



FLRA NEWS

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FOR IMMEDIATE RELEASE
October 12, 2016

FLRA RANKS #1 IN EMPLOYEE ENGAGEMENT AND NEW IQ INDICES IN 2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY

The Federal Labor Relations Authority (FLRA) is pleased to announce that it has captured the #1 small-agency ranking in two important indices in the 2016 Federal Employee Viewpoint Survey (FEVS) – Employee Engagement and New IQ – up from #2 in both in 2015. The U.S. Office of Personnel Management (OPM) [announced](#) the rankings in the detailed 2016 FEVS [Governmentwide Management Report](#), which it released last week. The 2016 FEVS provides government employees with the opportunity to candidly share their perceptions of their workplace, their agencies, and their leaders.

The FEVS Engagement Index measures the engagement potential of an agency’s work environment, including three sub-factors – Leaders Lead, Supervisors, and Intrinsic Work Experience. In addition to scoring #1 overall, the FLRA was also a top scorer with respect to Leaders Lead – which reflects employees’ perceptions about their leaders’ integrity and behaviors with respect to communication and workforce motivation – and Intrinsic Work Experience – which reflects employees’ feelings of motivation and competency related to their role in the workplace. The “New IQ” index provides insights into employee perceptions of the inclusiveness of their agencies by looking at twenty questions that measure the five “Habits of Inclusion” – Fair, Open, Cooperative, Supportive, and Empowering. In addition to scoring #1 overall, the FLRA was a top scorer in all five habits of inclusion.

FLRA Chairman Carol Waller Pope celebrates the meaningful and sustained progress that the Agency has made with respect to employee engagement and diversity and inclusion over the past seven and a half years. “The FLRA’s recognition as the top-ranking small agency for both Employee Engagement and New IQ is an impressive achievement for the entire FLRA workforce. It reflects the values, commitment, and strategic direction that all FLRA employees – at all levels throughout the Agency – share for achieving organizational excellence by executing timely and effective mission performance and nurturing the overall health of our work environment and human-capital resources,” Chairman Pope stated.

The FLRA administers the labor-management-relations program for 2.1 million non-Postal federal employees worldwide, approximately 1.2 million of whom are represented in 2,200 bargaining units. It is charged with providing leadership in establishing policies and guidance related to federal-sector labor-management relations and with resolving disputes under, and ensuring compliance with, the Federal Service Labor-Management Relations Statute.

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