%	(0.0%)	72.3%	(0.1%)	54.8%	(1.1%)	58,630
Army*	64.3%	(0.4%)	69.9%	(-0.1%)	70.0%	(0.0%)	53.0%	(1.4%)	17,086
USASOC*	79.3%	(1.5%)	79.4%	(-1.7%)	83.2%	(2.2%)	75.3%	(3.9%)	151
ARNG	72.7%	(7.6%)	77.4%	(7.5%)	75.1%	(6.0%)	65.5%	(9.4%)	65
USAASC	71.6%	(2.7%)	74.6%	(3.1%)	77.3%	(2.1%)	62.9%	(2.8%)	375
MEPCOM	70.6%	(5.9%)	77.1%	(5.3%)	73.4%	(4.6%)	61.1%	(7.8%)	262
ARNORTH	70.5%	(15.6%)	73.9%	(18.2%)	82.7%	(15.5%)	54.9%	(13.3%)	65
TRADOC*	69.4%	(2.1%)	74.2%	(2.4%)	74.0%	(0.5%)	59.9%	(3.4%)	1,662
FORSCOM	69.3%	(2.6%)	72.3%	(1.1%)	72.7%	(2.5%)	62.9%	(4.3%)	471
USACE*	68.8%	(2.1%)	73.0%	(0.7%)	76.1%	(2.0%)	57.3%	(3.5%)	3,599
HQDA	68.5%	(-0.1%)	73.2%	(2.1%)	74.2%	(-0.5%)	58.1%	(-1.8%)	1,410
ATEC	68.3%	(8.1%)	70.2%	(4.3%)	78.6%	(5.9%)	56.1%	(14.1%)	236
USMA	67.7%	(4.1%)	72.0%	(2.3%)	76.8%	(8.2%)	54.3%	(1.7%)	14
USARPAC	67.5%	(0.7%)	75.1%	(3.4%)	71.7%	(3.2%)	55.5%	(-4.7%)	206
CID	66.8%	(1.9%)	73.0%	(-0.6%)	74.1%	(-2.3%)	53.5%	(8.6%)	62
USARC	66.5%	(0.7%)	72.3%	(0.3%)	71.5%	(1.1%)	55.6%	(0.6%)	658
AWC	65.0%	(3.7%)	70.3%	(2.2%)	72.4%	(7.8%)	52.4%	(1.0%)	22
MDW	64.1%	(-1.4%)	69.0%	(-4.9%)	63.7%	(0.0%)	59.6%	(0.8%)	39
MEDCOM*	63.5%	(-0.5%)	70.9%	(-1.4%)	66.9%	(0.4%)	52.7%	(-0.6%)	2,157
INSCOM	62.0%	(1.4%)	67.3%	(0.1%)	69.7%	(-0.8%)	49.0%	(4.9%)	216
USAREUR	61.7%	(-8.8%)	64.0%	(-13.1%)	70.7%	(-6.3%)	50.5%	(-7.1%)	172
IMCOM*	61.3%	(0.0%)	69.2%	(-0.8%)	66.0%	(-0.2%)	48.9%	(1.0%)	1,397
ARCENT	61.2%	(-6.4%)	63.4%	(-6.4%)	65.3%	(-10.6%)	55.1%	(-2.3%)	49
AMC*	60.0%	(-0.1%)	65.5%	(-0.8%)	66.9%	(-1.6%)	47.6%	(2.0%)	2,780
SMDC	57.3%	(-1.1%)	61.4%	(-1.1%)	63.1%	(-1.3%)	47.3%	(-0.8%)	60
NETCOM*	57.0%	(-3.2%)	63.5%	(-0.4%)	63.7%	(-5.3%)	43.9%	(-3.9%)	552
ARSOUTH	55.6%	(-2.0%)	62.4%	(-1.9%)	68.7%	(3.1%)	35.9%	(-7.1%)	13
ARCYBER	50.6%	(-10.3%)	49.4%	(-9.3%)	65.8%	(-5.3%)	36.4%	(-16.3%)	23

\*EI score is statistically significant (i.e. 95% confidence that score is above/below 67% goal)

**Key Takeaway:** The Leaders Lead sub-index provides the greatest opportunity for all commands to improve Employee Engagement scores.

### FEVS Questions by Sub-Index

#### Intrinsic Work Experience

- Q3) I feel encouraged to come up with new and better ways of doing things.  
Q4) My work gives me a feeling of personal accomplishment.  
Q6) I know what is expected of me on the job.  
Q11) My talents are used well in the workplace.  
Q12) I know how my work relates to the agency's goals and priorities.

#### Supervisors

- Q47) Supervisors in my work unit support employee development.  
Q48) My supervisor listens to what I have to say.  
Q49) My supervisor treats me with respect.  
Q51) I have trust and confidence in my supervisor.  
Q52) Overall, how good a job do you feel is being done by your immediate supervisor?

#### Leaders Lead

- Q53) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.  
Q54) My organization's senior leaders maintain high standards of honesty and integrity.  
Q56) Managers communicate the goals and priorities of the organization.  
Q60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?  
Q61) I have a high level of respect for my organization's senior leaders.