



2022 FEDERAL EMPLOYEE VIEWPOINT SURVEY

Social Security Administration

This document provides the 2022 Federal Employee Viewpoint Survey (FEVS) results for the Social Security Administration (SSA). Government-wide FEVS results are available on the Office of Personnel Management (OPM) [Fed View Website](#).

Survey Administration

OPM administered the online survey to SSA employees from June 6 through July 22, 2022. SSA's participation in the FEVS fulfills the Federal requirement to administer an Annual Employee Survey (AES). See regulations at [5 CFR Part 250, Subpart C](#).

Survey Sample and Response Rate

OPM selected a census of full-time and part-time permanent Federal employees to participate in the FEVS. SSA achieved a response rate of 46.4 percent. Of the 57,198 SSA employees whom OPM invited to participate, 26,528 of our employees voluntarily responded to the FEVS. Our response rate exceeded the government-wide rate of 35.3 percent.

Based on our analysis, we determined that SSA's survey respondents are representative of our employee population.

Survey Results

Despite the ongoing challenge of the pandemic and agency reentry, our employees demonstrated a tremendous amount of resilience. Traditionally questions regarding individual employee effort or contributions are amongst our highest scoring items.

Strengths: Our 2022 FEVS results revealed that questions with the highest positive responses reveal employees are held accountable for achieving results and producing quality work, are treated with respect by their supervisors, are able to contribute to the common good via work activities, and that the agency is preparing employees for potential cybersecurity threats.

Opportunities: Our 2022 survey results indicate that performance management concerns continue to be a challenge. Questions concerning performance-based recognition, involvement of employees in decisions that affect their work, willingness to commit resources to develop new ideas, and perceptions or senior leaders' ability to generate motivation and commitment in the workforce experienced the lowest percentage of positive responses.

The following sections provide agency-level 2022 FEVS results for SSA.

Social Security Administration 2022 Federal Employee Viewpoint Survey Results

| # | Item Text | Response Type | Percent Positive | Strongly Agree/ Always/ Very Good/ Very Satisfied % | Agree/ Most of the time/ Good/ Satisfied % | Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied % | Disagree/ Rarely/ Poor/ Dissatisfied % | Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied % | Percent Negative | Strongly Agree/ Always/ Very Good/ Very Satisfied N | Agree/ Most of the time/ Good/ Satisfied N | Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N | Disagree/ Rarely/ Poor/ Dissatisfied N | Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N | Item Response Total** N | Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N |
|---|--|----------------|------------------|---|--|---|--|--|------------------|---|--|---|--|--|-------------------------|---|
| 1 | *I am given a real opportunity to improve my skills in my organization. | Agree-disagree | 55.1% | 17.4% | 37.7% | 18.8% | 16.6% | 9.5% | 26.0% | 4,713 | 10,105 | 4,877 | 4,335 | 2,337 | 26,367 | N/A |
| 2 | I feel encouraged to come up with new and better ways of doing things. | Agree-disagree | 49.7% | 16.8% | 32.9% | 20.3% | 18.0% | 12.0% | 30.0% | 4,532 | 8,647 | 5,192 | 4,627 | 2,957 | 25,955 | N/A |
| 3 | My work gives me a feeling of personal accomplishment. | Agree-disagree | 66.2% | 24.4% | 41.8% | 15.7% | 10.4% | 7.7% | 18.1% | 6,383 | 10,959 | 4,020 | 2,689 | 1,893 | 25,944 | N/A |
| 4 | I know what is expected of me on the job. | Agree-disagree | 79.7% | 30.9% | 48.9% | 10.3% | 6.1% | 3.8% | 9.9% | 8,014 | 12,765 | 2,623 | 1,600 | 941 | 25,943 | N/A |
| 5 | *My workload is reasonable. | Agree-disagree | 45.2% | 13.5% | 31.7% | 15.3% | 19.2% | 20.2% | 39.5% | 3,588 | 8,480 | 3,932 | 5,076 | 5,160 | 26,236 | N/A |
| 6 | *My talents are used well in the workplace. | Agree-disagree | 51.4% | 16.3% | 35.1% | 20.3% | 15.8% | 12.6% | 28.4% | 4,279 | 9,212 | 5,109 | 4,083 | 3,070 | 25,753 | N/A |
| 7 | *I know how my work relates to the agency's goals. | Agree-disagree | 84.2% | 33.7% | 50.5% | 9.5% | 3.4% | 2.9% | 6.3% | 8,932 | 13,313 | 2,456 | 879 | 711 | 26,291 | N/A |
| 8 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | Agree-disagree | 65.2% | 28.4% | 36.8% | 18.7% | 8.2% | 7.9% | 16.1% | 7,377 | 9,327 | 4,548 | 2,032 | 1,895 | 25,179 | 1,264 |
| 9 | I have enough information to do my job well. | Agree-disagree | 69.7% | 20.8% | 48.8% | 15.3% | 11.0% | 4.1% | 15.0% | 5,524 | 13,021 | 3,978 | 2,903 | 1,032 | 26,458 | N/A |

Survey Administration Period: June 6 through July 22, 2022

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

** Unweighted count of responses excluding "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."

OPM weights the percentages to represent SSA's population.

Respondents asked to share their work experiences since the last OPM FEVS administration (November 2021).

Sample or Census: Census

Number of surveys completed: 26,528

Number of surveys administered: 57,198

Response Rate: 46.4%

Social Security Administration
2022 Federal Employee Viewpoint Survey Results

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|----|---|-----------------------------------|------------------|---|--|---|--|--|------------------|---|--|---|--|--|-------------------------|---|
| 10 | I receive the training I need to do my job well. | Agree-disagree | 58.8% | 17.0% | 41.8% | 19.4% | 15.1% | 6.6% | 21.8% | 4,575 | 11,198 | 5,042 | 3,967 | 1,676 | 26,458 | N/A |
| 11 | I am held accountable for the quality of work I produce. | Agree-disagree | 86.8% | 35.5% | 51.4% | 8.0% | 3.5% | 1.7% | 5.2% | 9,416 | 13,603 | 2,060 | 917 | 435 | 26,431 | N/A |
| 12 | Continually changing work priorities make it hard for me to produce high quality work. <i>(Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.)¹</i> | Agree-disagree, negatively worded | 26.5% | 23.3% | 26.8% | 23.5% | 20.6% | 5.9% | 50.1% | 5,992 | 7,028 | 6,086 | 5,445 | 1,522 | 26,073 | 392 |
| 13 | I have a clear idea of how well I am doing my job. | Agree-disagree | 70.9% | 21.3% | 49.6% | 16.8% | 8.7% | 3.7% | 12.3% | 5,678 | 13,226 | 4,354 | 2,288 | 914 | 26,460 | N/A |
| 14 | *The people I work with cooperate to get the job done. | Agree-disagree | 72.5% | 28.9% | 43.6% | 14.0% | 9.1% | 4.5% | 13.6% | 7,909 | 11,534 | 3,547 | 2,340 | 1,110 | 26,440 | N/A |

¹ Question 12 is negatively worded, so percent positive score includes "Strongly Disagree" or "Disagree" responses and percent negative score includes "Strongly Agree" or "Agree" responses. Results for this item should be interpreted with caution as this item is flagged for review for 2023.

Survey Administration Period: June 6 through July 22, 2022

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

** Unweighted count of responses excluding "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."

OPM weights the percentages to represent SSA's population.

Respondents asked to share their work experiences since the last OPM FEVS administration (November 2021).

Sample or Census: Census

Number of surveys completed: 26,528

Number of surveys administered: 57,198

Response Rate: 46.4%

Social Security Administration
2022 Federal Employee Viewpoint Survey Results

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|----|---|----------------|------------------|---|--|---|--|--|------------------|---|--|---|--|--|-----------------------|---|
| 16 | *In my work unit, differences in performance are recognized in a meaningful way. | Agree-disagree | 32.0% | 7.5% | 24.5% | 27.9% | 22.4% | 17.7% | 40.1% | 1,762 | 5,741 | 6,284 | 5,162 | 3,962 | 22,911 | 3,529 |
| 17 | Employees in my work unit share job knowledge. | Agree-disagree | 78.6% | 29.4% | 49.2% | 11.4% | 6.5% | 3.6% | 10.1% | 7,844 | 12,965 | 2,856 | 1,648 | 892 | 26,205 | 256 |
| 18 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | Agree-disagree | 72.9% | 22.8% | 50.1% | 15.0% | 8.1% | 4.1% | 12.1% | 6,005 | 13,054 | 3,761 | 2,062 | 1,003 | 25,885 | 578 |
| 19 | Employees in my work unit meet the needs of our customers. | Always-never | 80.2% | 30.1% | 50.1% | 16.6% | 2.6% | 0.5% | 3.2% | 7,380 | 12,240 | 3,914 | 607 | 114 | 24,255 | 1,976 |
| 20 | Employees in my work unit contribute positively to my agency's performance. | Always-never | 79.3% | 35.9% | 43.4% | 16.8% | 3.1% | 0.8% | 3.9% | 8,722 | 10,553 | 3,916 | 713 | 170 | 24,074 | 1,727 |
| 21 | Employees in my work unit produce high-quality work. | Always-never | 73.1% | 30.5% | 42.7% | 21.7% | 4.3% | 0.8% | 5.1% | 7,442 | 10,411 | 5,126 | 987 | 168 | 24,134 | 2,016 |
| 22 | Employees in my work unit adapt to changing priorities. | Always-never | 74.1% | 35.3% | 38.7% | 20.0% | 4.9% | 1.0% | 5.9% | 8,682 | 9,529 | 4,757 | 1,123 | 224 | 24,315 | 1,795 |
| 23 | New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs. | Agree-disagree | 44.4% | 11.0% | 33.4% | 31.1% | 14.1% | 10.4% | 24.5% | 2,365 | 7,142 | 6,385 | 2,938 | 2,081 | 20,911 | 5,550 |
| 24 | I can influence decisions in my work unit. | Agree-disagree | 48.3% | 13.1% | 35.2% | 28.1% | 15.5% | 8.2% | 23.7% | 3,662 | 9,464 | 7,179 | 4,041 | 2,099 | 26,445 | N/A |
| 25 | I know what my work unit's goals are. | Agree-disagree | 82.2% | 28.4% | 53.8% | 11.0% | 4.8% | 2.1% | 6.9% | 7,608 | 14,254 | 2,804 | 1,249 | 518 | 26,433 | N/A |

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|----|--|----------------|------------------|---|--|---|--|--|------------------|---|--|---|--|--|-------------------------|--|
| 26 | My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support). | Agree-disagree | 37.6% | 10.8% | 26.7% | 29.6% | 19.2% | 13.6% | 32.8% | 2,637 | 6,446 | 6,876 | 4,536 | 3,122 | 23,617 | 2,821 |
| 27 | My work unit successfully manages disruptions to our work. | Agree-disagree | 59.3% | 16.0% | 43.2% | 23.0% | 10.8% | 6.9% | 17.7% | 4,091 | 10,880 | 5,502 | 2,625 | 1,617 | 24,715 | 1,735 |
| 28 | Employees in my work unit consistently look for new ways to improve how they do their work. | Agree-disagree | 54.0% | 16.3% | 37.7% | 25.3% | 14.9% | 5.8% | 20.7% | 3,946 | 9,143 | 5,951 | 3,565 | 1,313 | 23,918 | 2,267 |
| 29 | Employees in my work unit incorporate new ideas into their work. | Agree-disagree | 53.2% | 15.2% | 38.0% | 26.3% | 14.7% | 5.8% | 20.4% | 3,643 | 9,078 | 6,020 | 3,390 | 1,285 | 23,416 | 2,371 |
| 30 | Employees in my work unit approach change as an opportunity. | Agree-disagree | 46.4% | 13.4% | 32.9% | 30.1% | 16.8% | 6.6% | 23.5% | 3,175 | 7,797 | 7,022 | 3,964 | 1,489 | 23,447 | 2,253 |
| 31 | Employees in my work unit consider customer needs a top priority. | Agree-disagree | 72.7% | 27.9% | 44.8% | 16.2% | 7.1% | 3.9% | 11.0% | 6,908 | 10,997 | 3,853 | 1,708 | 900 | 24,366 | 1,428 |
| 32 | Employees in my work unit consistently look for ways to improve customer service. | Agree-disagree | 56.8% | 20.1% | 36.7% | 27.0% | 11.2% | 5.0% | 16.2% | 4,884 | 8,932 | 6,393 | 2,673 | 1,145 | 24,027 | 1,975 |
| 33 | Employees in my work unit support my need to balance my work and personal responsibilities. | Agree-disagree | 58.4% | 20.8% | 37.7% | 23.0% | 9.9% | 8.7% | 18.6% | 5,302 | 9,352 | 5,450 | 2,375 | 2,028 | 24,507 | 1,252 |

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|----|---|-----------------------------------|------------------|---|--|---|--|--|------------------|---|--|---|--|--|-------------------------|--|
| 34 | Employees in my work unit are typically under too much pressure to meet work goals. <i>(Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.)</i> ² | Agree-disagree, negatively worded | 25.5% | 23.4% | 25.5% | 25.6% | 19.2% | 6.3% | 49.0% | 5,507 | 6,131 | 6,184 | 4,941 | 1,558 | 24,321 | 1,763 |
| 35 | Employees are recognized for providing high quality products and services. | Agree-disagree | 50.5% | 13.0% | 37.5% | 19.3% | 18.1% | 12.1% | 30.2% | 3,309 | 9,528 | 4,718 | 4,470 | 2,924 | 24,949 | 994 |
| 36 | Employees are protected from health and safety hazards on the job. | Agree-disagree | 68.1% | 26.7% | 41.4% | 14.5% | 9.3% | 8.1% | 17.4% | 7,046 | 10,493 | 3,494 | 2,215 | 1,873 | 25,121 | 844 |
| 37 | My organization is successful at accomplishing its mission. | Agree-disagree | 67.1% | 18.4% | 48.7% | 19.9% | 8.2% | 4.8% | 13.0% | 4,760 | 12,262 | 4,765 | 2,003 | 1,129 | 24,919 | 1,015 |
| 38 | I have a good understanding of my organization's priorities. | Agree-disagree | 76.8% | 24.9% | 51.9% | 13.2% | 7.1% | 2.9% | 10.0% | 6,568 | 13,481 | 3,315 | 1,844 | 714 | 25,922 | N/A |
| 39 | My organization effectively adapts to changing government priorities. | Agree-disagree | 62.9% | 18.5% | 44.5% | 21.0% | 9.8% | 6.2% | 16.1% | 4,689 | 11,192 | 5,129 | 2,437 | 1,482 | 24,929 | 1,033 |

² Question 34 is negatively worded, so percent positive score includes "Strongly Disagree" or "Disagree" responses and percent negative score includes "Strongly Agree" or "Agree" responses. Results for this item should be interpreted with caution as this item is flagged for review for 2023.

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|----|--|----------------|------------------|---|--|---|--|--|------------------|---|--|---|--|--|-------------------------|--|
| 40 | My organization has prepared me for potential physical security threats. | Agree-disagree | 73.9% | 21.5% | 52.4% | 14.0% | 7.2% | 4.9% | 12.1% | 5,565 | 13,462 | 3,486 | 1,797 | 1,168 | 25,478 | 335 |
| 41 | My organization has prepared me for potential cybersecurity threats. | Agree-disagree | 84.7% | 26.1% | 58.6% | 10.0% | 3.2% | 2.2% | 5.4% | 6,766 | 15,045 | 2,447 | 798 | 507 | 25,563 | 246 |
| 42 | In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated. | Agree-disagree | 48.1% | 16.8% | 31.3% | 23.1% | 14.7% | 14.1% | 28.9% | 4,099 | 7,596 | 5,438 | 3,476 | 3,230 | 23,839 | 1,949 |
| 43 | *I recommend my organization as a good place to work. | Agree-disagree | 54.4% | 19.2% | 35.3% | 22.1% | 12.9% | 10.5% | 23.4% | 5,075 | 9,224 | 5,580 | 3,330 | 2,597 | 25,806 | N/A |
| 44 | *I believe the results of this survey will be used to make my agency a better place to work. | Agree-disagree | 44.4% | 15.7% | 28.6% | 24.3% | 14.3% | 17.0% | 31.3% | 3,709 | 6,837 | 5,761 | 3,479 | 3,954 | 23,740 | 2,088 |
| 45 | My supervisor is committed to a workforce representative of all segments of society. | Agree-disagree | 73.7% | 34.2% | 39.6% | 17.3% | 4.4% | 4.5% | 8.9% | 8,316 | 9,375 | 3,966 | 981 | 983 | 23,621 | 2,129 |
| 46 | Supervisors in my work unit support employee development. | Agree-disagree | 68.5% | 31.6% | 36.9% | 15.6% | 8.3% | 7.6% | 15.9% | 8,202 | 9,371 | 3,791 | 2,014 | 1,786 | 25,164 | 622 |
| 47 | My supervisor supports my need to balance work and other life issues. | Agree-disagree | 76.2% | 40.8% | 35.4% | 12.5% | 6.3% | 5.0% | 11.3% | 10,834 | 9,029 | 3,026 | 1,520 | 1,194 | 25,603 | N/A |
| 48 | My supervisor listens to what I have to say. | Agree-disagree | 78.0% | 41.1% | 36.9% | 10.9% | 6.3% | 4.9% | 11.1% | 10,694 | 9,311 | 2,640 | 1,539 | 1,155 | 25,339 | N/A |

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|----|--|----------------|------------------|---|--|---|--|--|------------------|---|--|---|--|--|-------------------------|--|
| 49 | My supervisor treats me with respect. | Agree-disagree | 84.4% | 47.7% | 36.8% | 8.5% | 3.5% | 3.5% | 7.1% | 12,440 | 9,285 | 2,072 | 885 | 856 | 25,538 | N/A |
| 50 | I have trust and confidence in my supervisor. | Agree-disagree | 70.5% | 40.0% | 30.5% | 15.1% | 7.4% | 7.0% | 14.4% | 10,422 | 7,734 | 3,689 | 1,848 | 1,645 | 25,338 | N/A |
| 51 | My supervisor holds me accountable for achieving results. | Agree-disagree | 87.9% | 44.7% | 43.2% | 9.3% | 1.5% | 1.3% | 2.8% | 11,629 | 10,928 | 2,288 | 385 | 303 | 25,533 | N/A |
| 52 | Overall, how good a job do you feel is being done by your immediate supervisor? | Good-poor | 74.0% | 44.7% | 29.3% | 16.6% | 5.2% | 4.2% | 9.4% | 11,762 | 7,509 | 4,108 | 1,276 | 1,000 | 25,655 | N/A |
| 53 | My supervisor provides me with constructive suggestions to improve my job performance. | Agree-disagree | 69.1% | 32.5% | 36.5% | 17.9% | 8.4% | 4.7% | 13.1% | 8,448 | 9,417 | 4,531 | 2,143 | 1,127 | 25,666 | N/A |
| 54 | My supervisor provides me with performance feedback throughout the year. | Agree-disagree | 78.0% | 35.5% | 42.5% | 12.2% | 5.7% | 4.1% | 9.8% | 9,141 | 10,858 | 3,042 | 1,442 | 1,001 | 25,484 | 205 |
| 55 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | Agree-disagree | 39.5% | 13.1% | 26.4% | 24.1% | 17.5% | 19.0% | 36.4% | 3,228 | 6,529 | 5,816 | 4,333 | 4,550 | 24,456 | 1,064 |
| 56 | My organization's senior leaders maintain high standards of honesty and integrity. | Agree-disagree | 52.6% | 18.9% | 33.6% | 26.4% | 8.6% | 12.5% | 21.1% | 4,385 | 7,737 | 5,895 | 1,938 | 2,750 | 22,705 | 2,573 |
| 57 | *Managers communicate the goals of the organization. | Agree-disagree | 70.1% | 21.0% | 49.1% | 15.7% | 7.0% | 7.2% | 14.2% | 5,298 | 12,334 | 3,851 | 1,747 | 1,752 | 24,982 | 398 |

Survey Administration Period: June 6 through July 22, 2022

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

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Respondents asked to share their work experiences since the last OPM FEVS administration (November 2021).

Sample or Census: Census

Number of surveys completed: 26,528

Number of surveys administered: 57,198

Response Rate: 46.4%

Social Security Administration 2022 Federal Employee Viewpoint Survey Results

| # | Item Text | Response Type | Percent Positive | Strongly Agree/ Always/ Very Good/ Very Satisfied % | Agree/ Most of the time/ Good/ Satisfied % | Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied % | Disagree/ Rarely/ Poor/ Dissatisfied % | Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied % | Percent Negative | Strongly Agree/ Always/ Very Good/ Very Satisfied N | Agree/ Most of the time/ Good/ Satisfied N | Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N | Disagree/ Rarely/ Poor/ Dissatisfied N | Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N | Item Response Total** | Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit/ I do not have any accessibility needs N |
|----|---|------------------------|------------------|---|--|---|--|--|------------------|---|--|---|--|--|-----------------------|--|
| 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | Agree-disagree | 56.1% | 18.5% | 37.6% | 19.9% | 12.1% | 11.9% | 24.0% | 4,561 | 9,243 | 4,743 | 2,960 | 2,818 | 24,325 | 1,008 |
| 59 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | Good-poor | 62.1% | 29.5% | 32.6% | 21.0% | 7.9% | 9.0% | 16.9% | 7,164 | 7,865 | 4,884 | 1,841 | 2,022 | 23,776 | 1,751 |
| 60 | I have a high level of respect for my organization's senior leaders. | Agree-disagree | 54.7% | 21.2% | 33.5% | 24.5% | 10.1% | 10.6% | 20.8% | 5,285 | 8,309 | 6,043 | 2,589 | 2,616 | 24,842 | 603 |
| 61 | Senior leaders demonstrate support for Work-Life programs. | Agree-disagree | 49.2% | 18.3% | 30.9% | 27.4% | 11.3% | 12.1% | 23.4% | 4,400 | 7,350 | 6,219 | 2,588 | 2,696 | 23,253 | 1,998 |
| 62 | Management encourages innovation. | Agree-disagree | 46.7% | 16.3% | 30.4% | 26.6% | 14.2% | 12.5% | 26.7% | 4,025 | 7,502 | 6,353 | 3,441 | 2,932 | 24,253 | 1,066 |
| 63 | Management makes effective changes to address challenges facing our organization. | Agree-disagree | 48.7% | 16.3% | 32.4% | 24.1% | 14.2% | 12.9% | 27.2% | 4,003 | 7,968 | 5,808 | 3,475 | 3,064 | 24,318 | 995 |
| 64 | Management involves employees in decisions that affect their work. | Agree-disagree | 36.1% | 12.6% | 23.5% | 22.4% | 20.3% | 21.2% | 41.5% | 3,099 | 5,852 | 5,414 | 5,010 | 5,067 | 24,442 | 943 |
| 65 | *How satisfied are you with your involvement in decisions that affect your work? | Satisfied-dissatisfied | 37.2% | 10.3% | 26.9% | 28.2% | 23.7% | 10.9% | 34.6% | 2,669 | 6,900 | 7,005 | 5,950 | 2,657 | 25,181 | N/A |
| 66 | *How satisfied are you with the information you receive from management on what's going on in your organization? | Satisfied-dissatisfied | 47.5% | 12.9% | 34.7% | 24.5% | 18.6% | 9.4% | 28.0% | 3,292 | 8,778 | 6,042 | 4,671 | 2,304 | 25,087 | N/A |

Survey Administration Period: June 6 through July 22, 2022

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Social Security Administration
2022 Federal Employee Viewpoint Survey Results

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|----|---|------------------------|------------------|---|--|---|--|--|------------------|---|--|---|--|--|-------------------------|--|
| 67 | *How satisfied are you with the recognition you receive for doing a good job? | Satisfied-dissatisfied | 47.3% | 14.7% | 32.6% | 23.3% | 17.5% | 12.0% | 29.5% | 3,801 | 8,279 | 5,775 | 4,364 | 2,880 | 25,099 | N/A |
| 68 | *Considering everything, how satisfied are you with your job? | Satisfied-dissatisfied | 56.5% | 17.6% | 38.9% | 18.7% | 15.1% | 9.7% | 24.8% | 4,504 | 9,838 | 4,606 | 3,759 | 2,343 | 25,050 | N/A |
| 69 | Considering everything, how satisfied are you with your pay? | Satisfied-dissatisfied | 51.0% | 14.3% | 36.7% | 18.5% | 19.1% | 11.3% | 30.4% | 3,765 | 9,454 | 4,557 | 4,698 | 2,680 | 25,154 | N/A |
| 70 | *Considering everything, how satisfied are you with your organization? | Satisfied-dissatisfied | 51.4% | 14.0% | 37.4% | 22.0% | 16.0% | 10.6% | 26.6% | 3,594 | 9,541 | 5,436 | 4,032 | 2,570 | 25,173 | N/A |
| 71 | My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities). | Agree-disagree | 62.6% | 23.8% | 38.8% | 21.4% | 8.3% | 7.7% | 16.0% | 5,622 | 8,907 | 4,738 | 1,774 | 1,589 | 22,630 | 2,653 |
| 72 | My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development). | Agree-disagree | 65.0% | 28.1% | 36.9% | 22.6% | 6.2% | 6.2% | 12.4% | 6,536 | 8,356 | 4,896 | 1,284 | 1,275 | 22,347 | 2,961 |
| 73 | I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit. | Agree-disagree | 60.8% | 20.2% | 40.6% | 17.4% | 10.4% | 11.4% | 21.8% | 5,068 | 9,879 | 4,094 | 2,468 | 2,627 | 24,136 | 1,074 |
| 74 | My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments). | Agree-disagree | 62.5% | 23.8% | 38.7% | 18.6% | 9.0% | 9.9% | 18.9% | 5,757 | 9,139 | 4,204 | 2,041 | 2,168 | 23,309 | 1,868 |

Survey Administration Period: June 6 through July 22, 2022

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Social Security Administration
2022 Federal Employee Viewpoint Survey Results

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|----|---|----------------|------------------|---|--|---|--|--|------------------|---|--|---|--|--|-----------------------|--|
| 75 | In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements). | Agree-disagree | 53.3% | 19.8% | 33.5% | 20.4% | 13.5% | 12.8% | 26.2% | 4,756 | 7,839 | 4,603 | 3,058 | 2,807 | 23,063 | 2,161 |
| 76 | Employees in my work unit treat me as a valued member of the team. | Agree-disagree | 77.3% | 31.2% | 46.0% | 13.8% | 4.6% | 4.3% | 8.9% | 7,860 | 11,343 | 3,281 | 1,086 | 999 | 24,569 | 574 |
| 77 | Employees in my work unit make me feel I belong. | Agree-disagree | 73.6% | 30.2% | 43.4% | 16.5% | 5.0% | 4.9% | 9.9% | 7,579 | 10,696 | 3,953 | 1,190 | 1,123 | 24,541 | 578 |
| 78 | Employees in my work unit care about me as a person. | Agree-disagree | 69.7% | 29.0% | 40.6% | 19.7% | 4.9% | 5.7% | 10.6% | 7,161 | 9,845 | 4,644 | 1,151 | 1,282 | 24,083 | 1,038 |
| 79 | I am comfortable expressing opinions that are different from other employees in my work unit. | Agree-disagree | 67.8% | 23.8% | 44.0% | 15.2% | 9.5% | 7.5% | 17.0% | 5,884 | 10,829 | 3,621 | 2,303 | 1,754 | 24,391 | 527 |
| 80 | In my work unit, people's differences are respected. | Agree-disagree | 69.5% | 23.8% | 45.7% | 18.2% | 6.5% | 5.8% | 12.3% | 5,824 | 10,994 | 4,254 | 1,510 | 1,306 | 23,888 | 1,011 |
| 81 | I can be successful in my organization being myself. | Agree-disagree | 66.9% | 24.0% | 43.0% | 17.3% | 8.1% | 7.6% | 15.7% | 5,993 | 10,649 | 4,160 | 1,960 | 1,737 | 24,499 | 402 |
| 82 | I can easily make a request of my organization to meet my accessibility needs. | Agree-disagree | 64.1% | 23.0% | 41.1% | 20.9% | 7.8% | 7.2% | 15.0% | 3,988 | 6,883 | 3,416 | 1,290 | 1,157 | 16,734 | 8,037 |
| 83 | My organization responds to my accessibility needs in a timely manner. | Agree-disagree | 58.3% | 21.3% | 37.1% | 25.8% | 8.0% | 7.8% | 15.8% | 3,484 | 5,903 | 4,023 | 1,247 | 1,201 | 15,858 | 8,895 |

Survey Administration Period: June 6 through July 22, 2022

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Social Security Administration
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|----|---|----------------|------------------|---|--|---|--|--|------------------|---|--|---|--|--|-------------------------|---|
| 84 | My organization meets my accessibility needs. | Agree-disagree | 60.6% | 21.8% | 38.8% | 25.8% | 6.7% | 7.0% | 13.6% | 3,590 | 6,199 | 4,025 | 1,045 | 1,058 | 15,917 | 8,819 |
| 85 | My job inspires me. | Agree-disagree | 49.6% | 16.5% | 33.1% | 23.8% | 16.1% | 10.5% | 26.6% | 4,121 | 8,325 | 5,940 | 4,102 | 2,540 | 25,028 | N/A |
| 86 | The work I do gives me a sense of accomplishment. | Agree-disagree | 69.4% | 25.1% | 44.3% | 14.7% | 9.3% | 6.7% | 16.0% | 6,225 | 11,119 | 3,623 | 2,351 | 1,622 | 24,940 | N/A |
| 87 | I feel a strong personal attachment to my organization. | Agree-disagree | 50.0% | 18.6% | 31.4% | 25.5% | 14.1% | 10.4% | 24.5% | 4,728 | 7,934 | 6,324 | 3,552 | 2,496 | 25,034 | N/A |
| 88 | I identify with the mission of my organization. | Agree-disagree | 72.8% | 25.9% | 46.9% | 18.7% | 4.6% | 4.0% | 8.6% | 6,518 | 11,763 | 4,553 | 1,129 | 947 | 24,910 | N/A |
| 89 | It is important to me that my work contribute to the common good. | Agree-disagree | 91.0% | 45.5% | 45.5% | 6.6% | 1.0% | 1.3% | 2.3% | 11,479 | 11,422 | 1,613 | 256 | 301 | 25,071 | N/A |

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Social Security Administration
2022 Federal Employee Viewpoint Survey Results
Demographics

What is your supervisory status?

| | % |
|----------------|---------------|
| Senior Leader | 0.9% |
| Manager | 7.0% |
| Supervisor | 8.2% |
| Team Leader | 8.5% |
| Non-Supervisor | 75.4% |
| Total | 100.0% |

Are you:

| | % |
|--------------|---------------|
| Male | 34.4% |
| Female | 65.6% |
| Total | 100.0% |

Are you of Hispanic, Latino, or Spanish origin?

| | % |
|--------------|---------------|
| Yes | 16.0% |
| No | 84.0% |
| Total | 100.0% |

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

| | % |
|---------------------------|---------------|
| White | 63.6% |
| Black or African American | 23.8% |
| All other races | 12.6% |
| Total | 100.0% |

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Percentages for demographic questions are un-weighted.

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Social Security Administration
2022 Federal Employee Viewpoint Survey Results

| Agency Subcomponent | % |
|---|---------------|
| Deputy Commissioner for Budget, Finance, & Management | 1.5% |
| Deputy Commissioner for Operations | 69.4% |
| Deputy Commissioner for Systems | 6.8% |
| Deputy Commissioner for Human Resources | 0.8% |
| Office of the Inspector General | 0.9% |
| Office of the General Counsel | 1.3% |
| Office of the Commissioner | 0.0% |
| Deputy Commissioner for Legislation & Congressional Affairs | 0.2% |
| Office of the Chief Actuary | 0.1% |
| Deputy Commissioner for Communications | 0.4% |
| Deputy Commissioner for Hearings Operations | 13.0% |
| Deputy Commissioner for Retirement & Disability Policy | 1.3% |
| Deputy Commissioner for Analytics, Review, and Oversight | 4.1% |
| Office of Civil Rights & Equal Opportunity | 0.2% |
| Total | 100.0% |