



Social Security Administration
2022 Federal Employee Viewpoint Survey Results
2022 FEDERAL EMPLOYEE VIEWPOINT SURVEY
Social Security Administration

This report has been redacted per Executive Order (EO) 14151 [Ending Radical and Wasteful Government DEI Programs and Preferencing](#), and EO 14168 [Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government](#).

This document provides the 2022 Federal Employee Viewpoint Survey (FEVS) results for the Social Security Administration (SSA). Government-wide FEVS results are available on the Office of Personnel Management (OPM) [Fed View Website](#).

Survey Administration

OPM administered the online survey to SSA employees from June 6 through July 22, 2022. SSA's participation in the FEVS fulfills the Federal requirement to administer an Annual Employee Survey (AES). See regulations at [5 CFR Part 250, Subpart C](#).

Survey Sample and Response Rate

OPM selected a census of full-time and part-time permanent Federal employees to participate in the FEVS. SSA achieved a response rate of 46.4 percent. Of the 57,198 SSA employees whom OPM invited to participate, 26,528 of our employees voluntarily responded to the FEVS. Our response rate exceeded the government-wide rate of 35.3 percent.

Based on our analysis, we determined that SSA's survey respondents are representative of our employee population.

Survey Results

Despite the ongoing challenge of the pandemic and agency reentry, our employees demonstrated a tremendous amount of resilience. Traditionally questions regarding individual employee effort or contributions are amongst our highest scoring items.

Strengths: Our 2022 FEVS results revealed that questions with the highest positive responses reveal employees are held accountable for achieving results and producing quality work, are treated with respect by their supervisors, are able to contribute to the common good via work activities, and that the agency is preparing employees for potential cybersecurity threats.

Opportunities: Our 2022 survey results indicate that performance management concerns continue to be a challenge. Questions concerning performance-based recognition, involvement of employees in decisions that affect their work, willingness to commit resources to develop new ideas, and perceptions or senior leaders' ability to generate motivation and commitment in the workforce experienced the lowest percentage of positive responses.

The following sections provide agency-level 2022 FEVS results for SSA.

Social Security Administration

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#	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	55.1%	17.4%	37.7%	18.8%	16.6%	9.5%	26.0%	4,713	10,105	4,877	4,335	2,337	26,367	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	49.7%	16.8%	32.9%	20.3%	18.0%	12.0%	30.0%	4,532	8,647	5,192	4,627	2,957	25,955	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	66.2%	24.4%	41.8%	15.7%	10.4%	7.7%	18.1%	6,383	10,959	4,020	2,689	1,893	25,944	N/A
4	I know what is expected of me on the job.	Agree-disagree	79.7%	30.9%	48.9%	10.3%	6.1%	3.8%	9.9%	8,014	12,765	2,623	1,600	941	25,943	N/A
5	*My workload is reasonable.	Agree-disagree	45.2%	13.5%	31.7%	15.3%	19.2%	20.2%	39.5%	3,588	8,480	3,932	5,076	5,160	26,236	N/A
6	*My talents are used well in the workplace.	Agree-disagree	51.4%	16.3%	35.1%	20.3%	15.8%	12.6%	28.4%	4,279	9,212	5,109	4,083	3,070	25,753	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	84.2%	33.7%	50.5%	9.5%	3.4%	2.9%	6.3%	8,932	13,313	2,456	879	711	26,291	N/A
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	65.2%	28.4%	36.8%	18.7%	8.2%	7.9%	16.1%	7,377	9,327	4,548	2,032	1,895	25,179	1,264

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9	I have enough information to do my job well.	Agree-disagree	69.7%	20.8%	48.8%	15.3%	11.0%	4.1%	15.0%	5,524	13,021	3,978	2,903	1,032	26,458	N/A
10	I receive the training I need to do my job well.	Agree-disagree	58.8%	17.0%	41.8%	19.4%	15.1%	6.6%	21.8%	4,575	11,198	5,042	3,967	1,676	26,458	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	86.8%	35.5%	51.4%	8.0%	3.5%	1.7%	5.2%	9,416	13,603	2,060	917	435	26,431	N/A
12	Continually changing work priorities make it hard for me to produce high quality work. <i>(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.)¹</i>	Agree-disagree, negatively worded	26.5%	23.3%	26.8%	23.5%	20.6%	5.9%	50.1%	5,992	7,028	6,086	5,445	1,522	26,073	392
13	I have a clear idea of how well I am doing my job.	Agree-disagree	70.9%	21.3%	49.6%	16.8%	8.7%	3.7%	12.3%	5,678	13,226	4,354	2,288	914	26,460	N/A
14	*The people I work with cooperate to get the job done.	Agree-disagree	72.5%	28.9%	43.6%	14.0%	9.1%	4.5%	13.6%	7,909	11,534	3,547	2,340	1,110	26,440	N/A

¹ Question 12 is negatively worded, so percent positive score includes "Strongly Disagree" or "Disagree" responses and percent negative score includes "Strongly Agree" or "Agree" responses. Results for this item should be interpreted with caution as this item is flagged for review for 2023.

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16	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	32.0%	7.5%	24.5%	27.9%	22.4%	17.7%	40.1%	1,762	5,741	6,284	5,162	3,962	22,911	3,529
17	Employees in my work unit share job knowledge.	Agree-disagree	78.6%	29.4%	49.2%	11.4%	6.5%	3.6%	10.1%	7,844	12,965	2,856	1,648	892	26,205	256
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	72.9%	22.8%	50.1%	15.0%	8.1%	4.1%	12.1%	6,005	13,054	3,761	2,062	1,003	25,885	578
19	Employees in my work unit meet the needs of our customers.	Always-never	80.2%	30.1%	50.1%	16.6%	2.6%	0.5%	3.2%	7,380	12,240	3,914	607	114	24,255	1,976
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	79.3%	35.9%	43.4%	16.8%	3.1%	0.8%	3.9%	8,722	10,553	3,916	713	170	24,074	1,727
21	Employees in my work unit produce high-quality work.	Always-never	73.1%	30.5%	42.7%	21.7%	4.3%	0.8%	5.1%	7,442	10,411	5,126	987	168	24,134	2,016
22	Employees in my work unit adapt to changing priorities.	Always-never	74.1%	35.3%	38.7%	20.0%	4.9%	1.0%	5.9%	8,682	9,529	4,757	1,123	224	24,315	1,795
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	44.4%	11.0%	33.4%	31.1%	14.1%	10.4%	24.5%	2,365	7,142	6,385	2,938	2,081	20,911	5,550
24	I can influence decisions in my work unit.	Agree-disagree	48.3%	13.1%	35.2%	28.1%	15.5%	8.2%	23.7%	3,662	9,464	7,179	4,041	2,099	26,445	N/A
25	I know what my work unit's goals are.	Agree-disagree	82.2%	28.4%	53.8%	11.0%	4.8%	2.1%	6.9%	7,608	14,254	2,804	1,249	518	26,433	N/A
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	37.6%	10.8%	26.7%	29.6%	19.2%	13.6%	32.8%	2,637	6,446	6,876	4,536	3,122	23,617	2,821

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27	My work unit successfully manages disruptions to our work.	Agree-disagree	59.3%	16.0%	43.2%	23.0%	10.8%	6.9%	17.7%	4,091	10,880	5,502	2,625	1,617	24,715	1,735
28	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	54.0%	16.3%	37.7%	25.3%	14.9%	5.8%	20.7%	3,946	9,143	5,951	3,565	1,313	23,918	2,267
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	53.2%	15.2%	38.0%	26.3%	14.7%	5.8%	20.4%	3,643	9,078	6,020	3,390	1,285	23,416	2,371
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	46.4%	13.4%	32.9%	30.1%	16.8%	6.6%	23.5%	3,175	7,797	7,022	3,964	1,489	23,447	2,253
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	72.7%	27.9%	44.8%	16.2%	7.1%	3.9%	11.0%	6,908	10,997	3,853	1,708	900	24,366	1,428
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	56.8%	20.1%	36.7%	27.0%	11.2%	5.0%	16.2%	4,884	8,932	6,393	2,673	1,145	24,027	1,975
33	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	58.4%	20.8%	37.7%	23.0%	9.9%	8.7%	18.6%	5,302	9,352	5,450	2,375	2,028	24,507	1,252

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34	Employees in my work unit are typically under too much pressure to meet work goals. <i>(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.)</i> ²	Agree-disagree, negatively worded	25.5%	23.4%	25.5%	25.6%	19.2%	6.3%	49.0%	5,507	6,131	6,184	4,941	1,558	24,321	1,763
35	Employees are recognized for providing high quality products and services.	Agree-disagree	50.5%	13.0%	37.5%	19.3%	18.1%	12.1%	30.2%	3,309	9,528	4,718	4,470	2,924	24,949	994
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	68.1%	26.7%	41.4%	14.5%	9.3%	8.1%	17.4%	7,046	10,493	3,494	2,215	1,873	25,121	844
37	My organization is successful at accomplishing its mission.	Agree-disagree	67.1%	18.4%	48.7%	19.9%	8.2%	4.8%	13.0%	4,760	12,262	4,765	2,003	1,129	24,919	1,015
38	I have a good understanding of my organization's priorities.	Agree-disagree	76.8%	24.9%	51.9%	13.2%	7.1%	2.9%	10.0%	6,568	13,481	3,315	1,844	714	25,922	N/A
39	My organization effectively adapts to changing government priorities.	Agree-disagree	62.9%	18.5%	44.5%	21.0%	9.8%	6.2%	16.1%	4,689	11,192	5,129	2,437	1,482	24,929	1,033

² Question 34 is negatively worded, so percent positive score includes "Strongly Disagree" or "Disagree" responses and percent negative score includes "Strongly Agree" or "Agree" responses. Results for this item should be interpreted with caution as this item is flagged for review for 2023.

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40	My organization has prepared me for potential physical security threats.	Agree-disagree	73.9%	21.5%	52.4%	14.0%	7.2%	4.9%	12.1%	5,565	13,462	3,486	1,797	1,168	25,478	335
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	84.7%	26.1%	58.6%	10.0%	3.2%	2.2%	5.4%	6,766	15,045	2,447	798	507	25,563	246
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	48.1%	16.8%	31.3%	23.1%	14.7%	14.1%	28.9%	4,099	7,596	5,438	3,476	3,230	23,839	1,949
43	*I recommend my organization as a good place to work.	Agree-disagree	54.4%	19.2%	35.3%	22.1%	12.9%	10.5%	23.4%	5,075	9,224	5,580	3,330	2,597	25,806	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	44.4%	15.7%	28.6%	24.3%	14.3%	17.0%	31.3%	3,709	6,837	5,761	3,479	3,954	23,740	2,088
45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	73.7%	34.2%	39.6%	17.3%	4.4%	4.5%	8.9%	8,316	9,375	3,966	981	983	23,621	2,129
46	Supervisors in my work unit support employee development.	Agree-disagree	68.5%	31.6%	36.9%	15.6%	8.3%	7.6%	15.9%	8,202	9,371	3,791	2,014	1,786	25,164	622
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	76.2%	40.8%	35.4%	12.5%	6.3%	5.0%	11.3%	10,834	9,029	3,026	1,520	1,194	25,603	N/A
48	My supervisor listens to what I have to say.	Agree-disagree	78.0%	41.1%	36.9%	10.9%	6.3%	4.9%	11.1%	10,694	9,311	2,640	1,539	1,155	25,339	N/A

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49	My supervisor treats me with respect.	Agree-disagree	84.4%	47.7%	36.8%	8.5%	3.5%	3.5%	7.1%	12,440	9,285	2,072	885	856	25,538	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	70.5%	40.0%	30.5%	15.1%	7.4%	7.0%	14.4%	10,422	7,734	3,689	1,848	1,645	25,338	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	87.9%	44.7%	43.2%	9.3%	1.5%	1.3%	2.8%	11,629	10,928	2,288	385	303	25,533	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	74.0%	44.7%	29.3%	16.6%	5.2%	4.2%	9.4%	11,762	7,509	4,108	1,276	1,000	25,655	N/A
53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	69.1%	32.5%	36.5%	17.9%	8.4%	4.7%	13.1%	8,448	9,417	4,531	2,143	1,127	25,666	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	78.0%	35.5%	42.5%	12.2%	5.7%	4.1%	9.8%	9,141	10,858	3,042	1,442	1,001	25,484	205
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	39.5%	13.1%	26.4%	24.1%	17.5%	19.0%	36.4%	3,228	6,529	5,816	4,333	4,550	24,456	1,064
56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	52.6%	18.9%	33.6%	26.4%	8.6%	12.5%	21.1%	4,385	7,737	5,895	1,938	2,750	22,705	2,573
57	*Managers communicate the goals of the organization.	Agree-disagree	70.1%	21.0%	49.1%	15.7%	7.0%	7.2%	14.2%	5,298	12,334	3,851	1,747	1,752	24,982	398

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58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	56.1%	18.5%	37.6%	19.9%	12.1%	11.9%	24.0%	4,561	9,243	4,743	2,960	2,818	24,325	1,008
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	62.1%	29.5%	32.6%	21.0%	7.9%	9.0%	16.9%	7,164	7,865	4,884	1,841	2,022	23,776	1,751
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	54.7%	21.2%	33.5%	24.5%	10.1%	10.6%	20.8%	5,285	8,309	6,043	2,589	2,616	24,842	603
61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	49.2%	18.3%	30.9%	27.4%	11.3%	12.1%	23.4%	4,400	7,350	6,219	2,588	2,696	23,253	1,998
62	Management encourages innovation.	Agree-disagree	46.7%	16.3%	30.4%	26.6%	14.2%	12.5%	26.7%	4,025	7,502	6,353	3,441	2,932	24,253	1,066
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	48.7%	16.3%	32.4%	24.1%	14.2%	12.9%	27.2%	4,003	7,968	5,808	3,475	3,064	24,318	995
64	Management involves employees in decisions that affect their work.	Agree-disagree	36.1%	12.6%	23.5%	22.4%	20.3%	21.2%	41.5%	3,099	5,852	5,414	5,010	5,067	24,442	943
65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	37.2%	10.3%	26.9%	28.2%	23.7%	10.9%	34.6%	2,669	6,900	7,005	5,950	2,657	25,181	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	47.5%	12.9%	34.7%	24.5%	18.6%	9.4%	28.0%	3,292	8,778	6,042	4,671	2,304	25,087	N/A

Survey Administration Period: June 6 through July 22, 2022
Percentages for demographic questions are un-weighted.

Sample or Census: Census
Number of surveys completed: 26,528
Number of surveys administered: 57,198
Response Rate: 46.4%

Social Security Administration
2022 Federal Employee Viewpoint Survey Results

#	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
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	47.3%	14.7%	32.6%	23.3%	17.5%	12.0%	29.5%	3,801	8,279	5,775	4,364	2,880	25,099	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	56.5%	17.6%	38.9%	18.7%	15.1%	9.7%	24.8%	4,504	9,838	4,606	3,759	2,343	25,050	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	51.0%	14.3%	36.7%	18.5%	19.1%	11.3%	30.4%	3,765	9,454	4,557	4,698	2,680	25,154	N/A
70	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	51.4%	14.0%	37.4%	22.0%	16.0%	10.6%	26.6%	3,594	9,541	5,436	4,032	2,570	25,173	N/A
85	My job inspires me.	Agree-disagree	49.6%	16.5%	33.1%	23.8%	16.1%	10.5%	26.6%	4,121	8,325	5,940	4,102	2,540	25,028	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	69.4%	25.1%	44.3%	14.7%	9.3%	6.7%	16.0%	6,225	11,119	3,623	2,351	1,622	24,940	N/A
87	I feel a strong personal attachment to my organization.	Agree-disagree	50.0%	18.6%	31.4%	25.5%	14.1%	10.4%	24.5%	4,728	7,934	6,324	3,552	2,496	25,034	N/A
88	I identify with the mission of my organization.	Agree-disagree	72.8%	25.9%	46.9%	18.7%	4.6%	4.0%	8.6%	6,518	11,763	4,553	1,129	947	24,910	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	91.0%	45.5%	45.5%	6.6%	1.0%	1.3%	2.3%	11,479	11,422	1,613	256	301	25,071	N/A

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Social Security Administration
2022 Federal Employee Viewpoint Survey Results
Demographics

What is your supervisory status?

	%
Senior Leader	0.9%
Manager	7.0%
Supervisor	8.2%
Team Leader	8.5%
Non-Supervisor	75.4%
Total	100.0%

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Agency Subcomponent	%
Deputy Commissioner for Budget, Finance, & Management	1.5%
Deputy Commissioner for Operations	69.4%
Deputy Commissioner for Systems	6.8%
Deputy Commissioner for Human Resources	0.8%
Office of the Inspector General	0.9%
Office of the General Counsel	1.3%
Office of the Commissioner	0.0%
Deputy Commissioner for Legislation & Congressional Affairs	0.2%
Office of the Chief Actuary	0.1%
Deputy Commissioner for Communications	0.4%
Deputy Commissioner for Hearings Operations	13.0%
Deputy Commissioner for Retirement & Disability Policy	1.3%
Deputy Commissioner for Analytics, Review, and Oversight	4.1%
Office of Civil Rights & Equal Opportunity	0.2%
Total	100.0%