OPM FEVS results are often presented as positive, neutral, and negative percentages. The percent positive scores for all FEVS survey items reflect positive, employee perceptions of their organization. For nearly all survey items, positive scores are calculated as the percentage of respondents who selected strongly agree and agree. Respondents who strongly agree or agree with items such as, “I am given a real opportunity to improve my skills in my organization” (Item #1) or “I feel encouraged to come up with new and better ways of doing things” (Item #2) are clearly demonstrating a positive impression of their organization and are thus the basis for calculating the percent positive scores. Respondents who strongly disagree or disagree with these items are clearly demonstrating a negative impression of their organization and are thus the basis for calculating the percent negative scores.



Traditional Interpretation:

**Percent Positive** (includes those who selected either **Strongly Agree** or **Agree)** – positive impression

**Percent Negative** (includes those who selected either **Strongly Disagree** or **Disagree**) – negative impression

However, new to the 2022 FEVS, two survey items were introduced to the survey that were asked in a different way – “Continually changing work priorities make it hard for me to produce high quality work” (Item #12) and “Employees in my work unit are typically under too much pressure to meet work goals” (Item #34). For these items, it is the respondents who selected strongly disagree or disagree who are demonstrating a positive impression of their organization. Therefore, the positive scores for these two items are calculated as the percentage of respondents who selected strongly disagree or disagree. Conversely, respondents who selected strongly agree or agree with these items are demonstrating a negative impression of their organization and are thus the basis for calculating the percent negative scores.

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| Interpretation for items 12 and 34:**Percent Positive** (includes those who selected either **Strongly Disagree** or **Disagree**) – positive impression**Percent Negative** (includes those who selected **Strongly Agree** or **Agree**) – negative impression |

Though the percent positive and percent negative scores for these items are calculated differently than other OPM FEVS items, the final score interpretation remains the same – higher percent positive scores reflect positively on the organization while higher percent negative scores reflect negatively on the organization.