

Employee Viewpoint Survey (EVS)

NASA 2018 Results

National Aeronautics and
Space Administration



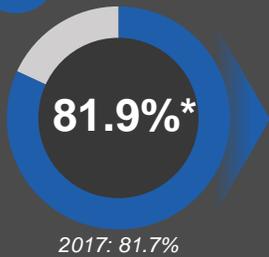
Overall, 2018 results were **positive...**



3% Decrease in responses

49 of 71 standard survey items increased in percent favorability

Engagement Index and Sub-Indices

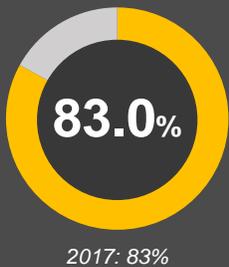


Leaders Lead
Employees' perceptions of the honesty and integrity of senior leadership and their ability to motivate and communicate with employees effectively

Supervisors
Employees' perceptions of how well their supervisor(s) support employee development, are willing to listen, foster mutual respect, and garner trust and confidence

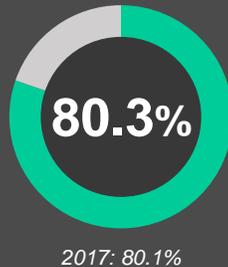
Intrinsic Work Experiences
Employees' perceptions of their personal fit within the workplace and feelings of motivation

Innovation Index



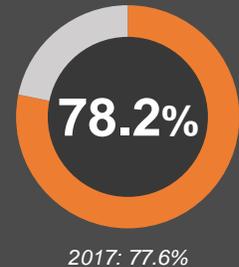
Individual motivation/
desire to innovate

Global Satisfaction Index



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)



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

...opportunities exist for **continuous improvement** through engagement levers

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"

Superior Communications

Employee Involvement

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