Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	77.4%	33.0%	44.4%	11.9%	7.1%	3.6%	10.7%	608	808	215	130	64	1,825	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	73.3%	31.3%	42.0%	13.1%	8.7%	4.8%	13.5%	574	764	237	157	87	1,819	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	75.2%	34.3%	40.9%	13.3%	7.2%	4.3%	11.5%	630	747	239	130	77	1,823	N/A
4	I know what is expected of me on the job.	Agree-disagree	84.0%	37.3%	46.7%	8.6%	4.4%	2.9%	7.4%	687	854	154	82	52	1,829	N/A
5	*My workload is reasonable.	Agree-disagree	66.9%	19.0%	47.9%	11.6%	12.6%	8.9%	21.5%	345	877	210	232	163	1,827	0
6	*My talents are used well in the workplace.	Agree-disagree	69.0%	22.5%	46.5%	12.0%	12.1%	6.9%	19.0%	413	837	215	215	124	1,804	3
7	*I know how my work relates to the agency's goals.	Agree-disagree	89.5%	43.4%	46.1%	6.5%	2.5%	1.5%	4.1%	794	834	117	46	28	1,819	4
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	75.1%	38.6%	36.4%	13.7%	5.7%	5.6%	11.2%	701	647	242	98	97	1,785	46
9	*The people I work with cooperate to get the job done.	Agree-disagree	89.6%	52.4%	37.1%	6.1%	3.1%	1.2%	4.3%	970	674	110	58	22	1,834	N/A
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	43.5%	11.6%	31.9%	30.2%	15.3%	11.0%	26.3%	168	455	421	215	152	1,411	423
12	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	60.2%	16.9%	43.3%	21.1%	11.4%	7.2%	18.6%	279	721	341	188	115	1,644	185
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	86.0%	37.7%	48.2%	7.4%	4.1%	2.5%	6.6%	693	874	133	72	45	1,817	14
14	Employees in my work unit meet the needs of our customers.	Always-never	92.9%	46.4%	46.6%	6.6%	0.4%	0.1%	0.5%	822	824	112	7	2	1,767	64
15	Employees in my work unit contribute positively to my agency's performance.	Always-never	93.2%	55.4%	37.8%	5.7%	0.8%	0.3%	1.1%	997	673	98	15	5	1,788	31
16	Employees in my work unit produce high-quality work.	Always-never	90.7%	49.4%	41.3%	7.9%	1.3%	0.1%	1.4%	892	748	139	22	2	1,803	26
17	Employees in my work unit adapt to changing priorities.	Always-never	85.7%	47.3%	38.4%	11.5%	2.3%	0.5%	2.8%	848	688	202	41	9	1,788	35
18	Employees in my work unit successfully collaborate.	Always-never	85.2%	48.2%	36.9%	12.0%	2.2%	0.6%	2.8%	878	669	214	40	10	1,811	22
19	Employees in my work unit achieve our goals.	Always-never	92.1%	49.0%	43.0%	6.8%	1.0%	0.1%	1.1%	884	777	120	18	2	1,801	29
20	Employees are recognized for providing high quality products and services.	Agree-disagree	73.6%	29.0%	44.5%	13.4%	7.3%	5.7%	13.1%	527	801	234	128	101	1,791	37
21	Employees are protected from health and safety hazards on the job.	Agree-disagree	72.7%	39.9%	32.8%	11.2%	7.7%	8.4%	16.1%	725	589	199	136	151	1,800	27
22	My agency is successful at accomplishing its mission.	Agree-disagree	86.2%	41.0%	45.2%	10.1%	2.2%	1.5%	3.7%	748	820	178	41	27	1,814	16
23	*I recommend my organization as a good place to work.	Agree-disagree	71.7%	32.4%	39.3%	14.3%	8.5%	5.5%	14.0%	595	720	263	152	98	1,828	N/A
24	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	47.7%	17.4%	30.3%	22.2%	15.4%	14.6%	30.1%	302	534	392	266	253	1,747	83
25	My supervisor supports my need to balance work and other life issues.	Agree-disagree	90.5%	64.2%	26.4%	4.8%	2.4%	2.3%	4.7%	1,161	485	88	43	41	1,818	10
26	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	86.4%	57.0%	29.4%	9.4%	1.8%	2.4%	4.2%	979	505	157	31	38	1,710	115
27	Supervisors in my work unit support employee development.	Agree-disagree	87.4%	57.2%	30.2%	7.8%	2.5%	2.3%	4.8%	1,035	549	140	45	39	1,808	20
28	My supervisor listens to what I have to say.	Agree-disagree	88.5%	58.9%	29.6%	5.7%	3.8%	2.0%	5.8%	1,070	540	102	69	35	1,816	N/A
29	My supervisor treats me with respect.	Agree-disagree	90.9%	64.4%	26.5%	4.7%	2.5%	2.0%	4.4%	1,175	481	83	45	34	1,818	N/A
30	I have trust and confidence in my supervisor.	Agree-disagree	82.0%	56.3%	25.7%	10.1%	4.0%	3.9%	7.9%	1,024	470	181	72	69	1,816	N/A
31	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	84.6%	60.3%	24.3%	10.4%	2.6%	2.3%	5.0%	1,105	443	188	47	41	1,824	N/A
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	54.4%	16.2%	38.2%	20.4%	13.1%	12.1%	25.2%	294	687	365	232	217	1,795	26

#	Question	Scale														
33	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	62.2%	26.0%	36.2%	18.9%	8.3%	10.6%	18.9%	456	636	325	142	182	1,741	70
34	*Managers communicate the goals of the organization.	Agree-disagree	73.4%	24.3%	49.1%	13.5%	7.5%	5.7%	13.1%	440	885	243	134	100	1,802	13
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	68.9%	23.2%	45.7%	16.0%	8.6%	6.5%	15.1%	416	812	285	154	112	1,779	40
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	68.4%	33.7%	34.8%	18.9%	7.2%	5.5%	12.7%	597	606	329	123	94	1,749	68
37	I have a high level of respect for my organization's senior leaders.	Agree-disagree	60.3%	25.3%	35.1%	18.8%	10.3%	10.6%	20.8%	458	636	338	186	188	1,806	9
38	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	66.6%	29.1%	37.5%	14.5%	8.9%	10.0%	18.9%	520	666	257	160	177	1,780	36
39	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	62.4%	21.1%	41.3%	18.0%	13.9%	5.7%	19.6%	388	756	324	246	102	1,816	N/A
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	65.0%	22.8%	42.2%	18.1%	11.3%	5.7%	16.9%	416	761	321	205	101	1,804	N/A
41	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	67.7%	28.2%	39.5%	17.0%	10.0%	5.4%	15.3%	515	719	303	178	92	1,807	N/A
42	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	69.5%	29.2%	40.2%	16.2%	9.1%	5.3%	14.3%	534	729	291	160	92	1,806	N/A
43	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	73.3%	27.5%	45.8%	13.2%	9.0%	4.5%	13.5%	502	831	235	164	79	1,811	N/A
44	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	67.2%	24.6%	42.6%	15.9%	10.6%	6.3%	16.9%	450	770	287	193	110	1,810	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

11. In my work unit poor performers usually:

	2021 N	2021 %	2020 N	2020 %	2019 N	2019 %
Remain in the work unit and improve their performance over time	237	18.0%	294	18.3%	267	15.9%
Remain in the work unit and continue to underperform	571	44.3%	756	47.1%	866	53.5%
Leave the work unit - removed or transferred	89	6.6%	108	6.7%	83	4.9%
Leave the work unit - quit	20	1.6%	15	1.0%	19	1.1%
There are no poor performers in my work unit	381	29.5%	425	26.9%	406	24.6%
Do Not Know	535	—[b]	564	—[b]	482	—[b]
Total	1,833	100.0%	2,162	100.0%	2,123	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—[a]" indicates that there are no trending results available for the year.

"—[b]" indicates that the "Do Not Know" responses are not included in percentage calculations.

Source: **Nuclear Regulatory Commission AES Report,** 2021 OPM Federal Employee Viewpoint Survey

Item	Year	Item Text	Percent Positive	Percent Neutral	Percent Negative	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	2021	*I am given a real opportunity to improve my skills in my organization.	77.4%	11.9%	10.7%	1,825	N/A
1	2020	*I am given a real opportunity to improve my skills in my organization.	75.8%	14.0%	10.2%	2,159	N/A
1	2019	*I am given a real opportunity to improve my skills in my organization.	74.1%	11.2%	14.7%	2,163	N/A
1	2018	*I am given a real opportunity to improve my skills in my organization.	74.0%	12.6%	13.4%	2,288	N/A
1	2017	*I am given a real opportunity to improve my skills in my organization.	71.4%	13.7%	14.9%	2,438	N/A
1	2016	*I am given a real opportunity to improve my skills in my organization.	70.0%	12.8%	17.2%	2,148	N/A
1	2015	*I am given a real opportunity to improve my skills in my organization.	78.2%	11.0%	10.8%	2,674	N/A
2	2021	I feel encouraged to come up with new and better ways of doing things.	73.3%	13.1%	13.5%	1,819	N/A
2	2020	I feel encouraged to come up with new and better ways of doing things.	76.1%	12.6%	11.3%	2,139	N/A
2	2019	I feel encouraged to come up with new and better ways of doing things.	68.2%	14.6%	17.1%	2,163	N/A
2	2018	I feel encouraged to come up with new and better ways of doing things.	70.0%	14.7%	15.2%	2,293	N/A
2	2017	I feel encouraged to come up with new and better ways of doing things.	66.5%	15.8%	17.7%	2,431	N/A
2	2016	I feel encouraged to come up with new and better ways of doing things.	66.9%	13.5%	19.6%	2,133	N/A
2	2015	I feel encouraged to come up with new and better ways of doing things.	66.5%	16.6%	16.9%	2,638	N/A
3	2021	My work gives me a feeling of personal accomplishment.	75.2%	13.3%	11.5%	1,823	N/A
3	2020	My work gives me a feeling of personal accomplishment.	77.9%	11.9%	10.2%	2,154	N/A
3	2019	My work gives me a feeling of personal accomplishment.	75.8%	12.7%	11.5%	2,170	N/A
3	2018	My work gives me a feeling of personal accomplishment.	77.5%	11.3%	11.1%	2,301	N/A
3	2017	My work gives me a feeling of personal accomplishment.	75.3%	13.0%	11.7%	2,435	N/A
3	2016	My work gives me a feeling of personal accomplishment.	75.3%	12.6%	12.1%	2,129	N/A
3	2015	My work gives me a feeling of personal accomplishment.	77.2%	11.7%	11.1%	2,662	N/A
4	2021	I know what is expected of me on the job.	84.0%	8.6%	7.4%	1,829	N/A
4	2020	I know what is expected of me on the job.	83.9%	8.3%	7.7%	2,157	N/A
4	2019	I know what is expected of me on the job.	81.2%	8.4%	10.4%	2,159	N/A
4	2018	I know what is expected of me on the job.	84.3%	8.0%	7.7%	2,299	N/A
4	2017	I know what is expected of me on the job.	83.8%	8.0%	8.2%	2,424	N/A
4	2016	I know what is expected of me on the job.	82.9%	9.3%	7.8%	2,132	N/A
4	2015	I know what is expected of me on the job.	83.0%	8.6%	8.4%	2,656	N/A
5	2021	*My workload is reasonable.	66.9%	11.6%	21.5%	1,827	0
5	2020	*My workload is reasonable.	70.2%	10.5%	19.2%	2,156	3
5	2019	*My workload is reasonable.	68.7%	12.5%	18.9%	2,164	6
5	2018	*My workload is reasonable.	70.7%	12.3%	17.0%	2,298	4
5	2017	*My workload is reasonable.	70.4%	12.9%	16.6%	2,435	1
5	2016	*My workload is reasonable.	70.9%	12.7%	16.4%	2,134	2
5	2015	*My workload is reasonable.	72.3%	11.8%	15.9%	2,658	2
6	2021	*My talents are used well in the workplace.	69.0%	12.0%	19.0%	1,804	3
6	2020	*My talents are used well in the workplace.	68.3%	13.7%	18.0%	2,125	6
6	2019	*My talents are used well in the workplace.	63.7%	14.9%	21.4%	2,144	14
6	2018	*My talents are used well in the workplace.	66.4%	14.3%	19.3%	2,285	6
6	2017	*My talents are used well in the workplace.	65.1%	15.2%	19.8%	2,412	6
6	2016	*My talents are used well in the workplace.	65.9%	13.9%	20.2%	2,101	8
6	2015	*My talents are used well in the workplace.	67.1%	13.4%	19.6%	2,592	12
7	2021	*I know how my work relates to the agency's goals.	89.5%	6.5%	4.1%	1,819	4
7	2020	*I know how my work relates to the agency's goals.	90.7%	5.4%	3.9%	2,144	7
7	2019	*I know how my work relates to the agency's goals.	89.5%	5.9%	4.6%	2,166	2
7	2018	*I know how my work relates to the agency's goals.	91.5%	4.7%	3.9%	2,295	3
7	2017	*I know how my work relates to the agency's goals and priorities.	90.7%	4.9%	4.4%	2,424	6
7	2016	*I know how my work relates to the agency's goals and priorities.	89.8%	5.6%	4.6%	2,127	6
7	2015	*I know how my work relates to the agency's goals and priorities.	90.1%	5.9%	4.0%	2,656	4
8	2021	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	75.1%	13.7%	11.2%	1,785	46
8	2020	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	75.9%	12.2%	11.9%	2,104	55
8	2019	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	75.5%	12.4%	12.1%	2,084	86
8	2018	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	76.9%	12.1%	11.0%	2,221	76
8	2017	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	74.4%	13.3%	12.3%	2,345	87
8	2016	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	72.9%	13.6%	13.5%	2,063	76
8	2015	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	74.8%	12.4%	12.8%	2,557	108
9	2021	*The people I work with cooperate to get the job done.	89.6%	6.1%	4.3%	1,834	N/A
9	2020	*The people I work with cooperate to get the job done.	88.2%	6.0%	5.8%	2,161	N/A
9	2019	*The people I work with cooperate to get the job done.	83.3%	8.4%	8.3%	2,169	N/A
9	2018	*The people I work with cooperate to get the job done.	84.8%	7.7%	7.5%	2,302	N/A
9	2017	*The people I work with cooperate to get the job done.	82.6%	8.2%	9.2%	2,437	N/A
9	2016	*The people I work with cooperate to get the job done.	81.0%	9.8%	9.2%	2,148	N/A

#	Year	Statement					
9	2015	*The people I work with cooperate to get the job done.	82.5%	9.0%	8.5%	2,670	N/A
10	2021	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	43.5%	30.2%	26.3%	1,411	423
10	2020	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	41.0%	31.7%	27.3%	1,730	435
10	2019	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.5%	31.1%	34.5%	1,821	340
10	2018	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.0%	29.8%	33.2%	1,955	345
10	2017	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.4%	29.0%	35.7%	2,096	338
10	2016	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.1%	29.4%	36.6%	1,809	327
10	2015	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.1%	28.8%	37.0%	2,275	387
12	2021	*In my work unit, differences in performance are recognized in a meaningful way.	60.2%	21.1%	18.6%	1,644	185
12	2020	*In my work unit, differences in performance are recognized in a meaningful way.	58.4%	21.7%	19.8%	1,955	210
12	2019	*In my work unit, differences in performance are recognized in a meaningful way.	43.5%	27.3%	29.2%	1,993	166
12	2018	*In my work unit, differences in performance are recognized in a meaningful way.	45.6%	27.4%	27.0%	2,129	169
12	2017	*In my work unit, differences in performance are recognized in a meaningful way.	46.2%	26.3%	27.5%	2,272	164
12	2016	*In my work unit, differences in performance are recognized in a meaningful way.	43.1%	26.9%	30.0%	1,986	150
12	2015	*In my work unit, differences in performance are recognized in a meaningful way.	43.4%	27.1%	29.5%	2,460	205
13	2021	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	86.0%	7.4%	6.6%	1,817	14
13	2020	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	86.3%	7.2%	6.5%	2,140	24
13	2019	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.1%	8.2%	6.6%	2,149	14
13	2018	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.8%	8.2%	6.0%	2,288	15
13	2017	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77.9%	11.7%	10.4%	2,372	51
13	2016	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	79.0%	11.6%	9.4%	2,091	40
13	2015	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	80.1%	11.5%	8.4%	2,601	47
14	2021	Employees in my work unit meet the needs of our customers.	92.9%	6.6%	0.5%	1,767	64
14	2020	During the COVID-19 pandemic, my work unit has met the needs of our customers.	94.7%	4.6%	0.7%	2,061	61
15	2021	Employees in my work unit contribute positively to my agency's performance.	93.2%	5.7%	1.1%	1,788	31
15	2020	During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.	95.5%	3.5%	1.0%	2,072	42
16	2021	Employees in my work unit produce high-quality work.	90.7%	7.9%	1.4%	1,803	26
16	2020	During the COVID-19 pandemic, my work unit has produced high-quality work.	93.6%	5.4%	1.0%	2,088	39
17	2021	Employees in my work unit adapt to changing priorities.	85.7%	11.5%	2.8%	1,788	35
17	2020	During the COVID-19 pandemic, my work unit has adapted to changing priorities.	93.1%	5.7%	1.2%	2,094	29
18	2021	Employees in my work unit successfully collaborate.	85.2%	12.0%	2.8%	1,811	22
18	2020	During the COVID-19 pandemic, my work unit has successfully collaborated.	90.8%	6.8%	2.4%	2,097	30
19	2021	Employees in my work unit achieve our goals.	92.1%	6.8%	1.1%	1,801	29
19	2020	During the COVID-19 pandemic, my work unit has achieved our goals.	93.8%	4.9%	1.2%	2,079	41
20	2021	Employees are recognized for providing high quality products and services.	73.6%	13.4%	13.1%	1,791	37
20	2020	Employees are recognized for providing high quality products and services.	77.9%	11.2%	10.9%	2,145	17
20	2019	Employees are recognized for providing high quality products and services.	65.8%	16.1%	18.1%	2,097	50
20	2018	Employees are recognized for providing high quality products and services.	67.3%	16.8%	15.9%	2,246	43
20	2017	Employees are recognized for providing high quality products and services.	65.8%	17.9%	16.3%	2,370	45
20	2016	Employees are recognized for providing high quality products and services.	63.5%	18.7%	17.8%	2,081	42
20	2015	Employees are recognized for providing high quality products and services.	64.5%	17.7%	17.8%	2,602	42
21	2021	Employees are protected from health and safety hazards on the job.	72.7%	11.2%	16.1%	1,800	27
21	2020	Employees are protected from health and safety hazards on the job.	91.9%	5.5%	2.6%	2,141	19
21	2019	Employees are protected from health and safety hazards on the job.	89.3%	6.8%	3.9%	2,121	31
21	2018	Employees are protected from health and safety hazards on the job.	91.3%	5.9%	2.8%	2,275	17
21	2017	Employees are protected from health and safety hazards on the job.	91.2%	5.6%	3.1%	2,393	25
21	2016	Employees are protected from health and safety hazards on the job.	89.9%	6.4%	3.8%	2,101	26
21	2015	Employees are protected from health and safety hazards on the job.	90.3%	6.0%	3.8%	2,602	36
22	2021	My agency is successful at accomplishing its mission.	86.2%	10.1%	3.7%	1,814	16
22	2020	My agency is successful at accomplishing its mission.	89.1%	7.6%	3.4%	2,148	15
22	2019	My agency is successful at accomplishing its mission.	86.9%	8.4%	4.7%	2,134	18
22	2018	My agency is successful at accomplishing its mission.	88.5%	8.0%	3.5%	2,269	24
22	2017	My agency is successful at accomplishing its mission.	87.7%	8.6%	3.6%	2,405	15
22	2016	My agency is successful at accomplishing its mission.	87.6%	9.0%	3.4%	2,110	16
22	2015	My agency is successful at accomplishing its mission.	88.9%	8.1%	3.0%	2,619	22
23	2021	*I recommend my organization as a good place to work.	71.7%	14.3%	14.0%	1,828	N/A
23	2020	*I recommend my organization as a good place to work.	76.6%	13.1%	10.2%	2,166	N/A
23	2019	*I recommend my organization as a good place to work.	73.1%	15.5%	11.4%	2,146	N/A

23	2018	*I recommend my organization as a good place to work.	75.5%	14.6%	9.9%	2,293	N/A
23	2017	*I recommend my organization as a good place to work.	73.9%	15.2%	10.9%	2,422	N/A
23	2016	*I recommend my organization as a good place to work.	74.1%	14.7%	11.2%	2,130	N/A
23	2015	*I recommend my organization as a good place to work.	79.0%	12.4%	8.5%	2,643	N/A
24	2021	*I believe the results of this survey will be used to make my agency a better place to work.	47.7%	22.2%	30.1%	1,747	83
24	2020	*I believe the results of this survey will be used to make my agency a better place to work.	52.2%	23.8%	24.0%	2,078	87
24	2019	*I believe the results of this survey will be used to make my agency a better place to work.	49.3%	22.2%	28.5%	2,066	84
24	2018	*I believe the results of this survey will be used to make my agency a better place to work.	54.9%	21.7%	23.4%	2,216	77
24	2017	*I believe the results of this survey will be used to make my agency a better place to work.	51.8%	23.2%	25.0%	2,341	82
24	2016	*I believe the results of this survey will be used to make my agency a better place to work.	49.3%	23.3%	27.5%	2,045	89
24	2015	*I believe the results of this survey will be used to make my agency a better place to work.	56.4%	20.4%	23.2%	2,569	77
25	2021	My supervisor supports my need to balance work and other life issues.	90.5%	4.8%	4.7%	1,818	10
25	2020	My supervisor supports my need to balance work and other life issues.	90.7%	4.8%	4.5%	2,160	3
25	2019	My supervisor supports my need to balance work and other life issues.	90.8%	4.7%	4.4%	2,142	6
25	2018	My supervisor supports my need to balance work and other life issues.	91.3%	4.8%	3.9%	2,284	6
25	2017	My supervisor supports my need to balance work and other life issues.	91.4%	4.7%	3.8%	2,413	6
25	2016	My supervisor supports my need to balance work and other life issues.	89.2%	5.5%	5.3%	2,119	9
25	2015	My supervisor supports my need to balance work and other life issues.	89.7%	5.4%	5.0%	2,639	7
26	2021	My supervisor is committed to a workforce representative of all segments of society.	86.4%	9.4%	4.2%	1,710	115
26	2020	My supervisor is committed to a workforce representative of all segments of society.	83.9%	12.0%	4.1%	2,007	153
26	2019	My supervisor is committed to a workforce representative of all segments of society.	78.8%	15.6%	5.7%	1,925	213
26	2018	My supervisor is committed to a workforce representative of all segments of society.	80.7%	13.9%	5.4%	2,061	226
26	2017	My supervisor is committed to a workforce representative of all segments of society.	78.7%	15.9%	5.4%	2,178	231
26	2016	My supervisor is committed to a workforce representative of all segments of society.	78.1%	15.0%	6.9%	1,905	213
26	2015	My supervisor is committed to a workforce representative of all segments of society.	78.6%	15.8%	5.5%	2,387	251
27	2021	Supervisors in my work unit support employee development.	87.4%	7.8%	4.8%	1,808	20
27	2020	Supervisors in my work unit support employee development.	87.6%	7.2%	5.2%	2,137	25
27	2019	Supervisors in my work unit support employee development.	81.4%	10.0%	8.6%	2,114	28
27	2018	Supervisors in my work unit support employee development.	82.3%	9.8%	7.8%	2,254	35
27	2017	Supervisors in my work unit support employee development.	81.1%	10.6%	8.3%	2,384	30
27	2016	Supervisors in my work unit support employee development.	77.7%	12.0%	10.3%	2,093	33
27	2015	Supervisors in my work unit support employee development.	81.8%	10.5%	7.7%	2,605	33
28	2021	My supervisor listens to what I have to say.	88.5%	5.7%	5.8%	1,816	N/A
28	2020	My supervisor listens to what I have to say.	87.0%	6.9%	6.1%	2,150	N/A
28	2019	My supervisor listens to what I have to say.	84.6%	7.6%	7.8%	2,139	N/A
28	2018	My supervisor listens to what I have to say.	85.9%	6.0%	8.1%	2,286	N/A
28	2017	My supervisor listens to what I have to say.	86.3%	7.0%	6.7%	2,419	N/A
28	2016	My supervisor listens to what I have to say.	83.6%	7.8%	8.6%	2,122	N/A
28	2015	My supervisor listens to what I have to say.	84.5%	7.3%	8.2%	2,641	N/A
29	2021	My supervisor treats me with respect.	90.9%	4.7%	4.4%	1,818	N/A
29	2020	My supervisor treats me with respect.	88.9%	6.0%	5.1%	2,146	N/A
29	2019	My supervisor treats me with respect.	88.0%	6.3%	5.7%	2,138	N/A
29	2018	My supervisor treats me with respect.	88.8%	5.7%	5.5%	2,290	N/A
29	2017	My supervisor treats me with respect.	88.5%	6.4%	5.1%	2,409	N/A
29	2016	My supervisor treats me with respect.	86.9%	6.0%	7.1%	2,113	N/A
29	2015	My supervisor treats me with respect.	87.7%	6.5%	5.8%	2,638	N/A
30	2021	I have trust and confidence in my supervisor.	82.0%	10.1%	7.9%	1,816	N/A
30	2020	I have trust and confidence in my supervisor.	79.2%	11.4%	9.4%	2,149	N/A
30	2019	I have trust and confidence in my supervisor.	76.8%	12.2%	11.1%	2,139	N/A
30	2018	I have trust and confidence in my supervisor.	79.5%	10.0%	10.5%	2,289	N/A
30	2017	I have trust and confidence in my supervisor.	77.4%	11.8%	10.8%	2,415	N/A
30	2016	I have trust and confidence in my supervisor.	75.2%	11.9%	12.9%	2,124	N/A
30	2015	I have trust and confidence in my supervisor.	76.7%	10.7%	12.6%	2,640	N/A
31	2021	Overall, how good a job do you feel is being done by your immediate supervisor?	84.6%	10.4%	5.0%	1,824	N/A
31	2020	Overall, how good a job do you feel is being done by your immediate supervisor?	81.8%	12.3%	5.9%	2,162	N/A
31	2019	Overall, how good a job do you feel is being done by your immediate supervisor?	79.9%	12.7%	7.4%	2,140	N/A
31	2018	Overall, how good a job do you feel is being done by your immediate supervisor?	81.9%	11.1%	6.9%	2,291	N/A
31	2017	Overall, how good a job do you feel is being done by your immediate supervisor?	79.9%	13.4%	6.7%	2,417	N/A
31	2016	Overall, how good a job do you feel is being done by your immediate supervisor?	77.2%	14.4%	8.4%	2,126	N/A
31	2015	Overall, how good a job do you feel is being done by your immediate supervisor?	79.3%	12.9%	7.7%	2,640	N/A
32	2021	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	54.4%	20.4%	25.2%	1,795	26
32	2020	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	61.5%	19.2%	19.3%	2,136	23
32	2019	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	51.3%	23.7%	25.0%	2,102	33

#	Year	Statement					
32	2018	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55.6%	21.9%	22.5%	2,243	43
32	2017	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52.3%	23.8%	23.9%	2,374	39
32	2016	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52.4%	22.2%	25.4%	2,086	33
32	2015	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55.0%	21.6%	23.4%	2,599	30
33	2021	My organization's senior leaders maintain high standards of honesty and integrity.	62.2%	18.9%	18.9%	1,741	70
33	2020	My organization's senior leaders maintain high standards of honesty and integrity.	69.6%	17.2%	13.1%	2,083	68
33	2019	My organization's senior leaders maintain high standards of honesty and integrity.	64.9%	18.8%	16.3%	2,015	120
33	2018	My organization's senior leaders maintain high standards of honesty and integrity.	67.6%	17.6%	14.7%	2,177	105
33	2017	My organization's senior leaders maintain high standards of honesty and integrity.	66.7%	18.4%	14.9%	2,285	127
33	2016	My organization's senior leaders maintain high standards of honesty and integrity.	67.2%	16.4%	16.4%	2,018	93
33	2015	My organization's senior leaders maintain high standards of honesty and integrity.	66.5%	17.3%	16.2%	2,531	95
34	2021	*Managers communicate the goals of the organization.	73.4%	13.5%	13.1%	1,802	13
34	2020	*Managers communicate the goals of the organization.	76.4%	13.6%	10.0%	2,145	13
34	2019	*Managers communicate the goals of the organization.	74.8%	13.3%	11.9%	2,116	18
34	2018	*Managers communicate the goals of the organization.	77.3%	12.7%	10.0%	2,260	17
34	2017	*Managers communicate the goals and priorities of the organization.	75.1%	14.1%	10.8%	2,386	19
34	2016	*Managers communicate the goals and priorities of the organization.	72.2%	14.9%	12.9%	2,084	17
34	2015	*Managers communicate the goals and priorities of the organization.	73.3%	14.3%	12.4%	2,604	20
35	2021	Managers promote communication among different work units (for example, about projects, goals, needed resources).	68.9%	16.0%	15.1%	1,779	40
35	2020	Managers promote communication among different work units (for example, about projects, goals, needed resources).	71.4%	15.0%	13.6%	2,124	34
35	2019	Managers promote communication among different work units (for example, about projects, goals, needed resources).	69.1%	15.1%	15.8%	2,079	58
35	2018	Managers promote communication among different work units (for example, about projects, goals, needed resources).	71.8%	14.4%	13.7%	2,206	75
35	2017	Managers promote communication among different work units (for example, about projects, goals, needed resources).	69.0%	16.2%	14.8%	2,343	62
35	2016	Managers promote communication among different work units (for example, about projects, goals, needed resources).	64.8%	17.6%	17.6%	2,061	52
35	2015	Managers promote communication among different work units (for example, about projects, goals, needed resources).	67.0%	18.0%	15.1%	2,545	71
36	2021	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	68.4%	18.9%	12.7%	1,749	68
36	2020	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.3%	18.5%	10.2%	2,092	66
36	2019	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.4%	18.5%	12.1%	2,065	70
36	2018	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	72.9%	17.1%	10.0%	2,211	69
36	2017	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	72.0%	18.0%	10.0%	2,322	83
36	2016	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.4%	17.9%	10.8%	2,048	70
36	2015	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.0%	18.2%	10.8%	2,547	81
37	2021	I have a high level of respect for my organization's senior leaders.	60.3%	18.8%	20.8%	1,806	9
37	2020	I have a high level of respect for my organization's senior leaders.	66.9%	17.8%	15.2%	2,147	9
37	2019	I have a high level of respect for my organization's senior leaders.	62.7%	19.6%	17.7%	2,117	20
37	2018	I have a high level of respect for my organization's senior leaders.	65.9%	18.6%	15.5%	2,263	16
37	2017	I have a high level of respect for my organization's senior leaders.	65.2%	18.5%	16.3%	2,386	21
37	2016	I have a high level of respect for my organization's senior leaders.	64.7%	18.1%	17.2%	2,088	29
37	2015	I have a high level of respect for my organization's senior leaders.	66.1%	16.9%	17.0%	2,609	17
38	2021	Senior leaders demonstrate support for Work-Life programs.	66.6%	14.5%	18.9%	1,780	36
38	2020	Senior leaders demonstrate support for Work-Life programs.	83.2%	10.7%	6.1%	2,116	42
38	2019	Senior leaders demonstrate support for Work-Life programs.	79.5%	12.6%	7.9%	2,059	71
38	2018	Senior leaders demonstrate support for Work-Life programs.	79.8%	12.8%	7.4%	2,209	73
38	2017	Senior leaders demonstrate support for Work-Life programs.	78.4%	12.9%	8.7%	2,334	78
38	2016	Senior leaders demonstrate support for Work-Life programs.	77.6%	13.2%	9.1%	2,032	85
38	2015	Senior leaders demonstrate support for Work-Life programs.	81.8%	11.3%	6.9%	2,556	70
39	2021	*How satisfied are you with your involvement in decisions that affect your work?	62.4%	18.0%	19.6%	1,816	N/A
39	2020	*How satisfied are you with your involvement in decisions that affect your work?	64.9%	18.2%	16.9%	2,147	N/A

39	2019	*How satisfied are you with your involvement in decisions that affect your work?	61.4%	18.5%	20.1%	2,123	N/A
39	2018	*How satisfied are you with your involvement in decisions that affect your work?	64.8%	17.9%	17.3%	2,275	N/A
39	2017	*How satisfied are you with your involvement in decisions that affect your work?	63.5%	18.7%	17.9%	2,412	N/A
39	2016	*How satisfied are you with your involvement in decisions that affect your work?	61.9%	18.3%	19.8%	2,107	N/A
39	2015	*How satisfied are you with your involvement in decisions that affect your work?	65.7%	16.7%	17.6%	2,623	N/A
40	2021	*How satisfied are you with the information you receive from management on what's going on in your organization?	65.0%	18.1%	16.9%	1,804	N/A
40	2020	*How satisfied are you with the information you receive from management on what's going on in your organization?	72.1%	15.5%	12.4%	2,145	N/A
40	2019	*How satisfied are you with the information you receive from management on what's going on in your organization?	64.7%	16.6%	18.7%	2,128	N/A
40	2018	*How satisfied are you with the information you receive from management on what's going on in your organization?	69.2%	15.5%	15.3%	2,280	N/A
40	2017	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.4%	16.3%	17.3%	2,409	N/A
40	2016	*How satisfied are you with the information you receive from management on what's going on in your organization?	64.4%	16.3%	19.4%	2,110	N/A
40	2015	*How satisfied are you with the information you receive from management on what's going on in your organization?	67.3%	16.9%	15.8%	2,618	N/A
41	2021	*How satisfied are you with the recognition you receive for doing a good job?	67.7%	17.0%	15.3%	1,807	N/A
41	2020	*How satisfied are you with the recognition you receive for doing a good job?	68.2%	16.9%	14.9%	2,149	N/A
41	2019	*How satisfied are you with the recognition you receive for doing a good job?	63.0%	18.3%	18.7%	2,123	N/A
41	2018	*How satisfied are you with the recognition you receive for doing a good job?	66.0%	17.0%	17.0%	2,278	N/A
41	2017	*How satisfied are you with the recognition you receive for doing a good job?	64.7%	18.6%	16.6%	2,404	N/A
41	2016	*How satisfied are you with the recognition you receive for doing a good job?	60.1%	20.1%	19.8%	2,107	N/A
41	2015	*How satisfied are you with the recognition you receive for doing a good job?	62.2%	18.0%	19.8%	2,600	N/A
42	2021	*Considering everything, how satisfied are you with your job?	69.5%	16.2%	14.3%	1,806	N/A
42	2020	*Considering everything, how satisfied are you with your job?	75.0%	13.4%	11.7%	2,134	N/A
42	2019	*Considering everything, how satisfied are you with your job?	73.6%	14.1%	12.3%	2,119	N/A
42	2018	*Considering everything, how satisfied are you with your job?	74.8%	14.4%	10.8%	2,277	N/A
42	2017	*Considering everything, how satisfied are you with your job?	74.3%	14.7%	10.9%	2,400	N/A
42	2016	*Considering everything, how satisfied are you with your job?	73.0%	14.4%	12.7%	2,106	N/A
42	2015	*Considering everything, how satisfied are you with your job?	75.8%	13.2%	11.0%	2,614	N/A
43	2021	Considering everything, how satisfied are you with your pay?	73.3%	13.2%	13.5%	1,811	N/A
43	2020	Considering everything, how satisfied are you with your pay?	76.0%	12.0%	12.0%	2,147	N/A
43	2019	Considering everything, how satisfied are you with your pay?	72.2%	14.1%	13.7%	2,119	N/A
43	2018	Considering everything, how satisfied are you with your pay?	72.5%	13.4%	14.1%	2,274	N/A
43	2017	Considering everything, how satisfied are you with your pay?	71.7%	14.1%	14.2%	2,410	N/A
43	2016	Considering everything, how satisfied are you with your pay?	68.4%	14.9%	16.6%	2,107	N/A
43	2015	Considering everything, how satisfied are you with your pay?	68.2%	15.3%	16.5%	2,617	N/A
44	2021	*Considering everything, how satisfied are you with your organization?	67.2%	15.9%	16.9%	1,810	N/A
44	2020	*Considering everything, how satisfied are you with your organization?	72.3%	14.6%	13.0%	2,145	N/A
44	2019	*Considering everything, how satisfied are you with your organization?	68.8%	16.9%	14.4%	2,115	N/A
44	2018	*Considering everything, how satisfied are you with your organization?	71.6%	16.0%	12.3%	2,265	N/A
44	2017	*Considering everything, how satisfied are you with your organization?	69.6%	16.3%	14.2%	2,411	N/A
44	2016	*Considering everything, how satisfied are you with your organization?	68.4%	15.5%	16.1%	2,103	N/A
44	2015	*Considering everything, how satisfied are you with your organization?	71.0%	16.2%	12.8%	2,619	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Trending for Q14-Q19 is based on the "During the COVID-19 Pandemic" responses in 2020.

Q14-Q19 were not included in the 2015-2019 OPM FEVS and therefore not shown for those years.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—[a]" indicates that there are no trending results available for the year.

Source: **Nuclear Regulatory Commission AES Report,** 2021 OPM Federal Employee Viewpoint Survey

Agency Pandemic Response: Physically Present

45. Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

	2021 N	2021 %	2020 N	2020 %
100% of my work time	38	2.2%	47	2.3%
At least 75% but less than 100%	93	5.2%	35	1.7%
At least 50% but less than 75%	41	2.3%	42	2.0%
At least 25% but less than 50%	120	6.8%	77	3.6%
Less than 25%	819	44.7%	740	34.4%
I have not been physically present at my agency worksite during the pandemic	700	38.9%	1,198	56.2%
Total	1,811	100.0%	2,139	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—ª" indicates that there are no trending results available for the year.

Source: **Nuclear Regulatory Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Telework Trends

46. Please select the response that BEST describes _your current teleworking schedule_.

	2021 N	2021 %	2020 N	2020 %	2019 N	2019 %
I telework every work day	631	34.7%	1,795	84.1%	77	3.7%
I telework 3 or 4 days per week	692	38.6%	219	10.0%	90	4.4%
I telework 1 or 2 days per week	355	19.5%	64	3.0%	772	37.4%
I telework, but only about 1 or 2 days per month	30	1.7%	16	0.8%	187	8.7%
I telework very infrequently, on an unscheduled or short-term basis	46	2.6%	16	0.7%	508	23.5%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	15	0.9%	8	0.4%	102	4.8%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	1	0.1%	4	0.2%	12	0.6%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	15	0.8%	1	0.0%	39	1.9%
I do not telework because I choose not to telework	22	1.2%	17	0.8%	324	15.1%
Total	1,807	100.0%	2,140	100.0%	2,111	100.0%

Percentages are weighted to represent the Agency's population.

Trending for Q46 is based on the "As of now" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—ᵃ" indicates that there are no trending results available for the year.

Source: **Nuclear Regulatory Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

47. How has your organization supported you during the COVID-19 pandemic?
For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.

	2021 Needed and available to me N	2021 Needed and available to me %	2021 Needed, but not available to me N	2021 Needed, but not available to me %	2021 Not needed by me now N	2021 Not needed by me now %	2020 Needed and available to me N	2020 Needed and available to me %	2020 Needed, but not available to me N	2020 Needed, but not available to me %	2020 Not needed by me now N	2020 Not needed by me now %
47A. Expanded telework	1,466	82.2%	174	9.9%	142	7.9%	1,937	91.1%	11	0.5%	178	8.4%
47B. Expanded work schedule flexibilities	1,364	77.1%	142	8.0%	268	14.9%	1,604	75.5%	22	1.0%	497	23.5%
47C. Expanded leave policies	882	50.1%	136	7.9%	750	42.0%	767	36.3%	111	5.4%	1,236	58.3%
47D. Clear guidance on COVID-19 vaccination protocols	1,346	75.5%	194	11.1%	238	13.4%	—a	—a	—a	—a	—a	—a
47E. Appropriate physical health resources (e.g., access to COVID-19 testing) at my agency worksite	488	27.3%	463	26.3%	832	46.5%	—a	—a	—a	—a	—a	—a
47F. Timely communication about possible COVID-19 exposure at my agency worksite	1,439	80.3%	130	7.4%	218	12.3%	1,727	81.3%	43	2.0%	361	16.8%
47G. Social distancing in my agency worksite	1,198	67.4%	189	10.5%	397	22.1%	1,213	57.0%	27	1.3%	890	41.8%
47H. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	1,329	74.4%	108	6.1%	349	19.5%	1,261	59.2%	31	1.5%	835	39.3%
47I. Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness	1,350	75.3%	127	7.4%	309	17.3%	—a	—a	—a	—a	—a	—a
47J. A well-ventilated worksite	1,178	66.4%	296	16.7%	299	16.9%	—a	—a	—a	—a	—a	—a
47K. Clear guidance on quarantine requirements after any COVID-19 exposure	1,235	69.4%	241	13.7%	302	16.9%	—a	—a	—a	—a	—a	—a

Percentages are weighted to represent the Agency's population.

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"—ᵃ" indicates that there are no trending results available for the year.

Items Q47D-E and Q47I-K are new and do not trend. Item text for Q47F and Q47G has changed from the 2020 FEVS.

Source: **Nuclear Regulatory Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Pandemic Response: Senior Leaders and Supervisors

48. My organization's senior leaders demonstrate commitment to employee health and safety.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	585	32.5%	1,533	72.1%
Agree	626	35.3%	489	23.0%
Neither Agree nor Disagree	188	10.7%	56	2.7%
Disagree	186	10.3%	30	1.4%
Strongly Disagree	202	11.2%	17	0.8%
No Basis to Judge	16	—[b]	12	—[b]
Total	1,803	100.0%	2,137	100.0%

49. My organization's senior leaders support policies and procedures to protect employee health and safety.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	576	32.2%	1,507	71.0%
Agree	609	34.7%	507	24.0%
Neither Agree nor Disagree	222	12.6%	65	3.1%
Disagree	188	10.5%	26	1.2%
Strongly Disagree	181	10.1%	17	0.8%
No Basis to Judge	15	—[b]	11	—[b]
Total	1,791	100.0%	2,133	100.0%

50. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

	2021 N	2021 %
Strongly Agree	564	31.4%
Agree	661	37.2%
Neither Agree nor Disagree	221	12.4%
Disagree	189	10.4%
Strongly Disagree	154	8.5%
No Basis to Judge	8	—[b]
Total	1,797	100.0%

51. My supervisor shows concern for my health and safety.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	1,029	57.3%	1,475	69.6%
Agree	549	30.6%	499	23.7%
Neither Agree nor Disagree	124	7.0%	92	4.4%
Disagree	48	2.7%	21	1.0%
Strongly Disagree	42	2.5%	29	1.4%
No Basis to Judge	9	—[b]	23	—[b]
Total	1,801	100.0%	2,139	100.0%

52. My supervisor supports my efforts to stay healthy and safe while working.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	1,031	57.6%	1,527	72.1%
Agree	552	30.8%	465	22.2%
Neither Agree nor Disagree	117	6.6%	88	4.2%
Disagree	46	2.6%	14	0.7%
Strongly Disagree	41	2.4%	18	0.8%
No Basis to Judge	11	—[b]	27	—[b]
Total	1,798	100.0%	2,139	100.0%

53. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	1,009	56.5%	1,447	68.8%
Agree	526	29.4%	466	22.3%
Neither Agree nor Disagree	128	7.2%	132	6.3%
Disagree	62	3.4%	24	1.1%
Strongly Disagree	59	3.4%	31	1.5%
No Basis to Judge	14	—[b]	35	—[b]
Total	1,798	100.0%	2,135	100.0%

Percentages are weighted to represent the Agency's population.

Trending for Q48, Q49, Q51-Q53 is based on the "During the COVID-19 Pandemic" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—[a]" indicates that there are no trending results available for the year.

"—[b]" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: **Nuclear Regulatory Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Pandemic: Type of Work

54. Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)?

	2021 N	2021 %	2020 N	2020 %
Yes	259	14.8%	205	9.8%
No	1,421	78.4%	1,723	82.2%
Other	120	6.8%	170	8.0%
Total	1,800	100.0%	2,098	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—ᵃ" indicates that there are no trending results available for the year.

Source: **Nuclear Regulatory Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Pandemic Response

55. My agency's leadership updates employees about return to the worksite planning.

	2021 N	2021 %
Strongly Agree	676	37.5%
Agree	868	48.5%
Neither Agree nor Disagree	139	7.7%
Disagree	70	3.9%
Strongly Disagree	43	2.3%
Do Not Know	1	—[b]
Total	1,797	100.0%

56. In plans to return more employees to the worksite, my organization has made employee safety a top priority.

	2021 N	2021 %
Strongly Agree	446	24.9%
Agree	526	29.8%
Neither Agree nor Disagree	269	15.4%
Disagree	263	14.8%
Strongly Disagree	270	15.2%
Do Not Know	20	—[b]
Total	1,794	100.0%

57. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	511	28.8%	1,304	61.9%
Agree	665	37.7%	635	30.1%
Neither Agree nor Disagree	285	16.1%	109	5.2%
Disagree	146	8.3%	40	1.8%
Strongly Disagree	160	9.1%	21	1.0%
Do Not Know	31	—[b]	20	—[b]
Total	1,798	100.0%	2,129	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—[a]" indicates that there are no trending results available for the year.

"—[b]" indicates that the "Do Not Know" responses are not included in percentage calculations.

The "Do Not Know" response option for Q57 was worded as "No Basis to Judge" in 2020.

Source: **Nuclear Regulatory Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?

	%
Headquarters	65.4%
Field	25.1%
Full-time telework (e.g., home office, telecenter)	9.6%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	2.9%
Manager	4.5%
Supervisor	11.5%
Team Leader	5.8%
Non-Supervisor	75.4%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System	0.1%
GS 1-6	0.9%
GS 7-12	8.1%
GS 13-15	83.0%
Senior Executive Service	5.2%
Senior Level (SL) or Scientific or Professional (ST)	1.3%
Other	1.5%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	76.4%
Currently in National Guard or Reserves	1.6%
Retired	6.1%
Separated or Discharged	15.9%
Total	100.0%

Are you:

	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.3%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	0.7%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	99.0%
Total	100.0%

If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.
Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

	%
Yes	11.1%
No	88.9%
Total	100.0%

How long have you been with the Federal Government (excluding military service)?

	%

Less than 1 year	1.3%
1 to 3 years	3.7%
4 to 5 years	1.7%
6 to 10 years	11.4%
11 to 14 years	23.4%
15 to 20 years	28.1%
More than 20 years	30.4%
Total	100.0%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	%
Less than 1 year	1.9%
1 to 3 years	5.4%
4 to 5 years	1.9%
6 to 10 years	14.4%
11 to 14 years	27.3%
15 to 20 years	27.2%
More than 20 years	21.9%
Total	100.0%

Are you considering leaving your organization within the next year, and if so, why?

	%
No	68.0%
Yes, to retire	9.6%
Yes, to take another job within the Federal Government	11.5%
Yes, to take another job outside the Federal Government	4.4%
Yes, other	6.5%
Total	100.0%

I am planning to retire:

	%
Less than 1 year	5.7%
1 year	3.9%
2 years	7.1%
3 years	5.6%
4 years	4.2%
5 years	6.8%
More than 5 years	66.7%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	8.2%
No	91.8%
Total	100.0%

Please select the racial category or categories with which you most closely identify.

	%
White	72.5%
Black or African American	14.4%
All other races	13.2%
Total	100.0%

What is your age group?

	%

29 years and under	2.5%
30-39 years old	16.3%
40-49 years old	25.5%
50-59 years old	31.9%
60 years or older	23.7%
Total	100.0%

What is the highest degree or level of education you have completed?

	%
Less than High School/ High School Diploma/ GED	1.1%
Certification/ Some College/ Associate's Degree	8.2%
Bachelor's Degree	37.8%
Advanced Degrees (Post Bachelor's Degree)	52.9%
Total	100.0%

Are you an individual with a disability?

	%
Yes	9.9%
No	90.1%
Total	100.0%

Are you:

	%
Male	61.1%
Female	38.9%
Total	100.0%

Are you transgender?

	%
Yes	0.5%
No	99.5%
Total	100.0%

Which one of the following do you consider yourself to be?

	%
Straight, that is not gay or lesbian	94.7%
Gay or Lesbian	1.9%
Bisexual	1.7%
Something else	1.8%
Total	100.0%

Percentages for demographic questions are unweighted.

No suppression was applied to Employment Demographics.

Note: For confidentiality purposes, "—[c]" indicated that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

Source: **Nuclear Regulatory Commission AES Report,** 2021 OPM Federal Employee Viewpoint Survey