

2018

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Nuclear Regulatory Commission

FIELD PERIOD	May 3 - June 14, 2018
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	2,308
NUMBER OF SURVEYS ADMINISTERED	3,072
RESPONSE RATE	75.1%

57

items identified
as **strengths**
(65% positive or
higher)

2

items identified
as **challenges**
(35% negative or
higher)

Engagement Index Score

2018 ENGAGEMENT INDEX

77%

LEADERS LEAD

68%

SUPERVISORS

84%

INTRINSIC
WORK
EXPERIENCE

78%

Highest % Positive Items

Select: Highest % Positive

Q7	When needed I am willing to put in the extra effort to get a job done.	96%
Q50	In the last six months, my supervisor has talked with me about my performance.	94%
Q12	I know how my work relates to the agency's goals.	91%
Q35	Employees are protected from health and safety hazards on the job.	91%
Q42	My supervisor supports my need to balance work and other life issues.	91%

Highest % Negative Items

Select: Highest % Negative

Q33	Pay raises depend on how well employees perform their jobs.	44%
Q67	How satisfied are you with your opportunity to get a better job in your organization?	37%
Q23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33%
Q24	In my work unit, differences in performance are recognized in a meaningful way.	27%
Q22	Promotions in my work unit are based on merit.	26%

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Nuclear Regulatory Commission

GENDER

37% Female

HISPANIC/LATINO

7% Hispanic/ Latino

LOCATION

70% Headquarters

MILITARY SERVICE

24% Served

RETIREMENT

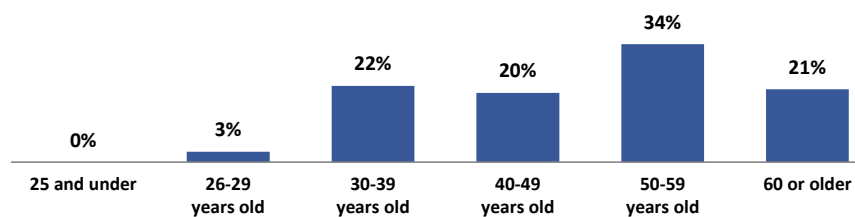
28% within next five years

PLAN TO LEAVE

27% within the next year

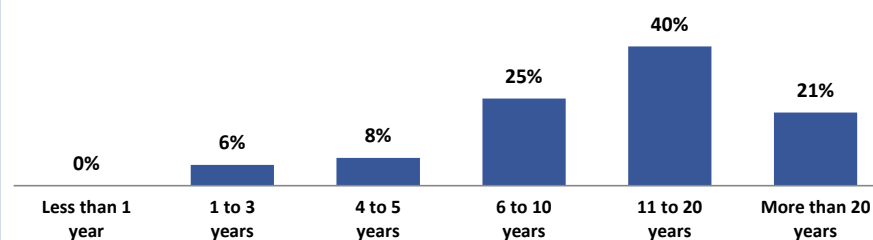
Age Group

Age Group
Racial Category
Education



Agency Tenure

Agency Tenure
Federal Tenure
Supervisory Status
Pay Category/Grade



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Select: Largest Increases since 2017 ▼

Largest Increases in Percent Positive since 2017

58

items increased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q29 My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	80%	79%	78%	86%	+8
Q9 I have sufficient resources to get my job done.	70%	61%	63%	68%	+5
Q68 How satisfied are you with the training you receive for your present job?	71%	58%	62%	66%	+4
Q53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55%	52%	52%	56%	+4
Q3 I feel encouraged to come up with new and better ways of doing things.	67%	67%	67%	70%	+3

Select: Largest Decreases since 2017 ▼

Largest Decreases in Percent Positive since 2017

1

item decreased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q15 My performance appraisal is a fair reflection of my performance.	75%	74%	77%	76%	-1

Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	74.0%	29.6%	44.4%	12.6%	9.7%	3.7%	13.4%	690	1,017	283	218	80	2,288	N/A
Agree-disagree	2	I have enough information to do my job well.	83.2%	31.2%	52.0%	7.8%	7.0%	2.0%	9.0%	731	1,184	180	156	44	2,295	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	70.0%	29.9%	40.1%	14.7%	10.3%	4.9%	15.2%	696	917	336	234	110	2,293	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	77.5%	35.9%	41.6%	11.3%	7.0%	4.1%	11.1%	836	955	262	158	90	2,301	N/A
Agree-disagree	5	I like the kind of work I do.	83.4%	41.2%	42.3%	11.0%	3.9%	1.7%	5.6%	952	972	253	88	37	2,302	N/A
Agree-disagree	6	I know what is expected of me on the job.	84.3%	38.2%	46.1%	8.0%	4.9%	2.8%	7.7%	886	1,058	182	111	62	2,299	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.1%	67.5%	28.6%	2.5%	0.7%	0.6%	1.4%	1,558	656	59	17	14	2,304	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	89.7%	49.5%	40.2%	7.8%	1.8%	0.6%	2.5%	1,138	926	179	42	14	2,299	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	67.8%	21.3%	46.4%	11.5%	14.2%	6.6%	20.8%	493	1,063	263	319	146	2,284	2
Agree-disagree	10	*My workload is reasonable.	70.7%	21.2%	49.5%	12.3%	12.1%	4.9%	17.0%	491	1,143	281	274	109	2,298	4
Agree-disagree	11	*My talents are used well in the workplace.	66.4%	23.0%	43.4%	14.3%	12.0%	7.3%	19.3%	536	991	325	272	161	2,285	6
Agree-disagree	12	*I know how my work relates to the agency's goals.	91.5%	46.4%	45.1%	4.7%	2.1%	1.7%	3.9%	1,077	1,024	108	48	38	2,295	3
Agree-disagree	13	The work I do is important.	90.4%	51.0%	39.4%	6.6%	1.7%	1.3%	3.0%	1,180	902	153	38	27	2,300	6
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	76.5%	35.2%	41.3%	10.1%	9.3%	4.0%	13.3%	817	951	229	207	91	2,295	11
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	75.9%	31.4%	44.4%	10.8%	7.4%	5.9%	13.3%	721	1,018	248	166	131	2,284	17
Agree-disagree	16	I am held accountable for achieving results.	87.1%	34.6%	52.5%	8.3%	2.4%	2.2%	4.6%	798	1,198	190	54	50	2,290	8
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	76.9%	40.2%	36.7%	12.1%	5.2%	5.8%	11.0%	906	812	266	113	124	2,221	76
Agree-disagree	18	My training needs are assessed.	61.6%	22.5%	39.1%	19.0%	12.5%	6.9%	19.4%	523	894	437	282	151	2,287	16
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	69.4%	29.2%	40.2%	13.6%	9.6%	7.4%	16.9%	668	913	313	219	166	2,279	25
Agree-disagree	20	*The people I work with cooperate to get the job done.	84.8%	41.7%	43.1%	7.7%	4.7%	2.8%	7.5%	973	984	177	106	62	2,302	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	50.9%	15.2%	35.7%	23.7%	16.2%	9.1%	25.3%	342	799	525	355	197	2,218	79
Agree-disagree	22	Promotions in my work unit are based on merit.	43.6%	14.5%	29.1%	30.3%	12.9%	13.2%	26.1%	314	604	633	267	266	2,084	212
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.0%	9.9%	27.1%	29.8%	18.7%	14.6%	33.2%	196	539	581	362	277	1,955	345
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	45.6%	12.6%	32.9%	27.4%	16.0%	11.0%	27.0%	276	708	583	337	225	2,129	169
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	57.0%	16.7%	40.3%	23.1%	11.0%	9.0%	20.0%	365	862	486	232	185	2,130	165
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	83.0%	37.5%	45.5%	9.6%	4.0%	3.4%	7.4%	875	1,043	215	89	72	2,294	7
Agree-disagree	27	The skill level in my work unit has improved in the past year.	58.0%	21.2%	36.9%	26.5%	10.2%	5.3%	15.5%	470	806	576	222	112	2,186	112
Good-poor	28	How would you rate the overall quality of work done by your work unit?	90.9%	53.6%	37.2%	7.5%	1.0%	0.7%	1.7%	1,240	857	170	22	15	2,304	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.8%	42.0%	43.9%	8.2%	4.3%	1.7%	6.0%	973	1,000	183	95	37	2,288	15
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	55.8%	14.4%	41.4%	21.6%	15.3%	7.2%	22.5%	327	925	480	337	153	2,222	65

Core Survey

Agree-disagree	31	Employees are recognized for providing high quality products and services.	67.3%	20.6%	46.6%	16.8%	10.0%	6.0%	15.9%	477	1,049	372	222	126	2,246	43
Agree-disagree	32	Creativity and innovation are rewarded.	52.5%	15.8%	36.7%	25.2%	13.8%	8.5%	22.3%	355	807	554	298	181	2,195	85
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	25.3%	6.6%	18.6%	30.5%	23.3%	20.9%	44.2%	139	394	643	490	438	2,104	181
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	71.8%	27.0%	44.8%	18.4%	5.5%	4.2%	9.8%	587	950	387	116	87	2,127	165
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	91.3%	43.2%	48.1%	5.9%	1.4%	1.4%	2.8%	994	1,086	131	33	31	2,275	17
Agree-disagree	36	My organization has prepared employees for potential security threats.	88.3%	36.5%	51.8%	8.0%	2.6%	1.2%	3.8%	829	1,168	179	61	25	2,262	20
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	65.0%	27.0%	38.0%	18.0%	8.6%	8.3%	17.0%	578	800	378	179	169	2,104	186
Agree-disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	78.5%	38.3%	40.2%	12.7%	3.5%	5.3%	8.9%	799	817	256	70	104	2,046	237
Agree-disagree	39	My agency is successful at accomplishing its mission.	88.5%	39.3%	49.2%	8.0%	2.3%	1.1%	3.5%	902	1,110	181	53	23	2,269	24
Agree-disagree	40	*I recommend my organization as a good place to work.	75.5%	36.2%	39.3%	14.6%	7.3%	2.7%	9.9%	844	896	330	166	57	2,293	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	54.9%	21.6%	33.3%	21.7%	12.8%	10.5%	23.4%	490	735	483	283	225	2,216	77
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	91.3%	61.8%	29.5%	4.8%	2.1%	1.8%	3.9%	1,419	669	109	47	40	2,284	6
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	80.3%	45.8%	34.5%	10.1%	5.5%	4.1%	9.6%	1,053	785	232	123	87	2,280	13
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	74.7%	39.4%	35.3%	12.7%	7.0%	5.6%	12.7%	901	799	292	155	125	2,272	18
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	80.7%	45.9%	34.7%	13.9%	2.3%	3.2%	5.4%	955	715	284	44	63	2,061	226
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	75.3%	38.5%	36.8%	13.3%	6.2%	5.2%	11.4%	882	839	302	140	117	2,280	11
Agree-disagree	47	Supervisors in my work unit support employee development.	82.3%	45.7%	36.7%	9.8%	4.1%	3.7%	7.8%	1,037	826	219	91	81	2,254	35
Agree-disagree	48	My supervisor listens to what I have to say.	85.9%	53.4%	32.6%	6.0%	5.2%	2.8%	8.1%	1,223	742	140	119	62	2,286	N/A
Agree-disagree	49	My supervisor treats me with respect.	88.8%	59.6%	29.2%	5.7%	3.1%	2.4%	5.5%	1,368	666	132	72	52	2,290	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	93.8%	55.4%	38.4%	3.3%	1.8%	1.0%	2.8%	1,276	871	79	40	23	2,289	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	79.5%	49.3%	30.2%	10.0%	5.5%	5.0%	10.5%	1,134	692	226	126	111	2,289	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	81.9%	53.1%	28.8%	11.1%	3.7%	3.3%	6.9%	1,221	659	254	84	73	2,291	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55.6%	16.9%	38.7%	21.9%	13.1%	9.4%	22.5%	382	870	489	295	207	2,243	43
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	67.6%	26.5%	41.1%	17.6%	8.0%	6.8%	14.7%	587	892	384	170	144	2,177	105
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	77.8%	30.1%	47.7%	13.8%	4.8%	3.7%	8.5%	664	1,044	293	102	76	2,179	94
Agree-disagree	56	*Managers communicate the goals of the organization.	77.3%	26.0%	51.3%	12.7%	6.1%	3.9%	10.0%	601	1,157	283	135	84	2,260	17
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	75.9%	26.6%	49.3%	16.0%	4.8%	3.2%	8.1%	580	1,063	340	99	66	2,148	130
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	71.8%	26.0%	45.8%	14.4%	8.7%	5.0%	13.7%	585	1,015	315	185	106	2,206	75
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	75.5%	27.3%	48.3%	13.6%	6.1%	4.8%	10.9%	616	1,068	295	132	101	2,212	64

Core Survey

Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	72.9%	35.5%	37.5%	17.1%	5.4%	4.5%	10.0%	793	827	375	119	97	2,211	69
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	65.9%	28.4%	37.5%	18.6%	8.7%	6.9%	15.5%	646	847	421	197	152	2,263	16
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	79.8%	38.5%	41.3%	12.8%	4.6%	2.8%	7.4%	858	911	279	101	60	2,209	73
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	64.8%	22.3%	42.5%	17.9%	12.6%	4.7%	17.3%	519	968	404	280	104	2,275	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	69.2%	24.6%	44.5%	15.5%	10.8%	4.5%	15.3%	574	1,017	351	238	100	2,280	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	66.0%	25.6%	40.4%	17.0%	11.2%	5.8%	17.0%	593	918	392	248	127	2,278	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	59.5%	19.0%	40.5%	23.1%	11.7%	5.8%	17.4%	438	923	523	263	127	2,274	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	37.5%	14.3%	23.2%	25.3%	20.4%	16.8%	37.2%	330	526	580	464	376	2,276	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	66.0%	23.4%	42.5%	19.7%	9.3%	5.0%	14.3%	543	970	449	209	108	2,279	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	74.8%	29.6%	45.2%	14.4%	7.2%	3.6%	10.8%	684	1,026	328	161	78	2,277	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	72.5%	27.1%	45.4%	13.4%	9.2%	4.9%	14.1%	619	1,034	307	207	107	2,274	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	71.6%	25.9%	45.8%	16.0%	8.2%	4.1%	12.3%	595	1,035	364	180	91	2,265	N/A

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

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

72. Please select the response below that BEST describes your current teleworking schedule.	N	%	
I telework very infrequently, on an unscheduled or short-term basis	585	25.3%	
I telework, but only about 1 or 2 days per month	212	9.2%	
I telework 1 or 2 days per week	777	34.9%	
I telework 3 or 4 days per week	84	3.7%	
I telework every work day	74	3.1%	
I do not telework because I have to be physically present on the job	120	5.3%	
I do not telework because of technical issues that prevent me from teleworking	22	1.0%	
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	40	1.9%	
I do not telework because I choose not to telework	361	15.7%	
Total	2,275	100.0%	
73. How satisfied are you with the following Work/Life programs in your agency? Telework	N	Satisfaction %	All Response Options %
Very Satisfied	884	45.9%	39.4%
Satisfied	734	38.0%	32.7%
Neither Satisfied nor Dissatisfied	210	11.0%	9.4%
Dissatisfied	71	3.7%	3.2%
Very Dissatisfied	26	1.4%	1.2%
Item Response Total	1,925	100.0%	85.8%
I choose not to participate in these programs	221	--	9.9%
These programs are not available to me	88	--	3.9%
I am unaware of these programs	9	--	0.4%
Total	2,243	100.0%	100.0%
74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules	N	Satisfaction %	All Response Options %
Very Satisfied	1,207	59.3%	53.3%
Satisfied	713	35.1%	31.5%
Neither Satisfied nor Dissatisfied	94	4.6%	4.2%
Dissatisfied	9	0.4%	0.4%
Very Dissatisfied	11	0.6%	0.5%
Item Response Total	2,034	100.0%	89.9%
I choose not to participate in these programs	177	--	7.8%
These programs are not available to me	48	--	2.1%
I am unaware of these programs	4	--	0.2%
Total	2,263	100.0%	100.0%
75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	N	Satisfaction %	All Response Options %
Very Satisfied	993	48.9%	43.6%
Satisfied	808	39.8%	35.5%
Neither Satisfied nor Dissatisfied	180	8.7%	7.9%
Dissatisfied	30	1.5%	1.3%
Very Dissatisfied	22	1.1%	1.0%
Item Response Total	2,033	100.0%	89.3%
I choose not to participate in these programs	185	--	8.1%
These programs are not available to me	53	--	2.3%
I am unaware of these programs	6	--	0.3%
Total	2,277	100.0%	100.0%
76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program	N	Satisfaction %	All Response Options %
Very Satisfied	512	35.6%	22.5%
Satisfied	504	35.3%	22.2%
Neither Satisfied nor Dissatisfied	384	26.4%	16.9%
Dissatisfied	21	1.4%	0.9%
Very Dissatisfied	18	1.3%	0.8%
Item Response Total	1,439	100.0%	63.3%
I choose not to participate in these programs	760	--	33.4%
These programs are not available to me	16	--	0.7%
I am unaware of these programs	59	--	2.6%
Total	2,274	100.0%	100.0%
77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs	N	Satisfaction %	All Response Options %
Very Satisfied	212	25.5%	9.3%
Satisfied	201	24.4%	8.9%
Neither Satisfied nor Dissatisfied	375	45.3%	16.5%
Dissatisfied	24	2.9%	1.1%
Very Dissatisfied	16	2.0%	0.7%
Item Response Total	828	100.0%	36.5%
I choose not to participate in these programs	1,162	--	51.2%
These programs are not available to me	175	--	7.7%

Work Life-Telework

I am unaware of these programs	104	--	4.6%
Total	2,269	100.0%	100.0%

78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs	N	Satisfaction %	All Response Options %
Very Satisfied	125	18.1%	5.5%
Satisfied	132	20.2%	5.8%
Neither Satisfied nor Dissatisfied	403	59.5%	17.7%
Dissatisfied	7	1.0%	0.3%
Very Dissatisfied	8	1.2%	0.4%
Item Response Total	675	100.0%	29.7%
I choose not to participate in these programs	1,188	--	52.3%
These programs are not available to me	123	--	5.4%
I am unaware of these programs	285	--	12.5%
Total	2,271	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

Demographics

<i>Where do you work?</i>	%
Headquarters	70.3%
Field	29.7%
Total	100.0%
<i>What is your supervisory status?</i>	%
Non-Supervisor	77.6%
Team Leader	5.9%
Supervisor	10.0%
Manager	4.0%
Senior Leader	2.5%
Total	100.0%
<i>Are you:</i>	%
Male	62.8%
Female	37.2%
Total	100.0%
<i>Are you Hispanic or Latino?</i>	%
Yes	7.4%
No	92.6%
Total	100.0%
<i>Please select the racial category or categories with which you most closely identify.</i>	%
American Indian or Alaska Native	0.6%
Asian	9.1%
Black or African American	12.8%
Native Hawaiian or Other Pacific Islander	0.5%
White	72.0%
Two or more races	5.0%
Total	100.0%
<i>What is the highest degree or level of education you have completed?</i>	%
Less than High School	0.0%
High School Diploma/GED or equivalent	1.7%
Trade or Technical Certificate	0.5%
Some College (no degree)	5.5%
Associate's Degree (e.g., AA, AS)	2.8%
Bachelor's Degree (e.g., BA, BS)	38.5%
Master's Degree (e.g., MA, MS, MBA)	38.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	12.3%
Total	100.0%
<i>What is your pay category/grade?</i>	%
Federal Wage System	0.0%
GS 1-6	1.5%
GS 7-12	8.5%
GS 13-15	82.0%
Senior Executive Service	5.1%
Senior Level (SL) or Scientific or Professional (ST)	1.7%

Demographics

Other	1.1%
Total	100.0%

How long have you been with the Federal Government (excluding military service)? %

Less than 1 year	--
1 to 3 years	--
4 to 5 years	--
6 to 10 years	--
11 to 14 years	--
15 to 20 years	--
More than 20 years	--
Total	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)? %

Less than 1 year	0.3%
1 to 3 years	6.1%
4 to 5 years	7.8%
6 to 10 years	25.5%
11 to 20 years	39.6%
More than 20 years	20.8%
Total	100.0%

Are you considering leaving your organization within the next year, and if so, why? %

No	73.2%
Yes, to retire	6.6%
Yes, to take another job within the Federal Government	11.0%
Yes, to take another job outside the Federal Government	5.1%
Yes, other	4.0%
Total	100.0%

I am planning to retire: %

Within one year	4.6%
Between one and three years	11.4%
Between three and five years	11.5%
Five or more years	72.5%
Total	100.0%

Are you transgender? %

Yes	0.4%
No	99.6%
Total	100.0%

Which one of the following do you consider yourself to be? %

Straight, that is not gay or lesbian	96.3%
Gay or Lesbian	1.4%
Bisexual	0.8%
Something else	1.4%
Total	100.0%

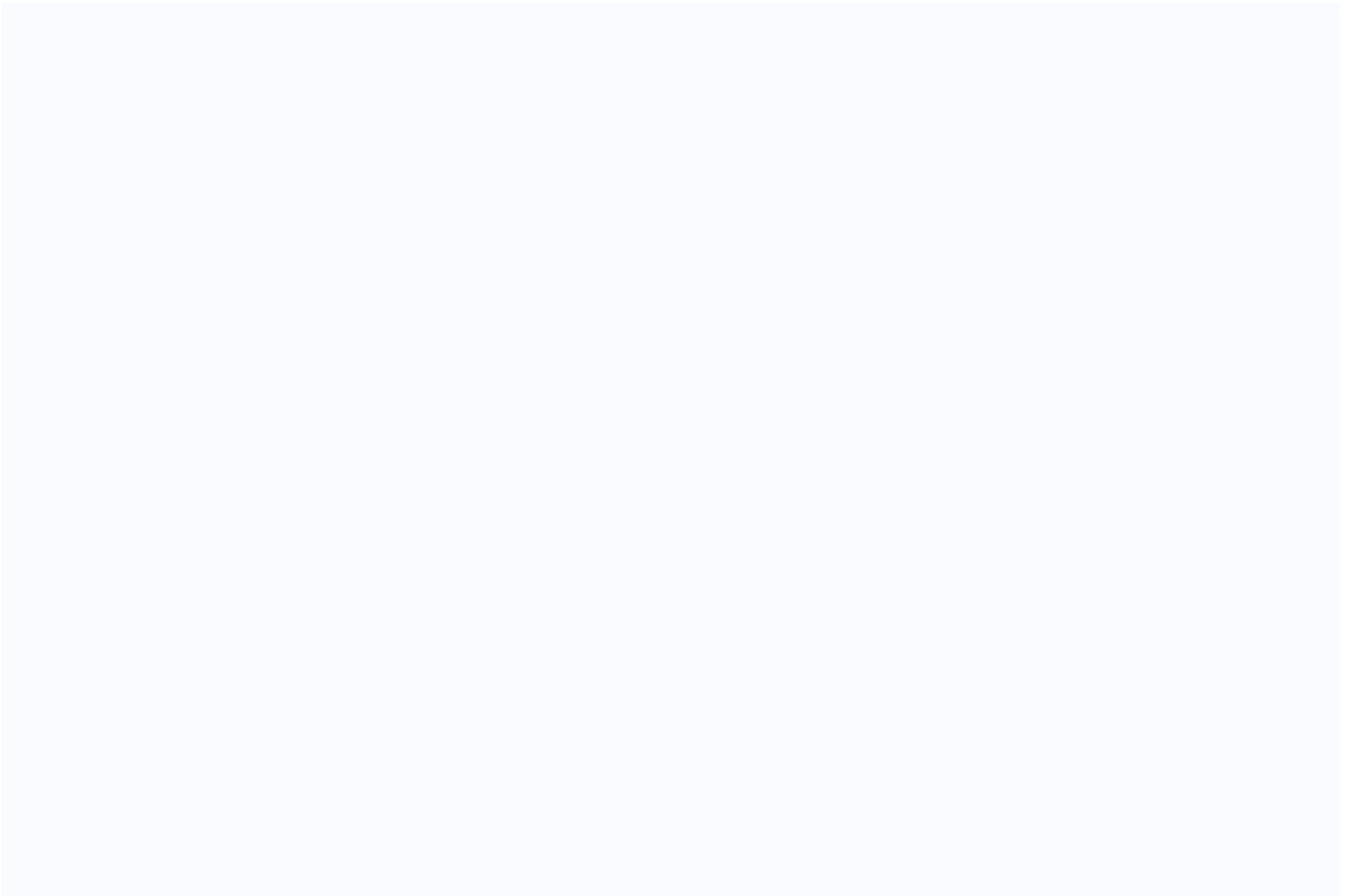
Demographics

<i>What is your US military service status?</i>	%
No Prior Military Service	75.8%
Currently in National Guard or Reserves	1.6%
Retired	6.4%
Separated or Discharged	16.2%
Total	100.0%

<i>Are you an individual with a disability?</i>	%
Yes	7.9%
No	92.1%
Total	100.0%

<i>What is your age group?</i>	%
25 and under	0.3%
26-29 years old	2.5%
30-39 years old	22.1%
40-49 years old	19.8%
50-59 years old	34.4%
60 years or older	20.9%
Total	100.0%

Percentages for demographic questions are unweighted.



Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2018	1	*I am given a real opportunity to improve my skills in my organization.	74.0%	12.6%	13.4%	2,288	N/A
Agree-disagree	2018	2	I have enough information to do my job well.	83.2%	7.8%	9.0%	2,295	N/A
Agree-disagree	2018	3	I feel encouraged to come up with new and better ways of doing things.	70.0%	14.7%	15.2%	2,293	N/A
Agree-disagree	2018	4	My work gives me a feeling of personal accomplishment.	77.5%	11.3%	11.1%	2,301	N/A
Agree-disagree	2018	5	I like the kind of work I do.	83.4%	11.0%	5.6%	2,302	N/A
Agree-disagree	2018	6	I know what is expected of me on the job.	84.3%	8.0%	7.7%	2,299	N/A
Agree-disagree	2018	7	When needed I am willing to put in the extra effort to get a job done.	96.1%	2.5%	1.4%	2,304	N/A
Agree-disagree	2018	8	I am constantly looking for ways to do my job better.	89.7%	7.8%	2.5%	2,299	N/A
Agree-disagree	2018	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	67.8%	11.5%	20.8%	2,284	2
Agree-disagree	2018	10	*My workload is reasonable.	70.7%	12.3%	17.0%	2,298	4
Agree-disagree	2018	11	*My talents are used well in the workplace.	66.4%	14.3%	19.3%	2,285	6
Agree-disagree	2018	12	*I know how my work relates to the agency's goals.	91.5%	4.7%	3.9%	2,295	3
Agree-disagree	2018	13	The work I do is important.	90.4%	6.6%	3.0%	2,300	6
Agree-disagree	2018	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	76.5%	10.1%	13.3%	2,295	11
Agree-disagree	2018	15	My performance appraisal is a fair reflection of my performance.	75.9%	10.8%	13.3%	2,284	17
Agree-disagree	2018	16	I am held accountable for achieving results.	87.1%	8.3%	4.6%	2,290	8
Agree-disagree	2018	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	76.9%	12.1%	11.0%	2,221	76
Agree-disagree	2018	18	My training needs are assessed.	61.6%	19.0%	19.4%	2,287	16
Agree-disagree	2018	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	69.4%	13.6%	16.9%	2,279	25
Agree-disagree	2018	20	*The people I work with cooperate to get the job done.	84.8%	7.7%	7.5%	2,302	N/A
Agree-disagree	2018	21	My work unit is able to recruit people with the right skills.	50.9%	23.7%	25.3%	2,218	79
Agree-disagree	2018	22	Promotions in my work unit are based on merit.	43.6%	30.3%	26.1%	2,084	212
Agree-disagree	2018	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.0%	29.8%	33.2%	1,955	345
Agree-disagree	2018	24	*In my work unit, differences in performance are recognized in a meaningful way.	45.6%	27.4%	27.0%	2,129	169
Agree-disagree	2018	25	Awards in my work unit depend on how well employees perform their jobs.	57.0%	23.1%	20.0%	2,130	165
Agree-disagree	2018	26	Employees in my work unit share job knowledge with each other.	83.0%	9.6%	7.4%	2,294	7
Agree-disagree	2018	27	The skill level in my work unit has improved in the past year.	58.0%	26.5%	15.5%	2,186	112
Good-poor	2018	28	How would you rate the overall quality of work done by your work unit?	90.9%	7.5%	1.7%	2,304	N/A
Agree-disagree	2018	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.8%	8.2%	6.0%	2,288	15
Agree-disagree	2018	30	Employees have a feeling of personal empowerment with respect to work processes.	55.8%	21.6%	22.5%	2,222	65
Agree-disagree	2018	31	Employees are recognized for providing high quality products and services.	67.3%	16.8%	15.9%	2,246	43
Agree-disagree	2018	32	Creativity and innovation are rewarded.	52.5%	25.2%	22.3%	2,195	85
Agree-disagree	2018	33	Pay raises depend on how well employees perform their jobs.	25.3%	30.5%	44.2%	2,104	181
Agree-disagree	2018	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	71.8%	18.4%	9.8%	2,127	165
Agree-disagree	2018	35	Employees are protected from health and safety hazards on the job.	91.3%	5.9%	2.8%	2,275	17
Agree-disagree	2018	36	My organization has prepared employees for potential security threats.	88.3%	8.0%	3.8%	2,262	20
Agree-disagree	2018	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	65.0%	18.0%	17.0%	2,104	186
Agree-disagree	2018	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	78.5%	12.7%	8.9%	2,046	237
Agree-disagree	2018	39	My agency is successful at accomplishing its mission.	88.5%	8.0%	3.5%	2,269	24
Agree-disagree	2018	40	*I recommend my organization as a good place to work.	75.5%	14.6%	9.9%	2,293	N/A
Agree-disagree	2018	41	*I believe the results of this survey will be used to make my agency a better place to work.	54.9%	21.7%	23.4%	2,216	77
Agree-disagree	2018	42	My supervisor supports my need to balance work and other life issues.	91.3%	4.8%	3.9%	2,284	6
Agree-disagree	2018	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	80.3%	10.1%	9.6%	2,280	13
Agree-disagree	2018	44	Discussions with my supervisor about my performance are worthwhile.	74.7%	12.7%	12.7%	2,272	18
Agree-disagree	2018	45	My supervisor is committed to a workforce representative of all segments of society.	80.7%	13.9%	5.4%	2,061	226
Agree-disagree	2018	46	My supervisor provides me with constructive suggestions to improve my job performance.	75.3%	13.3%	11.4%	2,280	11
Agree-disagree	2018	47	Supervisors in my work unit support employee development.	82.3%	9.8%	7.8%	2,254	35
Agree-disagree	2018	48	My supervisor listens to what I have to say.	85.9%	6.0%	8.1%	2,286	N/A
Agree-disagree	2018	49	My supervisor treats me with respect.	88.8%	5.7%	5.5%	2,290	N/A
Agree-disagree	2018	50	In the last six months, my supervisor has talked with me about my performance.	93.8%	3.3%	2.8%	2,289	N/A
Agree-disagree	2018	51	I have trust and confidence in my supervisor.	79.5%	10.0%	10.5%	2,289	N/A
Good-poor	2018	52	Overall, how good a job do you feel is being done by your immediate supervisor?	81.9%	11.1%	6.9%	2,291	N/A
Agree-disagree	2018	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55.6%	21.9%	22.5%	2,243	43
Agree-disagree	2018	54	My organization's senior leaders maintain high standards of honesty and integrity.	67.6%	17.6%	14.7%	2,177	105

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Agree-disagree	2018	55	Supervisors work well with employees of different backgrounds.	77.8%	13.8%	8.5%	2,179	94
Agree-disagree	2018	56	*Managers communicate the goals of the organization.	77.3%	12.7%	10.0%	2,260	17
Agree-disagree	2018	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	75.9%	16.0%	8.1%	2,148	130
Agree-disagree	2018	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	71.8%	14.4%	13.7%	2,206	75
Agree-disagree	2018	59	Managers support collaboration across work units to accomplish work objectives.	75.5%	13.6%	10.9%	2,212	64
Good-poor	2018	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	72.9%	17.1%	10.0%	2,211	69
Agree-disagree	2018	61	I have a high level of respect for my organization's senior leaders.	65.9%	18.6%	15.5%	2,263	16
Agree-disagree	2018	62	Senior leaders demonstrate support for Work/Life programs.	79.8%	12.8%	7.4%	2,209	73
Satisfied-dissatisfied	2018	63	*How satisfied are you with your involvement in decisions that affect your work?	64.8%	17.9%	17.3%	2,275	N/A
Satisfied-dissatisfied	2018	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	69.2%	15.5%	15.3%	2,280	N/A
Satisfied-dissatisfied	2018	65	*How satisfied are you with the recognition you receive for doing a good job?	66.0%	17.0%	17.0%	2,278	N/A
Satisfied-dissatisfied	2018	66	How satisfied are you with the policies and practices of your senior leaders?	59.5%	23.1%	17.4%	2,274	N/A
Satisfied-dissatisfied	2018	67	How satisfied are you with your opportunity to get a better job in your organization?	37.5%	25.3%	37.2%	2,276	N/A
Satisfied-dissatisfied	2018	68	How satisfied are you with the training you receive for your present job?	66.0%	19.7%	14.3%	2,279	N/A
Satisfied-dissatisfied	2018	69	*Considering everything, how satisfied are you with your job?	74.8%	14.4%	10.8%	2,277	N/A
Satisfied-dissatisfied	2018	70	Considering everything, how satisfied are you with your pay?	72.5%	13.4%	14.1%	2,274	N/A
Satisfied-dissatisfied	2018	71	*Considering everything, how satisfied are you with your organization?	71.6%	16.0%	12.3%	2,265	N/A
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	71.4%	13.7%	14.9%	2,438	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	81.5%	9.6%	8.9%	2,438	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	66.5%	15.8%	17.7%	2,431	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	75.3%	13.0%	11.7%	2,435	N/A
Agree-disagree	2017	5	I like the kind of work I do.	82.1%	11.3%	6.5%	2,424	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	83.8%	8.0%	8.2%	2,424	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	95.8%	2.5%	1.7%	2,425	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	89.6%	7.9%	2.6%	2,433	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	63.2%	12.9%	23.9%	2,432	2
Agree-disagree	2017	10	*My workload is reasonable.	70.4%	12.9%	16.6%	2,435	1
Agree-disagree	2017	11	*My talents are used well in the workplace.	65.1%	15.2%	19.8%	2,412	6
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	90.7%	4.9%	4.4%	2,424	6
Agree-disagree	2017	13	The work I do is important.	89.0%	7.4%	3.6%	2,415	3
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	76.5%	10.3%	13.3%	2,423	9
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	77.0%	10.9%	12.1%	2,421	16
Agree-disagree	2017	16	I am held accountable for achieving results.	85.7%	9.9%	4.4%	2,425	7
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	74.4%	13.3%	12.3%	2,345	87
Agree-disagree	2017	18	My training needs are assessed.	59.4%	19.4%	21.2%	2,410	15
Agree-disagree	2017	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	68.3%	14.2%	17.5%	2,396	41
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	82.6%	8.2%	9.2%	2,437	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	48.8%	20.9%	30.3%	2,347	90
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	43.2%	27.9%	28.9%	2,241	181
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.4%	29.0%	35.7%	2,096	338
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	46.2%	26.3%	27.5%	2,272	164
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	54.5%	22.5%	23.0%	2,269	153
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	81.5%	9.1%	9.4%	2,425	7
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	56.3%	27.4%	16.2%	2,332	104
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	89.4%	8.7%	2.0%	2,437	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77.9%	11.7%	10.4%	2,372	51
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	54.6%	22.1%	23.3%	2,348	70
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	65.8%	17.9%	16.3%	2,370	45
Agree-disagree	2017	32	Creativity and innovation are rewarded.	49.6%	27.4%	23.0%	2,320	93
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	23.1%	28.4%	48.5%	2,224	184
Agree-disagree	2017	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	71.9%	17.9%	10.2%	2,275	142
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	91.2%	5.6%	3.1%	2,393	25
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	84.9%	9.7%	5.4%	2,387	24
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	63.6%	18.4%	18.1%	2,244	173

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Agree-disagree	2017	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.					
				76.5%	14.9%	8.6%	2,177	231
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	87.7%	8.6%	3.6%	2,405	15
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	73.9%	15.2%	10.9%	2,422	N/A
Agree-disagree	2017	41	*I believe the results of this survey will be used to make my agency a better place to work.	51.8%	23.2%	25.0%	2,341	82
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	91.4%	4.7%	3.8%	2,413	6
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.7%	11.5%	9.8%	2,408	5
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	73.1%	14.5%	12.4%	2,388	17
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	78.7%	15.9%	5.4%	2,178	231
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	73.3%	14.9%	11.7%	2,400	13
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	81.1%	10.6%	8.3%	2,384	30
Agree-disagree	2017	48	My supervisor listens to what I have to say.	86.3%	7.0%	6.7%	2,419	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	88.5%	6.4%	5.1%	2,409	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	93.4%	3.6%	3.0%	2,413	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	77.4%	11.8%	10.8%	2,415	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.9%	13.4%	6.7%	2,417	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52.3%	23.8%	23.9%	2,374	39
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	66.7%	18.4%	14.9%	2,285	127
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	78.4%	13.4%	8.1%	2,300	105
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	75.1%	14.1%	10.8%	2,386	19
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.8%	15.7%	9.6%	2,268	138
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	69.0%	16.2%	14.8%	2,343	62
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	73.4%	13.8%	12.8%	2,345	61
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	72.0%	18.0%	10.0%	2,322	83
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	65.2%	18.5%	16.3%	2,386	21
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	78.4%	12.9%	8.7%	2,334	78
Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	63.5%	18.7%	17.9%	2,412	N/A
Satisfied -dissatisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.4%	16.3%	17.3%	2,409	N/A
Satisfied -dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	64.7%	18.6%	16.6%	2,404	N/A
Satisfied -dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	57.1%	24.4%	18.5%	2,407	N/A
Satisfied -dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	35.6%	24.2%	40.2%	2,406	N/A
Satisfied -dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	61.7%	21.3%	17.0%	2,409	N/A
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	74.3%	14.7%	10.9%	2,400	N/A
Satisfied -dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	71.7%	14.1%	14.2%	2,410	N/A
Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	69.6%	16.3%	14.2%	2,411	N/A
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	70.0%	12.8%	17.2%	2,148	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	81.6%	9.1%	9.4%	2,129	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	66.9%	13.5%	19.6%	2,133	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	75.3%	12.6%	12.1%	2,129	N/A
Agree-disagree	2016	5	I like the kind of work I do.	82.2%	10.4%	7.4%	2,127	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	82.9%	9.3%	7.8%	2,132	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	95.8%	2.3%	1.9%	2,135	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	89.1%	8.2%	2.7%	2,140	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	61.2%	14.1%	24.8%	2,145	0
Agree-disagree	2016	10	*My workload is reasonable.	70.9%	12.7%	16.4%	2,134	2
Agree-disagree	2016	11	*My talents are used well in the workplace.	65.9%	13.9%	20.2%	2,101	8
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	89.8%	5.6%	4.6%	2,127	6
Agree-disagree	2016	13	The work I do is important.	88.4%	8.2%	3.4%	2,118	7
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	74.3%	11.9%	13.8%	2,133	8
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	74.1%	12.6%	13.3%	2,127	17
Agree-disagree	2016	16	I am held accountable for achieving results.	84.1%	10.7%	5.2%	2,120	10
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	72.9%	13.6%	13.5%	2,063	76
Agree-disagree	2016	18	My training needs are assessed.	54.9%	20.6%	24.5%	2,113	25
Agree-disagree	2016	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	66.1%	14.1%	19.9%	2,114	36
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	81.0%	9.8%	9.2%	2,148	N/A

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Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	52.9%	20.5%	26.7%	2,066	79
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	43.1%	26.7%	30.1%	1,958	174
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.1%	29.4%	36.6%	1,809	327
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.1%	26.9%	30.0%	1,986	150
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	52.3%	23.5%	24.3%	1,978	155
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	80.9%	9.3%	9.9%	2,123	12
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	56.9%	26.6%	16.6%	2,037	101
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	89.5%	8.2%	2.3%	2,147	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	79.0%	11.6%	9.4%	2,091	40
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	54.0%	21.1%	24.9%	2,061	67
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	63.5%	18.7%	17.8%	2,081	42
Agree-disagree	2016	32	Creativity and innovation are rewarded.	47.1%	27.3%	25.6%	2,037	90
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	23.0%	27.1%	49.9%	1,963	158
Agree-disagree	2016	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	72.3%	18.4%	9.3%	1,994	130
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	89.9%	6.4%	3.8%	2,101	26
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	85.4%	10.0%	4.5%	2,097	28
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.0%	18.1%	19.9%	1,971	155
Agree-disagree	2016	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	75.8%	14.2%	10.0%	1,898	218
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	87.6%	9.0%	3.4%	2,110	16
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	74.1%	14.7%	11.2%	2,130	N/A
Agree-disagree	2016	41	*I believe the results of this survey will be used to make my agency a better place to work.	49.3%	23.3%	27.5%	2,045	89
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	89.2%	5.5%	5.3%	2,119	9
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.2%	12.4%	11.4%	2,108	13
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	71.4%	13.4%	15.2%	2,092	16
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	78.1%	15.0%	6.9%	1,905	213
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.3%	13.7%	14.0%	2,112	9
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	77.7%	12.0%	10.3%	2,093	33
Agree-disagree	2016	48	My supervisor listens to what I have to say.	83.6%	7.8%	8.6%	2,122	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	86.9%	6.0%	7.1%	2,113	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	92.1%	4.0%	3.9%	2,116	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	75.2%	11.9%	12.9%	2,124	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	77.2%	14.4%	8.4%	2,126	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52.4%	22.2%	25.4%	2,086	33
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	67.2%	16.4%	16.4%	2,018	93
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	74.9%	13.4%	11.7%	1,993	110
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	72.2%	14.9%	12.9%	2,084	17
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	72.7%	16.8%	10.5%	1,979	123
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	64.8%	17.6%	17.6%	2,061	52
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	68.1%	17.3%	14.7%	2,058	55
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.4%	17.9%	10.8%	2,048	70
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	64.7%	18.1%	17.2%	2,088	29
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	77.6%	13.2%	9.1%	2,032	85
Satisfied -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	61.9%	18.3%	19.8%	2,107	N/A
Satisfied -dissatisfied	2016	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	64.4%	16.3%	19.4%	2,110	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	60.1%	20.1%	19.8%	2,107	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	55.5%	24.5%	20.0%	2,101	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	36.4%	25.4%	38.3%	2,105	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	57.6%	22.3%	20.1%	2,099	N/A
Satisfied -dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	73.0%	14.4%	12.7%	2,106	N/A
Satisfied -dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	68.4%	14.9%	16.6%	2,107	N/A
Satisfied -dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	68.4%	15.5%	16.1%	2,103	N/A
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	78.2%	11.0%	10.8%	2,674	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	83.8%	8.5%	7.8%	2,653	N/A

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Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	66.5%	16.6%	16.9%	2,638	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	77.2%	11.7%	11.1%	2,662	N/A
Agree-disagree	2015	5	I like the kind of work I do.	83.6%	10.6%	5.8%	2,639	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	83.0%	8.6%	8.4%	2,656	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	96.2%	2.5%	1.3%	2,650	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	91.1%	7.2%	1.8%	2,666	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	69.6%	11.6%	18.8%	2,669	3
Agree-disagree	2015	10	*My workload is reasonable.	72.3%	11.8%	15.9%	2,658	2
Agree-disagree	2015	11	*My talents are used well in the workplace.	67.1%	13.4%	19.6%	2,592	12
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	90.1%	5.9%	4.0%	2,656	4
Agree-disagree	2015	13	The work I do is important.	89.2%	7.3%	3.5%	2,631	6
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	75.5%	10.2%	14.3%	2,660	7
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	75.5%	10.2%	14.4%	2,635	32
Agree-disagree	2015	16	I am held accountable for achieving results.	85.2%	9.5%	5.3%	2,657	11
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	74.8%	12.4%	12.8%	2,557	108
Agree-disagree	2015	18	My training needs are assessed.	65.0%	18.9%	16.0%	2,639	19
Agree-disagree	2015	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	66.5%	14.7%	18.9%	2,622	49
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	82.5%	9.0%	8.5%	2,670	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	61.5%	18.8%	19.7%	2,583	91
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	48.0%	25.4%	26.6%	2,437	216
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.1%	28.8%	37.0%	2,275	387
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.4%	27.1%	29.5%	2,460	205
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	52.7%	22.4%	24.9%	2,448	201
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	81.6%	9.1%	9.3%	2,659	7
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	59.6%	26.0%	14.3%	2,549	117
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	89.0%	9.3%	1.7%	2,670	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	80.1%	11.5%	8.4%	2,601	47
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	57.6%	20.2%	22.2%	2,565	76
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	64.5%	17.7%	17.8%	2,602	42
Agree-disagree	2015	32	Creativity and innovation are rewarded.	48.4%	27.4%	24.2%	2,544	87
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	23.8%	30.5%	45.7%	2,426	204
Agree-disagree	2015	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	74.0%	17.3%	8.7%	2,521	118
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	90.3%	6.0%	3.8%	2,602	36
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	85.5%	10.3%	4.2%	2,616	19
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	61.5%	19.0%	19.5%	2,439	194
Agree-disagree	2015	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	76.1%	14.0%	9.9%	2,384	241
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	88.9%	8.1%	3.0%	2,619	22
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	79.0%	12.4%	8.5%	2,643	N/A
Agree-disagree	2015	41	*I believe the results of this survey will be used to make my agency a better place to work.	56.4%	20.4%	23.2%	2,569	77
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	89.7%	5.4%	5.0%	2,639	7
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	77.8%	11.5%	10.6%	2,630	10
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	73.4%	12.6%	14.0%	2,617	20
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	78.6%	15.8%	5.5%	2,387	251
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.9%	15.0%	12.1%	2,616	10
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	81.8%	10.5%	7.7%	2,605	33
Agree-disagree	2015	48	My supervisor listens to what I have to say.	84.5%	7.3%	8.2%	2,641	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	87.7%	6.5%	5.8%	2,638	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	92.8%	4.3%	2.9%	2,639	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	76.7%	10.7%	12.6%	2,640	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.3%	12.9%	7.7%	2,640	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55.0%	21.6%	23.4%	2,599	30
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	66.5%	17.3%	16.2%	2,531	95
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	74.9%	15.9%	9.2%	2,470	143
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	73.3%	14.3%	12.4%	2,604	20
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.8%	16.2%	9.0%	2,454	159
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	67.0%	18.0%	15.1%	2,545	71
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	70.8%	15.3%	13.9%	2,561	62
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.0%	18.2%	10.8%	2,547	81
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	66.1%	16.9%	17.0%	2,609	17
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	81.8%	11.3%	6.9%	2,556	70

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Satisfied -dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	65.7%	16.7%	17.6%	2,623	N/A
Satisfied -dissatisfied	2015	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	67.3%	16.9%	15.8%	2,618	N/A
Satisfied -dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	62.2%	18.0%	19.8%	2,600	N/A
Satisfied -dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	57.3%	23.4%	19.2%	2,602	N/A
Satisfied -dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	44.6%	25.3%	30.0%	2,605	N/A
Satisfied -dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	71.1%	18.4%	10.6%	2,615	N/A
Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	75.8%	13.2%	11.0%	2,614	N/A
Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	68.2%	15.3%	16.5%	2,617	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	71.0%	16.2%	12.8%	2,619	N/A
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	74.7%	12.1%	13.2%	2,465	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	82.2%	8.7%	9.1%	2,446	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	67.4%	14.5%	18.1%	2,437	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	77.3%	11.9%	10.8%	2,444	N/A
Agree-disagree	2014	5	I like the kind of work I do.	83.1%	10.5%	6.5%	2,442	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	83.0%	9.0%	8.0%	2,444	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	96.3%	2.2%	1.5%	2,455	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	89.4%	8.6%	2.1%	2,455	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	66.7%	11.9%	21.3%	2,460	3
Agree-disagree	2014	10	*My workload is reasonable.	70.6%	12.4%	17.0%	2,439	2
Agree-disagree	2014	11	*My talents are used well in the workplace.	64.8%	14.5%	20.7%	2,396	9
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	89.7%	6.2%	4.1%	2,455	5
Agree-disagree	2014	13	The work I do is important.	89.2%	7.6%	3.2%	2,418	6
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	78.6%	10.4%	11.0%	2,458	4
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	73.4%	12.1%	14.4%	2,429	32
Agree-disagree	2014	16	I am held accountable for achieving results.	85.9%	9.7%	4.5%	2,437	17
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	75.1%	13.3%	11.6%	2,383	79
Agree-disagree	2014	18	My training needs are assessed.	60.7%	20.4%	18.8%	2,438	15
Agree-disagree	2014	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	64.8%	14.7%	20.6%	2,420	45
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	82.0%	10.1%	7.9%	2,465	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	63.1%	18.5%	18.4%	2,394	68
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	49.5%	26.1%	24.3%	2,252	199
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.3%	30.0%	35.7%	2,075	380
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	41.8%	29.7%	28.5%	2,258	200
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	50.1%	24.0%	25.9%	2,249	202
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	82.4%	9.4%	8.2%	2,449	10
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	57.3%	27.1%	15.6%	2,338	122
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	88.7%	9.5%	1.7%	2,466	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	80.7%	10.7%	8.6%	2,415	32
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	57.6%	21.4%	21.1%	2,372	71
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	63.9%	17.6%	18.5%	2,399	38
Agree-disagree	2014	32	Creativity and innovation are rewarded.	47.7%	27.0%	25.2%	2,339	97
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	24.5%	29.0%	46.6%	2,241	192
Agree-disagree	2014	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	75.4%	15.9%	8.7%	2,321	117
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	90.7%	6.1%	3.2%	2,415	25
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	84.1%	10.3%	5.6%	2,405	24
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	60.5%	19.8%	19.7%	2,254	180
Agree-disagree	2014	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	75.5%	14.8%	9.6%	2,219	207
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	88.7%	8.0%	3.3%	2,424	16
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	78.7%	13.3%	7.9%	2,435	N/A
Agree-disagree	2014	41	*I believe the results of this survey will be used to make my agency a better place to work.	57.5%	22.2%	20.3%	2,351	92
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	89.3%	5.2%	5.5%	2,433	8
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.2%	11.2%	10.6%	2,424	10
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	71.6%	13.9%	14.4%	2,407	16
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	79.5%	15.0%	5.5%	2,215	216
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	71.7%	14.4%	13.8%	2,424	7

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Agree-disagree	2014	47	Supervisors in my work unit support employee development.	80.6%	11.2%	8.2%	2,405	30
Agree-disagree	2014	48	My supervisor listens to what I have to say.	84.0%	8.2%	7.7%	2,435	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	87.1%	6.8%	6.1%	2,432	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	92.4%	4.7%	2.9%	2,430	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	76.7%	11.4%	11.9%	2,432	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.1%	12.8%	8.1%	2,434	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55.2%	21.9%	22.9%	2,405	22
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	68.0%	17.3%	14.7%	2,323	103
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	75.8%	14.9%	9.3%	2,305	101
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	72.8%	14.7%	12.6%	2,396	17
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	71.7%	18.2%	10.1%	2,284	130
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	66.6%	16.4%	17.1%	2,350	66
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	71.0%	14.7%	14.3%	2,362	57
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.7%	18.9%	11.3%	2,352	71
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	65.8%	18.1%	16.0%	2,408	13
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	80.5%	12.5%	6.9%	2,362	59
Satisfied -dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	65.5%	16.7%	17.8%	2,416	N/A
Satisfied -dissatisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.4%	18.2%	15.4%	2,410	N/A
Satisfied -dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	61.7%	18.2%	20.1%	2,409	N/A
Satisfied -dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	58.1%	24.4%	17.5%	2,402	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	45.9%	24.3%	29.8%	2,409	N/A
Satisfied -dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	67.7%	19.5%	12.8%	2,410	N/A
Satisfied -dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	74.7%	14.4%	10.9%	2,402	N/A
Satisfied -dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	66.6%	16.1%	17.3%	2,411	N/A
Satisfied -dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	70.6%	16.6%	12.8%	2,407	N/A
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	73.9%	13.9%	12.2%	2,507	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	82.7%	9.8%	7.5%	2,488	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	65.9%	17.2%	16.9%	2,491	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	76.9%	12.5%	10.6%	2,500	N/A
Agree-disagree	2013	5	I like the kind of work I do.	83.2%	11.1%	5.8%	2,481	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	83.3%	8.6%	8.0%	2,485	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	96.2%	2.3%	1.6%	2,497	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	90.1%	7.5%	2.4%	2,499	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	64.5%	13.6%	21.9%	2,497	8
Agree-disagree	2013	10	*My workload is reasonable.	70.3%	13.1%	16.6%	2,494	1
Agree-disagree	2013	11	*My talents are used well in the workplace.	64.7%	15.1%	20.2%	2,449	12
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	90.1%	6.4%	3.5%	2,498	1
Agree-disagree	2013	13	The work I do is important.	89.2%	7.8%	3.0%	2,477	2
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	79.4%	9.7%	10.9%	2,501	4
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	72.6%	13.0%	14.3%	2,481	24
Agree-disagree	2013	16	I am held accountable for achieving results.	85.5%	10.2%	4.3%	2,488	6
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	75.1%	13.4%	11.5%	2,427	70
Agree-disagree	2013	18	My training needs are assessed.	57.2%	22.6%	20.3%	2,474	22
Agree-disagree	2013	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	63.5%	15.5%	21.0%	2,461	47
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	83.1%	9.6%	7.4%	2,503	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	59.0%	20.4%	20.5%	2,430	75
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	49.0%	26.0%	25.0%	2,310	188
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.1%	30.5%	35.4%	2,151	347
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.7%	27.3%	29.0%	2,313	188
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	52.3%	21.6%	26.2%	2,339	160
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	81.6%	10.2%	8.2%	2,492	12
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	58.0%	27.8%	14.2%	2,383	119
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	90.5%	7.6%	1.9%	2,499	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	81.6%	11.4%	7.0%	2,451	30
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	58.2%	21.8%	20.1%	2,416	68

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Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	65.1%	18.2%	16.7%	2,435	38
Agree-disagree	2013	32	Creativity and innovation are rewarded.	49.2%	26.3%	24.5%	2,379	96
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	22.8%	30.5%	46.8%	2,285	182
Agree-disagree	2013	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	74.1%	17.8%	8.1%	2,381	98
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	91.6%	5.7%	2.7%	2,459	20
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	84.7%	10.6%	4.7%	2,452	25
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.0%	18.3%	19.7%	2,320	162
Agree-disagree	2013	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	76.6%	14.5%	8.9%	2,233	236
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	89.1%	7.5%	3.4%	2,452	22
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	80.5%	11.7%	7.8%	2,479	N/A
Agree-disagree	2013	41	*I believe the results of this survey will be used to make my agency a better place to work.	58.3%	22.3%	19.4%	2,345	136
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	88.7%	5.4%	5.8%	2,467	11
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	75.8%	13.1%	11.1%	2,458	13
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	70.1%	15.1%	14.8%	2,452	17
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	76.1%	18.1%	5.8%	2,219	247
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.7%	17.6%	13.7%	2,456	14
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	79.4%	12.3%	8.2%	2,447	27
Agree-disagree	2013	48	My supervisor listens to what I have to say.	83.6%	8.2%	8.2%	2,472	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	86.7%	7.2%	6.1%	2,473	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	91.5%	4.8%	3.7%	2,465	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	75.1%	13.3%	11.5%	2,468	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.4%	13.0%	8.7%	2,468	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	56.6%	23.0%	20.4%	2,437	21
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	70.0%	17.8%	12.2%	2,407	54
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	76.3%	14.8%	8.9%	2,352	101
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	74.1%	15.1%	10.8%	2,429	17
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	73.6%	17.2%	9.1%	2,325	117
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	66.2%	18.4%	15.4%	2,403	47
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	70.0%	16.5%	13.5%	2,417	35
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.3%	19.0%	9.8%	2,372	87
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	66.9%	18.3%	14.8%	2,445	11
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	79.9%	13.0%	7.1%	2,383	72
Satisfied -dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	65.0%	18.4%	16.6%	2,452	N/A
Satisfied -dissatisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	64.3%	19.8%	15.9%	2,450	N/A
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	61.8%	18.4%	19.9%	2,444	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	58.5%	24.1%	17.4%	2,442	N/A
Satisfied -dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	43.4%	26.3%	30.3%	2,446	N/A
Satisfied -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	62.7%	21.3%	16.0%	2,448	N/A
Satisfied -dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	74.4%	14.9%	10.8%	2,447	N/A
Satisfied -dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	62.4%	15.9%	21.7%	2,446	N/A
Satisfied -dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	71.4%	16.5%	12.0%	2,447	N/A
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	79.6%	9.7%	10.7%	2,706	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	83.2%	8.9%	7.9%	2,705	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	68.2%	15.8%	16.0%	2,700	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	77.4%	11.5%	11.1%	2,702	N/A
Agree-disagree	2012	5	I like the kind of work I do.	83.8%	10.9%	5.3%	2,700	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	81.7%	9.4%	8.9%	2,693	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	97.3%	1.6%	1.1%	2,701	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	91.7%	6.3%	2.0%	2,701	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	70.6%	12.3%	17.0%	2,703	1
Agree-disagree	2012	10	*My workload is reasonable.	72.2%	12.6%	15.2%	2,703	0
Agree-disagree	2012	11	*My talents are used well in the workplace.	68.3%	12.7%	19.0%	2,675	7
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	90.1%	5.6%	4.3%	2,696	3
Agree-disagree	2012	13	The work I do is important.	90.1%	7.4%	2.5%	2,695	3

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Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	81.8%	9.8%	8.4%	2,690	7
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	72.7%	12.3%	14.9%	2,675	27
Agree-disagree	2012	16	I am held accountable for achieving results.	87.6%	8.5%	4.0%	2,687	8
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	76.1%	13.0%	10.9%	2,624	76
Agree-disagree	2012	18	My training needs are assessed.	66.2%	18.6%	15.3%	2,678	23
Agree-disagree	2012	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	65.2%	15.4%	19.4%	2,657	48
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	84.3%	8.7%	7.0%	2,705	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	57.9%	20.8%	21.3%	2,624	82
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	51.7%	24.8%	23.5%	2,499	198
Agree-disagree	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36.5%	29.6%	33.8%	2,338	361
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	47.3%	25.7%	27.0%	2,517	183
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	54.6%	20.3%	25.1%	2,547	152
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	82.1%	9.8%	8.1%	2,694	7
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	59.8%	26.3%	13.9%	2,593	109
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	89.9%	8.0%	2.0%	2,698	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83.5%	9.6%	6.9%	2,644	36
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	61.6%	18.6%	19.8%	2,615	62
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	68.6%	15.5%	15.9%	2,638	35
Agree-disagree	2012	32	Creativity and innovation are rewarded.	52.7%	25.0%	22.3%	2,592	84
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	27.5%	31.1%	41.4%	2,475	200
Agree-disagree	2012	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	77.1%	15.9%	7.0%	2,535	142
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	92.0%	5.7%	2.3%	2,642	29
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	84.9%	10.7%	4.3%	2,633	37
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.0%	18.9%	19.1%	2,511	160
Agree-disagree	2012	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	76.4%	14.8%	8.9%	2,439	227
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	89.3%	7.6%	3.0%	2,652	21
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	81.0%	11.7%	7.3%	2,674	N/A
Agree-disagree	2012	41	*I believe the results of this survey will be used to make my agency a better place to work.	64.6%	20.0%	15.4%	2,552	126
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	88.8%	5.9%	5.3%	2,661	14
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.0%	11.5%	10.6%	2,659	11
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	71.3%	14.1%	14.6%	2,639	29
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	75.8%	18.0%	6.2%	2,419	248
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.9%	16.3%	12.8%	2,657	11
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	80.0%	11.4%	8.6%	2,644	23
Agree-disagree	2012	48	My supervisor listens to what I have to say.	83.5%	7.7%	8.8%	2,665	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	86.8%	6.7%	6.4%	2,669	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	88.6%	5.8%	5.6%	2,660	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	75.7%	12.3%	12.1%	2,661	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	77.8%	13.7%	8.5%	2,661	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	59.6%	20.3%	20.1%	2,636	22
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	70.4%	15.6%	14.0%	2,592	63
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	76.6%	13.6%	9.8%	2,565	88
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	74.8%	13.0%	12.2%	2,629	15
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	77.0%	14.3%	8.8%	2,549	103
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	69.0%	15.9%	15.1%	2,602	51
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	71.6%	15.6%	12.8%	2,597	48
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.2%	16.9%	11.9%	2,573	73
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	67.0%	16.7%	16.2%	2,632	11
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	80.4%	12.4%	7.2%	2,569	81
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	66.6%	17.0%	16.5%	2,649	N/A
Satisfied -dissatisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.5%	18.5%	15.1%	2,645	N/A
Satisfied -dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	64.0%	17.0%	19.0%	2,644	N/A
Satisfied -dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	59.8%	20.8%	19.4%	2,636	N/A
Satisfied -dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	46.8%	25.6%	27.6%	2,637	N/A

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Satisfied -dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	71.3%	17.5%	11.1%	2,629	N/A
Satisfied -dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	77.4%	11.4%	11.1%	2,642	N/A
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	68.9%	14.2%	16.8%	2,640	N/A
Satisfied -dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	73.4%	13.8%	12.9%	2,639	N/A
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	84.2%	8.6%	7.1%	2,608	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	86.0%	7.7%	6.4%	2,609	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	72.3%	14.1%	13.6%	2,609	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	79.3%	12.1%	8.6%	2,605	N/A
Agree-disagree	2011	5	I like the kind of work I do.	85.3%	9.8%	4.9%	2,605	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	83.7%	9.5%	6.8%	2,597	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	98.2%	1.3%	0.5%	2,606	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	92.4%	6.4%	1.3%	2,601	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	70.7%	12.2%	17.0%	2,599	4
Agree-disagree	2011	10	*My workload is reasonable.	73.9%	11.6%	14.4%	2,600	4
Agree-disagree	2011	11	*My talents are used well in the workplace.	68.9%	14.5%	16.5%	2,589	13
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	91.0%	5.6%	3.4%	2,602	1
Agree-disagree	2011	13	The work I do is important.	90.6%	7.0%	2.5%	2,598	5
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	83.4%	8.4%	8.1%	2,594	9
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	75.9%	11.7%	12.4%	2,580	23
Agree-disagree	2011	16	I am held accountable for achieving results.	88.6%	7.9%	3.4%	2,587	7
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	78.3%	12.7%	9.0%	2,529	70
Agree-disagree	2011	18	My training needs are assessed.	69.2%	18.4%	12.4%	2,571	21
Agree-disagree	2011	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	70.1%	13.3%	16.6%	2,578	26
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	85.5%	8.4%	6.1%	2,389	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	65.2%	18.2%	16.6%	2,525	83
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	57.9%	23.7%	18.4%	2,433	172
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.7%	30.3%	30.0%	2,260	347
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	54.4%	24.7%	20.9%	2,442	162
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	61.9%	19.1%	19.0%	2,468	138
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	83.2%	9.9%	6.9%	2,598	8
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	66.3%	24.0%	9.7%	2,509	87
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	90.3%	8.3%	1.4%	2,599	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.0%	9.3%	5.6%	2,557	24
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	67.3%	18.0%	14.8%	2,525	61
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	75.2%	14.2%	10.6%	2,559	28
Agree-disagree	2011	32	Creativity and innovation are rewarded.	59.8%	23.5%	16.7%	2,511	71
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	35.0%	31.3%	33.6%	2,406	182
Agree-disagree	2011	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	79.8%	14.3%	6.0%	2,474	107
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	92.7%	5.9%	1.4%	2,562	20
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	85.9%	11.1%	3.1%	2,551	25
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	67.4%	17.6%	15.0%	2,435	139
Agree-disagree	2011	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	80.4%	12.9%	6.7%	2,412	166
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	92.3%	5.5%	2.2%	2,552	13
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	84.4%	9.8%	5.8%	2,567	N/A
Agree-disagree	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	69.4%	18.3%	12.3%	2,464	108
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	88.5%	6.4%	5.0%	2,562	10
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.8%	12.0%	9.2%	2,560	6
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	74.0%	13.5%	12.5%	2,560	12
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	77.9%	17.0%	5.2%	2,345	221
Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	74.1%	14.4%	11.5%	2,553	9
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	83.7%	9.2%	7.1%	2,545	15
Agree-disagree	2011	48	My supervisor listens to what I have to say.	85.0%	8.0%	7.0%	2,565	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	87.7%	7.0%	5.3%	2,563	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	92.4%	4.6%	3.0%	2,559	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	78.4%	11.9%	9.7%	2,556	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	80.6%	11.7%	7.6%	2,561	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	66.3%	19.4%	14.2%	2,539	23
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	77.1%	12.8%	10.1%	2,489	64
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	79.9%	13.2%	6.8%	2,480	79

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Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	79.2%	12.1%	8.6%	2,538	16
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	79.7%	14.2%	6.1%	2,458	98
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	72.0%	15.4%	12.6%	2,501	50
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	76.0%	12.8%	11.1%	2,494	45
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	74.7%	16.3%	9.0%	2,491	56
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	75.0%	13.9%	11.1%	2,540	9
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	83.2%	11.0%	5.8%	2,495	51
Satisfied -dissatisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	71.2%	15.9%	12.8%	2,548	N/A
Satisfied -dissatisfied	2011	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	71.9%	16.1%	12.0%	2,545	N/A
Satisfied -dissatisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	70.4%	15.0%	14.6%	2,545	N/A
Satisfied -dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	67.6%	19.7%	12.7%	2,548	N/A
Satisfied -dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	54.7%	24.2%	21.1%	2,544	N/A
Satisfied -dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?	75.7%	15.8%	8.5%	2,544	N/A
Satisfied -dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?	80.5%	11.4%	8.1%	2,544	N/A
Satisfied -dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?	76.6%	11.8%	11.6%	2,544	N/A
Satisfied -dissatisfied	2011	71	*Considering everything, how satisfied are you with your organization?	78.3%	12.4%	9.2%	2,543	N/A

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

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 4 completed surveys.