((•)) Federal Employee Vlewpoint Survey

Empowering Employees. Inspiring Change.



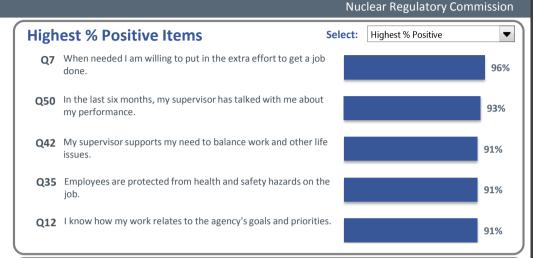
Annual Employee Survey (AES) Report

FIELD PERIOD	May 4 - June 15, 2017
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	2,442
NUMBER OF SURVEYS	3,223
RESPONSE RATE	75.8%

items identified as strengths (65% positive or

items identified as challenges (35% negative or

Engagement Index Score 2017 ENGAGEMENT INDEX 75% LEADERS LEAD SUPERVISORS WORK EXPERIENCE 66% 83% 76%





((•)) Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Nuclear Regulatory Commission

GENDER

37% Female

7% Hispanic/Latino

HISPANIC/LATINO

DISABILITY STATUS

8% with a disability

SEXUAL ORIENTATION / GENDER

Gay, Lesbian, Bisexual, or Transgender

LOCATION

69% Headquarters

MILITARY SERVICE

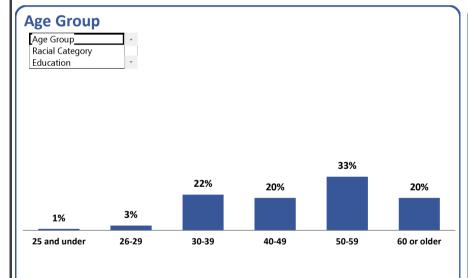
24% Served

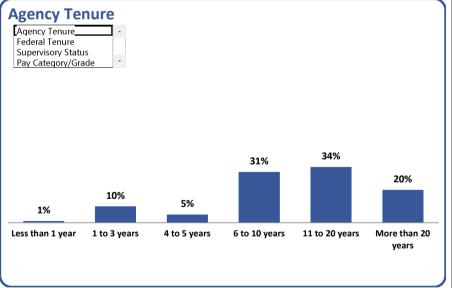
RETIREMENT

26% within next five years

PLAN TO LEAVE

25% within the next year





2017

((1)) Federal Employee Viewpoint Survey Empowering Employees. Inspiring Change.



						SORNIO CONTROL
Annual Employee Survey (AES) Report	:					Nuclear Regulatory Commission
		2014	2015	2016	2017	Percentage Point Change
Select: Largest Increases since 2016 ▼	Q59 Managers support collaboration across work units to accomplish work objectives.	71%	71%	68%	73%	+5
Largest Increases in Percent Positive	Q65 How satisfied are you with the recognition you receive for doing a good job?	62%	62%	60%	65%	+5
since 2016	Q18 My training needs are assessed.	61%	65%	55%	59%	+4
items increased since 2016	Q58 Managers promote communication among different work units.	67%	67%	65%	69%	+4
	Q68 How satisfied are you with the training you receive for your present job?	68%	71%	58%	62%	+4
		2014	2015	2016	2017	Percentage Point Change
Select: Largest Decreases since 2016 ▼	Q21 My work unit is able to recruit people with the right skills.	63%	62%	53%	49%	-4
Largest Decreases in Percent Positive	Q10 My workload is reasonable.	71%	72%	71%	70%	-1
since 2016	Q11 My talents are used well in the workplace.	65%	67%	66%	65%	-1
items decreased	Q27 The skill level in my work unit has improved in the past year.	57%	60%	57%	56%	-1
since 2016	Q29 The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	81%	80%	79%	78%	-1

Response Type	Item	ltem 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.														
Agree -disagree	2	I have enough information to do my job well.	71.38%	28.56%	42.82%	13.71%	10.53%	4.39%	14.91%	720	1,051	317	252	98	2,438	
Agree	3	I feel encouraged to come up with new	81.50%	29.70%	51.80%	9.63%	6.51%	2.36%	8.87%	754	1,250	230	153	51	2,438	N/A
-disagree Agree	4	and better ways of doing things. My work gives me a feeling of personal	66.51%	27.50%	39.01%	15.78%	12.02%	5.69%	17.71%	687	943	381	291	129	2,431	N/A
-disagree Agree	5	accomplishment. I like the kind of work I do.	75.28%	34.05%	41.24%	13.02%	7.64%	4.06%	11.69%	845	1,004	307	187	92	2,435	N/A
-disagree			82.15%	41.01%	41.14%	11.30%	4.52%	2.03%	6.55%	999	1,001	269	107	48	2,424	N/A
Agree -disagree	6	I know what is expected of me on the job.	83.81%	36.89%	46.92%	7.97%	5.78%	2.44%	8.22%	912	1,131	191	135	55	2,424	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.77%	68.48%	27.30%	2.50%	0.94%	0.79%	1.73%	1,672	651	60	24	18	2,425	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.														
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job	89.56%	48.21%	41.35%	7.86%	1.80%	0.78%	2.58%	1,180	1,002	189	44	18	2,433	N/A
Agree	10	*My workload is reasonable.	63.22%	19.74%	43.48%	12.93%	15.83%	8.02%	23.85%	499	1,071	307	372	183	2,432	2
-disagree		*My talents are used well in the	70.45%	19.91%	50.54%	12.91%	11.37%	5.27%	16.64%	502	1,235	308	270	120	2,435	1
Agree -disagree	11	workplace.	65.06%	21.92%	43.14%	15.16%	11.96%	7.82%	19.78%	546	1,035	363	284	184	2,412	6
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	90.72%	43.85%	46.88%	4.90%	2.54%	1.83%	4.37%	1,086	1,116	117	62	43	2,424	6
Agree -disagree	13	The work I do is important.	89.02%	48.87%	40.15%	7.35%	2.20%	1.42%	3.62%	1,191	956	179	55	34	2,415	3
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	76.46%	35.19%	41.27%	10.28%	8.46%	4.80%	13.26%	877	989	248	200	109	2,423	
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.														
Agree	16	I am held accountable for achieving	76.99%	32.74%	44.24%	10.93%	7.15%	4.93%	12.08%	803	1,065	263	172	118	2,421	16
-disagree Agree	17	results. *I can disclose a suspected violation of	85.68%	34.49%	51.19%	9.90%	3.05%	1.37%	4.42%	854	1,222	242	73	34	2,425	7
-disagree		any law, rule or regulation without fear of reprisal.	74.43%	38.17%	36.26%	13.26%	6.07%	6.24%	12.31%	930	846	288	139	142	2,345	87
Agree -disagree	18	My training needs are assessed.	59.41%	19.45%	39.97%	19.41%	14.03%	7.14%	21.17%	491	959	450	342	168	2,410	15
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).	68.34%	28.05%	40.29%	14.21%	11.42%	6.04%	17.45%	677	965	337	271	146	2,396	41
Agree -disagree	20	*The people I work with cooperate to get the job done.	82.63%	39.84%	42.79%	8.19%	6.62%	2.56%	9.18%	994	1,034	190	156	63	2,437	N/A
Agree -disagree	21	My work unit is able to recruit people with the right skills.	48.77%	13.41%	35.37%	20.94%	19.62%	10.66%	30.29%	328	844	488	454	233	2,347	
Agree -disagree	22	Promotions in my work unit are based on merit.														
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or	43.21%	13.95%	29.26%	27.92%	14.26%	14.61%	28.88%	329	664	613	318	317	2,241	181
Agree -disagree	24	will not improve. *In my work unit, differences in performance are recognized in a meaningful way.	35.36%	9.33%	26.03%	28.95%	18.47%	17.22%	35.69%	208	563	593	388	344	2,096	
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	46.17% 54.50%	11.98%	34.19%	26.33%	15.55%	11.96%	27.51%	286	782 878	594	349 277	261	2,272	
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	81.48%	34.89%	46.59%	9.07%	5.98%	3.46%	9.44%	876	1,122	213	135	79	2,425	
Agree -disagree	27	The skill level in my work unit has improved in the past year.	56.33%	19.89%	36.44%	27.45%	10.56%	5.67%	16.22%	485	855	627	241	124	2,332	104
Good -poor	28	How would you rate the overall quality of work done by your work unit?	89.38%	53.88%	35.50%	8.67%	1.65%	0.30%	1.95%	1,329	858	204	38	8	2,437	
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77.90%	24.57%	53.33%	11.65%	7.63%	2.81%	10.45%	607	1,261	270	172	62	2,372	
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	54.61%	15.00%	39.61%	22.11%	16.29%	6.99%	23.28%	367	927	515	376	163	2,348	
Agree	31	Employees are recognized for providing														
-disagree		high quality products and services.	65.78%	21.05%	44.73%	17.95%	10.48%	5.79%	16.27%	516	1,063	417	243	131	2,370	45

Agree	32	Creativity and innovation are rewarded.														1
-disagree	32	creativity and innovation are rewarded.	49.59%	14.56%	35.03%	27.42%	14.83%	8.17%	22.99%	350	811	631	346	182	2,320	93
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	23.06%	6.00%	17.06%	28.43%	25.79%	22.72%	48.51%	137	373	627	586	501	2,224	184
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	23.00%	0.0078	17.00%	20.4370	23.7376	22.7270	40.51%	137	3/3	027	300	301	2,224	10-
Agree	35	Employees are protected from health	71.87%	26.70%	45.18%	17.93%	5.38%	4.81%	10.20%	631	1,026	395	120	103	2,275	142
-disagree		and safety hazards on the job.	91.25%	42.40%	48.85%	5.60%	1.90%	1.25%	3.15%	1,048	1,150	126	41	28	2,393	25
Agree -disagree	36	My organization has prepared employees for potential security threats.	84.89%	32.59%	52.30%	9.73%	3.81%	1.57%	5.38%	785	1,244	232	92	34	2,387	24
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	63.58%	25.32%	38.25%	18.35%	9.86%	8.21%	18.07%	594	862	394	214	180	2,244	173
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.	76 520	24.040	44.740	44.050			0.53%		007	240			2477	
Agree	39	My agency is successful at	76.52%	34.81%	41.71%	14.85%	4.19%	4.44%	8.63%	787	897	310	91	92	2,177	231
-disagree Agree	40	accomplishing its mission. *I recommend my organization as a	87.75%	36.93%	50.82%	8.64%	2.29%	1.32%	3.61%	906	1,207	206	56	30	2,405	15
-disagree Agree	41	good place to work. *I believe the results of this survey will	73.94%	33.03%	40.91%	15.21%	7.46%	3.40%	10.86%	828	992	352	173	77	2,422	N/A
-disagree		be used to make my agency a better place to work.	51.79%	18.95%	32.83%	23.25%	13.19%	11.77%	24.96%	455	768	542	311	265	2,341	82
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	91.45%	59.57%	31.87%	4.75%	2.00%	1.81%	3.80%	1,461	751	111	49	41	2,413	6
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.66%	44.11%	34.55%	11.51%	5.69%	4.15%	9.83%	1,081	829	269	138	91	2,408	5
Agree	44	Discussions with my supervisor about														
-disagree Agree	45	my performance are worthwhile. My supervisor is committed to a	73.10%	37.22%	35.88%	14.45%	7.00%	5.45%	12.45%	899	853	343	168	125	2,388	17
-disagree	16	workforce representative of all segments of society.	78.74%	43.22%	35.52%	15.89%	2.56%	2.81%	5.37%	956	776	334	57	55	2,178	231
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	73.32%	34.96%	38.36%	14.95%	7.18%	4.55%	11.74%	852	919	350	172	107	2,400	13
Agree -disagree	47	Supervisors in my work unit support employee development.	81.12%	40.83%	40.29%	10.55%	4.68%	3.65%	8.32%	998	951	245	107	83	2,384	30
Agree -disagree	48	My supervisor listens to what I have to say.														
Agree	49	My supervisor treats me with respect.	86.31%	51.82%	34.49%	7.03%	3.81%	2.85%	6.66%	1,270	823	166	94	66	2,419	N/A
-disagree Agree -disagree	50	In the last six months, my supervisor has talked with me about my	88.52%	58.39%	30.13%	6.37%	2.73%	2.38%	5.11%	1,425	712	150	69	53	2,409	N/A
Δατορ	51	performance. I have trust and confidence in my	93.38%	54.06%	39.32%	3.63%	2.04%	0.96%	2.99%	1,323	934	86	50	20	2,413	N/A
Agree -disagree		supervisor.	77.40%	47.29%	30.10%	11.82%	6.16%	4.62%	10.78%	1,160	719	279	150	107	2,415	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.91%	52.13%	27.78%	13.42%	3.76%	2.91%	6.67%	1,268	670	320	93	66	2,417	N/A
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.														
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	52.27%	15.68%	36.59%	23.81%	14.08%	9.85%	23.92%	384	877	551	339	223	2,374	39
Agree	55	Supervisors work well with employees	66.73%	27.09%	39.64%	18.40%	7.50%	7.36%	14.87%	639	914	404	172	156	2,285	127
-disagree Agree	56	of different backgrounds. *Managers communicate the goals and	78.42%	30.16%	48.26%	13.44%	4.58%	3.56%	8.14%	716	1,113	294	104	73	2,300	105
-disagree		priorities of the organization.	75.12%	24.47%	50.65%	14.11%	6.64%	4.13%	10.77%	610	1,200	326	158	92	2,386	19
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.79%	24.73%	50.06%	15.66%	5.85%	3.70%	9.55%	582	1,137	341	131	77	2,268	138
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	68.99%	22.70%	46.29%	16.19%	8.76%	6.06%	14.82%	555	1,090	362	203	133	2,343	62
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	73.38%	25.78%	47.59%	13.81%	7.49%	5.32%	12.81%	630	1,113	315	173	114	2,345	61
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	73.38%	33.35%	47.59% 38.69%	18.00%	5.13%	4.82%	9.96%	788	902	412	1/3	114	2,345	83
Agree -disagree	61	I have a high level of respect for my organization's senior leaders.														
-disagree		organization s senior leaders.	65.18%	26.79%	38.39%	18.50%	9.37%	6.95%	16.32%	656	918	432	222	158	2,386	2:

	1	T														1
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	70.400/	24.420/	44.200/	42.000/	F 240/	2.440/	0.740/	047	4 024	205	422	76	2 224	70
Satisfied	63	*How satisfied are you with your	78.40%	34.12%	44.29%	12.88%	5.31%	3.41%	8.71%	817	1,034	285	122	76	2,334	78
-dissatisfi	05	involvement in decisions that affect														
ed		your work?	63.45%	20.50%	42.96%	18.66%	12.90%	4.99%	17.89%	519	1,031	442	306	114	2,412	N/A
Satisfied	64	*How satisfied are you with the	03.4370	20.3070	42.50%	10.0070	12.50%	4.5570	17.0570	313	1,031	772	300	114	2,412	NyA
-dissatisfi		information you receive from														
ed		management on what's going on in														
		your organization?	66.41%	22.58%	43.83%	16.27%	12.38%	4.93%	17.32%	574	1,053	391	281	110	2,409	N/A
Satisfied	65	*How satisfied are you with the														
-dissatisfi		recognition you receive for doing a														
ed		good job?	64.72%	23.34%	41.38%	18.64%	11.09%	5.55%	16.64%	582	988	442	266	126	2,404	N/A
Satisfied	66	How satisfied are you with the policies														
-dissatisfi		and practices of your senior leaders?														
ed			57.14%	18.35%	38.80%	24.36%	12.31%	6.18%	18.49%	466	931	574	294	142	2,407	N/A
Satisfied	67	How satisfied are you with your														
-dissatisfi ed		opportunity to get a better job in your organization?														
		-	35.61%	12.15%	23.46%	24.23%	22.75%	17.41%	40.16%	314	564	578	541	409	2,406	N/A
Satisfied	68	How satisfied are you with the training														
-dissatisfi ed		you receive for your present job?														
	.		61.65%	19.66%	41.99%	21.34%	11.62%	5.39%	17.01%	496	1,011	499	280	123	2,409	N/A
Satisfied -dissatisfi	69	*Considering everything, how satisfied are you with your job?														
ed		are you with your job:														
	70	Considering over thing have extinted	74.34%	26.71%	47.63%	14.72%	7.33%	3.60%	10.94%	664	1,133	347	176	80	2,400	N/A
Satisfied -dissatisfi	70	Considering everything, how satisfied are you with your pay?														
ed		are you wan your pay.	74 670/	25.640/	46.000/	44400/	0.200/	4.94%	44.220/	622	4.000	240	222	440	2 440	
Satisfied	71	*Considering everything, how satisfied	71.67%	25.64%	46.03%	14.10%	9.30%	4.94%	14.23%	633	1,096	340	223	118	2,410	N/A
-dissatisfi	′-	are you with your organization?														
ed			69.57%	23.64%	45.93%	16.26%	9.67%	4.51%	14.17%	597	1,103	384	225	102	2,411	N/A
Satisfied	79	How satisfied are you with the following	05.5770	23.0470	43.3370	10.2070	3.0770	4.5170	14.1770	337	1,103	304	ZZS	102	2,711	NyA
-dissatisfi		Work/Life programs in your agency?														
ed		Telework	86.91%	46.79%	40.12%	8.41%	3.47%	1.21%	4.68%	810	683	142	58	21	1,714	18
Satisfied	80	How satisfied are you with the following				U.1.2/1										
-dissatisfi		Work/Life programs in your agency?														
ed		Alternative Work Schedules (AWS)	95.22%	58.20%	37.03%	3.47%	0.84%	0.47%	1.31%	773	481	43	9	5	1,311	9
Satisfied	81	How satisfied are you with the following														
-dissatisfi		Work/Life programs in your agency?														
ed		Health and Wellness Programs (for example, exercise, medical screening,														
		quit smoking programs)														
		,	91.52%	46.71%	44.81%	7.71%	0.69%	0.08%	0.77%	477	442	75	7	1	1,002	34
Satisfied	82	How satisfied are you with the following														
-dissatisfi ed		Work/Life programs in your agency?														
		Employee Assistance Program (EAP)	88.60%	41.91%	46.69%	8.39%	2.53%	0.49%	3.02%	181	193	35	10	2	421	28
Satisfied	83	How satisfied are you with the following														
-dissatisfi ed		Work/Life programs in your agency? Child Care Programs (for example,														
		daycare, parenting classes, parenting														
		support groups)														
C. C. I	+	Harrist and the second	88.77%	48.12%	40.65%	11.23%	0.00%	0.00%	0.00%	33	29	7	0	0	69	24
Satisfied -dissatisfi	84	How satisfied are you with the following Work/Life programs in your agency?														
ed		Elder Care Programs (for example,														
		support groups, speakers)														
			69.01%	39.01%	30.01%	27.70%	3.29%	0.00%	3.29%	27	18	17	2	0	64	27

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

Percentages are weighted to represent the Agency's population.

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

The Dashboard only includes items 1-71.

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	2,014	83.43%
Yes, I was notified that I was not eligible to telework.	143	6.16%
No, I was not notified of my telework eligibility.	118	4.96%
Not sure if I was notified of my telework eligibility.	128	5.45%
Total	2,403	100.00%
73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	146	5.87%
I telework 1 or 2 days per week.	803	33.94%
I telework, but no more than 1 or 2 days per month.	207	8.59%
I telework very infrequently.	576	23.44%
I do not telework because I have to be physically present on the job.	145	6.23%
I do not telework because I have technical issues.	36	1.45%
I do not telework because I did not receive approval to do so.	64	2.70%
I do not telework because I choose not to telework.	432	
Total		100.00%
76 De como a misira de la desfallación Mandallifa una como 2 Albamadia Mada Cabadada	•	
74. Do you participate in the following Work/Life programs? Alternative Work Schedules Yes	N 1,317	% 54.78%
	1,517	
	992	41.55%
No Not available to me		2 600/
Not available to me	92	3.69%
	92	3.69%
Not available to me Total	92	
Not available to me Total	92 2,401	100.00%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs	92 2,401 N	100.00% % 42.47%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes	92 2,401 N 1,021	100.00% % 42.47%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No	92 2,401 N 1,021 1,311 56	100.00% % 42.47% 55.22%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total	92 2,401 N 1,021 1,311 56	100.00% % 42.47% 55.22% 2.31%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total	92 2,401 N 1,021 1,311 56 2,388	100.00% % 42.47% 55.22% 2.31% 100.00%
Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program	92 2,401 N 1,021 1,311 56 2,388	100.00% % 42.47% 55.22% 2.31% 100.00% % 18.30%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Yes	92 2,401 N 1,021 1,311 56 2,388 N 433	100.00% % 42.47% 55.22% 2.31% 100.00% % 18.30%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Yes No	92 2,401 N 1,021 1,311 56 2,388 N 433 1,930 25	100.00% % 42.47% 55.22% 2.31% 100.00% % 18.30% 80.66%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Yes No Not available to me Total	92 2,401 N 1,021 1,311 56 2,388 N 433 1,930 25	100.00% 42.47% 55.22% 2.31% 100.00% % 18.30% 80.66% 1.03% 100.00%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Yes No Not available to me Total	92 2,401 N 1,021 1,311 56 2,388 N 433 1,930 25 2,388	100.00%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs	92 2,401 N 1,021 1,311 56 2,388 N 433 1,930 25 2,388 N	100.00% 42.47% 55.22% 2.31% 100.00% % 18.30% 80.66% 1.03% 100.00% % 3.35%
Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Yes	92 2,401 N 1,021 1,311 56 2,388 N 433 1,930 25 2,388 N 80	100.00%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Yes No	92 2,401 N 1,021 1,311 56 2,388 N 433 1,930 25 2,388 N 80 2,114 201	100.00% 42.47% 55.22% 2.31% 100.00% 48.30% 80.66% 1.03% 100.00% % 3.35% 88.55%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Yes No Not available to me Total	92 2,401 N 1,021 1,311 56 2,388 N 433 1,930 25 2,388 N 80 2,114 201	100.00% 42.47% 55.22% 2.31% 100.00% 80.66% 1.03% 100.00% 88.55% 81.0%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Yes No Not available to me Total	92 2,401 N 1,021 1,311 56 2,388 N 433 1,930 25 2,388 N 80 2,114 201 2,395	100.00% 42.47% 55.22% 2.31% 100.00% 80.66% 1.03% 100.00% 88.55% 8.10% 100.00%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Yes No No Not available to me Total 78. Do you participate in the following Work/Life programs? Elder Care Programs	92 2,401 N 1,021 1,311 56 2,388 N 433 1,930 25 2,388 N 80 2,114 201 2,395	100.00% 42.47% 55.22% 2.31% 100.00% % 18.30% 80.66% 1.03% 100.00% % 88.55% 88.55% 8.10%
Not available to me Total 75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Yes No Not available to me Total 78. Do you participate in the following Work/Life programs? Elder Care Programs Yes	92 2,401 N 1,021 1,311 56 2,388 N 433 1,930 25 2,388 N 80 2,114 201 2,395 N 73	100.00% 42.47% 55.22% 2.31% 100.00% % 18.30% 80.66% 1.03% 100.00% % 88.55% 8.10% 100.00%

Demographics

Where do you work?	N	%
Headquarters	1,660	69.28%
Field	736	30.72%
Total	2,396	100.00%
What is your supervisory status?	N	%
Non-Supervisor	1,841	77.00%
Team Leader	145	6.06%
Supervisor	242	10.12%
Manager	85	3.55%
Senior Leader	78	3.26%
Total	2,391	100.00%
Are you:	N	%
Male	1,476	63.18%
Female	860	
Total	2,336	100.00%
Are you Hispanic or Latino?	N	%
Yes	170	7.38%
No	2,135	
Total	2,305	100.00%
Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	12	0.55%
Asian	186	8.45%
Black or African American	263	11.95%
Native Hawaiian or Other Pacific Islander	9	0.41%
White	1,628	74.00%
Two or more races	102	4.64%
Total	2,200	100.00%
What is the highest degree or level of education you have completed?	N	%
Less than High School	2	0.09%
High School Diploma/GED or equivalent	34	1.45%
Trade or Technical Certificate	17	0.73%
Some College (no degree)	130	5.55%
Associate's Degree (e.g., AA, AS)	54	2.31%
Bachelor's Degree (e.g., BA, BS)	914	
Master's Degree (e.g., MA, MS, MBA)	900	38.43%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD) Total	291	12.43% 100.00%
What is your pay category/grade?	N	%
Federal Wage System	1	0.04%
GS 1-6	31	1.32%
GS 7-12 GS 13-15	234 1,905	9.93% 80.82%
Senior Executive Service	1,905	4.96%
Senior Level (SL) or Scientific or Professional (ST)	41	1.74%
Other	28	1.19%
Total		100.00%
How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	6	0.25%
1 to 3 years	159	6.73%
,	200	3 3,. 0

Demographics

4 to 5 years	94	3.98%
6 to 10 years	593	
11 to 14 years	510	
15 to 20 years	342	
More than 20 years	657	
Total	2,361	100.009
low long have you been with your current agency (for example, Department of Justice, Environmental		
Protection Agency)?	N	9
Less than 1 year	13	0.559
1 to 3 years	228	9.659
4 to 5 years	121	5.12
6 to 10 years	732	30.99
11 to 20 years	796	33.70
More than 20 years	472	19.98
Total	2,362	100.00
Are you considering leaving your organization within the next year, and if so, why?	N	9
No	1,782	75.449
Yes, to retire	130	5.50
Yes, to take another job within the Federal Government	237	10.03
Yes, to take another job outside the Federal Government	124	5.25
Yes, other	89	3.77
Total	2,362	100.00
am planning to retire:	N	9
Within one year	90	3.839
Between one and three years	245	10.439
Between three and five years	264	
Five or more years	1,749	
Total		100.009
Self-Identify as:	N	9
Heterosexual or Straight		82.629
Gay, Lesbian, Bisexual, or Transgender	52	2.389
I prefer not to say	328	
Total		100.009
Total	2,107	100.00
What is your US military service status?	N	9
No Prior Military Service	1,770	75.849
Currently in National Guard or Reserves	30	1.299
Retired	154	6.609
Separated or Discharged	380	16.289
Total	2,334	100.009
Are you an individual with a disability?	N	9
Yes	193	8.229
No	2,155	
Total		100.009
Vhat is your age group?	N	9
25 and under	20	0.829
26-29	78	3.19
30-39	536	21.95
40-49	491	
	431	~U.II.

Demographics

 60 or older
 499
 20.43%

 Total
 2,442
 100.00%

Percentages for demographic questions are unweighted.

					Matthews			
					Neither Agree nor Disagree/ Fair/			Do Not
					Neither			Know/
Response			<u>-</u> .	Percent Positive	Satisfied nor Dissatisfied	Percent Negative	Item Response Total**	No Basis to Judge
Type Agree-disagree	Year 2017	Item 1	Item Text *I am given a real opportunity to improve my skills in my organization.	71.38%	% 13.71%	% 14.91%	N 2,438	N N/A
Agree-disagree	2017	2	I have enough information to do my job well.	81.50%	9.63%	8.87%	2,438	N/A
Agree-disagree	2017 2017	3	I feel encouraged to come up with new and better ways of doing things. My work gives me a feeling of personal accomplishment.	66.51%	15.78%	17.71%	2,431	N/A
Agree-disagree Agree-disagree	2017	5	I like the kind of work I do.	75.28% 82.15%	13.02% 11.30%	11.69% 6.55%	2,435 2,424	N/A N/A
Agree-disagree	2017		I know what is expected of me on the job.	83.81%	7.97%	8.22%	2,424	N/A
Agree-disagree	2017		When needed I am willing to put in the extra effort to get a job done.	95.77%	2.50%	1.73%	2,425	N/A
Agree-disagree Agree-disagree	2017	8 9	I am constantly looking for ways to do my job better. I have sufficient resources (for example, people, materials, budget) to get my job done.	89.56%	7.86%	2.58%	2,433	N/A
Agree-disagree	2017	10	*My workload is reasonable.	63.22% 70.45%	12.93% 12.91%	23.85% 16.64%	2,432 2,435	1
Agree-disagree	2017	11	*My talents are used well in the workplace.	65.06%	15.16%	19.78%	2,412	6
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	90.72%	4.90%	4.37%	2,424	6
Agree-disagree	2017	13 14	The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	89.02%	7.35%	3.62%	2,415	3
Agree-disagree			allow employees to perform their jobs well.	76.46%	10.28%	13.26%	2,423	9
Agree-disagree	2017		My performance appraisal is a fair reflection of my performance.	76.99%	10.93%	12.08%	2,421	16
Agree-disagree Agree-disagree	2017	16 17	I am held accountable for achieving results. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	85.68% 74.43%	9.90%	4.42% 12.31%	2,425 2,345	7 87
Agree-disagree	2017		My training needs are assessed.	59.41%	19.41%	21.17%	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).					
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	68.34% 82.63%	14.21% 8.19%	17.45% 9.18%	2,396 2,437	41 N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	48.77%	20.94%	30.29%	2,437	90
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	43.21%	27.92%	28.88%	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.	35.36%	28.95%	35.69%	2,096	338
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	46.17%	26.33%	27.51%	2,272	164
Agree-disagree Agree-disagree	2017 2017	25 26	Awards in my work unit depend on how well employees perform their jobs. Employees in my work unit share job knowledge with each other.	54.50% 81.48%	22.50% 9.07%	22.99% 9.44%	2,269 2,425	153 7
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	56.33%	27.45%	16.22%	2,332	104
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	89.38%	8.67%	1.95%	2,437	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77.90%	11.65%	10.45%	2,372	51
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	54.61%	22.11%	23.28%	2,348	70
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	65.78%	17.95%	16.27%	2,370	45
Agree-disagree	2017		Creativity and innovation are rewarded.	49.59%	27.42%	22.99%	2,320	93
Agree-disagree Agree-disagree	2017 2017	33	Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities	23.06%	28.43%	48.51%	2,224	184
rigi ce disagi ce	2017		and women, training in awareness of diversity issues, mentoring).	71.87%	17.93%	10.20%	2,275	142
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	91.25%	5.60%	3.15%	2,393	25
Agree-disagree	2017		My organization has prepared employees for potential security threats.	84.89%	9.73%	5.38%	2,387	24
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	63.58%	18.35%	18.07%	2,244	173
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.					
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	76.52%	14.85%	8.63%	2,177	231
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	87.75% 73.94%	8.64% 15.21%	3.61% 10.86%	2,405 2,422	15 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.	51.79%	23.25%	24.96%	2,341	82
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	91.45%	4.75%	3.80%	2,413	6
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.66%	11.51%	9.83%	2,408	5
Agree-disagree Agree-disagree	2017 2017	44	Discussions with my supervisor about my performance are worthwhile. My supervisor is committed to a workforce representative of all segments of society.	73.10% 78.74%	14.45% 15.89%	12.45% 5.37%	2,388 2,178	231
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	73.32%	14.95%	11.74%	2,400	13
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	81.12%	10.55%	8.32%	2,384	30
Agree-disagree	2017	48	My supervisor listens to what I have to say.	86.31%	7.03%	6.66%	2,419	N/A
Agree-disagree Agree-disagree	2017 2017	49 50	My supervisor treats me with respect. In the last six months, my supervisor has talked with me about my performance.	88.52%	6.37%	5.11%	2,409	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	93.38% 77.40%	3.63% 11.82%	2.99% 10.78%	2,413 2,415	N/A N/A
Good-poor	2017		Overall, how good a job do you feel is being done by your immediate supervisor?	79.91%	13.42%	6.67%	2,417	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	F2 2724	22.0421	22.0224	2.27.	-
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	52.27% 66.73%	23.81% 18.40%	23.92% 14.87%	2,374 2,285	39 127
D. 22 0.0001 CC			Supervisors work well with employees of different backgrounds.					
Agree-disagree	2017	55	Supervisors work well with employees of unferent backgrounds.	78.42%	13.44%	8.14%	2,300	105

Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	74.79%	15.66%	9.55%	2,268	138
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50 000/	15.100/	4.4.000/	2 2 4 2	-
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	68.99% 73.38%	16.19% 13.81%	14.82% 12.81%	2,343 2,345	62 61
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your	73.3070	15.0170	12.0170	2,545	- 01
			immediate supervisor?	72.04%	18.00%	9.96%	2,322	83
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	65.18%	18.50%	16.32%	2,386	21
Agree-disagree Satisfied	2017	62 63	Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work?	78.40%	12.88%	8.71%	2,334	78
-dissatisfied	2017	03	Thow satisfied are you with your involvement in decisions that affect your work:	63.45%	18.66%	17.89%	2,412	N/A
Satisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on	03.1370	10.00%	17.0370	2,112	,,,,
-dissatisfied			in your organization?	66.41%	16.27%	17.32%	2,409	N/A
Satisfied -dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?					
Satisfied	2017	66	How satisfied are you with the policies and practices of your sonior leaders?	64.72%	18.64%	16.64%	2,404	N/A
-dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	57.14%	24.36%	18.49%	2,407	N/A
Satisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	37.1470	24.3070	18.49/6	2,407	IN/A
-dissatisfied				35.61%	24.23%	40.16%	2,406	N/A
Satisfied	2017	68	How satisfied are you with the training you receive for your present job?					
-dissatisfied				61.65%	21.34%	17.01%	2,409	N/A
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?					
Satisfied	2017	70	Considering everything, how satisfied are you with your pay?	74.34%	14.72%	10.94%	2,400	N/A
-dissatisfied	231/			71.67%	14.10%	14.23%	2,410	N/A
Satisfied	2017	71	*Considering everything, how satisfied are you with your organization?	. 2.5770		_ /.23/0	2,410	14/7
-dissatisfied				69.57%	16.26%	14.17%	2,411	N/A
Satisfied	2017	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
-dissatisfied	2017	- 00	How esting on the state of the following World is a program in the state of the sta	86.91%	8.41%	4.68%	1,714	18
Satisfied -dissatisfied	2017	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	05 220/	2.470/	4.240/	4 244	0
Satisfied	2017	81	How satisfied are you with the following Work/Life programs in your agency? Health and	95.22%	3.47%	1.31%	1,311	9
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)	91.52%	7.71%	0.77%	1,002	34
Satisfied	2017	82	How satisfied are you with the following Work/Life programs in your agency? Employee					
-dissatisfied			Assistance Program (EAP)	88.60%	8.39%	3.02%	421	28
Satisfied -dissatisfied	2017	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)					
Satisfied	2017	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care	88.77%	11.23%	0.00%	69	24
-dissatisfied	2017	04	Programs (for example, support groups, speakers)	69.01%	27.70%	3.29%	64	27
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	70.03%	12.78%	17.19%	2,148	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	81.57%	9.06%	9.36%	2,129	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	66.87%	13.52%	19.61%	2,133	N/A
Agree-disagree Agree-disagree	2016	5	My work gives me a feeling of personal accomplishment. I like the kind of work I do.	75.26%	12.60%	12.14%	2,129	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	82.20% 82.85%	10.41% 9.30%	7.40% 7.85%	2,127 2,132	N/A N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	95.77%	2.33%	1.90%	2,135	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	89.07%	8.19%	2.74%	2,140	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	61.17%	14.05%	24.78%	2,145	0
Agree-disagree	2016	10	*My workload is reasonable. *My talents are used well in the workplace.	70.89%	12.74%	16.37%	2,134	2
Agree-disagree Agree-disagree	2016	11	*I know how my work relates to the agency's goals and priorities.	65.87% 89.76%	13.90% 5.65%	20.23% 4.59%	2,101 2,127	8 6
Agree-disagree	2016	13	The work I do is important.	88.37%	8.19%	3.44%	2,127	7
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)				,	•
			allow employees to perform their jobs well.	74.31%	11.89%	13.80%	2,133	8
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	74.08%	12.57%	13.35%	2,127	17
Agree-disagree Agree-disagree	2016	16 17	I am held accountable for achieving results. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	84.07%	10.72%	5.20%	2,120	10
Agree-disagree	2016	18	My training needs are assessed.	72.86% 54.91%	13.62% 20.64%	13.51% 24.45%	2,063 2,113	76 25
Agree-disagree	2016	19	In my most recent performance appraisal, I understood what I had to do to be rated at different	33170		_ /5/0	2,113	
			performance levels (for example, Fully Successful, Outstanding).	66.06%	14.08%	19.86%	2,114	36
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	81.03%	9.76%	9.21%	2,148	N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit	52.86%	20.46%	26.68%	2,066	79
Agree-disagree Agree-disagree	2016	23	Promotions in my work unit are based on merit. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	43.14% 34.09%	26.74% 29.35%	30.12% 36.56%	1,958 1,809	174 327
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.10%	26.94%	29.97%	1,809	150
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	52.27%	23.48%	24.25%	1,978	155
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	80.85%	9.25%	9.90%	2,123	12
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	56.86%	26.57%	16.57%	2,037	101
Good-poor Agree-disagree	2016	28 29	How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish	89.49%	8.20%	2.31%	2,147	N/A
b. cc alsagice	_010		organizational goals.	79.03%	11.60%	9.37%	2,091	40
							_,	+0
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	54.04%	21.09%	24.87%	2,061	67

Agree-disagree Agree-disagree								
Agree-disagree	2016	32	Creativity and innovation are rewarded.	47.12%	27.27%	25.61%	2,037	90
	2016	33	Pay raises depend on how well employees perform their jobs.	22.96%	27.13%	49.91%	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).	72.34%	18.38%	9.28%	1,994	130
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	89.87%	6.35%	3.78%	2,101	26
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	85.44%	10.04%	4.52%	2,097	28
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	62.00%	18.10%	19.90%	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.	75.83%	14.20%	9.98%	1,898	218
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.					
	2016	40		87.63%	8.96%	3.41%	2,110	16
Agree-disagree			*I recommend my organization as a good place to work.	74.11%	14.69%	11.20%	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.	49.26%	23.29%	27.45%	2,045	89
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	89.25%	5.50%	5.25%	2,119	9
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.22%	12.42%	11.36%	2,108	13
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	71.42%	13.36%	15.23%	2,092	16
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	78.13%	14.99%	6.88%	1,905	213
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.34%	13.66%	14.00%	2,112	9
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	77.67%	12.03%	10.29%	2,093	33
Agree-disagree	2016	48	My supervisor listens to what I have to say.	83.55%	7.81%	8.64%	2,122	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	86.90%	5.97%	7.13%	2,113	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	92.14%	3.98%	3.88%	2,116	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	75.19%	11.91%	12.89%	2,124	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	77.24%	14.40%	8.36%	2,126	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the	,,			_,3	,
3			workforce.	52.35%	22.23%	25.41%	2,086	33
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.					
-	2016	55	Supervisors work well with employees of different backgrounds.	67.19%	16.43%	16.38%	2,018	93
Agree-disagree				74.86%	13.40%	11.74%	1,993	110
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	72.25%	14.86%	12.89%	2,084	17
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	72.72%	16.75%	10.53%	1,979	123
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	64.77%	17.60%	17.63%	2,061	52
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	68.06%	17.26%	14.68%	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?	71.35%	17.88%	10.77%	2,048	70
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	64.70%	18.06%	17.24%	2,088	29
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	77.62%	13.24%	9.14%	2,032	85
Satisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	77.0270	13.2 170	3.1.70	2,002	
-dissatisfied				61 01%	10 22%	10 70%	2 107	NI/A
	2016	64	*How satisfied are you with the information you receive from management on what's going on	61.91%	18.32%	19.78%	2,107	N/A
Satisfied	2016	64	*How satisfied are you with the information you receive from management on what's going on in your organization?					
Satisfied -dissatisfied			in your organization?	61.91%	18.32% 16.27%	19.78% 19.37%	2,107	N/A N/A
Satisfied -dissatisfied Satisfied	2016	64		64.36%	16.27%	19.37%	2,110	N/A
Satisfied -dissatisfied Satisfied -dissatisfied	2016	65	in your organization? *How satisfied are you with the recognition you receive for doing a good job?					
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied		65	in your organization?	64.36%	16.27%	19.37%	2,110	N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied	2016	65 66	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders?	64.36%	16.27%	19.37%	2,110	N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied Satisfied	2016	65	in your organization? *How satisfied are you with the recognition you receive for doing a good job?	64.36% 60.07%	16.27% 20.15%	19.37%	2,110	N/A N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied	2016	65 66	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders?	64.36% 60.07%	16.27% 20.15%	19.37%	2,110	N/A N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied Satisfied	2016	65 66	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders?	64.36% 60.07% 55.49%	16.27% 20.15% 24.49%	19.37% 19.78% 20.01%	2,110 2,107 2,101	N/A N/A N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied -dissatisfied	2016 2016 2016	65 66 67	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization?	64.36% 60.07% 55.49%	16.27% 20.15% 24.49%	19.37% 19.78% 20.01%	2,110 2,107 2,101	N/A N/A N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied Satisfied Satisfied	2016 2016 2016	65 66 67	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization?	64.36% 60.07% 55.49% 36.37%	16.27% 20.15% 24.49% 25.36%	19.37% 19.78% 20.01% 38.27%	2,110 2,107 2,101 2,105	N/A N/A N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied	2016 2016 2016 2016	65 66 67 68	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job?	64.36% 60.07% 55.49% 36.37% 57.63%	16.27% 20.15% 24.49% 25.36% 22.31%	19.37% 19.78% 20.01% 38.27% 20.07%	2,110 2,107 2,101 2,105 2,099	N/A N/A N/A N/A
Satisfied -dissatisfied	2016 2016 2016 2016 2016	65 66 67 68 69	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job?	64.36% 60.07% 55.49% 36.37%	16.27% 20.15% 24.49% 25.36%	19.37% 19.78% 20.01% 38.27%	2,110 2,107 2,101 2,105	N/A N/A N/A
Satisfied -dissatisfied Satisfied Satisfied	2016 2016 2016 2016	65 66 67 68	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job?	64.36% 60.07% 55.49% 36.37% 57.63%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38%	19.37% 19.78% 20.01% 38.27% 20.07%	2,110 2,107 2,101 2,105 2,099 2,106	N/A N/A N/A N/A
Satisfied -dissatisfied	2016 2016 2016 2016 2016 2016	65 66 67 68 69 70	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay?	64.36% 60.07% 55.49% 36.37% 57.63%	16.27% 20.15% 24.49% 25.36% 22.31%	19.37% 19.78% 20.01% 38.27% 20.07%	2,110 2,107 2,101 2,105 2,099	N/A N/A N/A N/A
Satisfied -dissatisfied Satisfied Satisfied -dissatisfied Satisfied -dissatisfied	2016 2016 2016 2016 2016	65 66 67 68 69	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job?	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66%	2,110 2,107 2,101 2,105 2,099 2,106 2,107	N/A N/A N/A N/A N/A
Satisfied -dissatisfied	2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization?	64.36% 60.07% 55.49% 36.37% 57.63%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38%	19.37% 19.78% 20.01% 38.27% 20.07%	2,110 2,107 2,101 2,105 2,099 2,106	N/A N/A N/A N/A
Satisfied -dissatisfied Satisfied Satisfied -dissatisfied Satisfied Satisfied -dissatisfied Satisfied	2016 2016 2016 2016 2016 2016	65 66 67 68 69 70	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay?	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66%	2,110 2,107 2,101 2,105 2,099 2,106 2,107	N/A N/A N/A N/A N/A
Satisfied -dissatisfied	2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66%	2,110 2,107 2,101 2,105 2,099 2,106 2,107	N/A N/A N/A N/A N/A
Satisfied -dissatisfied Satisfied Satisfied Satisfied -dissatisfied Satisfied Satisfied Satisfied -dissatisfied Satisfied	2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103	N/A N/A N/A N/A N/A N/A
Satisfied -dissatisfied	2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103	N/A N/A N/A N/A N/A N/A
Satisfied -dissatisfied Satisfied Satisfied Satisfied -dissatisfied Satisfied Satisfied Satisfied -dissatisfied Satisfied	2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44% 68.40%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94% 15.47%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62% 5.18%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103 1,489	N/A N/A N/A N/A N/A N/A N/A 22
Satisfied -dissatisfied	2016 2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44% 68.40% 84.51%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94% 15.47% 10.31% 4.00%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62% 5.18%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103 1,489 1,184	N/A N/A N/A N/A N/A N/A N/A 10/A N/A 116
Satisfied -dissatisfied Satisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied	2016 2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79 80	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) How satisfied are you with the following Work/Life programs in your agency? Health and	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44% 68.40%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94% 15.47%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62% 5.18%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103 1,489	N/A N/A N/A N/A N/A N/A N/A 22
Satisfied -dissatisfied	2016 2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? *Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44% 68.40% 94.38% 92.32%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94% 15.47% 10.31% 4.00%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62% 5.18% 1.62%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103 1,489 1,184	N/A N/A N/A N/A N/A N/A N/A 16 36
Satisfied -dissatisfied	2016 2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79 80 81 82	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44% 68.40% 84.51%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94% 15.47% 10.31% 4.00%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62% 5.18%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103 1,489 1,184	N/A N/A N/A N/A N/A N/A N/A 16
Satisfied -dissatisfied Satisfied	2016 2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79 80	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) How satisfied are you with the following Work/Life programs in your agency? Child Care	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44% 68.40% 84.51% 94.38% 92.32%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94% 15.47% 10.31% 4.00% 5.97%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62% 5.18% 1.62% 1.72% 2.84%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103 1,489 1,184 824	N/A N/A N/A N/A N/A N/A 10 N/A N/A N/A N/A N/A 22 16 36 32
Satisfied -dissatisfied	2016 2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79 80 81 82	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? *Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44% 68.40% 94.38% 92.32%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94% 15.47% 10.31% 4.00%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62% 5.18% 1.62%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103 1,489 1,184	N/A N/A N/A N/A N/A N/A N/A 16 36
Satisfied -dissatisfied Satisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied	2016 2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79 80 81 82	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) How satisfied are you with the following Work/Life programs in your agency? Elder Care	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44% 68.40% 84.51% 94.38% 92.32% 91.38%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94% 15.47% 10.31% 4.00% 5.97% 5.78%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62% 5.18% 1.62% 2.84% 0.00%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103 1,489 1,184 824 359 63	N/A N/A N/A N/A N/A N/A N/A 36 32
Satisfied -dissatisfied	2016 2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79 80 81 82 83	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44% 68.40% 84.51% 94.38% 92.32% 91.38% 86.75% 85.31%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94% 15.47% 10.31% 4.00% 5.97% 5.78% 13.25%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62% 16.12% 5.18% 1.62% 2.84% 0.00%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103 1,489 1,184 824 359 63 55	N/A N/A N/A N/A N/A N/A N/A 36 32 24 28
Satisfied -dissatisfied	2016 2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79 80 81 82 83	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) *I am given a real opportunity to improve my skills in my organization.	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44% 68.40% 84.51% 92.32% 91.38% 86.75% 85.31% 78.24%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94% 15.47% 10.31% 4.00% 5.97% 5.78% 13.25% 14.69% 11.00%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62% 16.12% 5.18% 1.62% 2.84% 0.00% 0.00% 10.76%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103 1,489 1,184 824 359 63 55 2,674	N/A N/A N/A N/A N/A N/A N/A 22 16 36 32 24 28 N/A
Satisfied -dissatisfied	2016 2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79 80 81 82 83 84	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) *I am given a real opportunity to improve my skills in my organization. I have enough information to do my job well.	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44% 68.40% 84.51% 92.32% 91.38% 86.75% 85.31% 78.24% 83.76%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94% 15.47% 10.31% 4.00% 5.97% 5.78% 13.25% 14.69% 11.00% 8.48%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62% 1.62% 1.72% 2.84% 0.00% 0.00% 10.76% 7.76%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103 1,489 1,184 824 359 63 55 2,674 2,653	N/A N/A N/A N/A N/A N/A N/A 22 16 36 32 24 28 N/A N/A
Satisfied -dissatisfied	2016 2016 2016 2016 2016 2016 2016 2016	65 66 67 68 69 70 71 79 80 81 82 83	in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? How satisfied are you with the following Work/Life programs in your agency? Telework How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) *I am given a real opportunity to improve my skills in my organization.	64.36% 60.07% 55.49% 36.37% 57.63% 72.96% 68.44% 68.40% 84.51% 92.32% 91.38% 86.75% 85.31% 78.24%	16.27% 20.15% 24.49% 25.36% 22.31% 14.38% 14.94% 15.47% 10.31% 4.00% 5.97% 5.78% 13.25% 14.69% 11.00%	19.37% 19.78% 20.01% 38.27% 20.07% 12.66% 16.62% 16.12% 5.18% 1.62% 2.84% 0.00% 0.00% 10.76%	2,110 2,107 2,101 2,105 2,099 2,106 2,107 2,103 1,489 1,184 824 359 63 55 2,674	N/A N/A N/A N/A N/A N/A N/A 22 16 36 32 24 28 N/A

	2015		lan a reason					
Agree-disagree	2015	5	I like the kind of work I do.	83.62%	10.59%	5.79%	2,639	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	82.97%	8.63%	8.40%	2,656	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	96.16%	2.52%	1.32%	2,650	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	91.08%	7.17%	1.75%	2,666	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	69.59%	11.63%	18.78%	2,669	3
Agree-disagree	2015	10	*My workload is reasonable.	72.29%	11.83%	15.88%	2,658	2
Agree-disagree	2015	11	*My talents are used well in the workplace.	67.05%	13.35%	19.59%	2,592	12
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	90.12%	5.87%	4.01%	2,656	4
Agree-disagree	2015	13	The work I do is important.	89.23%	7.31%	3.46%	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.	75.46%	10.23%	14.31%	2,660	7
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	75.46%	10.17%	14.37%	2,635	32
Agree-disagree	2015	16	I am held accountable for achieving results.	85.21%	9.49%	5.30%	2,657	11
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	74.81%	12.44%	12.75%	2,557	108
Agree-disagree	2015	18	My training needs are assessed.	65.04%	18.92%	16.05%	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	03.0476	18.3276	10.0376	2,039	15
rigitee disagree	2013	13	performance levels (for example, Fully Successful, Outstanding).	CC 400/	44.550/	40.000/	2.622	40
Agus disagus	2015	20		66.48%	14.66%	18.86%	2,622	49
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	82.50%	9.04%	8.46%	2,670	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	61.52%	18.79%	19.70%	2,583	91
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	47.98%	25.42%	26.59%	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.	34.15%	28.81%	37.04%	2,275	387
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.37%	27.14%	29.49%	2,460	205
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	52.70%	22.39%	24.91%	2,448	201
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	81.62%	9.11%	9.27%	2,659	7
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	59.65%	26.03%	14.33%	2,549	117
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	88.98%	9.31%	1.72%	2,670	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	80.13%	11.49%	8.37%	2,601	47
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	57.56%	20.22%	22.22%	2,565	76
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	64.51%	17.66%	17.83%	2,602	42
Agree-disagree	2015	32	Creativity and innovation are rewarded.	48.39%	27.41%	24.21%	2,544	87
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	23.81%	30.50%	45.70%	2,426	204
Agree-disagree	2015	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities	25.0170	30.3070	1517 676	2,120	201
0			and women, training in awareness of diversity issues, mentoring).	73.96%	17.31%	8.73%	2,521	110
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	90.26%	5.98%	3.75%	2,602	118
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.					36
	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not	85.51%	10.27%	4.22%	2,616	19
Agree-disagree	2015	37	tolerated.					
. "	2045			61.48%	18.98%	19.54%	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.					
			violating veteralis preference requirements) are not tolerated.	76.10%	13.99%	9.91%	2,384	241
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	88.91%	8.12%	2.97%	2,619	22
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	79.02%	12.45%	8.54%	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.	56.40%	20.37%	23.24%	2,569	77
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	89.67%	5.37%	4.96%	2,639	7
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	77.82%	11.53%	10.64%	2,630	10
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	73.40%	12.60%	14.00%	2,617	20
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	78.64%	15.82%	5.54%	2,387	251
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.90%	15.00%	12.10%	2,616	10
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	81.84%	10.50%	7.66%	2,605	33
Agree-disagree	2015	48	My supervisor listens to what I have to say.	84.52%	7.29%	8.19%	2,641	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	87.71%	6.50%	5.79%	2,638	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	92.80%	4.29%	2.91%	2,639	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.					
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	76.70%	10.66%	12.64%	2,640	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the	79.34%	12.91%	7.74%	2,640	N/A
Agree-disagree	2015	53	workforce.					
				55.00%	21.59%	23.41%	2,599	30
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	66.55%	17.30%	16.15%	2,531	95
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	74.89%	15.87%	9.24%	2,470	143
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	73.29%	14.29%	12.42%	2,604	20
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	74.82%	16.21%	8.97%	2,454	159
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	66.98%	17.96%	15.06%	2,545	71
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	70.81%	15.32%	13.88%	2,561	62
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your	2.5273	2.22/0		_,501	- J
			immediate supervisor?	71 019/	19 100/	10.909/	2 5 4 7	01
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	71.01%	18.18%	10.80%	2,547	81
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	66.05%	16.93%	17.01%	2,609	17
Satisfied		63	*How satisfied are you with your involvement in decisions that affect your work?	81.80%	11.32%	6.89%	2,556	70
-dissatisfied	2015	03	now satisfied are you with your involvement in decisions that affect your WOFK?					
	201-		XII an application are not with the information and the first state of the state of	65.69%	16.70%	17.60%	2,623	N/A
Satisfied	2015	64	*How satisfied are you with the information you receive from management on what's going on					
-dissatisfied			in your organization?	67.30%	16.95%	15.75%	2,618	N/A

Satisfied -dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	62.19%	17.97%	19.84%	2,600	N/A
Satisfied -dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	57.33%	23.45%	19.22%	2,602	N/A
Satisfied -dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	44.63%	25.34%	30.02%	2,605	N/A
Satisfied -dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?					
Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	71.06%	18.38%	10.56%	2,615	N/A
Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	75.80%	13.22%	10.98%	2,614	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	68.24%	15.28%	16.48%	2,617	N/A
Satisfied -dissatisfied	2015	79	How satisfied are you with the following Work/Life programs in your agency? Telework	70.99%	16.25%	12.76%	2,619	N/A
Satisfied -dissatisfied	2015	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	87.69%	7.89%	4.42%	1,843	24
Satisfied -dissatisfied	2015	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	95.30%	3.77%	0.93%	1,528	15
Satisfied -dissatisfied	2015	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	91.74%	6.65%	1.61%	1,141	35
Satisfied -dissatisfied	2015	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	88.36%	9.54%	2.10%	502	39
Satisfied -dissatisfied	2015	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	81.73%	17.03%	1.24%	81	34
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	83.72%	12.22%	4.06%	72	18 N/A
Agree-disagree	2014	2	I have enough information to do my job well.	74.71% 82.21%	12.14% 8.67%	13.16% 9.12%	2,465 2,446	N/A N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	67.36%	14.49%	18.15%	2,437	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	77.33%	11.89%	10.77%	2,444	N/A
Agree-disagree	2014	5	I like the kind of work I do.	83.05%	10.49%	6.46%	2,442	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	83.00%	9.00%	8.00%	2,444	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	96.32%	2.20%	1.48%	2,455	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	89.36%	8.55%	2.09%	2,455	N/A
Agree-disagree Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done. *My workload is reasonable.	66.74% 70.60%	11.94% 12.36%	21.32% 17.04%	2,460 2,439	3
Agree-disagree	2014	11	*My talents are used well in the workplace.	64.85%	14.49%	20.66%	2,439	9
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	89.66%	6.21%	4.12%	2,455	5
Agree-disagree	2014	13	The work I do is important.	89.24%	7.59%	3.17%	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.	78.57%	10.44%	10.98%	2,458	4
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	73.43%	12.13%	14.45%	2,429	32
Agree-disagree	2014	16	I am held accountable for achieving results.	85.85%	9.66%	4.49%	2,437	17
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	75.10%	13.28%	11.61%	2,383	79
Agree-disagree	2014	18	My training needs are assessed.	60.74%	20.41%	18.85%	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).	64.78%	14.67%	20.56%	2,420	45
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	82.00%	10.12%	7.88%	2,465	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	63.12%	18.48%	18.39%	2,394	68
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	49.55%	26.12%	24.33%	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.	34.29%	29.98%	35.74%	2,075	380
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	41.76%	29.72%	28.51%	2,258	200
Agree-disagree Agree-disagree	2014	25 26	Awards in my work unit depend on how well employees perform their jobs. Employees in my work unit share job knowledge with each other.	50.08% 82.45%	24.03% 9.35%	25.89% 8.20%	2,249 2,449	202
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	57.29%	9.35% 27.12%	15.59%	2,449	122
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	88.75%	9.53%	1.72%	2,466	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	80.74%	10.66%	8.60%	2,415	32
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	57.57% 63.88%	21.37% 17.62%	21.05% 18.50%	2,372 2,399	71 38
Agree-disagree	2014	32	Creativity and innovation are rewarded.	47.74%	27.05%	25.22%	2,399	97
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	24.46%	28.97%	46.57%	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).	75.41%	15.86%	8.73%	2,321	117
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	90.67%	6.10%	3.23%	2,321	25
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	84.06%	10.31%	5.63%	2,405	24
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	60.53%	19.77%	19.71%	2,254	180
Agree-disagree	2014	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	22.55,0		22.7.270	2,23 +	100
			employee/applicant, obstructing a person's right to compete for employment, knowingly					
		ì	violating veterans' preference requirements) are not tolerated.		l			207
				75.54%	14.81%	9.65%	2,219	207
Agree-disagree	2014	39	My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work.	75.54% 88.70%	14.81% 8.03%	9.65% 3.27%	2,219	16

Agree-disagree	2014	41	*I believe the results of this survey will be used to make my agency a better place to work.	E7 460/	22.220/	20.220/	2 251	02
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	57.46% 89.26%	22.23% 5.22%	20.32% 5.52%	2,351 2,433	92 8
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.21%	11.21%	10.59%	2,433	10
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	71.64%	13.95%	14.42%	2,407	16
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	79.52%	15.01%	5.47%	2,215	216
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	71.74%	14.44%	13.81%	2,424	7
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	80.64%	11.20%	8.16%	2,405	30
Agree-disagree	2014	48	My supervisor listens to what I have to say.	84.01%	8.24%	7.75%	2,435	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	87.07%	6.83%	6.10%	2,432	N/A
Agree-disagree	2014	50 51	In the last six months, my supervisor has talked with me about my performance.	92.37%	4.69%	2.94%	2,430	N/A
Agree-disagree Good-poor	2014	52	I have trust and confidence in my supervisor. Overall, how good a job do you feel is being done by your immediate supervisor?	76.72%	11.42%	11.86%	2,432	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the	79.11%	12.77%	8.12%	2,434	N/A
- igi ee alleegi ee			workforce.	55.21%	21.92%	22.87%	2,405	22
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	68.02%	17.29%	14.69%	2,323	103
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	75.79%	14.90%	9.31%	2,305	101
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	72.75%	14.70%	12.55%	2,396	17
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	71.70%	18.16%	10.13%	2,284	130
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	66.59%	16.35%	17.06%	2,350	66
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	71.05%	14.65%	14.30%	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?	50 700/	10.050/	44.000/	2 252	
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	69.73%	18.95%	11.33%	2,352	71
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	65.84% 80.54%	18.14% 12.55%	16.01% 6.91%	2,408	13
Satisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	80.54%	12.55%	6.91%	2,362	59
-dissatisfied				65.51%	16.74%	17.76%	2,416	N/A
Satisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on	05.5170	2017 170	1717070	2,120	.,,,,
-dissatisfied			in your organization?	66.39%	18.20%	15.41%	2,410	N/A
Satisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?					
-dissatisfied				61.71%	18.20%	20.09%	2,409	N/A
Satisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied				58.06%	24.42%	17.52%	2,402	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?					
				45.87%	24.29%	29.84%	2,409	N/A
Satisfied -dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?					
Satisfied	2014	69	*Considering everything, how satisfied are you with your job?	67.67%	19.54%	12.78%	2,410	N/A
-dissatisfied	2014	03	considering everything, now substitute you with your job.	74.66%	14.40%	10.94%	2,402	N/A
Satisfied	2014	70	Considering everything, how satisfied are you with your pay?	74.00%	14.40%	10.5470	2,402	IV/A
-dissatisfied				66.55%	16.14%	17.31%	2,411	N/A
Satisfied	2014	71	*Considering everything, how satisfied are you with your organization?					-
-dissatisfied				70.59%	16.64%	12.77%	2,407	N/A
Satisfied	2014	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
-dissatisfied				85.81%	8.77%	5.42%	1,652	23
Satisfied -dissatisfied	2014	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)					
Satisfied	2014	81	How satisfied are you with the following Work/Life programs in your agency? Health and	96.24%	2.72%	1.05%	1,410	18
-dissatisfied	2014	01	Wellness Programs (for example, exercise, medical screening, quit smoking programs)	00.700/	6.740/	2.470/	1 001	20
Satisfied	2014	82	How satisfied are you with the following Work/Life programs in your agency? Employee	90.79%	6.74%	2.47%	1,001	38
-dissatisfied			Assistance Program (EAP)	87.91%	9.12%	2.97%	443	48
Satisfied	2014	83	How satisfied are you with the following Work/Life programs in your agency? Child Care					
-dissatisfied			Programs (for example, daycare, parenting classes, parenting support groups)	75.86%	24.14%	0.00%	78	43
Satisfied	2014	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care					
-dissatisfied			Programs (for example, support groups, speakers)	77.40%	22.60%	0.00%	68	37
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	73.91%	13.86%	12.23%	2,507	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	82.71%	9.78%	7.51%	2,488	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	65.90%	17.19%	16.91%	2,491	N/A
Agree-disagree Agree-disagree	2013	5	My work gives me a feeling of personal accomplishment. I like the kind of work I do.	76.85%	12.51%	10.64%	2,500	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	83.16%	11.09%	5.75%	2,481	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	83.34% 96.17%	8.64% 2.26%	8.01% 1.58%	2,485 2,497	N/A N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	90.09%	7.53%	2.38%	2,499	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	64.47%	13.61%	21.92%	2,497	8
Agree-disagree	2013	10	*My workload is reasonable.	70.27%	13.09%	16.64%	2,494	1
Agree-disagree	2013	11	*My talents are used well in the workplace.	64.71%	15.10%	20.19%	2,449	12
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	90.06%	6.39%	3.55%	2,498	1
Agree-disagree	2013	13	The work I do is important.	89.17%	7.83%	2.99%	2,477	2
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
Aguag dire	2042	4-	allow employees to perform their jobs well.	79.43%	9.67%	10.90%	2,501	4
Agree-disagree Agree-disagree	2013	15 16	My performance appraisal is a fair reflection of my performance. I am held accountable for achieving results.	72.62%	13.05%	14.33%	2,481	24
, igi ee-uisagi ee	2013	10	וי מווי חיכוס מכככימות מטוב ויסו מכוווב יוווק וביזמונים.	85.50%	10.17%	4.33%	2,488	6

Agree-disagree				_				
A 11	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	75.08%	13.40%	11.51%	2,427	70
Agree-disagree	2013	18	My training needs are assessed.	57.17%	22.55%	20.27%	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).	63.55%	15.45%	21.00%	2,461	47
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	83.05%	9.59%	7.35%	2,503	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	59.02%	20.44%	20.54%	2,430	75
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	48.99%	25.98%	25.03%	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.	34.07%	30.54%	35.40%	2,151	347
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.					
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	43.71%	27.32%	28.97%	2,313	188
	-			52.25%	21.59%	26.16%	2,339	160
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	81.59%	10.17%	8.23%	2,492	12
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	57.98%	27.85%	14.17%	2,383	119
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	90.48%	7.62%	1.90%	2,499	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	81.58%	11.44%	6.98%	2,451	30
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	58.16%	21.77%	20.06%	2,416	68
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	65.12%	18.18%	16.70%	2,435	38
Agree-disagree	2013	32	Creativity and innovation are rewarded.	49.17%	26.33%	24.50%	2,379	96
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	22.76%	30.46%	46.78%	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).	74.06%	17.80%	8.14%	2,381	98
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	91.61%	5.68%	2.71%	2,459	20
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	84.73%	10.59%	4.68%	2,459	25
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not	04.7370	10.35%	4.00%	2,432	
, igi ee uisagi ee	2013	3/	tolerated.			46 = 1		_
	2011			62.00%	18.30%	19.70%	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.	76.60%	14.46%	8.94%	2,233	236
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	89.14%	7.51%	3.35%	2,452	22
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	80.51%	11.74%	7.75%	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.	58.31%	22.26%	19.43%	2,345	136
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	88.73%	5.43%	5.84%	2,467	11
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	75.79%	13.08%	11.13%	2,458	13
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	70.07%	15.13%	14.80%	2,452	17
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.				2,432	247
	2013			76.09%	18.07%	5.84%		
Agree-disagree	-	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.71%	17.56%	13.73%	2,456	14
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	79.44%	12.34%	8.22%	2,447	27
Agree-disagree	2013	48	My supervisor listens to what I have to say.	83.64%	8.19%	8.17%	2,472	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	86.71%	7.16%	6.13%	2,473	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	91.46%	4.85%	3.69%	2,465	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	75.13%	13.33%	11.54%	2,468	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.38%	12.97%	8.65%	2,468	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the					
			workforce.	56.63%	22.97%	20.40%	2,437	21
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	70.03%	17.77%	12.21%	2,407	54
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	76.31%	14.82%	8.87%	2,352	101
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	74.13%	15.09%	10.77%	2,429	17
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and	7 112570	13.0370	10.770	2,123	
rigi ce disagi ce	2013	J ,	objectives.	72 (40/	17 240/	0.120/	2 225	117
	2012	F0	Managers promote communication among different work units (for example, about projects,	73.64%	17.24%	9.12%	2,325	117
Anna dianana	2013	58						
Agree-disagree			goals needed resources)					
			goals, needed resources).	66.16%	18.45%	15.39%	2,403	
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	66.16% 69.99%	18.45% 16.50%	15.39% 13.51%	2,403 2,417	
	2013	59 60	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your					
Agree-disagree	2013	60	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					35
Agree-disagree			Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your	69.99%	16.50%	13.51%	2,417	35 87
Agree-disagree Good-poor	2013	60	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.99% 71.26%	16.50% 18.95%	13.51% 9.79%	2,417 2,372	87 11
Agree-disagree Good-poor Agree-disagree	2013	60	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders.	69.99% 71.26% 66.85%	16.50% 18.95% 18.35%	9.79% 14.80%	2,417 2,372 2,445	35 87 11
Agree-disagree Good-poor Agree-disagree Agree-disagree	2013 2013 2013	60 61 62	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs.	69.99% 71.26% 66.85% 79.88%	16.50% 18.95% 18.35% 13.04%	9.79% 14.80% 7.08%	2,417 2,372 2,445 2,383	35 87 11 72
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied	2013 2013 2013	60 61 62	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs.	69.99% 71.26% 66.85%	16.50% 18.95% 18.35%	9.79% 14.80%	2,417 2,372 2,445	35 87 11 72
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied	2013 2013 2013 2013	60 61 62 63	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work?	69.99% 71.26% 66.85% 79.88% 64.96%	16.50% 18.95% 18.35% 13.04% 18.41%	9.79% 14.80% 7.08% 16.63%	2,417 2,372 2,445 2,383 2,452	35 87 11 72 N/A
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied Satisfied -dissatisfied	2013 2013 2013 2013 2013	60 61 62 63	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization?	69.99% 71.26% 66.85% 79.88%	16.50% 18.95% 18.35% 13.04%	9.79% 14.80% 7.08%	2,417 2,372 2,445 2,383	35 87 11 72 N/A
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied Satisfied -dissatisfied Satisfied Satisfied	2013 2013 2013 2013	60 61 62 63	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on	69.99% 71.26% 66.85% 79.88% 64.96%	16.50% 18.95% 18.35% 13.04% 18.41% 19.82%	9.79% 14.80% 7.08% 16.63%	2,417 2,372 2,445 2,383 2,452 2,450	35 87 11 72 N/A
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied -dissatisfied	2013 2013 2013 2013 2013 2013	60 61 62 63 64	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job?	69.99% 71.26% 66.85% 79.88% 64.96%	16.50% 18.95% 18.35% 13.04% 18.41%	9.79% 14.80% 7.08% 16.63%	2,417 2,372 2,445 2,383 2,452	35 87 11 72 N/A
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied	2013 2013 2013 2013 2013	60 61 62 63	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization?	69.99% 71.26% 66.85% 79.88% 64.96% 64.29%	16.50% 18.95% 18.35% 13.04% 18.41% 19.82% 18.37%	9.79% 14.80% 7.08% 16.63% 15.89%	2,417 2,372 2,445 2,383 2,452 2,450 2,444	35 87 11 72 N/A N/A
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied -dissatisfied	2013 2013 2013 2013 2013 2013 2013	60 61 62 63 64 65	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders?	69.99% 71.26% 66.85% 79.88% 64.96%	16.50% 18.95% 18.35% 13.04% 18.41% 19.82%	9.79% 14.80% 7.08% 16.63%	2,417 2,372 2,445 2,383 2,452 2,450	35 87 11 72 N/A N/A
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied Satisfied	2013 2013 2013 2013 2013 2013	60 61 62 63 64	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job?	69.99% 71.26% 66.85% 79.88% 64.96% 64.29%	16.50% 18.95% 18.35% 13.04% 18.41% 19.82% 18.37%	9.79% 14.80% 7.08% 16.63% 15.89%	2,417 2,372 2,445 2,383 2,452 2,450 2,444	35 87 11 72 N/A N/A
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied -dissatisfied	2013 2013 2013 2013 2013 2013 2013	60 61 62 63 64 65	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders?	69.99% 71.26% 66.85% 79.88% 64.96% 64.29%	16.50% 18.95% 18.35% 13.04% 18.41% 19.82% 18.37%	9.79% 14.80% 7.08% 16.63% 15.89%	2,417 2,372 2,445 2,383 2,452 2,450 2,444	35 87 11 72 N/A N/A N/A
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied	2013 2013 2013 2013 2013 2013 2013	60 61 62 63 64 65	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders?	69.99% 71.26% 66.85% 79.88% 64.96% 64.29% 61.78%	16.50% 18.95% 18.35% 13.04% 18.41% 19.82% 18.37% 24.09%	9.79% 14.80% 7.08% 16.63% 15.89% 17.44%	2,417 2,372 2,445 2,383 2,452 2,450 2,444 2,442	35 87 11 72 N/A N/A N/A
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied	2013 2013 2013 2013 2013 2013 2013 2013	60 61 62 63 64 65 66	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization?	69.99% 71.26% 66.85% 79.88% 64.96% 64.29% 61.78% 58.46%	16.50% 18.95% 18.35% 13.04% 18.41% 19.82% 24.09% 26.30%	9.79% 14.80% 7.08% 16.63% 15.89% 19.85% 17.44%	2,417 2,372 2,445 2,383 2,452 2,450 2,444 2,442 2,446	35 87 11 72 N/A N/A N/A
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied	2013 2013 2013 2013 2013 2013 2013 2013	60 61 62 63 64 65 66	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization?	69.99% 71.26% 66.85% 79.88% 64.96% 64.29% 61.78%	16.50% 18.95% 18.35% 13.04% 18.41% 19.82% 18.37% 24.09%	9.79% 14.80% 7.08% 16.63% 15.89% 17.44%	2,417 2,372 2,445 2,383 2,452 2,450 2,444 2,442	35 87 11 72 N/A N/A N/A
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied	2013 2013 2013 2013 2013 2013 2013 2013	60 61 62 63 64 65 66 67	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job?	69.99% 71.26% 66.85% 79.88% 64.96% 64.29% 61.78% 58.46% 43.35%	16.50% 18.95% 18.35% 13.04% 18.41% 19.82% 24.09% 26.30%	9.79% 14.80% 7.08% 16.63% 15.89% 17.44% 30.34%	2,417 2,372 2,445 2,383 2,452 2,450 2,444 2,442 2,446 2,448	35 87 11 72 N/A N/A N/A
Agree-disagree Good-poor Agree-disagree Agree-disagree Satisfied -dissatisfied -dissatisfied	2013 2013 2013 2013 2013 2013 2013 2013	60 61 62 63 64 65 66 67 68	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? *Considering everything, how satisfied are you with your job?	69.99% 71.26% 66.85% 79.88% 64.96% 64.29% 61.78% 58.46%	16.50% 18.95% 18.35% 13.04% 18.41% 19.82% 24.09% 26.30%	9.79% 14.80% 7.08% 16.63% 15.89% 19.85% 17.44%	2,417 2,372 2,445 2,383 2,452 2,450 2,444 2,442 2,446	35 87 11 72 N/A N/A N/A
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Satisfied	2013	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				71.44%	16.54%	12.02%	2,447	N/A
Satisfied -dissatisfied	2013	79	How satisfied are you with the following Work/Life programs in your agency? Telework	85.14%	8.94%	5.92%	1,645	42
Satisfied -dissatisfied	2013	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	95.27%	3.92%	0.81%	1,481	13
Satisfied -dissatisfied	2013	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)					
Satisfied	2013	82	How satisfied are you with the following Work/Life programs in your agency? Employee	91.09%	6.97%	1.94%	1,009	31
-dissatisfied Satisfied	2013	83	Assistance Program (EAP) How satisfied are you with the following Work/Life programs in your agency? Child Care	88.10%	9.37%	2.53%	403	41
-dissatisfied Satisfied	2012	0.4	Programs (for example, daycare, parenting classes, parenting support groups)	76.82%	19.05%	4.13%	77	38
-dissatisfied	2013	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	75.32%	24.68%	0.00%	58	29
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	79.58%	9.68%	10.74%	2,706	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	83.20%	8.87%	7.93%	2,705	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	68.17%	15.83%	16.00%	2,700	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	77.39%	11.54%	11.07%	2,702	N/A
Agree-disagree	2012	5	I like the kind of work I do.	83.81%	10.87%	5.32%	2,700	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	81.71%	9.36%	8.93%	2,693	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	97.28%	1.65%	1.07%	2,701	N/A
Agree-disagree			I am constantly looking for ways to do my job better.	91.72%	6.26%	2.02%	2,701	N/A
Agree-disagree Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done. *My workload is reasonable.	70.63%	12.33%	17.03%	2,703	1
			*My talents are used well in the workplace.	72.24%	12.55%	15.21%	2,703	0
Agree-disagree	2012	11	·	68.31%	12.73%	18.96%	2,675	7
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities. The work I do is important.	90.12%	5.58%	4.30%	2,696	3
Agree-disagree			'	90.13%	7.35%	2.51%	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.					
A	2042	4.5	· · · · · ·	81.83%	9.76%	8.40%	2,690	7
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	72.71%	12.34%	14.95%	2,675	27
Agree-disagree	2012	16	I am held accountable for achieving results.	87.56%	8.48%	3.96%	2,687	
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	76.15%	12.96%	10.89%	2,624	76
Agree-disagree	2012	18	My training needs are assessed.	66.16%	18.59%	15.25%	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).	65.18%	15.40%	19.41%	2,657	48
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	84.32%	8.73%	6.95%	2,705	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	57.91%	20.80%	21.28%	2,624	82
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	51.75%	24.80%	23.46%	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.	36.52%	29.64%	33.84%	2,338	361
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	47.34%	25.68%	26.98%	2,517	183
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	54.57%	20.32%	25.12%	2,547	152
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	82.11%	9.79%	8.11%	2,694	7
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	59.83%	26.29%	13.88%	2,593	109
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	89.93%	8.05%	2.02%	2,698	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83.46%	9.61%	6.93%	2,644	36
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	61.60%	18.65%	19.76%	2,615	62
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	68.64%	15.49%	15.86%	2,638	35
Agree-disagree	2012	32	Creativity and innovation are rewarded.	52.69%	24.98%	22.33%	2,592	84
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	27.51%	31.10%	41.39%	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).	77.14%	15.86%	6.99%	2,535	142
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	92.00%	5.67%	2.34%	2,642	29
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	84.91%	10.75%	4.34%	2,633	37
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	C1 OC0/	10.020/	10 110/	2 511	100
Agree-disagree	2012	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	61.96%	18.93%	19.11%	2,511	160
Agree-uisagree	2012	30	employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.					
	2042			76.36%	14.76%	8.87%	2,439	227
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	89.35%	7.61%	3.04%	2,652	21
Agree-disagree	2012	40	*I recommend my organization as a good place to work. *I holiow the recults of this curvey will be used to make my agency a better place to work.	81.04%	11.66%	7.30%	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. My superviser supports my pood to halance work and other life issues.	64.60%	19.99%	15.41%	2,552	126
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues. My supervisor provides me with opportunities to demonstrate my leadership skills.	88.78%	5.93%	5.29%	2,661	14
Agree-disagree Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	77.97%	11.46%	10.57%	2,659	11
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	71.28%	14.09%	14.63%	2,639	29
Agree-disagree	2012	46	My supervisor is confinited to a workforce representative of an segments of society. My supervisor provides me with constructive suggestions to improve my job performance.	75.82%	18.02%	6.16%	2,419	248
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	70.91% 80.00%	16.29% 11.40%	12.80% 8.60%	2,657 2,644	11
Agree-disagree	2012	48	My supervisor listens to what I have to say.	80.00%	7.69%			23 N/A
Agree-disagree	2012	49	My supervisor treats me with respect.			8.83%	2,665	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	86.85% 88.61%	6.71% 5.80%	6.45% 5.59%	2,669 2,660	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	75.67%	12.25%	12.08%	2,661	N/A N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	77.76%	13.75%	8.49%	2,661	N/A
			, G	. 7 . 7 0 70	23.7370	3.4370	2,001	IV/ P

Company Comp	Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the					
Propend Barger 2010 2011 10 10 10 10 10				workforce.	59.56%	20.31%	20.13%	2,636	22
Apece diagram 2512 551 Triangent company 5,48,88 1,2068 2,288 2,50 1,50 Appec diagram 252 352 </td <td>Agree-disagree</td> <td>2012</td> <td>54</td> <td>My organization's senior leaders maintain high standards of honesty and integrity.</td> <td>70.43%</td> <td>15.56%</td> <td>14.02%</td> <td>2,592</td> <td>63</td>	Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	70.43%	15.56%	14.02%	2,592	63
Page - Cologo 1972 50 Margar in review and conduction for approachasing in agree and any object of dependence 1972 50 11.59% 8.75% 2.59% 10.00%					76.60%	13.57%	9.82%	2,565	88
Page of dangers 12.5 1.0	-				74.84%	12.98%	12.18%	2,629	15
Company	Agree-disagree	2012	57		76.96%	14.29%	8.75%	2,549	103
Agree disease 2019 55 Managems support collaborations arous work with the completion with cologophore 2019 61 62 62 62 62 62 62 62	Agree-disagree	2012	58		68.99%	15.87%	15.14%	2,602	51
Agriculture 1	Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.					
Agree-House 2012 52 These highly level of research for more contractions for bedrown 80,850 1,217,500 1,227,500 1,207,500	Good-poor	2012	60		71.23%	16.87%	11.90%	2.573	73
Saide 2012 60 Now assisted are you with the information you receive from management are what young on distance of the control of the	Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.					
dissolitified 12 12 13 15 15 15 15 15 15 15			62		80.38%	12.41%	7.22%	2,569	81
Section 2022 54 Incommendation are your with the information ayour receive froet management on whar's going on incommendation 2022 55 Indoor satisfied are you with the profities and practices of your areno leaders? 54,000 50,000		2012	63	*How satisfied are you with your involvement in decisions that affect your work?					
Section Sect	Satisfied	2012	64		66.56%	16.97%	16.47%	2,649	N/A
distance Company Com				· -	66.46%	18.46%	15.08%	2,645	N/A
Satisfied 2012 61 10 10 10 10 10 10 10		2012	65	*How satisfied are you with the recognition you receive for doing a good job?	64.01%	16.96%	19.03%	2,644	N/A
Statisfied 2012 47 How satisfied are you with your opportunity to get a better job in your organization? 46.779 25.6314 27.6514 27		2012	66	How satisfied are you with the policies and practices of your senior leaders?					
disastified					59.78%	20.82%	19.40%	2,636	N/A
Statisfied 2012 68 Now statisfied are you with the Falaning your receive for your present pib? 7,13% 1,15% 1,13% 2,020 No.		2012	67	How satisfied are you with your opportunity to get a better job in your organization?	46 77%	25 63%	27 61%	2 637	N/A
Statisfied 2012 69 Considering everything, how satisfied are you with your pap? 11.5% 11.5% 11.5% 11.5% 11.5% 11.6% 10.5		2012	68	How satisfied are you with the training you receive for your present job?	40.7770	23.0370	27.01/0	2,037	14/74
Statisfied 1012 70					71.32%	17.53%	11.14%	2,629	N/A
Satisfied 2012 7 Considering everything, how satisfied are you with your pagnington? 68.94% 14.24% 16.83% 2,640 N.A.		2012	69	*Considering everything, how satisfied are you with your job?	77.41%	11.45%	11.14%	2.642	N/A
Scientified 2012 71 Considering everything, how satisfied are you with your organization? 7.36% 1.276% 1.2.88% 2.6.63 N/A		2012	70	Considering everything, how satisfied are you with your pay?					
Satisfied 2012 79 How satisfied are you with the following Work/Life programs in your agency? Telework 86.74% 8.57% 4.69% 1.699 36		2012	71	*Considering everything, how satisfied are you with your organization?	68.94%	14.24%	16.83%	2,640	N/A
					73.36%	13.76%	12.88%	2,639	N/A
Scatisfied 2012 81 How satisfied are you with the following Work/Life programs in your agency? Health and dissarisfied 2012 82 How satisfied are you with the following Work/Life programs in your agency? Employee 3.38% 9.34% 2.14% 357 52 52 52 52 53 53 53 53		2012	79	How satisfied are you with the following Work/Life programs in your agency? Telework	86.74%	8.57%	4.69%	1,699	36
Satisfied Classatisfied Satisfied		2012	80		95.45%	2 28%	1 17%	1 610	21
Satisfied 2012 82 Assistance Program (EAP) Satisfied are you with the following Work/Life programs in your agency? Employee 88.53% 9.34% 2.14% 357 52 52 52 52 53 53 53 53		2012	81		33.4370	3.3070	1.1770	1,010	21
Assistance Assistance Program (EAP) Assistance Program (EAP) Assistance Programs (for example, daycare, parenting classes, parenting support groups) 82.13% 16.54% 13.3% 7.1 48 Satisfied of a How satisfied are you with the following Work/Life programs in your agency? Elder Care disastatisfied Programs (for example, daycare, parenting classes, parenting support groups) 82.13% 16.54% 13.3% 7.1 48 Satisfied of a How satisfied are you with the following Work/Life programs in your agency? Elder Care disastatisfied Programs (for example, support groups) 70.80% 24.91% 4.29% 4.7 40 Agree-disagree 2011 1 *I am given a real opportunity to improve my skills in my organization. 82.24% 86.33% 7.13% 2,608 N/A Agree-disagree 2011 2 *I have enough information to do my job well. 85.97% 7.67% 6.37% 2,609 N/A Agree-disagree 2011 3 *I dee lencourgaged to come up with the ward better ways of doing things. 72.26% 14.14% 13.59% 2,609 N/A Agree-disagree 2011 4 My work gives me a feeling of personal accomplishment. 79.27% 12.10% 86.33% 2,605 N/A Agree-disagree 2011 5 *I kinow what is expected of me on the job. 83.74% 9.48% 6.78% 2,597 N/A Agree-disagree 2011 6 *I kinow what is expected of me on the job. 83.74% 9.48% 6.78% 2,597 N/A Agree-disagree 2011 7 *When needed I am willing to put in the extra effort to get a job done. 99.24% 12.28% 0.47% 2,606 N/A Agree-disagree 2011 8 *I kinow containably toloning for ways to do my job better. 99.24% 12.28%		2012	92		92.56%	6.54%	0.91%	1,112	44
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Satisfied 2012 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care programs (for example, support groups, speakers) 70,80% 24,91% 4,29% 47 40 40 40 40 40 40 40		2012	83		82.13%	16.54%	1.33%	71	48
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Agree-disagree 2011 26 Employees in my work unit share job knowledge with each other. 83.20% 9.85% 6.95% 2,598 8	Agree-disagree	2011	24						
					61.89%	19.10%	19.02%	2,468	138
Agree-disagree 2011 27 The skill level in my work unit has improved in the past year. 66.34% 23.97% 9.69% 2,509 87									
	Agree-disagree	2011	27	i ne skiii ievei in my work unit has improved in the past year.	66.34%	23.97%	9.69%	2,509	87

Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	90.30%	8.28%	1.42%	2,599	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	85.01%	9.35%	5.64%	2,557	24
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	67.27%	17.97%	14.76%	2,525	61
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	75.16%	14.22%	10.61%	2,559	28
Agree-disagree	2011	32	Creativity and innovation are rewarded.	59.82%	23.51%	16.67%	2,511	71
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	35.03%	31.34%	33.64%	2,406	182
Agree-disagree	2011	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities					
			and women, training in awareness of diversity issues, mentoring).	79.78%	14.27%	5.95%	2,474	107
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	92.72%	5.86%	1.42%	2,562	20
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	85.86%	11.06%	3.07%	2,551	25
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	67.36%	17.62%	15.02%	2,435	139
Agree-disagree	2011	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any				,	
			employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.	80.35%	12 019/	6.74%	2 412	166
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.		12.91%		2,412	166
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	92.30%	5.46%	2.23%	2,552	13
	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	84.42%	9.78%	5.80%	2,567	N/A
Agree-disagree				69.38%	18.35%	12.27%	2,464	108
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	88.52%	6.44%	5.04%	2,562	10
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.80%	11.97%	9.24%	2,560	6
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	74.01%	13.48%	12.51%	2,560	12
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	77.87%	16.97%	5.16%	2,345	221
Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	74.13%	14.37%	11.49%	2,553	9
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	83.70%	9.24%	7.06%	2,545	15
Agree-disagree	2011	48	My supervisor listens to what I have to say.	84.96%	8.00%	7.05%	2,565	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	87.74%	6.99%	5.27%	2,563	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	92.42%	4.59%	2.98%	2,559	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	78.36%	11.95%	9.69%	2,556	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	80.65%	11.73%	7.62%	2,561	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the					
			workforce.	66.34%	19.41%	14.25%	2,539	23
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	77.08%	12.81%	10.12%	2,489	64
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	79.93%	13.23%	6.84%	2,480	79
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	79.23%	12.13%	8.64%	2,538	16
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and	73.2370	12.1370	0.0470	2,550	
rigi ce disagi ce	2011	٥,	objectives.	79.73%	14.18%	C 000/	2.450	00
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects,	79.73%	14.18%	6.09%	2,458	98
Agree-uisagree	2011	36	goals, needed resources).					
A di	2044			71.95%	15.44%	12.61%	2,501	50
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	76.02%	12.83%	11.15%	2,494	45
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	74.73%	16.26%	9.01%	2,491	56
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	75.02%	13.92%	11.05%	2,540	9
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	83.18%	11.02%	5.81%	2,495	51
Satisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied				71.24%	15.93%	12.84%	2,548	N/A
Satisfied	2011	64	*How satisfied are you with the information you receive from management on what's going on					
-dissatisfied			in your organization?	71.86%	16.13%	12.02%	2,545	N/A
Satisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?					
-dissatisfied				70.42%	15.02%	14.56%	2,545	N/A
Satisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	. 5.42/0	13.02/0	1 7.5570	2,343	14/74
-dissatisfied			,	67 599/	10 60%	12.73%	2,548	NI/A
Satisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	67.58%	19.69%	12./3%	2,548	N/A
-dissatisfied	2011	07	Them successed are you with your opportunity to get a better job in your organization:	F 4 = 6 - 4	24.4051	24 444	2	
	2011			54.70%	24.19%	21.11%	2,544	N/A
Satisfied	2011	68	How satisfied are you with the training you receive for your present job?					
-dissatisfied				75.73%	15.81%	8.46%	2,544	N/A
Satisfied	2011	69	*Considering everything, how satisfied are you with your job?					
-dissatisfied				80.47%	11.38%	8.15%	2,544	N/A
Satisfied	2011	70	Considering everything, how satisfied are you with your pay?					
-dissatisfied				76.61%	11.83%	11.55%	2,544	N/A
Satisfied	2011	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				78.32%	12.43%	9.25%	2,543	N/A
Satisfied	2011	79	How satisfied are you with the following Work/Life programs in your agency? Telework	70.5270	12.13,0	312370	2,5 .5	
-dissatisfied				86.24%	9.21%	4.55%	1,605	22
Satisfied	2011	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work	00.24%	9.21%	4.33%	1,003	23
-dissatisfied	2011	80	Schedules (AWS)					
	2011			96.38%	3.06%	0.56%	1,568	12
Satisfied	2011	81	How satisfied are you with the following Work/Life programs in your agency? Health and					
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)	93.57%	5.51%	0.92%	1,049	32
Satisfied	2011	82	How satisfied are you with the following Work/Life programs in your agency? Employee					
-dissatisfied			Assistance Program (EAP)	92.16%	6.74%	1.10%	354	35
Satisfied	2011	83	How satisfied are you with the following Work/Life programs in your agency? Child Care					
-dissatisfied			Programs (for example, daycare, parenting classes, parenting support groups)	82.05%	17.95%	0.00%	78	39

desarted	Satisfied	2011	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care					
Agric disparce 2010 2	-dissatisfied				68.51%	29.37%	2.12%	59	43
Agree diagree 200 3 New encouraget to come publishers and better ways of doing Dilegs 3,45 14.444 3.1329 2,487 Agree diagree 201 5 New the third of work if do 1.05	Agree-disagree	2010	1	*I am given a real opportunity to improve my skills in my organization.	84.92%	8.14%	6.94%	2,499	N/A
Agree diagree 2010 14 Agree diagree 2010 15 Agree diagree 2010 15 Agree diagree 2010 16 Agree diagree 2010 17 Agree diagree 2010 18 Agree diagree 2010 19 Agree 2010					86.20%	7.50%	6.30%	2,499	N/A
Agree disagree 2010 5 18 like the bits of Found's Ed. S. 3.5.28 3.4.27 2.481 3.5.61 2.481 Agree disagree 3.00 5 18 like the bits of specified for on the job. 8.025 8 3.88 7.021 2.481 2.295 2.482 2.295 2.48									N/A
Agene disagree Agene disagree Agene disagree 8.85% 8.38% 7.01% 2.487 Agene disagree 200 7 When expended and wulfling to pain the central effort to get a job done. 92.23% 6.03% 1.24% 2.66% <	-			, , ,					N/A
Agree disagree 2000 7 When needed iam willing to put in the extra affort to get a job done. 97.88% 1.39% 0.03% 2.486 Agree disagree 2.400 8 annotation from yigh batter. 92.53% 0.05% 1.486 2.485 Agree disagree 2.010 10 May warding in the extra affort to get a job done. 92.53% 0.05% 1.246 2.485 Agree disagree 2.010 10 May warding in the extra affort to get a job done. 92.53% 0.05% 1.246 2.485 Agree disagree 2.010 11 Why facility are used with the workplace. 92.05% 0.05% 1.246 2.485 Agree disagree 2.010 17 Why facility are used with the workplace. 92.05% 0.05% 0.05% 0.05% 0.05% 0.05% Agree disagree 2.010 17 Why facility are used for the period years and the period of the p									N/A N/A
Agree disagree 200 8 lam constantify loading for ways to do my job better. 25.59 6.01% 1.46% 2.26% Agree disagree 200 9 law section resources for section. 73.66% 1.25% 6.01% 4.26% 2.24% 3.64.6% 3.24% 3.60 2.24% 3.64.6% 3.24% 3.60 3.24% 3.24% 3.24% 3.24% 3.24% 3.24% 3.24%				·				-	N/A
Agener disagree 2010 9 (a) between disagree disagree disagree) 1,000 between disagree disag									N/A
Agree-disagree 2010 11 All Agree-disagree 2010 12 Agree-disagree 2010 13 Agree-disagree 2010 14 Agree-disagree 2010 15 Agree-disagree 2010 15 Agree-disagree 2010 15 Agree-disagree 2010 15 Agree-disagree 2010 16 Agree-disagree 2010 17 Agree-disagree 2010 18 Agree-disagree 2010 19 Agree-disagree 2010 20 Agree-di	Agree-disagree	2010	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	73.40%	10.81%	15.79%		5
Agree-disagree 2010 12 Agree-disagree 2010 13 The Vertice 2010 14 The Vertice 2010 14 The Vertice 2010 15 The Vertice 2010	Agree-disagree	2010	10	*My workload is reasonable.	71.66%	12.19%	16.14%	2,493	2
Agree-disagree 2010 15				,				-	7
Physical conditions (for example, noise feek, temperature, lighting, cleanliness in the workplace) 81,05% 10,48% 8,46% 2,495 10,445%					_				7
## allow employees to perform their jobs well. ## Agree-disagree ## 2010 ## 15 ## Agree-disagree ## 2010 ## 2010 ## 17 ## 2010 ## 201				·	92.19%	5.61%	2.20%	2,477	6
Agreed-disagree 2010 15 My performance apparaisal is a fair reflection of my performance. 76,11% 12.88% 10.91% 2.471 Agreed-disagree 2010 15 In an indication as suspected violation of any law, rule or regulation without fixor of reprisal. 80.15% 8.28% 2.240 Agreed-disagree 2010 18 My terring genetic are seasoned. 69.40% 71.04% 83.5% 2.240 Agreed-disagree 2010 19 In my most resembly reformance apparaisal, Lunderstood what thad to do to be rated at different performance levels for casespace. 2.46 9.60% 5.88% 3.50% 2.46 Agreed-disagree 2010 10 My more casespace and performance aparaisal. Lunderstood what thad to do to be rated at different performance aparaisal. 9.60% 5.88% 3.2.0% Agreed-disagree 2010 12 The people! work with coperator to get the job done. 66.25% 18.01% 3.8.5% 2.241 Agreed-disagree 2010 23 In my work unit are based on merit. 9.62% 2.4.7% 2.011 3.8.5% 2.2.91 9.7% 9.1.8.8 2.2.10 2.	Agree-uisagree	2010	14		81.05%	10 /18%	8 46%	2 /195	1
Agree-disagree 2010 16 law held accountable for activation of any one classified without four of regrission. 80.37% 8.03% 2.27% 2.477 Agree-disagree 2010 17 "Team disclose a suspected widation of any without four of regrission. 80.07% 1.10% 8.44% 2.409 Agree-disagree 2010 18 My training needs are assessed. 80.00% 1.70 Ms 13.55% 2.662 Agree-disagree 2010 20 "Team common control of the common control of th	Agree-disagree	2010	15	My performance appraisal is a fair reflection of my performance.					25
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Page-edisagree 2010 20 The people work with cooperate to get the job done. 80.48% 8.09% 5.48% 2,223	Agree-disagree	2010	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	80.17%	11.49%	8.34%	2,409	83
performance levels (for example, Fully Successful, Outstanding). 63.38% 15.00% 15.639% 2,489				•	69.40%	17.04%	13.55%	2,462	14
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Agree-disagree 2010 21 My work unit is able to recruit people with the right stills. 58,85% 22,71% 18,84% 2,241 Agree-disagree 2010 22 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 41,07% 29,18% 29,75% 2,162 Agree-disagree 2010 23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 41,07% 29,18% 29,75% 2,162 Agree-disagree 2010 25 Agree-disagree 2010 27 Agree-disagree 2010 28 Agree-disagree 2010 28 Agree-disagree 2010 29 Agree-disagree 2010		2010							14
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Agree disagree 2010 25 Awards in my work unit, differences in performance are recognized in a meaningful way. 54,62% 24,67% 20,71% 2,356 Agree-disagree 2010 25 Awards in my work unit depend on how well employees perform their jobs. 63,34% 11,08% 18,58% 2,393 Agree disagree 2010 27 The skill level in my work unit share job knowledge with each other. 66,82% 23,16% 10,00% 2,463 Agree disagree 2010 27 The skill level in my work unit has improved in the past year. 66,82% 23,16% 10,00% 2,463 Agree disagree 2010 29 The workforce has the job-relevant knowledge and skills necessary to accomplish or grain activate goals. 66,82% 23,16% 10,00% 2,485 Agree-disagree 2010 30 Employees have a feeling of personal empowerment with respect to work processes. 66,79% 16,99% 14,22% 2,466 Agree-disagree 2010 30 Employees have a feeling of personal empowerment with respect to work processes. 68,79% 16,99% 14,22% 2,466 Agree-disagree <t< td=""><td></td><td></td><td></td><td>,</td><td></td><td></td><td></td><td></td><td>334</td></t<>				,					334
Agree-disagree 2010 25 Awards in my work unit depend on how well employees perform their jobs. 6.348% 18.08% 18.08% 2.393									140
Segree disagree 2010 27 The skill level in my work unit has improved in the past year. 66.82% 23.16% 10.02% 2,403	Agree-disagree	2010	25	Awards in my work unit depend on how well employees perform their jobs.					101
Cood-poor 2010 28 How would you rate the overall quality of work done by your work unit? 91.47% 7.42% 1.11% 2.485	Agree-disagree	2010	26	Employees in my work unit share job knowledge with each other.	82.92%	10.10%	6.97%	2,485	9
Agree-disagree 2010 29 *The workforce has the job-relevant knowledge and skills necessary to accomplish or organizational goals. 86.11% 8.31% 5.58% 2,451	-			·	66.82%	23.16%	10.02%		81
Agree-disagree 2010 30 Employees have a feeling of personal empowerment with respect to work processes. 86.79% 16.99% 14.22% 2,426					91.47%	7.42%	1.11%	2,485	N/A
Agree-disagree 2010 30 Employees have a feeling of personal empowerment with respect to work processes. 68.79% 16.99% 14.22% 2.426 Agree-disagree 2010 31 Employees are recognized for providing high quality products and services. 77.63% 12.52% 9.85% 2.457 Agree-disagree 2010 32 Creativity and innovation are rewarded. 62.66% 2010 33 Pay raises depend on how well employees perform their jobs. 40.52% 30.30% 29.18% 2.310 Agree-disagree 2010 34 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). 81.13% 13.63% 5.24% 2.406 Agree-disagree 2010 35 Employees are protected from health and safety hazards on the job. 92.65% 5.52% 1.83% 2.460 Agree-disagree 2010 36 My organization has prepared employees for potential security threats. 85.29% 10.33% 4.38% 2.452 Agree-disagree 2010 37 Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 70.03% 18.31% 11.65% 2.333 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. 81.47% 12.23% 6.31% 2.310 Agree-disagree 2010 39 My agency is successful at accomplishing its mission. 92.42% 5.94% 1.64% 2.442 Agree-disagree 2010 40 41 ** Ibelieve the results of this survey will be used to make my agency a better place to work. 86.73% 7.96% 5.31% 2.469 Agree-disagree 2010 41 ** Ibelieve the results of this survey will be used to make my agency a better place to work. 72.23% 16.78% 10.98% 2.365 Agree-disagree 2010 42 My supervisor supports my need to balance work and other life issues. 89.63% 5.91% 4.46% 2.475 Agree-disagree 2010 43 My supervisor is committed to a workforce representative of all segments of society. 79.55% 11.35% 9.14% 2.472 Agree-disagree 2010 45 My supervisor is committed to a workforce representative of all segments of society. 79.55% 11.35% 9	Agree-disagree	2010	29		06.440/	0.240/	F F00/	2.454	25
Agree-disagree 2010 31 Employees are recognized for providing high quality products and services. 77.63% 12.52% 9.85% 2.457	Agree-disagree	2010	30						25 53
Agree-disagree 2010 32 Creativity and innovation are rewarded. 62.66% 22.28% 15.07% 2,408									26
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Agree-disagree 2010 35 Employees are protected from health and safety hazards on the job. 92.65% 5.52% 1.83% 2,460	Agree-disagree	2010	33	, , , , , , , , , , , , , , , , , , , ,	40.52%	30.30%	29.18%	2,310	173
Agree-disagree 2010 35 Employees are protected from health and safety hazards on the job. 92.65% 5.52% 1.83% 2.460 Agree-disagree 2010 36 My organization has prepared employees for potential security threats. 85.29% 10.33% 4.38% 2.452 Agree-disagree 2010 37 Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 70.03% 18.31% 11.65% 2.333 Agree-disagree 2010 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. 81.47% 12.23% 6.31% 2.310 Agree-disagree 2010 39 My agency is successful at accomplishing its mission. 92.42% 5.94% 1.64% 2.442 Agree-disagree 2010 40 *Irecommend my organization as a good place to work. 86.73% 7.96% 5.31% 2.469 Agree-disagree 2010 41 *I believe the results of this survey will be used to make my agency a better place to work. 72.23% 16.78% 10.98% 2.365 Agree-disagree 2010 42 My supervisor supports my need to balance work and other life issues. 89.63% 5.91% 4.46% 2.475 Agree-disagree 2010 44 Discussions with my supervisor about my performance are worthwhile. 75.19% 12.93% 11.88% 2.450 Agree-disagree 2010 45 My supervisor is committed to a workforce representative of all segments of society. 78.94% 17.02% 4.04% 2.267 Agree-disagree 2010 48 My supervisor is committed to a workforce representative of all segments of society. 78.94% 17.02% 4.04% 2.267 Agree-disagree 2010 49 My supervisor is my work unit support employee development. 83.50% 9.64% 6.87% 2.451 Agree-disagree 2010 49 My supervisor is me with constructive suggestions to improve my job performance. 85.76% 7.82% 6.42% 2.478 Agree-disagree 2010 50 In the last six months, my supervisor of sout my performance. 85.76% 7.82% 6.29% 7.999% 2.474 Agree-disagree 2010 51 Inavertual and confidence in my supervisor.	Agree-disagree	2010	34						
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Agree-disagree 2010 37 Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 70.03% 18.31% 11.65% 2,333 Agree-disagree 2010 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. 81.47% 12.23% 6.31% 2,310 Agree-disagree 2010 39 My agency is successful at accomplishing its mission. 92.42% 5.94% 1.64% 2,442 Agree-disagree 2010 40 **Irecommend my organization as a good place to work. 86.73% 7.96% 5.31% 2,469 Agree-disagree 2010 41 **I believe the results of this survey will be used to make my agency a better place to work. 72.23% 16.78% 10.98% 2,365 Agree-disagree 2010 42 My supervisor supports my need to balance work and other life issues. 89.63% 5.91% 4.46% 2,472 Agree-disagree 2010 43 My supervisor provides me with opportunities to demonstrate my leadership skills. 79.52% 11.35% 9.14% 4.94% 2,267 Agree-disagree 2010 44 Discussions with my supervisor about my performance are worthwhile. 75.19% 12.93% 11.88% 2,450 Agree-disagree 2010 45 My supervisor is committed to a workforce representative of all segments of society. 78.94% 17.02% 4.04% 2,267 Agree-disagree 2010 46 My supervisor in my work unit support employee development. 83.50% 9.64% 6.87% 2,451 Agree-disagree 2010 48 My supervisor in my work unit support employee development. 85.76% 7.82% 6.42% 2,478 Agree-disagree 2010 49 My supervisor reats me with respect. 85.74% Agree-disagree 2010 51 I have trust and confidence in my supervisor. 78.09% 12.01% 9.99% 2,474 Agree-disagree 2010 51 I have trust and confidence in my supervisor. 80.56% 12.66% 6.78% 2,469				, , ,					17
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Agree-disagree 2010 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. Agree-disagree 2010 39 My agency is successful at accomplishing its mission. 92.42% 5.94% 1.64% 2.442 Agree-disagree 2010 40 *I recommend my organization as a good place to work. 86.73% 7.96% 5.31% 2.469 Agree-disagree 2010 41 *I believe the results of this survey will be used to make my agency a better place to work. 72.23% 16.78% 10.98% 2.365 Agree-disagree 2010 42 My supervisor supports my need to balance work and other life issues. 89.63% 5.91% 4.46% 2.475 Agree-disagree 2010 43 My supervisor provides me with opportunities to demonstrate my leadership skills. 79.52% 11.35% 9.14% 2.472 Agree-disagree 2010 44 Discussions with my supervisor about my performance are worthwhile. 75.19% 12.93% 11.88% 2.450 Agree-disagree 2010 45 My supervisor is committed to a workforce representative of all segments of society. 78.94% 17.02% 4.04% 2.267 Agree-disagree 2010 46 My supervisor is committed to a workforce representative of all segments of society. 78.94% 17.02% 4.04% 2.267 Agree-disagree 2010 47 Supervisors in my work unit support employee development. 83.50% 9.64% 6.87% 2.451 Agree-disagree 2010 48 My supervisor listens to what I have to say. 85.76% 7.82% 6.29% 7.99% 2.478 Agree-disagree 2010 49 My supervisor treats me with respect. 85.72% 6.29% 7.99% 2.474 Agree-disagree 2010 50 In the last six months, my supervisor. 78.09% 12.01% 9.90% 2.469 Good-poor 2010 52 Overall, how good a job do you feel is being done by your immediate supervisor? 80.56% 12.66% 6.78% 2.469	Agree disagree	2010	3,		70.03%	18 31%	11 65%	2 333	136
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Agree-disagree201042My supervisor supports my need to balance work and other life issues.89.63%5.91%4.46%2,475Agree-disagree201043My supervisor provides me with opportunities to demonstrate my leadership skills.79.52%11.35%9.14%2,472Agree-disagree201044Discussions with my supervisor about my performance are worthwhile.75.19%12.93%11.88%2,450Agree-disagree201045My supervisor is committed to a workforce representative of all segments of society.78.94%17.02%4.04%2,267Agree-disagree201046My supervisor provides me with constructive suggestions to improve my job performance.73.02%14.95%12.03%2,460Agree-disagree201047Supervisors in my work unit support employee development.83.50%9.64%6.87%2,451Agree-disagree201048My supervisor listens to what I have to say.85.76%7.82%6.42%2,478Agree-disagree201049My supervisor treats me with respect.89.24%5.69%5.08%2,475Agree-disagree201050In the last six months, my supervisor.85.72%6.29%7.99%2,474Agree-disagree201051I have trust and confidence in my supervisor.78.09%12.01%9.90%2,469Good-poor201052Overall, how good a job doy ou feel is being done by your immediate supervisor?80.56%12.66%6.78%2,469 <td></td> <td></td> <td></td> <td></td> <td>86.73%</td> <td>7.96%</td> <td>5.31%</td> <td>2,469</td> <td>N/A</td>					86.73%	7.96%	5.31%	2,469	N/A
Agree-disagree 2010 43 My supervisor provides me with opportunities to demonstrate my leadership skills. Agree-disagree 2010 44 Discussions with my supervisor about my performance are worthwhile. Agree-disagree 2010 45 My supervisor is committed to a workforce representative of all segments of society. Agree-disagree 2010 46 My supervisor provides me with constructive suggestions to improve my job performance. Agree-disagree 2010 47 Supervisors in my work unit support employee development. Agree-disagree 2010 48 My supervisor listens to what I have to say. Agree-disagree 2010 49 My supervisor treats me with respect. Agree-disagree 2010 50 In the last six months, my supervisor. Agree-disagree 2010 51 I have trust and confidence in my supervisor. Good-poor 2010 52 Overall, how good a job do you feel is being done by your immediate supervisor? 79.52% 11.35% 9.14% 2,472 11.35% 9.14% 2,475 11.35% 9.14% 2,475 11.35% 9.14% 2,475 11.35% 9.14% 2,475 11.35% 9.14% 2,475 11.35% 9.14% 2,475 11.35% 9.14% 2,475 12.03% 2,460 12.03% 2,4									112
Agree-disagree 2010 44 Discussions with my supervisor about my performance are worthwhile. 75.19% 12.93% 11.88% 2,450 Agree-disagree 2010 45 My supervisor is committed to a workforce representative of all segments of society. 78.94% 17.02% 4,04% 2,267 Agree-disagree 2010 46 My supervisor provides me with constructive suggestions to improve my job performance. 73.02% 14.95% 12.03% 2,460 Agree-disagree 2010 47 Supervisors in my work unit support employee development. 83.50% 9.64% 6.87% 2,451 Agree-disagree 2010 48 My supervisor listens to what I have to say. 85.76% 7.82% 6.42% 2,478 Agree-disagree 2010 49 My supervisor treats me with respect. 89.24% 5.69% 5.08% 2,475 Agree-disagree 2010 50 In the last six months, my supervisor has talked with me about my performance. 85.72% 6.29% 7.99% 2,474 Agree-disagree 2010 51 I have trust and confidence in my supervisor. 78.09% 12.01% 9.90% 2,469 Good-po	-								9
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Agree-disagree 2010 46 My supervisor provides me with constructive suggestions to improve my job performance. 73.02% 14.95% 12.03% 2,460 Agree-disagree 2010 47 Supervisors in my work unit support employee development. 83.50% 9.64% 6.87% 2,451 Agree-disagree 2010 48 My supervisor listens to what I have to say. 85.76% 7.82% 6.42% 2,478 Agree-disagree 2010 49 My supervisor treats me with respect. 89.24% 5.69% 5.08% 2,475 Agree-disagree 2010 50 In the last six months, my supervisor has talked with me about my performance. 85.72% 6.29% 7.99% 2,474 Agree-disagree 2010 51 I have trust and confidence in my supervisor. 78.09% 12.01% 9.90% 2,469 Good-poor 2010 52 Overall, how good a job do you feel is being done by your immediate supervisor? 80.56% 12.66% 6.78% 2,469									212
Agree-disagree 2010 48 My supervisor listens to what I have to say. 85.76% 7.82% 6.42% 2,478 Agree-disagree 2010 49 My supervisor treats me with respect. 89.24% 5.69% 5.08% 2,475 Agree-disagree 2010 50 In the last six months, my supervisor has talked with me about my performance. 85.72% 6.29% 7.99% 2,474 Agree-disagree 2010 51 I have trust and confidence in my supervisor. 78.09% 12.01% 9.90% 2,469 Good-poor 2010 52 Overall, how good a job do you feel is being done by your immediate supervisor? 80.56% 12.66% 6.78% 2,469	Agree-disagree	2010	46	My supervisor provides me with constructive suggestions to improve my job performance.					16
Agree-disagree 2010 49 My supervisor treats me with respect. 89.24% 5.69% 5.08% 2,475 Agree-disagree 2010 50 In the last six months, my supervisor has talked with me about my performance. 85.72% 6.29% 7.99% 2,474 Agree-disagree 2010 51 I have trust and confidence in my supervisor. 78.09% 12.01% 9.90% 2,469 Good-poor 2010 52 Overall, how good a job do you feel is being done by your immediate supervisor? 80.56% 12.66% 6.78% 2,469					83.50%	9.64%	6.87%		16
Agree-disagree 2010 50 In the last six months, my supervisor has talked with me about my performance. 85.72% 6.29% 7.99% 2,474 Agree-disagree 2010 51 I have trust and confidence in my supervisor. 78.09% 12.01% 9.90% 2,469 Good-poor 2010 52 Overall, how good a job do you feel is being done by your immediate supervisor? 80.56% 12.66% 6.78% 2,469	-								N/A
Agree-disagree 2010 51 I have trust and confidence in my supervisor. 78.09% 12.01% 9.90% 2,469 Good-poor 2010 52 Overall, how good a job do you feel is being done by your immediate supervisor? 80.56% 12.66% 6.78% 2,469									N/A
Good-poor 2010 52 Overall, how good a job do you feel is being done by your immediate supervisor? 80.56% 12.66% 6.78% 2,469									N/A
									N/A N/A
Agree-disagree 2010 53 In my organization, senior leaders generate high levels of motivation and commitment in the					00.5070	12.0070	0.7070	2,103	.,,,,
workforce. 67.78% 17.60% 14.61% 2,455				workforce.	67.78%	17.60%	14.61%	2,455	20
Agree-disagree 2010 54 My organization's senior leaders maintain high standards of honesty and integrity. 78.10% 12.88% 9.02% 2,408	Agree-disagree				78.10%	12.88%			64
Agree-disagree 2010 55 Supervisors work well with employees of different backgrounds. 80.22% 12.32% 7.47% 2,411				•					62
Agree-disagree 2010 56 *Managers communicate the goals and priorities of the organization. 80.41% 11.50% 8.08% 2,452					80.41%	11.50%	8.08%	2,452	14
Agree-disagree 2010 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Agree-disagree	2010	57						
Agree-disagree 2010 58 Managers promote communication among different work units (for example, about projects,	Agree-disagree	2010	5.2	<u> </u>	82.26%	11.66%	6.08%	2,384	83
goals, needed resources).		2010	55		73 83%	14 15%	12 02%	2 //21	40
Agree-disagree 2010 59 Managers support collaboration across work units to accomplish work objectives. 77.21% 13.03% 9.76% 2,412	Agree-disagree	2010	59	Managers support collaboration across work units to accomplish work objectives.					45
Good-poor 2010 60 Overall, how good a job do you feel is being done by the manager directly above your						2.2270		_,	
immediate supervisor? 74.98% 15.15% 9.87% 2,425				immediate supervisor?	74.98%	15.15%	9.87%	2,425	40
Agree-disagree 2010 61 I have a high level of respect for my organization's senior leaders. 76.84% 12.68% 10.48% 2,456									

Agree-disagree	2010	62	Senior leaders demonstrate support for Work/Life programs.	84.16%	10.20%	5.64%	2,406	58
Satisfied	2010	63	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied				71.81%	15.35%	12.84%	2,478	N/A
Satisfied	2010	64	*How satisfied are you with the information you receive from management on what's going on					
-dissatisfied			in your organization?	72.72%	15.32%	11.97%	2,475	N/A
Satisfied	2010	65	*How satisfied are you with the recognition you receive for doing a good job?					
-dissatisfied				70.91%	15.56%	13.53%	2,476	N/A
Satisfied	2010	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied				68.18%	19.16%	12.66%	2,469	N/A
Satisfied	2010	67	How satisfied are you with your opportunity to get a better job in your organization?					
-dissatisfied				60.18%	21.93%	17.89%	2,469	N/A
Satisfied	2010	68	How satisfied are you with the training you receive for your present job?					
-dissatisfied				76.28%	14.80%	8.93%	2,469	N/A
Satisfied	2010	69	*Considering everything, how satisfied are you with your job?					
-dissatisfied				81.65%	10.04%	8.31%	2,472	N/A
Satisfied	2010	70	Considering everything, how satisfied are you with your pay?					
-dissatisfied				81.71%	10.13%	8.17%	2,476	N/A
Satisfied	2010	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				80.18%	11.22%	8.61%	2,470	N/A
Satisfied	2010	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
-dissatisfied							0	0
Satisfied	2010	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work					
-dissatisfied			Schedules (AWS)				0	0
Satisfied	2010	81	How satisfied are you with the following Work/Life programs in your agency? Health and					
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)				0	0
Satisfied	2010	82	How satisfied are you with the following Work/Life programs in your agency? Employee					
-dissatisfied			Assistance Program (EAP)				0	0
Satisfied	2010	83	How satisfied are you with the following Work/Life programs in your agency? Child Care					
-dissatisfied			Programs (for example, daycare, parenting classes, parenting support groups)				0	0
Satisfied	2010	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care					
-dissatisfied			Programs (for example, support groups, speakers)				0	0

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

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 10 completed surveys.

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

72. Have you been notified whether or not you are eligible to telework?	2017	2016	2015	2014	2013	2012	2011
Number of respondents	2,403	2,102	2,617	2,407	2013		2011
Yes, I was notified that I was eligible to telework.	83.43%	83.19%	80.54%	77.85%			
Yes, I was notified that I was not eligible to telework.	6.16%	5.35%	5.80%	6.48%			
No, I was not notified of my telework eligibility.	4.96%	5.27%	7.17%	8.65%			
Not sure if I was notified of my telework eligibility.	5.45%	6.19%	6.49%	7.03%			
Total			100.00%	100.00%			
73. Please select the response below that BEST describes							
your current teleworking situation.	2017	2016	2015	2014	2013	2012	2011
Number of respondents	2,409	2,105	2,616	2,410	2,438	2,635	2,544
l telework 3 or more days per week.	5.87%	4.13%	3.84%	3.15%	3.03%	2.64%	2.45%
I telework 1 or 2 days per week.	33.94%	33.06%	29.53%	29.13%	27.52%	23.41%	21.22%
I telework, but no more than 1 or 2 days per month.	8.59%	9.66%	9.85%	9.39%	10.74%	11.16%	10.45%
I telework very infrequently.	23.44%	25.51%	28.19%	28.31%	27.90%	27.89%	29.30%
I do not telework because I have to be physically present on							
the job.	6.23%	5.19%	6.19%	6.51%	7.35%	7.83%	7.57%
I do not telework because I have technical issues.	1.45%	1.40%	1.27%	1.47%	1.53%	2.06%	2.88%
I do not telework because I did not receive approval to do so.	2.70%	3.10%	3.78%	4.47%	3.98%	4.79%	4.67%
I do not telework because I choose not to telework.	17.78%	17.95%	17.34%	17.57%	17.95%	20.22%	21.45%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.009
74. Do you participate in the following Work/Life programs?							
Alternative Work Schedules	2017	2016	2015	2014	2013	2012	2011
Number of respondents	2,401	2,103	2,613	2,398	2,442	2,638	2,533
Yes	54.78%	57.24%	58.86%	59.52%	61.13%	62.00%	61.82%
No	41.53%	39.54%	38.21%	37.30%	35.43%	34.25%	35.46%
Not available to me	3.69%	3.23%	2.93%	3.18%	3.44%	3.75%	2.73%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.009
75. Do you participate in the following Work/Life programs?	2047	2045	2045	2014	2042	2042	2011
Health and Wellness Programs Number of respondents	2017	2016	2015 2,599	2014 2,381	2013	2012	2011
Number of respondents Yes	2,388 42.47%	2,095 41.22%	44.64%	42.44%	2,427 42.39%	2,630 43.94%	2,517 42.11%
No							
	55.22%	56.41%	53.18%	55.61% 1.95%	55.25% 2.36%	52.93% 3.13%	55.31%
Not available to me	2.31%	2.37%	2.17%				2.59%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.009
76. Do you participate in the following Work/Life programs?							
Employee Assistance Program	2017	2016	2015	2014	2013	2012	2011
• • •							
Number of respondents Yes	2017 2,388 18.30%	2016 2,088 18.19%	2015 2,584 19.92%	2014 2,378 19.36%	2013 2,423 17.31%	2012 2,628 15.13%	2011 2,504 13.92%
Number of respondents	2,388	2,088	2,584 19.92%	2,378	2,423	2,628	2,504 13.92%
Number of respondents Yes	2,388 18.30% 80.66%	2,088 18.19% 80.94%	2,584	2,378 19.36%	2,423 17.31% 81.65%	2,628 15.13%	2,504 13.92% 85.00%
Number of respondents Yes No Not available to me	2,388 18.30% 80.66% 1.03%	2,088 18.19% 80.94% 0.87%	2,584 19.92% 79.15% 0.93%	2,378 19.36% 80.03% 0.61%	2,423 17.31% 81.65% 1.04%	2,628 15.13% 83.62% 1.25%	2,504 13.92% 85.00% 1.08%
Number of respondents Yes No	2,388 18.30% 80.66% 1.03%	2,088 18.19% 80.94% 0.87%	2,584 19.92% 79.15%	2,378 19.36% 80.03% 0.61%	2,423 17.31% 81.65%	2,628 15.13% 83.62%	2,504 13.92% 85.00%
Number of respondents Yes No Not available to me	2,388 18.30% 80.66% 1.03%	2,088 18.19% 80.94% 0.87%	2,584 19.92% 79.15% 0.93%	2,378 19.36% 80.03% 0.61%	2,423 17.31% 81.65% 1.04%	2,628 15.13% 83.62% 1.25%	2,504 13.92% 85.00% 1.08%
Number of respondents Yes No Not available to me Total	2,388 18.30% 80.66% 1.03%	2,088 18.19% 80.94% 0.87%	2,584 19.92% 79.15% 0.93%	2,378 19.36% 80.03% 0.61%	2,423 17.31% 81.65% 1.04%	2,628 15.13% 83.62% 1.25%	2,504 13.92% 85.00% 1.08%
Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs?	2,388 18.30% 80.66% 1.03% 100.00%	2,088 18.19% 80.94% 0.87% 100.00%	2,584 19.92% 79.15% 0.93% 100.00%	2,378 19.36% 80.03% 0.61% 100.00%	2,423 17.31% 81.65% 1.04% 100.00%	2,628 15.13% 83.62% 1.25% 100.00%	2,504 13.92% 85.00% 1.08% 100.00%
Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs	2,388 18.30% 80.66% 1.03% 100.00%	2,088 18.19% 80.94% 0.87% 100.00%	2,584 19.92% 79.15% 0.93% 100.00%	2,378 19.36% 80.03% 0.61% 100.00%	2,423 17.31% 81.65% 1.04% 100.00%	2,628 15.13% 83.62% 1.25% 100.00%	2,504 13.92% 85.00% 1.08% 100.00%
Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Number of respondents	2,388 18.30% 80.66% 1.03% 100.00% 2017 2,395	2,088 18.19% 80.94% 0.87% 100.00% 2016 2,089	2,584 19.92% 79.15% 0.93% 100.00% 2015 2,599	2,378 19.36% 80.03% 0.61% 100.00% 2014 2,394	2,423 17.31% 81.65% 1.04% 100.00% 2013 2,434	2,628 15.13% 83.62% 1.25% 100.00% 2012 2,628	2,504 13.92% 85.00% 1.08% 100.009 2011 2,499
Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Number of respondents Yes	2,388 18.30% 80.66% 1.03% 100.00% 2017 2,395 3.35%	2,088 18.19% 80.94% 0.87% 100.00% 2016 2,089 3.34%	2,584 19.92% 79.15% 0.93% 100.00% 2015 2,599 3.76%	2,378 19.36% 80.03% 0.61% 100.00% 2014 2,394 4.30%	2,423 17.31% 81.65% 1.04% 100.00% 2013 2,434 4.15%	2,628 15.13% 83.62% 1.25% 100.00% 2012 2,628 3.84%	2,504 13.92% 85.00% 1.08% 100.009 2011 2,499 3.04%
Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Number of respondents Yes No	2,388 18.30% 80.66% 1.03% 100.00% 2017 2,395 3.35% 88.55% 8.10%	2,088 18.19% 80.94% 0.87% 100.00% 2016 2,089 3.34% 88.41% 8.25%	2,584 19.92% 79.15% 0.93% 100.00% 2015 2,599 3.76% 88.24%	2,378 19.36% 80.03% 0.61% 100.00% 2014 2,394 4.30% 87.69% 8.01%	2,423 17.31% 81.65% 1.04% 100.00% 2013 2,434 4.15% 88.82%	2,628 15.13% 83.62% 1.25% 100.00% 2012 2,628 3.84% 88.69% 7.46%	2,504 13.92% 85.00% 1.08% 100.009 2011 2,499 3.04% 90.98%
Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Number of respondents Yes No Not available to me	2,388 18.30% 80.66% 1.03% 100.00% 2017 2,395 3.35% 88.55% 8.10%	2,088 18.19% 80.94% 0.87% 100.00% 2016 2,089 3.34% 88.41% 8.25%	2,584 19.92% 79.15% 0.93% 100.00% 2015 2,599 3.76% 88.24% 8.00%	2,378 19.36% 80.03% 0.61% 100.00% 2014 2,394 4.30% 87.69% 8.01%	2,423 17.31% 81.65% 1.04% 100.00% 2013 2,434 4.15% 88.82% 7.03%	2,628 15.13% 83.62% 1.25% 100.00% 2012 2,628 3.84% 88.69% 7.46%	2,504 13.92% 85.00% 1.08% 100.009 2011 2,499 3.04% 90.98% 5.98%
Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Number of respondents Yes No Not available to me Total 78. Do you participate in the following Work/Life programs?	2,388 18.30% 80.66% 1.03% 100.00% 2017 2,395 3.35% 88.55% 8.10% 100.00%	2,088 18.19% 80.94% 0.87% 100.00% 2016 2,089 3.34% 88.41% 8.25%	2,584 19.92% 79.15% 0.93% 100.00% 2015 2,599 3.76% 88.24% 8.00% 100.00%	2,378 19.36% 80.03% 0.61% 100.00% 2014 2,394 4.30% 87.69% 8.01% 100.00%	2,423 17.31% 81.65% 1.04% 100.00% 2013 2,434 4.15% 88.82% 7.03% 100.00%	2,628 15.13% 83.62% 1.25% 100.00% 2012 2,628 3.84% 88.69% 7.46% 100.00%	2,504 13.92% 85.00% 1.08% 100.009 2011 2,499 3.04% 90.98% 5.98% 100.009
Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Number of respondents Yes No Not available to me Total 78. Do you participate in the following Work/Life programs? Elder Care Programs	2,388 18.30% 80.66% 1.03% 100.00% 2017 2,395 3.35% 88.55% 8.10%	2,088 18.19% 80.94% 0.87% 100.00% 2016 2,089 3.34% 88.41% 8.25%	2,584 19.92% 79.15% 0.93% 100.00% 2015 2,599 3.76% 88.24% 8.00%	2,378 19.36% 80.03% 0.61% 100.00% 2014 2,394 4.30% 87.69% 8.01%	2,423 17.31% 81.65% 1.04% 100.00% 2013 2,434 4.15% 88.82% 7.03%	2,628 15.13% 83.62% 1.25% 100.00% 2012 2,628 3.84% 88.69% 7.46%	2,504 13.92% 85.00% 1.08% 100.009 2011 2,499 3.04% 90.98% 5.98%
Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Number of respondents Yes No Not available to me Total 78. Do you participate in the following Work/Life programs?	2,388 18.30% 80.66% 1.03% 100.00% 2017 2,395 3.35% 88.55% 8.10% 100.00%	2,088 18.19% 80.94% 0.87% 100.00% 2016 2,089 3.34% 88.41% 8.25% 100.00%	2,584 19.92% 79.15% 0.93% 100.00% 2015 2,599 3.76% 88.24% 8.00% 100.00%	2,378 19.36% 80.03% 0.61% 100.00% 2014 2,394 4.30% 87.69% 8.01% 100.00%	2,423 17.31% 81.65% 1.04% 100.00% 2013 2,434 4.15% 88.82% 7.03% 100.00%	2,628 15.13% 83.62% 1.25% 100.00% 2012 2,628 3.84% 88.69% 7.46% 100.00%	2,504 13.92% 85.00% 1.08% 100.009 2011 2,499 3.04% 90.98% 5.98% 100.009
Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Number of respondents Yes No Not available to me Total 78. Do you participate in the following Work/Life programs? Elder Care Programs	2,388 18.30% 80.66% 1.03% 100.00% 2017 2,395 3.35% 88.55% 8.10% 100.00%	2,088 18.19% 80.94% 0.87% 100.00% 2016 2,089 3.34% 88.41% 8.25% 100.00%	2,584 19.92% 79.15% 0.93% 100.00% 2015 2,599 3.76% 88.24% 8.00% 100.00%	2,378 19.36% 80.03% 0.61% 100.00% 2014 2,394 4.30% 87.69% 8.01% 100.00%	2,423 17.31% 81.65% 1.04% 100.00% 2013 2,434 4.15% 88.82% 7.03% 100.00%	2,628 15.13% 83.62% 1.25% 100.00% 2012 2,628 3.84% 88.69% 7.46% 100.00%	2,504 13.92% 85.00% 1.08% 100.009 2011 2,499 3.04% 90.98% 5.98% 100.009
Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Number of respondents Yes No Not available to me Total 78. Do you participate in the following Work/Life programs? Elder Care Programs Number of respondents	2,388 18.30% 80.66% 1.03% 100.00% 2017 2,395 3.35% 88.55% 8.10% 100.00%	2,088 18.19% 80.94% 0.87% 100.00% 2016 2,089 3.34% 88.41% 8.25% 100.00%	2,584 19.92% 79.15% 0.93% 100.00% 2015 2,599 3.76% 88.24% 8.00% 100.00%	2,378 19.36% 80.03% 0.61% 100.00% 2014 2,394 4.30% 87.69% 8.01% 100.00%	2,423 17.31% 81.65% 1.04% 100.00% 2013 2,434 4.15% 88.82% 7.03% 100.00%	2,628 15.13% 83.62% 1.25% 100.00% 2012 2,628 3.84% 88.69% 7.46% 100.00%	2,504 13.92% 85.00% 1.08% 100.009 2011 2,499 3.04% 90.98% 5.98% 100.009
Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Number of respondents Yes No Not available to me Total 78. Do you participate in the following Work/Life programs? Elder Care Programs Number of respondents Yes	2,388 18.30% 80.66% 1.03% 100.00% 2017 2,395 3.35% 88.55% 8.10% 100.00% 2017 2,391 3.08%	2,088 18.19% 80.94% 0.87% 100.00% 2016 2,089 3.34% 88.41% 8.25% 100.00% 2016 2,092 3.26%	2,584 19.92% 79.15% 0.93% 100.00% 2015 2,599 3.76% 88.24% 8.00% 100.00% 2015 2,609 3.10%	2,378 19.36% 80.03% 0.61% 100.00% 2014 2,394 4.30% 87.69% 8.01% 100.00% 2014 2,397 3.76%	2,423 17.31% 81.65% 1.04% 100.00% 2013 2,434 4.15% 88.82% 7.03% 100.00% 2013 2,440 3.06%	2,628 15.13% 83.62% 1.25% 100.00% 2012 2,628 3.84% 88.69% 7.46% 100.00% 2012 2,623 2.54%	2,504 13.92% 85.00% 1.08% 100.009 2011 2,499 3.04% 90.98% 5.98% 100.009 2011 2,489 2.00%

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 10 completed surveys.

Agency-Specific Questions

1. Constructive and timely feedback is provided when decisions in my work unit are made.

	# of					
Res	spondents	Percent				
2017	2016	2015	2017	2016	2015	
533	434	571	21.7%	20.4%	21.4%	
1091	921	1176	44.9%	43.4%	45.2%	
426	388	470	18.6%	18.9%	18.2%	
255	254	291	10.7%	12.4%	11.4%	
93	99	102	4.1%	4.8%	3.9%	
2398	2096	2610	100.0%	100.0%	100.0%	
	2017 533 1091 426 255 93	Respondents 2017 2016 533 434 1091 921 426 388 255 254 93 99	Respondents 2017 2016 2015 533 434 571 1091 921 1176 426 388 470 255 254 291 93 99 102	Respondents 2017 2016 2015 2017 533 434 571 21.7% 1091 921 1176 44.9% 426 388 470 18.6% 255 254 291 10.7% 93 99 102 4.1%	Respondents Percent 2017 2016 2015 2017 2016 533 434 571 21.7% 20.4% 1091 921 1176 44.9% 43.4% 426 388 470 18.6% 18.9% 255 254 291 10.7% 12.4% 93 99 102 4.1% 4.8%	

2. The environment within my work unit is one of trust.

		# of						
		Respondents		Percent				
	2017	2016	2015	2017	2016	2015		
Strongly Agree	624	539	687	25.3%	25.3%	25.6%		
Agree	1036	868	1083	43.2%	40.8%	41.6%		
Neither Agree nor Disagree	345	288	386	14.8%	14.4%	15.1%		
Disagree	243	240	292	10.2%	12.0%	11.5%		
Strongly Disagree	141	159	157	6.4%	7.5%	6.2%		
Total	2389	2094	2605	100.0%	100.0%	100.0%		

3. I believe I can raise concerns or different opinions without fear of negative consequences.

		# of						
		Respondents		Percent				
	2017	2016	2015	2017	2016	2015		
Strongly Agree	755	569	753	30.1%	26.5%	28.1%		
Agree	911	800	975	38.3%	37.9%	37.6%		
Neither Agree nor Disagree	331	319	411	14.4%	15.8%	16.2%		
Disagree	227	239	265	9.4%	11.5%	10.4%		
Strongly Disagree	179	169	197	7.8%	8.2%	7.7%		
Total	2403	2096	2601	100.0%	100.0%	100.0%		

4. I would be willing to use the Non-Concurrence Process to raise mission-related differing views.

	# of	
	Respondents	Percent
	2017	2017
Strongly Agree	539	24.2%
Agree	970	45.0%
Neither Agree nor Disagree	337	16.9%
Disagree	176	8.3%
Strongly Disagree	115	5.6%
I do not know enough about this program to respond	254	
Total	2391	100.0%

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

5. I would be willing to use the Differing Professional Opinion Program to raise mission-related differing views.

	# of	
	Respondents	Percent
	2017	2017
Strongly Agree	515	23.1%
Agree	968	44.8%
Neither Agree nor Disagree	355	17.7%
Disagree	168	7.9%
Strongly Disagree	135	6.5%
I do not know enough about this program to respond	242	
Total	2383	100.0%

6. I can easily find and obtain the information I need to do my job.

		# of						
	Respondents			Percent				
_	2017	2016	2015	2014	2017	2016	2015	2014
Strongly Agree	551	501	810	664	22.2%	23.6%	30.9%	27.3%
Agree	1318	1129	1337	1285	55.6%	54.3%	52.1%	53.8%
Neither Agree nor Disagree	325	256	256	252	13.9%	12.3%	9.9%	10.6%
Disagree	153	161	137	162	6.4%	7.7%	5.3%	6.6%
Strongly Disagree	47	46	43	40	1.9%	2.1%	1.7%	1.6%
Total	2394	2093	2583	2403	100.0%	100.0%	100.0%	100.0%

7. The NRC provides the technology infrastructure (PC, software, mobile device(s), accessibility) I need to work effectively.

		# of						
		Respondents			Percent			
	2017	2016	2015	2014	2017	2016	2015	2014
Strongly Agree	522	469	734	671	21.3%	22.4%	28.0%	27.6%
Agree	1201	993	1245	1246	50.6%	47.6%	48.3%	52.1%
Neither Agree nor Disagree	271	254	247	192	11.5%	12.0%	9.4%	8.0%
Disagree	265	244	267	225	10.9%	11.4%	10.2%	9.3%
Strongly Disagree	138	140	107	76	5.7%	6.6%	4.1%	3.1%
Total	2397	2100	2600	2410	100.0%	100.0%	100.0%	100.0%

8. The agency change that primarily influenced my survey input was:

	# of			
	Respondents	Percent		
	2017	2017		
Job security and/or the likelihood of a reduction-in-force	114	5.5%		
Project Aim initiatives	123	4.9%		
The changing nuclear landscape	87	3.5%		
Opportunities for career advancement	285	12.0%		
Opportunities for training and development	53	2.2%		
All of the above	766	32.8%		
None of the above	752	30.8%		
Other change(s)	197	8.4%		
Total	2377	100.0%		

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey