Employee Viewpoint Survey (EVS)
NASA 2018 Results

Overall, 2018 results were positive...

68% Response Rate
3% Decrease in responses
49 of 71 standard survey items increased in percent favorability

Engagement Index and Sub-Indices

- **Leaders Lead**
  - Employees' perceptions of the honesty and integrity of senior leadership and their ability to motivate and communicate with employees effectively
  - 2018: 73.4%
    - 2017: 73.5%

- **Supervisors**
  - Employees' perceptions of how well their supervisor(s) support employee development, are willing to listen, foster mutual respect, and garner trust and confidence
  - 2018: 87.8%
    - 2017: 87.6%

- **Intrinsic Work Experiences**
  - Employees' perceptions of their personal fit within the workplace and feelings of motivation
  - 2018: 84.5%
    - 2017: 84.0%

Innovation Index

- 2017: 83%
  - Individual motivation/desire to innovate

Global Satisfaction Index

- 2017: 80.1%
  - Combination of employees' job, pay and organizational satisfaction and willingness to recommend their agency as a good place to work

New IQ Index (Inclusive Culture)

- 2017: 77.6%
  - Comprised of five aspects of culture: Fair, Open, Co-operative, Supported, Empowered

78.2%

...opportunities exist for continuous improvement through engagement levers

Leadership Excellence

Engagement

Superior Communications

Employee Involvement

NASA leaders at all levels serve as role models, develop their people and facilitate NASA’s culture and operating environment

Open, frequent and all-way communications keep NASA employees “in the know”

NASA employees are key players in their careers and overall engagement to their work and the mission

* Percentages reflect responses that indicated Agree and Strongly Agree

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