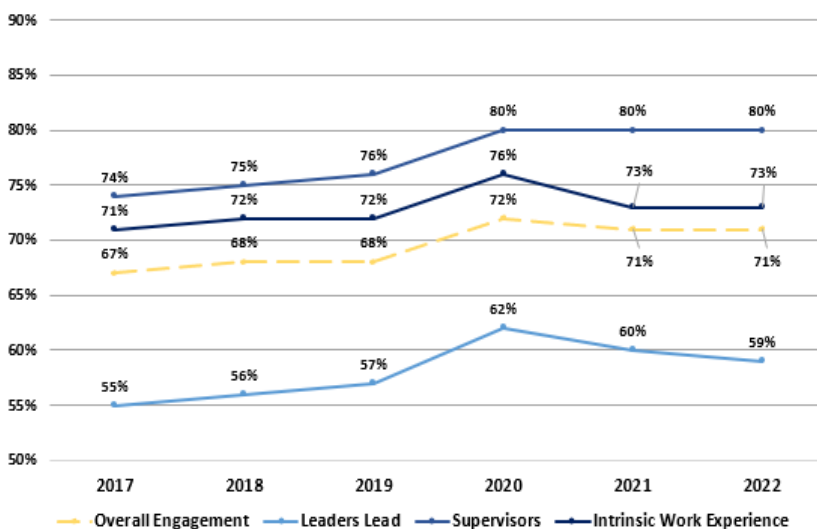Federal agencies are more productive, retain more talent, and are more likely to achieve mission objectives when their employees are highly engaged at work. The Federal Employee Viewpoint Survey (FEVS) measures engagement among federal employees according to three distinct metrics: perceptions of agency leaders (Leaders Lead), perceptions of immediate supervisors (Supervisors), and Intrinsic Work Experiences. These metrics demonstrated that overall engagement increased among federal workers from 2017 – 2020. However, in 2021 overall engagement decreased and sits at 71% in 2022. GovStrive breaks down the latest trends in engagement below.

Employee Engagement

	2017	2018	2019	2020	2021	2022
Overall Engagement	67%	68%	68%	72%	71%	71%
Leaders Lead	55%	56%	57%	62%	60%	59%
Supervisors	74%	75%	76%	80%	80%	80%
Intrinsic Work Experience	71%	72%	72%	76%	73%	73%

The Latest Trends in Engagement

According to FEVS, engagement scores for federal employees fell by 1% in 2021, the first decrease in several years. Looking at distinct metrics of engagement, intrinsic work experiences and perceptions of federal leadership contributed to the overall decline. Scores for Intrinsic Work Experience fell by 3%, and scores for Leaders Lead fell by 2%.

Engagement scores were nearly identical in 2022, apart from a 1% decrease in Leaders Lead. Agency leaders should act now to prevent further decreases in employee engagement in 2023.

Agency leaders can use **FedViews**® to improve employee engagement in their organizations. **FedViews**® disaggregates trends in engagement and identifies key drivers of engagement that can be improved upon. **FedViews**® also includes an Action Tracker that agency leaders can use to develop data-driven action plans to improve engagement. The **FedViews**® action tracker allows agency leaders to evaluate and assess the impact of action plans on engagement over time. This important feature can help leadership determine if their action plans are impactful, and how they can be modified to produce the greatest improvements in engagement.

FedViews helps you focus your resources where it counts.

FedViews® is uniquely positioned to inform agencies on their areas of effectiveness as well as address their human capital management challenges by providing FEVS and workforce data analyses, action planning resources, and subject matter expertise, to guide workforce management practices that promote a safe, equitable, engaging, and inclusive work environment for all employees.

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