

This FEVS report contains content that is inconsistent with Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferecing, and EO 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Somewhat Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ 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/ Somewhat Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ 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
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	78.1%	32.2%	45.9%	11.9%	5.8%	4.2%	10.0%	177	248	63	36	22	546	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	72.1%	32.0%	40.1%	13.6%	9.7%	4.7%	14.3%	175	211	73	54	25	538	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	76.0%	32.2%	43.8%	13.6%	6.3%	4.1%	10.4%	179	232	75	35	23	544	N/A
4	I know what is expected of me on the job.	Agree-disagree	84.1%	35.9%	48.1%	6.5%	5.7%	3.7%	9.4%	196	256	37	32	20	541	N/A
5	*My workload is reasonable.	Agree-disagree	60.6%	18.8%	41.8%	12.7%	17.7%	9.1%	26.7%	104	222	71	98	48	543	N/A
6	*My talents are used well in the workplace.	Agree-disagree	67.6%	24.0%	43.6%	13.2%	11.8%	7.4%	19.2%	135	232	70	65	41	543	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	87.9%	43.4%	44.5%	6.3%	3.4%	2.4%	5.8%	239	240	33	21	13	546	N/A
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	69.1%	38.2%	30.9%	13.4%	9.7%	7.7%	17.5%	199	153	67	49	39	507	39
9	I have enough information to do my job well.	Agree-disagree	81.4%	27.0%	54.4%	8.2%	8.4%	1.9%	10.4%	148	295	46	47	11	547	N/A
10	I receive the training I need to do my job well.	Agree-disagree	73.6%	24.9%	48.7%	18.1%	7.1%	1.2%	8.3%	137	265	99	39	7	547	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	92.5%	44.8%	47.8%	4.8%	1.9%	0.8%	2.7%	244	259	27	12	4	546	N/A
12	Continually changing work priorities make it hard for me to produce high quality work. (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.)	Agree-disagree, negatively worded	31.8%	21.7%	22.2%	24.2%	25.5%	6.3%	44.0%	117	123	127	133	35	535	13
13	I have a clear idea of how well I am doing my job.	Agree-disagree	77.5%	26.2%	51.3%	11.9%	7.6%	3.0%	10.6%	142	279	66	44	16	547	N/A
14	*The people I work with cooperate to get the job done.	Agree-disagree	89.4%	51.0%	38.3%	6.3%	2.9%	1.4%	4.3%	284	203	35	16	8	546	N/A
16	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	48.8%	16.2%	32.6%	26.7%	15.3%	9.2%	24.5%	75	145	116	71	41	448	97
17	Employees in my work unit share job knowledge.	Agree-disagree	86.3%	41.6%	44.7%	6.6%	5.3%	1.9%	7.1%	232	240	35	28	10	545	2
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	87.9%	41.7%	46.2%	4.8%	5.7%	1.6%	7.3%	230	245	28	31	9	543	4
19	Employees in my work unit meet the needs of our customers.	Always-never	92.3%	52.0%	40.3%	6.8%	0.6%	0.3%	0.8%	262	200	35	3	1	501	40
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	93.2%	61.8%	31.4%	5.9%	1.0%	0.0%	1.0%	325	163	31	5	0	524	10
21	Employees in my work unit produce high-quality work.	Always-never	92.0%	57.7%	34.2%	7.2%	0.8%	0.0%	0.8%	308	178	41	4	0	531	10
22	Employees in my work unit adapt to changing priorities.	Always-never	89.8%	53.5%	36.3%	8.3%	1.7%	0.2%	1.9%	281	187	45	8	1	522	16
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	77.8%	33.4%	44.4%	15.3%	4.9%	1.9%	6.9%	155	203	70	21	9	458	90
24	I can influence decisions in my work unit.	Agree-disagree	74.8%	28.7%	46.2%	13.7%	7.6%	3.9%	11.5%	160	250	74	41	21	546	N/A
25	I know what my work unit's goals are.	Agree-disagree	86.4%	39.2%	47.2%	7.2%	4.2%	2.2%	6.3%	219	253	39	24	12	547	N/A
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	66.1%	26.5%	39.6%	19.5%	9.6%	4.9%	14.4%	140	201	102	51	25	519	28
27	My work unit successfully manages disruptions to our work.	Agree-disagree	74.5%	31.4%	43.1%	16.6%	5.6%	3.2%	8.9%	169	224	86	30	16	525	23
28	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	76.6%	30.3%	46.2%	15.5%	6.8%	1.1%	7.9%	163	236	82	36	6	523	25
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	79.1%	28.5%	50.6%	13.9%	5.7%	1.4%	7.0%	154	258	71	30	7	520	21
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	67.2%	27.6%	39.6%	21.5%	9.4%	1.8%	11.2%	145	198	106	48	9	506	35
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	82.0%	41.0%	41.0%	12.7%	4.1%	1.2%	5.3%	210	203	62	21	6	502	40
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	74.3%	35.1%	39.2%	19.5%	4.6%	1.5%	6.2%	178	192	95	24	8	497	49
33	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	82.9%	42.6%	40.4%	9.9%	4.3%	2.8%	7.1%	229	212	50	24	15	530	13
34	Employees in my work unit are typically under too much pressure to meet work goals. (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.)	Agree-disagree, negatively worded	42.1%	12.4%	19.9%	25.7%	31.6%	10.5%	32.2%	64	102	131	164	56	517	29
35	Employees are recognized for providing high quality products and services.	Agree-disagree	68.8%	24.0%	44.9%	11.8%	13.1%	6.2%	19.3%	127	233	64	71	33	528	17
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	82.7%	46.5%	36.2%	6.4%	5.7%	5.2%	10.9%	256	188	33	30	30	537	7
37	My organization is successful at accomplishing its mission.	Agree-disagree	85.3%	33.5%	51.8%	10.5%	3.0%	1.2%	4.2%	181	273	58	17	7	536	9
38	I have a good understanding of my organization's priorities.	Agree-disagree	80.0%	32.5%	47.5%	10.6%	7.2%	2.2%	9.5%	177	259	59	39	12	546	N/A
39	My organization effectively adapts to changing government priorities.	Agree-disagree	77.0%	28.0%	49.0%	12.5%	8.2%	2.3%	10.5%	149	257	64	45	12	527	19
40	My organization has prepared me for potential physical security threats.	Agree-disagree	68.6%	27.9%	40.8%	17.8%	10.9%	2.6%	13.6%	146	211	91	59	14	521	20
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	91.4%	40.2%	51.2%	5.9%	2.0%	0.7%	2.7%	217	271	32	12	4	536	7
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	46.4%	19.0%	27.4%	21.1%	16.0%	16.5%	32.5%	94	138	103	80	83	498	46
43	*I recommend my organization as a good place to work.	Agree-disagree	70.7%	31.6%	39.0%	16.3%	8.5%	4.5%	13.0%	174	210	88	46	25	543	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	57.8%	22.9%	34.9%	19.0%	12.2%	11.0%	23.2%	119	178	100	63	58	518	27
45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	87.7%	57.9%	29.8%	8.8%	2.7%	0.8%	3.5%	304	152	45	14	4	519	22
46	Supervisors in my work unit support employee development.	Agree-disagree	87.6%	55.3%	32.3%	7.7%	2.7%	2.0%	4.7%	303	171	41	14	11	540	1
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	88.6%	63.7%	24.9%	5.9%	3.8%	1.8%	5.6%	345	133	30	20	10	538	N/A

48	My supervisor listens to what I have to say.	Agree-disagree	87.8%	60.9%	26.9%	6.7%	3.7%	1.8%	5.5%	329	142	37	18	10	536	N/A
49	My supervisor treats me with respect.	Agree-disagree	88.4%	66.0%	22.4%	7.0%	1.9%	2.7%	4.6%	356	119	36	10	15	536	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	81.1%	58.8%	22.2%	10.0%	4.7%	4.3%	9.0%	316	118	53	25	22	534	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	93.2%	64.3%	28.9%	5.6%	0.7%	0.5%	1.2%	348	154	31	3	3	539	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	83.1%	59.6%	23.5%	10.8%	3.0%	3.1%	6.1%	324	124	59	16	17	540	N/A
53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	76.8%	41.4%	35.4%	11.4%	9.4%	2.4%	11.7%	226	189	63	51	13	542	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	81.8%	44.3%	37.5%	10.5%	5.9%	1.8%	7.7%	243	198	57	32	10	540	1
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	57.4%	21.6%	35.8%	17.4%	12.3%	12.9%	25.2%	117	189	92	67	69	534	5
56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	64.2%	28.4%	35.8%	16.6%	8.4%	10.8%	19.2%	150	187	83	43	57	520	16
57	*Managers communicate the goals of the organization.	Agree-disagree	74.3%	26.0%	48.3%	12.0%	8.6%	5.2%	13.7%	143	254	63	49	27	536	2
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	64.2%	25.1%	39.1%	20.2%	9.3%	6.4%	15.7%	133	203	102	51	35	524	9
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	70.3%	35.2%	35.1%	16.4%	7.0%	6.3%	13.3%	182	181	86	35	32	516	21
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	65.1%	30.6%	34.5%	14.3%	11.5%	9.0%	20.6%	163	183	77	62	48	533	4
61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	77.1%	38.8%	38.3%	8.9%	7.8%	6.2%	13.9%	208	200	46	41	33	528	5
62	Management encourages innovation.	Agree-disagree	62.6%	21.2%	41.5%	22.4%	10.0%	4.9%	15.0%	112	219	114	54	26	525	12
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	60.1%	21.0%	39.1%	19.2%	13.3%	7.4%	20.7%	109	204	97	73	38	521	18
64	Management involves employees in decisions that affect their work.	Agree-disagree	51.9%	18.7%	33.1%	19.0%	15.5%	13.6%	29.1%	100	171	100	85	73	529	10
65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	56.6%	19.8%	36.8%	19.1%	16.8%	7.5%	24.4%	110	194	100	92	42	538	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	66.4%	22.6%	43.8%	15.7%	13.0%	5.0%	18.0%	124	231	86	70	27	538	N/A
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	63.3%	23.8%	39.5%	17.7%	12.4%	6.6%	19.0%	128	207	96	67	37	535	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	71.9%	25.9%	46.0%	14.3%	8.9%	4.9%	13.8%	140	240	78	47	27	532	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	65.9%	25.5%	40.4%	16.1%	12.6%	5.4%	18.0%	137	212	86	71	30	536	N/A
70	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	66.6%	22.4%	44.2%	17.2%	9.9%	6.2%	16.2%	122	235	93	55	33	538	N/A
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	79.8%	43.1%	36.7%	11.0%	5.7%	3.5%	9.2%	218	185	54	28	16	501	33
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	84.5%	51.2%	33.4%	9.3%	3.5%	2.6%	6.1%	262	168	47	18	12	507	30
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	68.3%	33.4%	34.9%	14.0%	9.4%	8.3%	17.7%	172	175	72	48	41	508	28
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	76.0%	39.8%	36.2%	14.4%	4.5%	5.1%	9.6%	201	171	73	23	24	492	41
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	75.3%	34.7%	40.7%	11.0%	8.0%	5.7%	13.6%	173	191	53	38	27	482	54
76	Employees in my work unit treat me as a valued member of the team.	Agree-disagree	88.1%	48.5%	39.5%	7.0%	4.2%	0.7%	4.9%	263	206	37	22	4	532	5
77	Employees in my work unit make me feel I belong.	Agree-disagree	84.7%	48.2%	36.5%	9.6%	4.2%	1.6%	5.8%	260	189	50	23	8	530	7
78	Employees in my work unit care about me as a person.	Agree-disagree	83.5%	43.7%	39.8%	11.4%	4.1%	1.0%	5.1%	230	202	60	21	5	518	18
79	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	77.7%	36.5%	41.2%	9.5%	7.8%	5.0%	12.8%	195	213	50	40	27	525	5
80	In my work unit, people's differences are respected.	Agree-disagree	82.5%	39.3%	43.2%	10.3%	5.1%	2.0%	7.1%	208	219	54	25	11	517	12
81	I can be successful in my organization being myself.	Agree-disagree	73.0%	33.7%	39.4%	13.5%	7.4%	6.1%	13.5%	182	203	70	38	32	525	5
82	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	77.9%	35.9%	42.0%	10.2%	7.8%	4.1%	11.9%	111	123	31	23	12	300	231
83	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	71.6%	34.6%	36.9%	18.2%	6.5%	3.8%	10.3%	94	95	47	18	10	264	266
84	My organization meets my accessibility needs.	Agree-disagree	75.7%	34.5%	41.2%	16.1%	4.2%	3.9%	8.1%	96	113	43	12	11	275	256
85	My job inspires me.	Agree-disagree	64.0%	22.2%	41.8%	19.9%	10.9%	5.3%	16.1%	122	217	107	61	27	534	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	75.7%	28.4%	47.3%	13.1%	7.6%	3.6%	11.2%	153	245	70	44	19	531	N/A
87	I feel a strong personal attachment to my organization.	Agree-disagree	60.2%	23.4%	36.8%	22.1%	11.2%	6.5%	17.7%	127	192	117	62	34	532	N/A
88	I identify with the mission of my organization.	Agree-disagree	81.1%	32.1%	49.1%	13.1%	3.2%	2.6%	5.7%	174	258	71	17	13	533	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	92.4%	49.4%	42.9%	6.8%	0.6%	0.2%	0.8%	267	224	37	3	1	532	N/A

* 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."

Percentages are weighted to represent the Agency's population.

Q12 and Q34 are negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Results for these items should be interpreted with caution as these items have been flagged for review for 2023.

For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to Questions 82, 83, or 84 and results are therefore suppressed.

Source: Federal Housing Finance Agency AES Report, 2022 OPM Federal Employee Viewpoint Survey

15. In my work unit poor performers usually (select all that apply):

	2022	2022
	N	%
Remain in the work unit and improve their performance over time	52	9.7%
Remain in the work unit and continue to underperform	110	20.0%
Leave the work unit - removed or transferred	71	12.4%
Leave the work unit - quit	35	6.2%
There are no poor performers in my work unit	190	34.5%
Do Not Know	148	27.8%
Total (percents will add to more than 100% because respondents could choose more than one response option)	547	N/A

Percentages are weighted to represent the Agency's population.

Source: **Federal Housing Finance Agency AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Pandemic, Transition to the Worksite, Workplace Flexibilities

90. What percentage of your work time are you currently required to be physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

	2022	2022
	N	%
100% of my work time	4	0.8%
At least 75% but less than 100%	27	5.2%
At least 50% but less than 75%	73	13.4%
At least 25% but less than 50%	83	16.0%
Less than 25%	187	33.9%
I am not currently required to be physically present at my agency worksite	159	30.7%
Total	533	100.0%

Percentages are weighted to represent the Agency's population.

Source: **Federal Housing Finance Agency AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

Telework : a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position, and other authorized activities, from an approved worksite other than the location from which the employee would otherwise work. In practice, telework is a work arrangement that allows employees to have regularly scheduled days on which they telework and regularly scheduled days when they work in their agency worksite.

Remote work : an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis. A remote worker's official worksite may be within or outside the local commuting area of an agency worksite.

91. Please select the response that BEST describes your current remote work or teleworking schedule.

	2022 N	2022 %	2021 N	2021 %
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	94	18.8%	N/A	N/A
I telework 3 or more days per week	270	49.8%	N/A	N/A
I telework 1 or 2 days per week	147	27.5%	25	4.0%
I telework, but only about 1 or 2 days per month	1	0.2%	1	0.1%
I telework very infrequently, on an unscheduled or short-term basis	7	1.3%	5	0.8%
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)	1	0.2%	1	0.2%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%
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	2	0.4%	0	0.0%
I do not telework because I choose not to telework	9	1.8%	3	0.5%
Total	531	100.0%	N/A	N/A

Only those who answered "I have an approved remote work agreement" to the previous question received Question 91a.

91a. What is your current remote work status?

	2022 N	2022 %
I have an approved remote work agreement and live <u>outside</u> the local commuting area (more than 50 miles away)	47	50.4%
I have an approved remote work agreement and live <u>within</u> the local commuting area (less than 50 miles away)	47	49.6%
Total	94	100.0%

92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

	2022 N	2022 %
Yes	207	39.4%
No	324	60.6%
Total	531	100.0%

93. Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

	2022	2022
	N	%
No	395	75.2%
Yes, to retire	16	3.1%
Yes, to take another job within my Agency	14	2.4%
Yes, to take another job within the Federal Government	60	11.3%
Yes, to take another job outside the Federal Government	17	2.9%
Yes, other	28	5.1%
Total	530	100.0%

Re-entry” is a term used to describe the transition from the work environment that has existed during the pandemic to the agency’s new work environment.

94. My agency’s re-entry arrangements are fair in accounting for employees’ diverse needs and situations.

	2022	2022
	N	%
Strongly Agree	119	23.2%
Agree	154	30.8%
Neither Agree nor Disagree	92	18.3%
Disagree	63	11.9%
Strongly Disagree	82	15.9%
Not Applicable	21	— ^b
Total	531	100.0%

95. Please select the response that BEST describes how employees in your work unit currently report to work:

	2022	2022
	N	%
All employees in my work unit are physically present on the worksite	10	1.9%
Some employees are physically present on the worksite and others telework or work remotely	452	84.6%
No employees in my work unit are physically present on the worksite, we all work remotely	50	9.6%
Other	20	3.9%
Total	532	100.0%

Percentages are weighted to represent the Agency's population.

“—^a” indicates that there are no trending results available for the year.

“—^b” indicates that the “Not Applicable” responses are not included in percentage calculations.

“—^d” indicates that there were no responses to this item.

In 2022, the first two response options to Question 91 (Telework) changed from how it was provided in 2021. To facilitate trending, only results for the 2021 response options that were the same in 2022 are provided.

Questions 92-95 in the remote work/telework section are new for 2022. Therefore, trending is not possible for this year.

Source: **Federal Housing Finance Agency AES Report**, 2022 OPM Federal Employee Viewpoint Survey