

2019

Office of Personnel Management

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Nuclear Regulatory Commission

| | |
|--------------------------------|------------------------|
| FIELD PERIOD | May 16 - June 27, 2019 |
| SAMPLE OR CENSUS | CENSUS |
| NUMBER OF SURVEYS COMPLETED | 2,174 |
| NUMBER OF SURVEYS ADMINISTERED | 2,864 |
| RESPONSE RATE | 75.9% |

52

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

2

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

Engagement Index Score

2019 ENGAGEMENT INDEX

74%

LEADERS LEAD

65%

SUPERVISORS

82%

INTRINSIC
WORK
EXPERIENCE

76%

Highest % Positive Items

Select: Highest % Positive

| | | |
|-----|--|-----|
| Q7 | When needed I am willing to put in the extra effort to get a job done. | 95% |
| Q50 | In the last six months, my supervisor has talked with me about my performance. | 92% |
| Q42 | My supervisor supports my need to balance work and other life issues. | 91% |
| Q12 | I know how my work relates to the agency's goals. | 90% |
| Q35 | Employees are protected from health and safety hazards on the job. | 89% |

Highest % Negative Items

Select: Highest % Negative

| | | |
|-----|--|-----|
| Q33 | Pay raises depend on how well employees perform their jobs. | 48% |
| 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. | 34% |
| Q22 | Promotions in my work unit are based on merit. | 30% |
| Q24 | In my work unit, differences in performance are recognized in a meaningful way. | 29% |

2019

Office of Personnel Management

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Nuclear Regulatory Commission

GENDER

37% Female

HISPANIC, LATINO, OR SPANISH

7% Hispanic, Latino, or Spanish

LOCATION

70% Headquarters

MILITARY SERVICE

23% Served

RETIREMENT

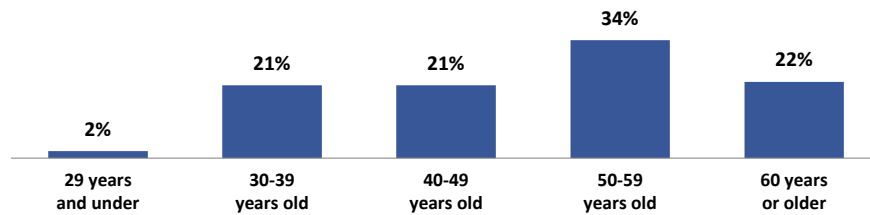
30% within next five years

PLAN TO LEAVE

30% within the next year

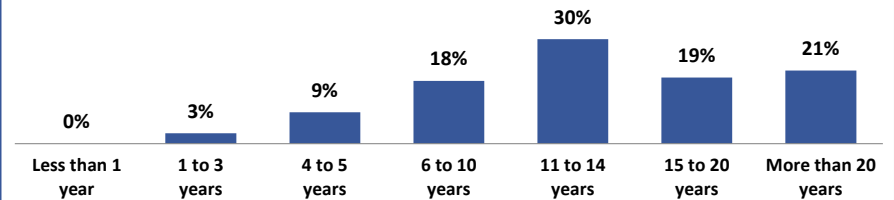
Age Group

Age Group
 Racial Category
 Education



Agency Tenure

Agency Tenure
 Federal Tenure
 Supervisory Status
 Pay Category/Grade



2019

Office of Personnel Management

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Nuclear Regulatory Commission

Select: Largest Increases since 2018 ▼

Largest Increases in Percent Positive since 2018

2

items increased since 2018

| | 2016 | 2017 | 2018 | 2019 | Percentage Point Change |
|---|------|------|------|------|-------------------------|
| Q32 Creativity and innovation are rewarded. | 47% | 50% | 52% | 54% | +2 |
| Q14 Physical conditions allow employees to perform their jobs well. | 74% | 76% | 77% | 78% | +1 |

Select: Largest Decreases since 2018 ▼

Largest Decreases in Percent Positive since 2018

65

items decreased since 2018

| | 2016 | 2017 | 2018 | 2019 | Percentage Point Change |
|---|------|------|------|------|-------------------------|
| Q41 I believe the results of this survey will be used to make my agency a better place to work. | 49% | 52% | 55% | 49% | -6 |
| Q27 The skill level in my work unit has improved in the past year. | 57% | 56% | 58% | 53% | -5 |
| Q53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 52% | 52% | 56% | 51% | -5 |
| Q64 How satisfied are you with the information you receive from management on what's going on in your organization? | 64% | 66% | 69% | 65% | -4 |
| Q25 Awards in my work unit depend on how well employees perform their jobs. | 52% | 55% | 57% | 53% | -4 |

| 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. | 74.1% | 29.0% | 45.1% | 11.2% | 9.5% | 5.2% | 14.7% | 638 | 974 | 240 | 205 | 106 | 2,163 | N/A |
| Agree-disagree | 2 | I have enough information to do my job well. | 81.2% | 30.1% | 51.0% | 8.9% | 6.6% | 3.3% | 9.9% | 664 | 1,105 | 188 | 141 | 69 | 2,167 | N/A |
| Agree-disagree | 3 | I feel encouraged to come up with new and better ways of doing things. | 68.2% | 30.7% | 37.5% | 14.6% | 10.8% | 6.3% | 17.1% | 679 | 810 | 312 | 230 | 132 | 2,163 | N/A |
| Agree-disagree | 4 | My work gives me a feeling of personal accomplishment. | 75.8% | 33.4% | 42.4% | 12.7% | 6.6% | 4.9% | 11.5% | 735 | 919 | 270 | 142 | 104 | 2,170 | N/A |
| Agree-disagree | 5 | I like the kind of work I do. | 81.8% | 39.7% | 42.1% | 10.6% | 4.8% | 2.8% | 7.6% | 867 | 908 | 226 | 103 | 59 | 2,163 | N/A |
| Agree-disagree | 6 | I know what is expected of me on the job. | 81.2% | 35.4% | 45.8% | 8.4% | 6.4% | 4.0% | 10.4% | 771 | 989 | 181 | 135 | 83 | 2,159 | N/A |
| Agree-disagree | 7 | When needed I am willing to put in the extra effort to get a job done. | 95.5% | 66.9% | 28.6% | 2.5% | 1.0% | 1.0% | 2.0% | 1,455 | 618 | 52 | 22 | 22 | 2,169 | N/A |
| Agree-disagree | 8 | I am constantly looking for ways to do my job better. | 89.0% | 47.1% | 41.9% | 8.2% | 1.7% | 1.1% | 2.7% | 1,029 | 901 | 176 | 36 | 23 | 2,165 | N/A |
| Agree-disagree | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | 65.7% | 20.3% | 45.5% | 12.1% | 14.7% | 7.5% | 22.2% | 446 | 978 | 259 | 314 | 160 | 2,157 | 8 |
| Agree-disagree | 10 | *My workload is reasonable. | 68.7% | 19.7% | 49.0% | 12.5% | 13.0% | 5.9% | 18.9% | 432 | 1,059 | 268 | 279 | 126 | 2,164 | 6 |
| Agree-disagree | 11 | *My talents are used well in the workplace. | 63.7% | 21.3% | 42.3% | 14.9% | 12.7% | 8.7% | 21.4% | 466 | 911 | 317 | 266 | 184 | 2,144 | 14 |
| Agree-disagree | 12 | *I know how my work relates to the agency's goals. | 89.5% | 43.4% | 46.1% | 5.9% | 2.4% | 2.2% | 4.6% | 954 | 989 | 125 | 52 | 46 | 2,166 | 2 |
| Agree-disagree | 13 | The work I do is important. | 88.8% | 48.2% | 40.6% | 6.9% | 2.6% | 1.7% | 4.3% | 1,049 | 872 | 147 | 55 | 36 | 2,159 | 6 |
| Agree-disagree | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | 77.7% | 34.9% | 42.8% | 10.6% | 7.6% | 4.1% | 11.7% | 767 | 918 | 223 | 161 | 85 | 2,154 | 15 |
| Agree-disagree | 15 | My performance appraisal is a fair reflection of my performance. | 73.7% | 28.2% | 45.5% | 12.3% | 7.6% | 6.3% | 14.0% | 611 | 970 | 269 | 161 | 132 | 2,143 | 23 |
| Agree-disagree | 16 | I am held accountable for achieving results. | 85.8% | 32.6% | 53.2% | 9.6% | 2.7% | 1.9% | 4.6% | 708 | 1,146 | 204 | 58 | 41 | 2,157 | 8 |
| Agree-disagree | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 75.5% | 38.8% | 36.7% | 12.4% | 5.3% | 6.8% | 12.1% | 825 | 760 | 254 | 108 | 137 | 2,084 | 86 |
| Agree-disagree | 18 | My training needs are assessed. | 60.1% | 20.9% | 39.1% | 19.5% | 12.9% | 7.6% | 20.4% | 457 | 843 | 415 | 275 | 158 | 2,148 | 21 |
| 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). | 65.8% | 26.5% | 39.3% | 14.0% | 11.2% | 8.9% | 20.2% | 570 | 836 | 301 | 239 | 187 | 2,133 | 36 |
| Agree-disagree | 20 | *The people I work with cooperate to get the job done. | 83.3% | 40.0% | 43.4% | 8.4% | 5.8% | 2.5% | 8.3% | 876 | 937 | 179 | 126 | 51 | 2,169 | N/A |
| Agree-disagree | 21 | My work unit is able to recruit people with the right skills. | 47.0% | 12.7% | 34.3% | 24.4% | 17.8% | 10.8% | 28.6% | 267 | 716 | 498 | 365 | 216 | 2,062 | 100 |
| Agree-disagree | 22 | Promotions in my work unit are based on merit. | 40.7% | 12.8% | 27.9% | 29.0% | 14.5% | 15.8% | 30.3% | 259 | 553 | 568 | 278 | 298 | 1,956 | 204 |
| Agree-disagree | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 34.5% | 9.0% | 25.5% | 31.1% | 17.6% | 16.9% | 34.5% | 169 | 482 | 557 | 317 | 296 | 1,821 | 340 |
| Agree-disagree | 24 | *In my work unit, differences in performance are recognized in a meaningful way. | 43.5% | 11.2% | 32.4% | 27.3% | 16.8% | 12.4% | 29.2% | 229 | 657 | 540 | 330 | 237 | 1,993 | 166 |
| Agree-disagree | 25 | Awards in my work unit depend on how well employees perform their jobs. | 52.7% | 14.3% | 38.5% | 24.0% | 11.7% | 11.6% | 23.2% | 293 | 783 | 479 | 228 | 222 | 2,005 | 156 |
| Agree-disagree | 26 | Employees in my work unit share job knowledge with each other. | 82.6% | 34.4% | 48.2% | 9.1% | 5.0% | 3.4% | 8.4% | 752 | 1,032 | 192 | 106 | 69 | 2,151 | 10 |
| Agree-disagree | 27 | The skill level in my work unit has improved in the past year. | 52.8% | 18.5% | 34.3% | 28.9% | 11.6% | 6.6% | 18.2% | 389 | 719 | 585 | 237 | 133 | 2,063 | 100 |
| Good-poor | 28 | How would you rate the overall quality of work done by your work unit? | 89.1% | 53.1% | 35.9% | 7.9% | 1.8% | 1.2% | 3.1% | 1,151 | 779 | 164 | 39 | 26 | 2,159 | N/A |
| Agree-disagree | 29 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 85.1% | 40.2% | 44.9% | 8.2% | 4.6% | 2.0% | 6.6% | 867 | 968 | 174 | 97 | 43 | 2,149 | 14 |
| Agree-disagree | 30 | Employees have a feeling of personal empowerment with respect to work processes. | 51.8% | 13.3% | 38.5% | 22.4% | 16.8% | 8.9% | 25.8% | 286 | 812 | 466 | 349 | 177 | 2,090 | 57 |
| Agree-disagree | 31 | Employees are recognized for providing high quality products and services. | 65.8% | 19.1% | 46.7% | 16.1% | 11.2% | 6.9% | 18.1% | 409 | 986 | 331 | 233 | 138 | 2,097 | 50 |
| Agree-disagree | 32 | Creativity and innovation are rewarded. | 54.2% | 15.9% | 38.3% | 25.1% | 11.9% | 8.8% | 20.7% | 336 | 800 | 514 | 245 | 174 | 2,069 | 69 |
| Agree-disagree | 33 | Pay raises depend on how well employees perform their jobs. | 21.6% | 5.5% | 16.1% | 30.6% | 23.3% | 24.5% | 47.8% | 110 | 318 | 607 | 456 | 474 | 1,965 | 178 |

| | | | | | | | | | | | | | | | | |
|------------------------|----|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-----|-----|-------|-----|
| Agree-disagree | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | | | | | | | | | | | | | | |
| | | | 69.2% | 25.4% | 43.8% | 18.9% | 6.0% | 5.9% | 11.9% | 519 | 880 | 374 | 114 | 111 | 1,998 | 147 |
| Agree-disagree | 35 | Employees are protected from health and safety hazards on the job. | 89.3% | 40.9% | 48.4% | 6.8% | 2.5% | 1.4% | 3.9% | 881 | 1,019 | 142 | 51 | 28 | 2,121 | 31 |
| Agree-disagree | 36 | My organization has prepared employees for potential security threats. | 86.4% | 32.3% | 54.1% | 8.0% | 3.9% | 1.7% | 5.6% | 695 | 1,152 | 170 | 82 | 36 | 2,135 | 14 |
| Agree-disagree | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | 61.7% | 24.4% | 37.3% | 18.7% | 9.2% | 10.4% | 19.6% | 498 | 746 | 367 | 179 | 200 | 1,990 | 159 |
| 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. | 74.6% | 33.9% | 40.8% | 14.4% | 4.7% | 6.3% | 11.0% | 666 | 786 | 271 | 85 | 116 | 1,924 | 221 |
| Agree-disagree | 39 | My agency is successful at accomplishing its mission. | 86.9% | 36.5% | 50.5% | 8.4% | 3.2% | 1.6% | 4.7% | 789 | 1,072 | 175 | 66 | 32 | 2,134 | 18 |
| Agree-disagree | 40 | *I recommend my organization as a good place to work. | 73.1% | 31.2% | 41.9% | 15.5% | 7.5% | 3.9% | 11.4% | 682 | 903 | 324 | 157 | 80 | 2,146 | N/A |
| Agree-disagree | 41 | *I believe the results of this survey will be used to make my agency a better place to work. | 49.3% | 17.9% | 31.4% | 22.2% | 14.7% | 13.8% | 28.5% | 375 | 655 | 457 | 303 | 276 | 2,066 | 84 |
| Agree-disagree | 42 | My supervisor supports my need to balance work and other life issues. | 90.8% | 59.5% | 31.3% | 4.7% | 2.3% | 2.1% | 4.4% | 1,280 | 670 | 98 | 50 | 44 | 2,142 | 6 |
| Agree-disagree | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills. | 79.0% | 43.4% | 35.6% | 11.6% | 5.1% | 4.3% | 9.4% | 935 | 760 | 244 | 106 | 88 | 2,133 | 10 |
| Agree-disagree | 44 | Discussions with my supervisor about my performance are worthwhile. | 73.2% | 36.0% | 37.2% | 12.3% | 8.2% | 6.4% | 14.5% | 765 | 794 | 257 | 174 | 133 | 2,123 | 20 |
| Agree-disagree | 45 | My supervisor is committed to a workforce representative of all segments of society. | 78.8% | 42.1% | 36.7% | 15.6% | 2.7% | 3.0% | 5.7% | 817 | 709 | 294 | 50 | 55 | 1,925 | 213 |
| Agree-disagree | 46 | My supervisor provides me with constructive suggestions to improve my job performance. | 72.7% | 33.5% | 39.2% | 14.7% | 7.4% | 5.3% | 12.6% | 717 | 840 | 312 | 156 | 110 | 2,135 | 8 |
| Agree-disagree | 47 | Supervisors in my work unit support employee development. | 81.4% | 40.3% | 41.1% | 10.0% | 4.3% | 4.3% | 8.6% | 860 | 870 | 207 | 91 | 86 | 2,114 | 28 |
| Agree-disagree | 48 | My supervisor listens to what I have to say. | 84.6% | 48.4% | 36.1% | 7.6% | 4.3% | 3.5% | 7.8% | 1,039 | 777 | 157 | 93 | 73 | 2,139 | N/A |
| Agree-disagree | 49 | My supervisor treats me with respect. | 88.0% | 55.9% | 32.1% | 6.3% | 2.7% | 3.0% | 5.7% | 1,200 | 687 | 130 | 58 | 63 | 2,138 | N/A |
| Agree-disagree | 50 | In the last six months, my supervisor has talked with me about my performance. | 91.8% | 50.5% | 41.3% | 4.2% | 2.5% | 1.5% | 4.0% | 1,082 | 882 | 90 | 53 | 32 | 2,139 | N/A |
| Agree-disagree | 51 | I have trust and confidence in my supervisor. | 76.8% | 45.5% | 31.2% | 12.2% | 5.8% | 5.2% | 11.1% | 981 | 671 | 254 | 124 | 109 | 2,139 | N/A |
| Good-poor | 52 | Overall, how good a job do you feel is being done by your immediate supervisor? | 79.9% | 50.7% | 29.2% | 12.7% | 4.2% | 3.2% | 7.4% | 1,085 | 632 | 267 | 88 | 68 | 2,140 | N/A |
| Agree-disagree | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 51.3% | 15.4% | 36.0% | 23.7% | 13.7% | 11.3% | 25.0% | 330 | 764 | 495 | 284 | 229 | 2,102 | 33 |
| Agree-disagree | 54 | My organization's senior leaders maintain high standards of honesty and integrity. | 64.9% | 23.3% | 41.6% | 18.8% | 6.9% | 9.4% | 16.3% | 480 | 845 | 371 | 136 | 183 | 2,015 | 120 |
| Agree-disagree | 55 | Supervisors work well with employees of different backgrounds. | 75.7% | 28.2% | 47.5% | 14.5% | 4.8% | 5.1% | 9.9% | 582 | 966 | 288 | 91 | 96 | 2,023 | 100 |
| Agree-disagree | 56 | *Managers communicate the goals of the organization. | 74.8% | 23.7% | 51.1% | 13.3% | 6.0% | 5.9% | 11.9% | 509 | 1,082 | 281 | 123 | 121 | 2,116 | 18 |
| Agree-disagree | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives. | 74.7% | 23.7% | 51.0% | 14.5% | 5.0% | 5.7% | 10.8% | 483 | 1,019 | 290 | 99 | 111 | 2,002 | 132 |
| Agree-disagree | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 69.1% | 22.7% | 46.4% | 15.1% | 9.3% | 6.5% | 15.8% | 481 | 966 | 312 | 190 | 130 | 2,079 | 58 |
| Agree-disagree | 59 | Managers support collaboration across work units to accomplish work objectives. | 74.2% | 25.1% | 49.1% | 13.1% | 7.2% | 5.5% | 12.7% | 531 | 1,024 | 269 | 150 | 108 | 2,082 | 45 |
| Good-poor | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 69.4% | 31.4% | 38.0% | 18.5% | 6.2% | 5.9% | 12.1% | 648 | 797 | 378 | 126 | 116 | 2,065 | 70 |
| Agree-disagree | 61 | I have a high level of respect for my organization's senior leaders. | 62.7% | 23.9% | 38.7% | 19.6% | 9.2% | 8.5% | 17.7% | 513 | 825 | 413 | 192 | 174 | 2,117 | 20 |
| Agree-disagree | 62 | Senior leaders demonstrate support for Work-Life programs. | 79.5% | 35.5% | 44.0% | 12.6% | 4.3% | 3.5% | 7.9% | 743 | 906 | 254 | 87 | 69 | 2,059 | 71 |
| Satisfied-dissatisfied | 63 | *How satisfied are you with your involvement in decisions that affect your work? | 61.4% | 19.9% | 41.6% | 18.5% | 13.4% | 6.7% | 20.1% | 434 | 884 | 387 | 280 | 138 | 2,123 | N/A |

| | | | | | | | | | | | | | | | | |
|------------------------|----|--|-------|-------|-------|-------|-------|-------|-------|-----|-------|-----|-----|-----|-------|-----|
| Satisfied-dissatisfied | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 64.7% | 21.9% | 42.8% | 16.6% | 12.9% | 5.7% | 18.7% | 476 | 912 | 349 | 272 | 119 | 2,128 | N/A |
| Satisfied-dissatisfied | 65 | *How satisfied are you with the recognition you receive for doing a good job? | 63.0% | 21.9% | 41.1% | 18.3% | 12.0% | 6.8% | 18.7% | 473 | 878 | 382 | 250 | 140 | 2,123 | N/A |
| Satisfied-dissatisfied | 66 | How satisfied are you with the policies and practices of your senior leaders? | 56.0% | 16.5% | 39.5% | 25.0% | 12.1% | 6.9% | 19.0% | 356 | 843 | 523 | 254 | 141 | 2,117 | N/A |
| Satisfied-dissatisfied | 67 | How satisfied are you with your opportunity to get a better job in your organization? | 37.0% | 13.6% | 23.4% | 26.1% | 19.0% | 17.9% | 36.9% | 296 | 505 | 549 | 399 | 369 | 2,118 | N/A |
| Satisfied-dissatisfied | 68 | How satisfied are you with the training you receive for your present job? | 65.1% | 21.7% | 43.4% | 18.7% | 10.2% | 6.0% | 16.2% | 470 | 923 | 396 | 212 | 121 | 2,122 | N/A |
| Satisfied-dissatisfied | 69 | *Considering everything, how satisfied are you with your job? | 73.6% | 26.2% | 47.4% | 14.1% | 8.1% | 4.2% | 12.3% | 567 | 1,006 | 292 | 169 | 85 | 2,119 | N/A |
| Satisfied-dissatisfied | 70 | Considering everything, how satisfied are you with your pay? | 72.2% | 26.0% | 46.3% | 14.1% | 7.9% | 5.7% | 13.7% | 558 | 980 | 297 | 167 | 117 | 2,119 | N/A |
| Satisfied-dissatisfied | 71 | *Considering everything, how satisfied are you with your organization? | 68.8% | 22.9% | 45.9% | 16.9% | 9.1% | 5.3% | 14.4% | 496 | 973 | 352 | 188 | 106 | 2,115 | 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. Currently, in my work unit poor performers usually: | N | % |
|---|----------|----------|
| Remain in the work unit and improve their performance over time | 267 | 15.9% |
| Remain in the work unit and continue to underperform | 866 | 53.5% |
| Leave the work unit - removed or transferred | 83 | 4.9% |
| Leave the work unit - quit | 19 | 1.1% |
| There are no poor performers in my work unit | 406 | 24.6% |
| Item Response Total | 1,641 | 100.0% |
| Do not know | 482 | -- |
| Total | 2,123 | 100.0% |

Percentages are weighted to represent the Agency's population.

| 73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status? | N | % |
|--|-------|--------|
| The shutdown had no impact on my working/pay status | 2,025 | 95.5% |
| I did not work and did not receive pay until after the lapse ended | 16 | 0.7% |
| I worked some of the shutdown but did not receive pay until after the lapse ended | 6 | 0.3% |
| I worked for the entirety of the shutdown but did not receive pay until after the lapse ended | 12 | 0.6% |
| Other, not listed above | 60 | 2.9% |
| Total | 2,119 | 100.0% |

| 74. How was your everyday work impacted during (if you worked) or after the partial government shutdown? | N | % |
|--|-------|--------|
| It had no impact | 1,421 | 67.3% |
| A slightly negative impact | 420 | 19.6% |
| A moderately negative impact | 208 | 9.8% |
| A very negative impact | 46 | 2.2% |
| An extremely negative impact | 24 | 1.2% |
| Total | 2,119 | 100.0% |

If the response to item 74 was "It had no impact", item 75 was skipped.

| 75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply) | N | % |
|--|-----|-------|
| Unmanageable workload | 25 | 3.8% |
| Missed deadlines | 155 | 22.7% |
| Unrecoverable loss of work | 21 | 3.1% |
| Reduced customer service | 199 | 29.4% |
| Delayed work | 413 | 61.5% |
| Reduced work quality | 62 | 9.2% |
| Cutback of critical work | 55 | 8.2% |
| Time lost in restarting work | 110 | 16.3% |
| Unmet statutory requirements | 40 | 6.2% |
| Other | 239 | 35.7% |
| Total (percents will add to more than 100% because respondents could choose more than one response option) | 676 | -- |

| 76. Are you looking for another job because of the partial government shutdown? | N | % |
|---|-------|--------|
| I am looking for another job <u>specifically</u> because of the shutdown | 19 | 0.9% |
| I am looking for another job, but the shutdown is <u>only one</u> of the reasons | 123 | 6.0% |
| I am looking for another job, but the shutdown had <u>no influence</u> on that decision | 384 | 18.6% |
| I am <u>not</u> looking for another job currently | 1,577 | 74.5% |
| Total | 2,103 | 100.0% |

| 77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown. | N | % |
|---|-------|--------|
| Strongly Agree | 569 | 43.4% |
| Agree | 556 | 42.3% |
| Neither Agree nor Disagree | 148 | 11.5% |
| Disagree | 24 | 1.8% |
| Strongly Disagree | 13 | 1.0% |
| Item Response Total | 1,310 | 100.0% |
| No support required | 807 | -- |
| Total | 2,117 | 100.0% |

Percentages are weighted to represent the Agency's population.

| 78. Please select the response below that BEST describes your current teleworking schedule. | 2019 | | 2018 | |
|--|-------|--------|-------|--------|
| | N | % | N | % |
| I telework very infrequently, on an unscheduled or short-term basis | 508 | 23.5% | 585 | 25.3% |
| I telework, but only about 1 or 2 days per month | 187 | 8.7% | 212 | 9.2% |
| I telework 1 or 2 days per week | 772 | 37.4% | 777 | 34.9% |
| I telework 3 or 4 days per week | 90 | 4.4% | 84 | 3.7% |
| I telework every work day | 77 | 3.7% | 74 | 3.1% |
| I do not telework because I have to be physically present on the job | 102 | 4.8% | 120 | 5.3% |
| I do not telework because of technical issues that prevent me from teleworking | 12 | 0.6% | 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 | 39 | 1.9% | 40 | 1.9% |
| I do not telework because I choose not to telework | 324 | 15.1% | 361 | 15.7% |
| Total | 2,111 | 100.0% | 2,275 | 100.0% |

| 79. How satisfied are you with the Telework program in your agency? | 2019 | | | 2018 | | |
|---|-------|----------------|------------------------|-------|----------------|------------------------|
| | N | Satisfaction % | All Response Options % | N | Satisfaction % | All Response Options % |
| Very Satisfied | 808 | 43.2% | 38.1% | 884 | 45.9% | 39.4% |
| Satisfied | 697 | 37.4% | 32.9% | 734 | 38.0% | 32.6% |
| Neither Satisfied nor Dissatisfied | 235 | 12.8% | 11.2% | 210 | 11.0% | 9.5% |
| Dissatisfied | 90 | 4.8% | 4.3% | 71 | 3.7% | 3.2% |
| Very Dissatisfied | 34 | 1.8% | 1.6% | 26 | 1.4% | 1.2% |
| Item Response Total | 1,864 | 100.0% | 88.1% | 1,925 | 100.0% | 85.9% |
| I choose not to participate in this program | 185 | -- | 8.6% | 221 | -- | 9.8% |
| This program is not available to me | 64 | -- | 3.1% | 88 | -- | 4.0% |
| I am unaware of this program | 4 | -- | 0.2% | 9 | -- | 0.4% |
| Total | 2,117 | 100.0% | 100.0% | 2,243 | 100.0% | 100.0% |

| 80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply): | 2019 | |
|---|-------|-------|
| | N | % |
| Alternative Work Schedules | 1,640 | 77.5% |
| Health and Wellness Programs | 1,038 | 49.1% |
| Employee Assistance Program – EAP | 229 | 10.9% |
| Child Care Programs | 87 | 4.2% |
| Elder Care Programs | 21 | 1.1% |
| None listed above | 285 | 13.5% |
| Total (percentages will add to more than 100% because respondents could choose more than one response option) | 2,115 | -- |

Note: This item was not in the 2018 OPM FEVS.

| 81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules | 2019 | | | 2018 | | |
|--|-------|----------------|------------------------|-------|----------------|------------------------|
| | N | Satisfaction % | All Response Options % | N | Satisfaction % | All Response Options % |
| Very Satisfied | 1,178 | 59.5% | 55.3% | 1,207 | 59.3% | 53.3% |
| Satisfied | 669 | 34.1% | 31.7% | 713 | 35.1% | 31.5% |
| Neither Satisfied nor Dissatisfied | 90 | 4.8% | 4.4% | 94 | 4.6% | 4.1% |
| Dissatisfied | 18 | 1.0% | 0.9% | 9 | 0.4% | 0.4% |
| Very Dissatisfied | 13 | 0.7% | 0.6% | 11 | 0.6% | 0.5% |
| Item Response Total | 1,968 | 100.0% | 93.1% | 2,034 | 100.0% | 89.8% |
| I choose not to participate in these programs | 119 | -- | 5.7% | 177 | -- | 7.9% |
| These programs are not available to me | 28 | -- | 1.2% | 48 | -- | 2.1% |
| I am unaware of these programs | 1 | -- | 0.1% | 4 | -- | 0.2% |
| Total | 2,116 | 100.0% | 100.0% | 2,263 | 100.0% | 100.0% |

| 82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs | 2019 | | | 2018 | | |
|--|-------|----------------|------------------------|-------|----------------|------------------------|
| | N | Satisfaction % | All Response Options % | N | Satisfaction % | All Response Options % |
| Very Satisfied | 836 | 48.4% | 39.8% | 993 | 48.9% | 43.6% |
| Satisfied | 682 | 39.2% | 32.3% | 808 | 39.8% | 35.5% |
| Neither Satisfied nor Dissatisfied | 173 | 10.2% | 8.4% | 180 | 8.7% | 7.8% |
| Dissatisfied | 18 | 1.1% | 0.9% | 30 | 1.5% | 1.3% |
| Very Dissatisfied | 20 | 1.2% | 1.0% | 22 | 1.1% | 1.0% |
| Item Response Total | 1,729 | 100.0% | 82.2% | 2,033 | 100.0% | 89.1% |
| I choose not to participate in these programs | 295 | -- | 14.2% | 185 | -- | 8.3% |
| These programs are not available to me | 64 | -- | 3.0% | 53 | -- | 2.4% |
| I am unaware of these programs | 13 | -- | 0.6% | 6 | -- | 0.3% |
| Total | 2,101 | 100.0% | 100.0% | 2,277 | 100.0% | 100.0% |

| 83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP | 2019 | | | 2018 | | |
|---|-------|----------------|------------------------|-------|----------------|------------------------|
| | N | Satisfaction % | All Response Options % | N | Satisfaction % | All Response Options % |
| Very Satisfied | 297 | 29.6% | 14.1% | 512 | 35.6% | 22.6% |
| Satisfied | 338 | 33.6% | 16.1% | 504 | 35.3% | 22.4% |
| Neither Satisfied nor Dissatisfied | 323 | 32.5% | 15.5% | 384 | 26.4% | 16.8% |
| Dissatisfied | 19 | 2.0% | 1.0% | 21 | 1.4% | 0.9% |
| Very Dissatisfied | 22 | 2.3% | 1.1% | 18 | 1.3% | 0.8% |
| Item Response Total | 999 | 100.0% | 47.8% | 1,439 | 100.0% | 63.5% |
| I choose not to participate in these programs | 1,036 | -- | 49.6% | 760 | -- | 33.2% |
| These programs are not available to me | 13 | -- | 0.6% | 16 | -- | 0.7% |
| I am unaware of these programs | 38 | -- | 1.9% | 59 | -- | 2.6% |
| Total | 2,086 | 100.0% | 100.0% | 2,274 | 100.0% | 100.0% |

| 84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs | 2019 | | | 2018 | | |
|---|-------|----------------|------------------------|-------|----------------|------------------------|
| | N | Satisfaction % | All Response Options % | N | Satisfaction % | All Response Options % |
| Very Satisfied | 139 | 23.2% | 6.6% | 212 | 25.5% | 9.4% |
| Satisfied | 121 | 20.3% | 5.8% | 201 | 24.4% | 9.0% |
| Neither Satisfied nor Dissatisfied | 309 | 53.3% | 15.1% | 375 | 45.3% | 16.6% |
| Dissatisfied | 8 | 1.3% | 0.4% | 24 | 2.9% | 1.1% |
| Very Dissatisfied | 11 | 2.0% | 0.6% | 16 | 2.0% | 0.7% |
| Item Response Total | 588 | 100.0% | 28.4% | 828 | 100.0% | 36.8% |
| I choose not to participate in these programs | 1,263 | -- | 60.5% | 1,162 | -- | 51.1% |
| These programs are not available to me | 168 | -- | 8.0% | 175 | -- | 7.6% |
| I am unaware of these programs | 64 | -- | 3.1% | 104 | -- | 4.6% |
| Total | 2,083 | 100.0% | 100.0% | 2,269 | 100.0% | 100.0% |

| 85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs | 2019 | | | 2018 | | |
|---|-------|----------------|------------------------|-------|----------------|------------------------|
| | N | Satisfaction % | All Response Options % | N | Satisfaction % | All Response Options % |
| Very Satisfied | 78 | 15.9% | 3.7% | 125 | 18.1% | 5.4% |
| Satisfied | 74 | 15.2% | 3.5% | 132 | 20.2% | 6.0% |
| Neither Satisfied nor Dissatisfied | 319 | 66.8% | 15.6% | 403 | 59.5% | 17.8% |
| Dissatisfied | 2 | 0.4% | 0.1% | 7 | 1.0% | 0.3% |
| Very Dissatisfied | 8 | 1.7% | 0.4% | 8 | 1.2% | 0.4% |
| Item Response Total | 481 | 100.0% | 23.3% | 675 | 100.0% | 29.9% |
| I choose not to participate in these programs | 1,304 | -- | 62.6% | 1,188 | -- | 52.3% |
| These programs are not available to me | 114 | -- | 5.5% | 123 | -- | 5.3% |
| I am unaware of these programs | 174 | -- | 8.6% | 285 | -- | 12.5% |
| Total | 2,073 | 100.0% | 100.0% | 2,271 | 100.0% | 100.0% |

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.

My Employment Demographics

| Where do you work? | % |
|---------------------------|----------|
| Headquarters | 69.5% |
| Field | 30.5% |
| Total | 100.0% |

| What is your supervisory status? | % |
|---|----------|
| Senior Leader | 2.7% |
| Manager | 4.0% |
| Supervisor | 10.6% |
| Team Leader | 6.8% |
| Non-Supervisor | 76.0% |
| Total | 100.0% |

| What is your pay category/grade? | % |
|--|----------|
| Federal Wage System | 0.1% |
| GS 1-6 | 1.5% |
| GS 7-12 | 7.3% |
| GS 13-15 | 82.6% |
| Senior Executive Service | 5.4% |
| Senior Level (SL) or Scientific or Professional (ST) | 1.5% |
| Other | 1.4% |
| Total | 100.0% |

| What is your US military service status? | % |
|---|----------|
| No Prior Military Service | 76.7% |
| Currently in National Guard or Reserves | 1.1% |
| Retired | 6.1% |
| Separated or Discharged | 16.1% |
| Total | 100.0% |

| How long have you been with the Federal Government (excluding military service)? | % |
|---|----------|
| Less than 1 year | 0.1% |
| 1 to 3 years | 1.5% |
| 4 to 5 years | 6.5% |
| 6 to 10 years | 14.5% |
| 11 to 14 years | 26.4% |
| 15 to 20 years | 21.2% |
| More than 20 years | 29.9% |
| Total | 100.0% |

| How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)? | % |
|---|----------|
| Less than 1 year | 0.4% |
| 1 to 3 years | 2.6% |
| 4 to 5 years | 8.6% |
| 6 to 10 years | 17.8% |
| 11 to 14 years | 30.4% |
| 15 to 20 years | 19.0% |
| More than 20 years | 21.1% |
| Total | 100.0% |

| Are you considering leaving your organization within the next year, and if so, why? | % |
|--|----------|
| No | 69.9% |
| Yes, to retire | 8.0% |

| | |
|---|--------|
| Yes, to take another job within the Federal Government | 12.7% |
| Yes, to take another job outside the Federal Government | 5.1% |
| Yes, other | 4.3% |
| Total | 100.0% |

| | |
|--|----------|
| <i>I am planning to retire:</i> | % |
| Within one year | 5.6% |
| Between one and three years | 13.0% |
| Between three and five years | 11.1% |
| Five or more years | 70.3% |
| Total | 100.0% |

My Personal Demographics

| | |
|---|----------|
| <i>Are you of Hispanic, Latino, or Spanish origin?</i> | % |
| Yes | 6.8% |
| No | 93.2% |
| Total | 100.0% |

| | |
|---|----------|
| <i>Please select the racial category or categories with which you most closely identify.</i> | % |
| White | 72.6% |
| Black or African American | 13.0% |
| All other races | 14.4% |
| Total | 100.0% |

| | |
|---------------------------------------|----------|
| <i>What is your age group?</i> | % |
| 29 years and under | 1.9% |
| 30-39 years old | 21.1% |
| 40-49 years old | 20.8% |
| 50-59 years old | 34.2% |
| 60 years or older | 22.0% |
| Total | 100.0% |

| | |
|--|----------|
| <i>What is the highest degree or level of education you have completed?</i> | % |
| Less than High School/ High School Diploma/ GED | 1.6% |
| Certification/ Some College/ Associate's Degree | 8.2% |
| Bachelor's Degree | 38.2% |
| Advanced Degrees (Post Bachelor's Degree) | 52.0% |
| Total | 100.0% |

| | |
|--|----------|
| <i>Are you an individual with a disability?</i> | % |
| Yes | 7.8% |
| No | 92.2% |
| Total | 100.0% |

| | |
|------------------------|----------|
| <i>Are you:</i> | % |
| Male | 63.0% |
| Female | 37.0% |
| Total | 100.0% |

| | |
|------------------------------------|----------|
| <i>Are you transgender?</i> | % |
| Yes | 0.3% |
| No | 99.7% |
| Total | 100.0% |

| | |
|--|----------|
| <i>Which one of the following do you consider yourself to be?</i> | % |
|--|----------|

Trend Core Survey

| | |
|--------------------------------------|--------|
| Straight, that is not gay or lesbian | 95.1% |
| Gay or Lesbian | 1.6% |
| Bisexual | 1.0% |
| Something else | 2.3% |
| <hr/> | |
| Total | 100.0% |

Percentages for demographic questions are unweighted.
No suppression was applied to My Employment Demographics.

| 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 | 2019 | 1 | *I am given a real opportunity to improve my skills in my organization. | 74.1% | 11.2% | 14.7% | 2,163 | N/A |
| Agree-disagree | 2019 | 2 | I have enough information to do my job well. | 81.2% | 8.9% | 9.9% | 2,167 | N/A |
| Agree-disagree | 2019 | 3 | I feel encouraged to come up with new and better ways of doing things. | 68.2% | 14.6% | 17.1% | 2,163 | N/A |
| Agree-disagree | 2019 | 4 | My work gives me a feeling of personal accomplishment. | 75.8% | 12.7% | 11.5% | 2,170 | N/A |
| Agree-disagree | 2019 | 5 | I like the kind of work I do. | 81.8% | 10.6% | 7.6% | 2,163 | N/A |
| Agree-disagree | 2019 | 6 | I know what is expected of me on the job. | 81.2% | 8.4% | 10.4% | 2,159 | N/A |
| Agree-disagree | 2019 | 7 | When needed I am willing to put in the extra effort to get a job done. | 95.5% | 2.5% | 2.0% | 2,169 | N/A |
| Agree-disagree | 2019 | 8 | I am constantly looking for ways to do my job better. | 89.0% | 8.2% | 2.7% | 2,165 | N/A |
| Agree-disagree | 2019 | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | 65.7% | 12.1% | 22.2% | 2,157 | 8 |
| Agree-disagree | 2019 | 10 | *My workload is reasonable. | 68.7% | 12.5% | 18.9% | 2,164 | 6 |
| Agree-disagree | 2019 | 11 | *My talents are used well in the workplace. | 63.7% | 14.9% | 21.4% | 2,144 | 14 |
| Agree-disagree | 2019 | 12 | *I know how my work relates to the agency's goals. | 89.5% | 5.9% | 4.6% | 2,166 | 2 |
| Agree-disagree | 2019 | 13 | The work I do is important. | 88.8% | 6.9% | 4.3% | 2,159 | 6 |
| Agree-disagree | 2019 | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | 77.7% | 10.6% | 11.7% | 2,154 | 15 |
| Agree-disagree | 2019 | 15 | My performance appraisal is a fair reflection of my performance. | 73.7% | 12.3% | 14.0% | 2,143 | 23 |
| Agree-disagree | 2019 | 16 | I am held accountable for achieving results. | 85.8% | 9.6% | 4.6% | 2,157 | 8 |
| Agree-disagree | 2019 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 75.5% | 12.4% | 12.1% | 2,084 | 86 |
| Agree-disagree | 2019 | 18 | My training needs are assessed. | 60.1% | 19.5% | 20.4% | 2,148 | 21 |
| Agree-disagree | 2019 | 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). | 65.8% | 14.0% | 20.2% | 2,133 | 36 |
| Agree-disagree | 2019 | 20 | *The people I work with cooperate to get the job done. | 83.3% | 8.4% | 8.3% | 2,169 | N/A |
| Agree-disagree | 2019 | 21 | My work unit is able to recruit people with the right skills. | 47.0% | 24.4% | 28.6% | 2,062 | 100 |
| Agree-disagree | 2019 | 22 | Promotions in my work unit are based on merit. | 40.7% | 29.0% | 30.3% | 1,956 | 204 |
| Agree-disagree | 2019 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 34.5% | 31.1% | 34.5% | 1,821 | 340 |
| Agree-disagree | 2019 | 24 | *In my work unit, differences in performance are recognized in a meaningful way. | 43.5% | 27.3% | 29.2% | 1,993 | 166 |
| Agree-disagree | 2019 | 25 | Awards in my work unit depend on how well employees perform their jobs. | 52.7% | 24.0% | 23.2% | 2,005 | 156 |
| Agree-disagree | 2019 | 26 | Employees in my work unit share job knowledge with each other. | 82.6% | 9.1% | 8.4% | 2,151 | 10 |
| Agree-disagree | 2019 | 27 | The skill level in my work unit has improved in the past year. | 52.8% | 28.9% | 18.2% | 2,063 | 100 |
| Good-poor | 2019 | 28 | How would you rate the overall quality of work done by your work unit? | 89.1% | 7.9% | 3.1% | 2,159 | N/A |
| Agree-disagree | 2019 | 29 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 85.1% | 8.2% | 6.6% | 2,149 | 14 |
| Agree-disagree | 2019 | 30 | Employees have a feeling of personal empowerment with respect to work processes. | 51.8% | 22.4% | 25.8% | 2,090 | 57 |
| Agree-disagree | 2019 | 31 | Employees are recognized for providing high quality products and services. | 65.8% | 16.1% | 18.1% | 2,097 | 50 |
| Agree-disagree | 2019 | 32 | Creativity and innovation are rewarded. | 54.2% | 25.1% | 20.7% | 2,069 | 69 |
| Agree-disagree | 2019 | 33 | Pay raises depend on how well employees perform their jobs. | 21.6% | 30.6% | 47.8% | 1,965 | 178 |
| Agree-disagree | 2019 | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | 69.2% | 18.9% | 11.9% | 1,998 | 147 |
| Agree-disagree | 2019 | 35 | Employees are protected from health and safety hazards on the job. | 89.3% | 6.8% | 3.9% | 2,121 | 31 |
| Agree-disagree | 2019 | 36 | My organization has prepared employees for potential security threats. | 86.4% | 8.0% | 5.6% | 2,135 | 14 |
| Agree-disagree | 2019 | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | 61.7% | 18.7% | 19.6% | 1,990 | 159 |
| Agree-disagree | 2019 | 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. | 74.6% | 14.4% | 11.0% | 1,924 | 221 |
| Agree-disagree | 2019 | 39 | My agency is successful at accomplishing its mission. | 86.9% | 8.4% | 4.7% | 2,134 | 18 |
| Agree-disagree | 2019 | 40 | *I recommend my organization as a good place to work. | 73.1% | 15.5% | 11.4% | 2,146 | N/A |
| Agree-disagree | 2019 | 41 | *I believe the results of this survey will be used to make my agency a better place to work. | 49.3% | 22.2% | 28.5% | 2,066 | 84 |
| Agree-disagree | 2019 | 42 | My supervisor supports my need to balance work and other life issues. | 90.8% | 4.7% | 4.4% | 2,142 | 6 |
| Agree-disagree | 2019 | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills. | 79.0% | 11.6% | 9.4% | 2,133 | 10 |
| Agree-disagree | 2019 | 44 | Discussions with my supervisor about my performance are worthwhile. | 73.2% | 12.3% | 14.5% | 2,123 | 20 |
| Agree-disagree | 2019 | 45 | My supervisor is committed to a workforce representative of all segments of society. | 78.8% | 15.6% | 5.7% | 1,925 | 213 |
| Agree-disagree | 2019 | 46 | My supervisor provides me with constructive suggestions to improve my job performance. | 72.7% | 14.7% | 12.6% | 2,135 | 8 |
| Agree-disagree | 2019 | 47 | Supervisors in my work unit support employee development. | 81.4% | 10.0% | 8.6% | 2,114 | 28 |
| Agree-disagree | 2019 | 48 | My supervisor listens to what I have to say. | 84.6% | 7.6% | 7.8% | 2,139 | N/A |
| Agree-disagree | 2019 | 49 | My supervisor treats me with respect. | 88.0% | 6.3% | 5.7% | 2,138 | N/A |
| Agree-disagree | 2019 | 50 | In the last six months, my supervisor has talked with me about my performance. | 91.8% | 4.2% | 4.0% | 2,139 | N/A |
| Agree-disagree | 2019 | 51 | I have trust and confidence in my supervisor. | 76.8% | 12.2% | 11.1% | 2,139 | N/A |
| Good-poor | 2019 | 52 | Overall, how good a job do you feel is being done by your immediate supervisor? | 79.9% | 12.7% | 7.4% | 2,140 | N/A |
| Agree-disagree | 2019 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 51.3% | 23.7% | 25.0% | 2,102 | 33 |
| Agree-disagree | 2019 | 54 | My organization's senior leaders maintain high standards of honesty and integrity. | 64.9% | 18.8% | 16.3% | 2,015 | 120 |
| Agree-disagree | 2019 | 55 | Supervisors work well with employees of different backgrounds. | 75.7% | 14.5% | 9.9% | 2,023 | 100 |
| Agree-disagree | 2019 | 56 | *Managers communicate the goals of the organization. | 74.8% | 13.3% | 11.9% | 2,116 | 18 |
| Agree-disagree | 2019 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives. | 74.7% | 14.5% | 10.8% | 2,002 | 132 |
| Agree-disagree | 2019 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 69.1% | 15.1% | 15.8% | 2,079 | 58 |
| Agree-disagree | 2019 | 59 | Managers support collaboration across work units to accomplish work objectives. | 74.2% | 13.1% | 12.7% | 2,082 | 45 |

Trend Core Survey

| | | | | | | | | |
|------------------------|------|----|--|-------|-------|-------|-------|-----|
| Good-poor | 2019 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 69.4% | 18.5% | 12.1% | 2,065 | 70 |
| Agree-disagree | 2019 | 61 | I have a high level of respect for my organization's senior leaders. | 62.7% | 19.6% | 17.7% | 2,117 | 20 |
| Agree-disagree | 2019 | 62 | Senior leaders demonstrate support for Work-Life programs. | 79.5% | 12.6% | 7.9% | 2,059 | 71 |
| Satisfied-dissatisfied | 2019 | 63 | *How satisfied are you with your involvement in decisions that affect your work? | 61.4% | 18.5% | 20.1% | 2,123 | N/A |
| Satisfied-dissatisfied | 2019 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 64.7% | 16.6% | 18.7% | 2,128 | N/A |
| Satisfied-dissatisfied | 2019 | 65 | *How satisfied are you with the recognition you receive for doing a good job? | 63.0% | 18.3% | 18.7% | 2,123 | N/A |
| Satisfied-dissatisfied | 2019 | 66 | How satisfied are you with the policies and practices of your senior leaders? | 56.0% | 25.0% | 19.0% | 2,117 | N/A |
| Satisfied-dissatisfied | 2019 | 67 | How satisfied are you with your opportunity to get a better job in your organization? | 37.0% | 26.1% | 36.9% | 2,118 | N/A |
| Satisfied-dissatisfied | 2019 | 68 | How satisfied are you with the training you receive for your present job? | 65.1% | 18.7% | 16.2% | 2,122 | N/A |
| Satisfied-dissatisfied | 2019 | 69 | *Considering everything, how satisfied are you with your job? | 73.6% | 14.1% | 12.3% | 2,119 | N/A |
| Satisfied-dissatisfied | 2019 | 70 | Considering everything, how satisfied are you with your pay? | 72.2% | 14.1% | 13.7% | 2,119 | N/A |
| Satisfied-dissatisfied | 2019 | 71 | *Considering everything, how satisfied are you with your organization? | 68.8% | 16.9% | 14.4% | 2,115 | N/A |
| 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 |

Trend Core Survey

| | | | | | | | | |
|------------------------|------|----|--|-------|-------|-------|-------|-----|
| 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 |
| 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 |

Trend Core Survey

| | | | | | | | | |
|------------------------|------|----|--|-------|-------|-------|-------|-----|
| 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 |
| 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 |

Trend Core Survey

| | | | | | | | | |
|------------------------|------|----|--|-------|-------|-------|-------|-----|
| 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 |
| 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 |

Trend Core Survey

| | | | | | | | | |
|------------------------|------|----|--|-------|-------|-------|-------|-----|
| 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 |
| 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 |

Trend Core Survey

| | | | | | | | | |
|------------------------|------|----|--|-------|-------|-------|-------|-----|
| 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 |
| 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 |

Trend Core Survey

| | | | | | | | | |
|------------------------|------|----|--|-------|-------|-------|-------|-----|
| 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 |
| 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 |

Trend Core Survey

| | | | | | | | | |
|------------------------|------|----|--|-------|-------|-------|-------|-----|
| 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 |
| 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 |

Trend Core Survey

| | | | | | | | | |
|------------------------|------|----|---|-------|-------|-------|-------|-----|
| 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 |
| 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 |

* 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.

Agency-Specific Questions

1. My immediate supervisor demonstrates behaviors that foster a climate of trust within my work unit.

| | # of Respondents | Percent |
|----------------------------|---------------------|---------|
| | 2019 | 2019 |
| Strongly Agree | 932 | 44.2% |
| Agree | 713 | 33.8% |
| Neither Agree nor Disagree | 233 | 11.3% |
| Disagree | 134 | 6.4% |
| Strongly Disagree | 92 | 4.4% |
| Total | 2,104 | 100.0% |

2. My colleagues demonstrate behaviors that foster a climate of trust within our work unit

| | # of Respondents | Percent |
|----------------------------|---------------------|---------|
| | 2019 | 2019 |
| Strongly Agree | 739 | 34.6% |
| Agree | 915 | 43.6% |
| Neither Agree nor Disagree | 259 | 12.6% |
| Disagree | 132 | 6.4% |
| Strongly Disagree | 58 | 2.8% |
| Total | 2,103 | 100.0% |

3. I have personally observed positive actions/behaviors in my work unit that are likely attributable to the "Speed of Trust" initiative

| | # of Respondents | Percent |
|--|---------------------|---------|
| | 2019 | 2019 |
| Strongly Agree | 275 | 14.4% |
| Agree | 510 | 27.3% |
| Neither Agree nor Disagree | 586 | 31.6% |
| Disagree | 284 | 15.3% |
| Strongly Disagree | 211 | 11.4% |
| I do not know enough about this program to respond | 231 | -- |
| Total | 2,097 | 100.0% |

Note: "I do not know enough about this program to respond" responses are not included in percentage calculations.

4. My immediate supervisor communicates the rationale for decisions that impact my work unit.

| | # of Respondents | Percent |
|----------------------------|---------------------|---------|
| | 2019 | 2019 |
| Strongly Agree | 674 | 32.0% |
| Agree | 915 | 43.5% |
| Neither Agree nor Disagree | 278 | 13.3% |
| Disagree | 142 | 6.8% |
| Strongly Disagree | 88 | 4.3% |
| Not Applicable | 7 | -- |
| Total | 2,104 | 100.0% |

Note: "Not Applicable" responses are not included in percentage calculations.

5. When using ADAMS, the Intranet, the NRC Library and other Information Management services, I can find the information I need to do my job.

| | # of Respondents | Percent |
|----------------------------|---------------------|---------|
| | 2019 | 2019 |
| Strongly Agree | 235 | 11.2% |
| Agree | 1,002 | 47.5% |
| Neither Agree nor Disagree | 391 | 18.6% |
| Disagree | 321 | 15.2% |
| Strongly Disagree | 152 | 7.4% |
| Total | 2,101 | 100.0% |

6. I have observed the following behaviors being demonstrated in my work unit when decisions are made (Check all that apply):

| | # of Respondents | Percent |
|--|---------------------|---------|
| | 2019 | 2019 |
| Alternative views are sought proactively and early | 500 | 23.9% |

| | | |
|--|-------|-------|
| Problem solving approaches leverage various perspectives | 579 | 27.7% |
| Competing positions are presented to the final decision-maker | 424 | 20.2% |
| Roles are clarified using clear guidance on expectations for participation | 241 | 11.7% |
| Commitment to the final decision once all views have been considered | 324 | 15.5% |
| All of the above | 623 | 29.4% |
| None of the above | 297 | 14.6% |
| I do not know | 294 | 14.2% |
| Total | 2,085 | -- |

7. In my work unit, the following leadership model characteristics have been routinely practiced (Check all that apply):

| | # of Respondents 2019 | Percent 2019 |
|---------------------------------------|-----------------------------|-----------------|
| Participative decision-making | 524 | 25.2% |
| Receptivity to new ideas and thinking | 573 | 27.5% |
| Empowerment and shared leadership | 305 | 14.8% |
| Diversity of thought | 460 | 22.0% |
| Innovation | 317 | 15.2% |
| Risk tolerance | 227 | 10.7% |
| Collaboration and teamwork | 750 | 36.3% |
| All of the above | 694 | 32.7% |
| None of the above | 219 | 10.8% |
| I do not know | 203 | 9.9% |
| Total | 2,084 | -- |

8. The Strategies On A Page (SOAP) issued by the Executive Director for Operations have enhanced my understanding of the focus areas that will help the Agency to accomplish its goals in 2020 and beyond.

| | # of Respondents 2019 | Percent 2019 |
|----------------------------|-----------------------------|-----------------|
| Strongly Agree | 96 | 6.6% |
| Agree | 358 | 25.2% |
| Neither Agree nor Disagree | 527 | 36.7% |
| Disagree | 252 | 17.4% |
| Strongly Disagree | 200 | 14.1% |

| | | |
|---------------|-------|--------|
| I do not know | 653 | -- |
| Total | 2,086 | 100.0% |

Note: "I do not know" responses are not included in percentage calculations.

For all tables on this worksheet:
Percentages are weighted to represent the Agency’s population.
Source: 2019 OPM Federal Employee Viewpoint Survey

**Office of Personnel Management Federal Employee Viewpoint Survey
2019 Item Change Summary**

| 2019 Item Text and Response Options | 2018 Item Text and Response Options |
|---|-------------------------------------|
| <p>(72) Currently, in my work unit poor performers usually:</p> <ul style="list-style-type: none"> • Remain in the work unit and improve their performance over time • Remain in the work unit and continue to underperform • Leave the work unit - removed or transferred • Leave the work unit - quit • There are no poor performers in my work unit • Do not know | <p>Not in 2018 OPM FEVS</p> |
| <p>(73) Which of the following best describes the impact of the partial government shutdown (December 22, 2018 – January 25, 2019) on your working/pay status?</p> <ul style="list-style-type: none"> • The shutdown had no impact on my working/pay status • I did not work and did not receive pay until after the lapse ended • I worked some of the shutdown but did not receive pay until after the lapse ended • I worked for the entirety of the shutdown but did not receive pay until after the lapse ended • Other, not listed above | <p>Not in 2018 OPM FEVS</p> |
| <p>(74) How was your everyday work impacted during (if you worked) or after the partial government shutdown?</p> <ul style="list-style-type: none"> • It had no impact • A slightly negative impact • A moderately negative impact • A very negative impact • An extremely negative impact | <p>Not in 2018 OPM FEVS</p> |
| <p>(75) In what ways did the partial government shutdown negatively affect your work? (Check all that apply)</p> <ul style="list-style-type: none"> • Unmanageable workload • Missed deadlines • Unrecoverable loss of work • Reduced customer service • Delayed work • Reduced work quality • Cutback of critical work • Time lost in restarting work • Unmet statutory requirements • Other | <p>Not in 2018 OPM FEVS</p> |

| | |
|---|--|
| <p>(76) Are you looking for another job because of the partial government shutdown?</p> <ul style="list-style-type: none"> • I am looking for another job specifically because of the shutdown • I am looking for another job, but the shutdown is only one of the reasons • I am looking for another job, but the shutdown had no influence on that decision • I am not looking for another job currently | Not in 2018 OPM FEVS |
| <p>(77) My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.</p> <ul style="list-style-type: none"> • Strongly Agree • Agree • Neither Agree nor Disagree • Disagree • Strongly Disagree • No support required | Not in 2018 OPM FEVS |
| <p>(79) How satisfied are you with the Telework program in your agency?</p> <ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in this program • This program is not available to me • I am unaware of this program | <p>(73) How satisfied are you with the following Work/Life programs in your agency? Telework</p> <ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in these programs • These programs are not available to me • I am unaware of these programs |
| <p>(80) Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):</p> <ul style="list-style-type: none"> • Alternative Work Schedules (for example, compressed work schedule, flexible work schedule) • Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, Health and wellness fair) • Employee Assistance Program – EAP (for example, short-term counseling, referral services, legal services, information services) • Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) • Elder Care Programs (for example, elder/adult care, support groups, resources) • None listed above | Not in 2018 OPM FEVS |
| <p>(81-85) How satisfied are you with the following Work-Life programs in your agency?</p> <p>(81) Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)</p> | <p>(73-78) How satisfied are you with the following Work/Life programs in your agency?</p> <p>(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)</p> |

| | |
|---|---|
| <p>(83) Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)</p> <p>(84) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)</p> <p>(85) Elder Care Programs (for example, elder/adult care, support groups, resources)</p> <ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in these programs • These programs are not available to me • I am unaware of these programs | <p>(76) Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)</p> <p>(77) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)</p> <p>(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)</p> <ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in these programs • These programs are not available to me • I am unaware of these programs |
| <p>(87) What is your supervisory status?</p> <ul style="list-style-type: none"> • Senior Leader: You are the head of a department/agency or a member of the immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment, and typically is a member of the Senior Executive Service or equivalent. • Manager: You are in a management position and supervise one or more supervisors. • Supervisor: You are a first-line supervisor who is responsible for employees' performance appraisals and leave approval. • Team Leader: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals. • Non-Supervisor : You do not supervise other employees. | <p>(80) What is your supervisory status?</p> <ul style="list-style-type: none"> • Non-Supervisor : You do not supervise other employees. • Team Leader: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals. • Supervisor: You are a first-line supervisor who is responsible for employees' performance appraisals and leave approval. • Manager: You are in a management position and supervise one or more supervisors. • Senior Leader: You are the head of a department/agency or a member of the immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment, and typically is a member of the Senior Executive Service or equivalent. |
| <p>(91) How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</p> <ul style="list-style-type: none"> • 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 | <p>(87) How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</p> <ul style="list-style-type: none"> • Less than 1 year • 1 to 3 years • 4 to 5 years • 6 to 10 years • 11 to 20 years • More than 20 years |
| <p>(94) Are you of Hispanic, Latino, or Spanish origin?</p> <ul style="list-style-type: none"> • Yes • No | <p>(82) Are you Hispanic or Latino?</p> <ul style="list-style-type: none"> • Yes • No |