

**Consumer Product Safety Commission**  
**2024 FEVS AES Report**

**Agency Information**

Field Period	May 21 - Jul 5, 2024
Sample or Census	Census
Number of Surveys Completed	423
Number of Surveys Administered	523
Response Rate	80.9%
Number of items identified as Strengths (65% positive or higher)	80
Number of items identified as Challenges (35% negative or higher)	0
2024 Engagement Index	80%
Leaders Lead Subindex	71%
Supervisors Subindex	87%
Intrinsic Work Experience Subindex	81%

Note: Number of items identified as strengths and challenges are based on items 1-90, excluding item 16.

A "–" indicates that there were no responses to the item.

Item	Item Text	Percent Positive
53	My supervisor holds me accountable for achieving results.	95%
21	Employees in my work unit contribute positively to my agency's performance.	94%
20	Employees in my work unit meet the needs of our customers.	94%
90	It is important to me that my work contribute to the common good.	94%
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	93%
49	My supervisor supports my need to balance work and other life issues.	93%

Item	Item Text	Percent Negative
66	Management involves employees in decisions that affect their work.	24%
17	*In my work unit, differences in performance are recognized in a meaningful way.	23%
71	Considering everything, how satisfied are you with your pay?	19%
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	18%
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	18%
47	*I believe the results of this survey will be used to make my agency a better place to work.	18%

\* 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  
Percentages are weighted to represent the Agency's population.

For confidentiality purposes, a "-5" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: **Consumer Product Safety Commission AES Report, 2024 Federal Employee Viewpoint Survey**

Item	Item Text	Difference 2024-2023
28	My work unit successfully manages disruptions to our work.	-6%
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	-5%
23	Employees in my work unit adapt to changing priorities.	-2%
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	-2%
32	Employees in my work unit consider customer needs a top priority.	-2%
34	Employees in my work unit support my need to balance my work and personal responsibilities.	-2%
90	It is important to me that my work contribute to the common good.	-2%
70	*Considering everything, how satisfied are you with your job?	8%
5	*My workload is reasonable.	9%
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	9%
58	My organization's senior leaders maintain high standards of honesty and integrity.	9%
47	*I believe the results of this survey will be used to make my agency a better place to work.	11%
64	Management encourages innovation.	11%
43	My organization has prepared me for potential physical security threats.	25%

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

Percentages are weighted to represent the Agency's population.

A "-<sup>nt</sup>" indicates that there are no trending results available for the year.

For confidentiality purposes, a "-<sup>s</sup>" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

Source: **Consumer Product Safety Commission AES Report**, 2024 Federal Employee Viewpoint Survey

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/ 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	76%	31%	45%	13%	7%	3%	10%	134	191	56	30	12	423	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	73%	33%	41%	12%	11%	4%	15%	139	172	49	42	16	418	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	82%	41%	42%	9%	7%	2%	9%	168	181	38	25	9	421	N/A
4	I know what is expected of me on the job.	Agree-disagree	86%	40%	46%	7%	5%	3%	7%	166	194	30	18	11	419	N/A
5	*My workload is reasonable.	Agree-disagree	73%	27%	46%	9%	12%	6%	17%	112	196	41	49	25	423	N/A
6	*My talents are used well in the workplace.	Agree-disagree	72%	30%	41%	14%	8%	7%	14%	127	173	60	31	27	418	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	90%	50%	40%	6%	2%	2%	4%	210	170	26	7	9	422	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	Agree-disagree	78%	43%	35%	11%	6%	5%	11%	175	141	47	21	17	401	19
9	I have enough information to do my job well.	Agree-disagree	79%	27%	52%	11%	8%	2%	10%	115	218	47	31	10	421	N/A
10	I receive the training I need to do my job well.	Agree-disagree	70%	27%	43%	17%	9%	5%	13%	115	180	72	34	19	420	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	91%	42%	49%	7%	2%	1%	3%	175	209	27	6	4	421	N/A
12	I have a clear idea of how well I am doing my job.	Agree-disagree	83%	34%	49%	9%	5%	3%	8%	145	204	41	20	11	421	N/A
13	I have the autonomy to decide how I do my job.	Agree-disagree	75%	31%	44%	13%	8%	4%	13%	132	184	55	33	19	423	N/A
14	I can make decisions about my work without getting permission first.	Agree-disagree	65%	23%	42%	22%	9%	4%	14%	96	178	92	38	19	423	N/A
15	*The people I work with cooperate to get the job done.	Agree-disagree	88%	49%	39%	7%	3%	2%	5%	210	164	29	11	7	421	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	56%	15%	42%	21%	15%	7%	23%	53	151	74	56	25	359	63
18	Employees in my work unit share job knowledge.	Agree-disagree	87%	46%	40%	7%	4%	2%	6%	197	171	28	16	8	420	3
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	88%	42%	46%	7%	2%	2%	4%	174	194	31	8	9	416	7
20	Employees in my work unit meet the needs of our customers.	Always-never	94%	51%	43%	5%	1%	0%	1%	198	167	18	3	1	387	36
21	Employees in my work unit contribute positively to my agency's performance.	Always-never	94%	66%	28%	4%	1%	1%	2%	265	112	16	3	2	398	21
22	Employees in my work unit produce high-quality work.	Always-never	91%	59%	31%	8%	1%	0%	1%	237	125	34	4	0	400	22
23	Employees in my work unit adapt to changing priorities.	Always-never	87%	59%	29%	10%	2%	0%	2%	233	116	42	8	0	399	21

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24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	Agree-disagree	75%	35%	40%	17%	6%	3%	9%	113	126	50	18	8	315	106
25	I can influence decisions in my work unit.	Agree-disagree	75%	31%	45%	13%	9%	3%	12%	131	191	52	37	12	423	N/A
26	I know what my work unit's goals are.	Agree-disagree	87%	43%	44%	7%	4%	2%	6%	183	189	27	16	8	423	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	64%	23%	42%	19%	10%	6%	17%	95	172	75	40	23	405	17
28	My work unit successfully manages disruptions to our work.	Agree-disagree	77%	32%	46%	16%	4%	3%	7%	130	188	64	17	11	410	13
29	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	77%	32%	46%	15%	6%	2%	8%	128	184	60	22	8	402	20
30	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	76%	30%	46%	16%	6%	2%	7%	121	184	63	22	6	396	19
31	Employees in my work unit approach change as an opportunity.	Agree-disagree	67%	24%	43%	22%	9%	2%	11%	97	170	85	34	7	393	28
32	Employees in my work unit consider customer needs a top priority.	Agree-disagree	83%	37%	46%	12%	3%	2%	5%	146	183	45	12	6	392	24
33	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	72%	30%	42%	21%	4%	2%	7%	118	168	83	16	8	393	29
34	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	84%	48%	36%	11%	3%	2%	5%	202	149	45	10	8	414	9
35	Employees are recognized for providing high quality products and services.	Agree-disagree	71%	23%	47%	15%	9%	6%	15%	96	195	60	37	22	410	12
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	81%	42%	39%	12%	3%	4%	7%	175	162	48	13	13	411	11
37	My organization is successful at accomplishing its mission.	Agree-disagree	88%	43%	45%	8%	3%	1%	4%	177	185	35	13	4	414	8
38	I have a good understanding of my organization's priorities.	Agree-disagree	82%	43%	40%	11%	5%	2%	7%	182	169	43	20	8	422	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	Agree-disagree	93%	52%	41%	5%	2%	1%	2%	220	170	18	6	3	417	4
40	Information is openly shared in my organization.	Agree-disagree	68%	27%	41%	20%	8%	5%	13%	113	165	81	32	19	410	3
41	The approval process in my organization allows timely delivery of my work.	Agree-disagree	64%	23%	41%	19%	11%	6%	17%	96	172	78	45	24	415	5
42	My organization effectively adapts to changing government priorities.	Agree-disagree	75%	30%	45%	17%	6%	2%	8%	120	174	68	24	8	394	21
43	My organization has prepared me for potential physical security threats.	Agree-disagree	80%	31%	49%	11%	5%	4%	9%	131	203	46	20	14	414	5
44	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	83%	32%	51%	11%	3%	2%	6%	132	206	48	13	8	407	9

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45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	Agree-disagree	66%	31%	35%	18%	9%	7%	16%	122	139	66	34	25	386	34
46	*I recommend my organization as a good place to work.	Agree-disagree	79%	41%	38%	12%	6%	4%	9%	176	158	50	22	16	422	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	62%	33%	29%	21%	11%	7%	18%	132	119	83	44	27	405	15
48	Supervisors in my work unit support employee development.	Agree-disagree	87%	54%	33%	6%	4%	2%	7%	219	138	28	16	9	410	3
49	My supervisor supports my need to balance work and other life issues.	Agree-disagree	93%	69%	23%	4%	2%	1%	3%	291	99	16	8	5	419	N/A
50	My supervisor listens to what I have to say.	Agree-disagree	89%	66%	22%	6%	4%	1%	5%	272	96	27	14	6	415	N/A
51	My supervisor treats me with respect.	Agree-disagree	92%	69%	23%	4%	2%	1%	4%	287	99	18	9	6	419	N/A
52	I have trust and confidence in my supervisor.	Agree-disagree	85%	61%	24%	8%	3%	4%	7%	256	103	34	12	15	420	N/A
53	My supervisor holds me accountable for achieving results.	Agree-disagree	95%	67%	27%	5%	1%	0%	1%	281	116	19	2	1	419	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	85%	62%	23%	10%	3%	3%	5%	258	99	42	11	10	420	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	81%	49%	32%	11%	5%	3%	7%	205	136	50	19	10	420	N/A
56	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	86%	55%	31%	9%	3%	2%	5%	226	134	40	12	7	419	1
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	60%	21%	39%	21%	12%	6%	18%	90	163	85	47	25	410	10
58	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	74%	31%	42%	17%	4%	6%	10%	124	164	63	14	21	386	32
59	*Managers communicate the goals of the organization.	Agree-disagree	74%	30%	44%	15%	7%	4%	11%	126	184	62	27	17	416	3
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	68%	28%	40%	14%	9%	9%	18%	116	164	58	37	36	411	7
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	77%	42%	35%	13%	5%	5%	10%	176	141	54	19	19	409	9
62	I have a high level of respect for my organization's senior leaders.	Agree-disagree	71%	29%	42%	18%	6%	5%	12%	121	173	75	25	21	415	3
63	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	76%	33%	43%	14%	7%	3%	10%	130	170	54	25	11	390	27
64	Management encourages innovation.	Agree-disagree	67%	26%	41%	18%	9%	6%	15%	104	166	72	37	21	400	20

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65	Management makes effective changes to address challenges facing our organization.	Agree-disagree	64%	23%	41%	20%	11%	5%	15%	95	167	78	43	17	400	18
66	Management involves employees in decisions that affect their work.	Agree-disagree	50%	19%	31%	26%	13%	11%	24%	79	126	103	49	43	400	18
67	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	60%	22%	39%	22%	13%	4%	17%	91	164	95	53	17	420	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	68%	25%	43%	17%	11%	4%	15%	102	184	70	46	15	417	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	68%	26%	41%	15%	10%	6%	17%	111	174	65	43	25	418	N/A
70	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	81%	36%	45%	11%	5%	3%	8%	150	186	46	22	12	416	N/A
71	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	64%	27%	38%	16%	14%	6%	19%	111	161	70	55	23	420	N/A
72	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	77%	34%	42%	14%	6%	3%	10%	143	179	58	27	12	419	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	77%	40%	37%	16%	5%	2%	7%	153	139	61	17	7	377	39
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	81%	46%	36%	14%	3%	2%	5%	172	137	50	9	8	376	40
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	74%	39%	35%	12%	7%	7%	13%	157	143	48	28	23	399	14
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	80%	44%	35%	12%	4%	4%	9%	174	141	45	15	15	390	21
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	74%	36%	38%	14%	5%	7%	12%	140	149	55	21	26	391	25
78	Employees in my work unit make me feel I belong.	Agree-disagree	85%	43%	42%	10%	3%	2%	5%	178	169	38	11	7	403	9
79	Employees in my work unit care about me as a person.	Agree-disagree	83%	46%	36%	13%	3%	2%	4%	185	145	48	10	6	394	15
80	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	82%	42%	41%	9%	5%	4%	9%	174	166	34	21	14	409	3
81	In my work unit, people's differences are respected.	Agree-disagree	86%	44%	42%	9%	3%	2%	4%	178	168	38	11	6	401	11
82	I can be successful in my organization being myself.	Agree-disagree	82%	44%	39%	11%	3%	4%	6%	180	157	45	11	14	407	4
83	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	79%	41%	38%	14%	4%	3%	7%	101	94	34	9	7	245	169

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84	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	76%	39%	37%	17%	3%	4%	7%	87	87	38	6	9	227	186
85	My organization meets my accessibility needs.	Agree-disagree	78%	39%	39%	18%	1%	3%	4%	90	94	40	3	7	234	178
86	My job inspires me.	Agree-disagree	71%	32%	38%	17%	9%	4%	12%	131	160	74	35	14	414	N/A
87	The work I do gives me a sense of accomplishment.	Agree-disagree	80%	39%	41%	13%	5%	3%	8%	162	169	53	18	11	413	N/A
88	I feel a strong personal attachment to my organization.	Agree-disagree	67%	31%	36%	21%	9%	3%	12%	128	150	88	35	13	414	N/A
89	I identify with the mission of my organization.	Agree-disagree	89%	51%	38%	6%	3%	1%	5%	211	158	28	12	6	415	N/A
90	It is important to me that my work contribute to the common good.	Agree-disagree	94%	62%	31%	4%	1%	1%	2%	259	131	17	4	4	415	N/A

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\*\* Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "No Recent Hires", "No Accessibility Needs". Percentages are weighted to represent the Agency's population. For confidentiality purposes, a "-5" indicates that there are fewer than 5 responses.  
Source: **Consumer Product Safety Commission AES Report,**