

2017



Annual Employee Survey (AES) Report

Nuclear Regulatory Commission

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%

53 items identified as **strengths** (65% positive or

3 items identified as **challenges** (35% negative or

Engagement Index Score

2017 ENGAGEMENT INDEX
75%

LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE
66%	83%	76%

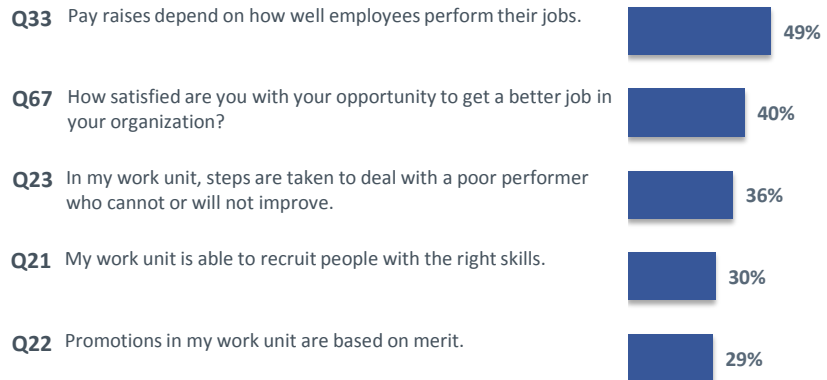
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



2017

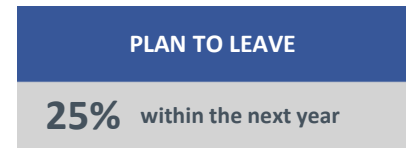
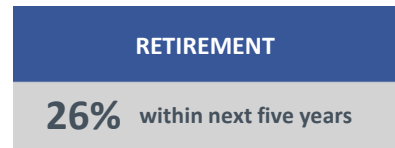
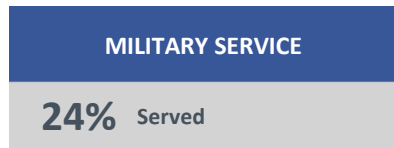
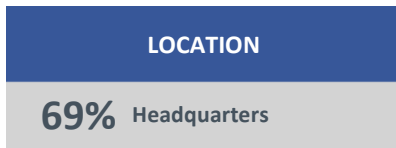
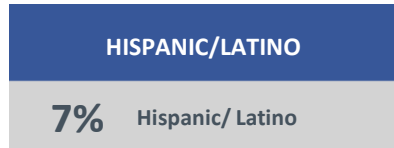
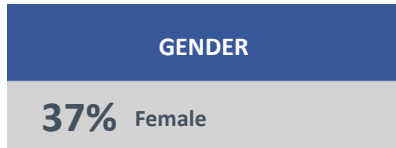
Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



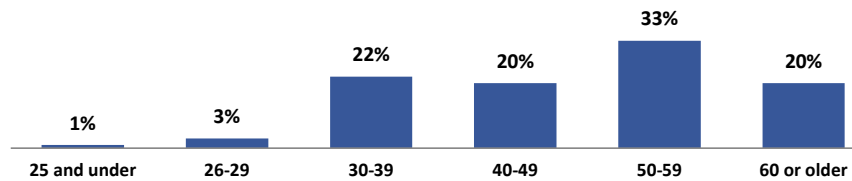
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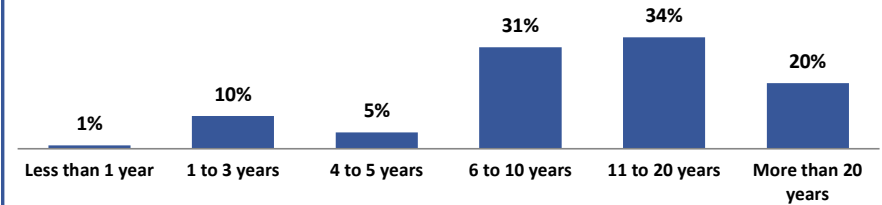
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade





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Select: Largest Increases since 2016

Largest Increases in Percent Positive since 2016

48 items increased since 2016

	2014	2015	2016	2017	Percentage Point Change
Q59 Managers support collaboration across work units to accomplish work objectives.	71%	71%	68%	73%	+5
Q65 How satisfied are you with the recognition you receive for doing a good job?	62%	62%	60%	65%	+5
Q18 My training needs are assessed.	61%	65%	55%	59%	+4
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

Select: Largest Decreases since 2016

Largest Decreases in Percent Positive since 2016

5 items decreased since 2016

	2014	2015	2016	2017	Percentage Point Change
Q21 My work unit is able to recruit people with the right skills.	63%	62%	53%	49%	-4
Q10 My workload is reasonable.	71%	72%	71%	70%	-1
Q11 My talents are used well in the workplace.	65%	67%	66%	65%	-1
Q27 The skill level in my work unit has improved in the past year.	57%	60%	57%	56%	-1
Q29 The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	81%	80%	79%	78%	-1

Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	71.38%	28.56%	42.82%	13.71%	10.53%	4.39%	14.91%	720	1,051	317	252	98	2,438	N/A
Agree -disagree	2	I have enough information to do my job well.	81.50%	29.70%	51.80%	9.63%	6.51%	2.36%	8.87%	754	1,250	230	153	51	2,438	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	66.51%	27.50%	39.01%	15.78%	12.02%	5.69%	17.71%	687	943	381	291	129	2,431	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	75.28%	34.05%	41.24%	13.02%	7.64%	4.06%	11.69%	845	1,004	307	187	92	2,435	N/A
Agree -disagree	5	I like the kind of work I do.	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.	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 -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	63.22%	19.74%	43.48%	12.93%	15.83%	8.02%	23.85%	499	1,071	307	372	183	2,432	2
Agree -disagree	10	*My workload is reasonable.	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	*My talents are used well in the 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	9
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	76.99%	32.74%	44.24%	10.93%	7.15%	4.93%	12.08%	803	1,065	263	172	118	2,421	16
Agree -disagree	16	I am held accountable for achieving results.	85.68%	34.49%	51.19%	9.90%	3.05%	1.37%	4.42%	854	1,222	242	73	34	2,425	7
Agree -disagree	17	*I can disclose a suspected violation of 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	90
Agree -disagree	22	Promotions in my work unit are based on merit.	43.21%	13.95%	29.26%	27.92%	14.26%	14.61%	28.88%	329	664	613	318	317	2,241	181
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.36%	9.33%	26.03%	28.95%	18.47%	17.22%	35.69%	208	563	593	388	344	2,096	338
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	46.17%	11.98%	34.19%	26.33%	15.55%	11.96%	27.51%	286	782	594	349	261	2,272	164
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	54.50%	16.08%	38.43%	22.50%	12.62%	10.38%	22.99%	384	878	504	277	226	2,269	153
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	7
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	N/A
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	51
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	70
Agree -disagree	31	Employees are recognized for providing 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

Core Survey

Agree -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).	71.87%	26.70%	45.18%	17.93%	5.38%	4.81%	10.20%	631	1,026	395	120	103	2,275	142
Agree -disagree	35	Employees are protected from health 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.	76.52%	34.81%	41.71%	14.85%	4.19%	4.44%	8.63%	787	897	310	91	92	2,177	231
Agree -disagree	39	My agency is successful at accomplishing its mission.	87.75%	36.93%	50.82%	8.64%	2.29%	1.32%	3.61%	906	1,207	206	56	30	2,405	15
Agree -disagree	40	*I recommend my organization as a good place to work.	73.94%	33.03%	40.91%	15.21%	7.46%	3.40%	10.86%	828	992	352	173	77	2,422	N/A
Agree -disagree	41	*I believe the results of this survey will 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 -disagree	44	Discussions with my supervisor about my performance are worthwhile.	73.10%	37.22%	35.88%	14.45%	7.00%	5.45%	12.45%	899	853	343	168	125	2,388	17
Agree -disagree	45	My supervisor is committed to a 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.	86.31%	51.82%	34.49%	7.03%	3.81%	2.85%	6.66%	1,270	823	166	94	66	2,419	N/A
Agree -disagree	49	My supervisor treats me with respect.	88.52%	58.39%	30.13%	6.37%	2.73%	2.38%	5.11%	1,425	712	150	69	53	2,409	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	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	51	I have trust and confidence in my 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.	52.27%	15.68%	36.59%	23.81%	14.08%	9.85%	23.92%	384	877	551	339	223	2,374	39
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	66.73%	27.09%	39.64%	18.40%	7.50%	7.36%	14.87%	639	914	404	172	156	2,285	127
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	78.42%	30.16%	48.26%	13.44%	4.58%	3.56%	8.14%	716	1,113	294	104	73	2,300	105
Agree -disagree	56	*Managers communicate the goals and 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?	72.04%	33.35%	38.69%	18.00%	5.13%	4.82%	9.96%	788	902	412	116	104	2,322	83
Agree -disagree	61	I have a high level of respect for my 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	21

Core Survey

Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	78.40%	34.12%	44.29%	12.88%	5.31%	3.41%	8.71%	817	1,034	285	122	76	2,334	78
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect 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 -dissatisfied	64	*How satisfied are you with the information you receive from 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 -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a 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 -dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	57.14%	18.35%	38.80%	24.36%	12.31%	6.18%	18.49%	466	931	574	294	142	2,407	N/A
Satisfied -dissatisfied	67	How satisfied are you with your 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 -dissatisfied	68	How satisfied are you with the training 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 -dissatisfied	69	*Considering everything, how satisfied are you with your job?	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 -dissatisfied	70	Considering everything, how satisfied are you with your pay?	71.67%	25.64%	46.03%	14.10%	9.30%	4.94%	14.23%	633	1,096	340	223	118	2,410	N/A
Satisfied -dissatisfied	71	*Considering everything, how satisfied are you with your organization?	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 -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	86.91%	46.79%	40.12%	8.41%	3.47%	1.21%	4.68%	810	683	142	58	21	1,714	18
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? 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 -dissatisfied	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)	91.52%	46.71%	44.81%	7.71%	0.69%	0.08%	0.77%	477	442	75	7	1	1,002	34
Satisfied -dissatisfied	82	How satisfied are you with the following 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 -dissatisfied	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)	88.77%	48.12%	40.65%	11.23%	0.00%	0.00%	0.00%	33	29	7	0	0	69	24
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? 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)

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

72. 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	17.78%
Total	2,409	100.00%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	1,317	54.78%
No	992	41.53%
Not available to me	92	3.69%
Total	2,401	100.00%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	1,021	42.47%
No	1,311	55.22%
Not available to me	56	2.31%
Total	2,388	100.00%

76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	433	18.30%
No	1,930	80.66%
Not available to me	25	1.03%
Total	2,388	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	80	3.35%
No	2,114	88.55%
Not available to me	201	8.10%
Total	2,395	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	73	3.08%
No	2,152	90.05%
Not available to me	166	6.87%
Total	2,391	100.00%

Percentages are weighted to represent the Agency's population.

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	36.82%
Total	2,336	100.00%

Are you Hispanic or Latino?	N	%
Yes	170	7.38%
No	2,135	92.62%
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	39.03%
Master's Degree (e.g., MA, MS, MBA)	900	38.43%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	291	12.43%
Total	2,342	100.00%

What is your pay category/grade?	N	%
Federal Wage System	1	0.04%
GS 1-6	31	1.32%
GS 7-12	234	9.93%
GS 13-15	1,905	80.82%
Senior Executive Service	117	4.96%
Senior Level (SL) or Scientific or Professional (ST)	41	1.74%
Other	28	1.19%
Total	2,357	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%

Demographics

4 to 5 years	94	3.98%
6 to 10 years	593	25.12%
11 to 14 years	510	21.60%
15 to 20 years	342	14.49%
More than 20 years	657	27.83%
Total	2,361	100.00%

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

	N	%
Less than 1 year	13	0.55%
1 to 3 years	228	9.65%
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	%
No	1,782	75.44%
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%

I am planning to retire:

	N	%
Within one year	90	3.83%
Between one and three years	245	10.43%
Between three and five years	264	11.24%
Five or more years	1,749	74.49%
Total	2,348	100.00%

Self-Identify as:

	N	%
Heterosexual or Straight	1,807	82.62%
Gay, Lesbian, Bisexual, or Transgender	52	2.38%
I prefer not to say	328	15.00%
Total	2,187	100.00%

What is your US military service status?

	N	%
No Prior Military Service	1,770	75.84%
Currently in National Guard or Reserves	30	1.29%
Retired	154	6.60%
Separated or Discharged	380	16.28%
Total	2,334	100.00%

Are you an individual with a disability?

	N	%
Yes	193	8.22%
No	2,155	91.78%
Total	2,348	100.00%

What is your age group?

	N	%
25 and under	20	0.82%
26-29	78	3.19%
30-39	536	21.95%
40-49	491	20.11%
50-59	818	33.50%

Demographics

60 or older	499	20.43%
Total	2,442	100.00%

Percentages for demographic questions are unweighted.

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	71.38%	13.71%	14.91%	2,438	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	3	I feel encouraged to come up with new and better ways of doing things.	66.51%	15.78%	17.71%	2,431	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	75.28%	13.02%	11.69%	2,435	N/A
Agree-disagree	2017	5	I like the kind of work I do.	82.15%	11.30%	6.55%	2,424	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	83.81%	7.97%	8.22%	2,424	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	95.77%	2.50%	1.73%	2,425	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	89.56%	7.86%	2.58%	2,433	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	63.22%	12.93%	23.85%	2,432	2
Agree-disagree	2017	10	*My workload is reasonable.	70.45%	12.91%	16.64%	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	The work I do is important.	89.02%	7.35%	3.62%	2,415	3
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	76.46%	10.28%	13.26%	2,423	9
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	76.99%	10.93%	12.08%	2,421	16
Agree-disagree	2017	16	I am held accountable for achieving results.	85.68%	9.90%	4.42%	2,425	7
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	74.43%	13.26%	12.31%	2,345	87
Agree-disagree	2017	18	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).	68.34%	14.21%	17.45%	2,396	41
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	82.63%	8.19%	9.18%	2,437	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	48.77%	20.94%	30.29%	2,347	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	2017	25	Awards in my work unit depend on how well employees perform their jobs.	54.50%	22.50%	22.99%	2,269	153
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	81.48%	9.07%	9.44%	2,425	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	32	Creativity and innovation are rewarded.	49.59%	27.42%	22.99%	2,320	93
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	23.06%	28.43%	48.51%	2,224	184
Agree-disagree	2017	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	71.87%	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	36	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.	76.52%	14.85%	8.63%	2,177	231
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	87.75%	8.64%	3.61%	2,405	15
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	73.94%	15.21%	10.86%	2,422	N/A
Agree-disagree	2017	41	*I believe the results of this survey will be used to make my agency a better place to work.	51.79%	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	2017	44	Discussions with my supervisor about my performance are worthwhile.	73.10%	14.45%	12.45%	2,388	17
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	78.74%	15.89%	5.37%	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	2017	49	My supervisor treats me with respect.	88.52%	6.37%	5.11%	2,409	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	93.38%	3.63%	2.99%	2,413	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	77.40%	11.82%	10.78%	2,415	N/A
Good-poor	2017	52	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.	52.27%	23.81%	23.92%	2,374	39
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	66.73%	18.40%	14.87%	2,285	127
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	78.42%	13.44%	8.14%	2,300	105
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	75.12%	14.11%	10.77%	2,386	19

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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).	68.99%	16.19%	14.82%	2,343	62
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	73.38%	13.81%	12.81%	2,345	61
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	72.04%	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	2017	62	Senior leaders demonstrate support for Work/Life programs.	78.40%	12.88%	8.71%	2,334	78
Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	63.45%	18.66%	17.89%	2,412	N/A
Satisfied -dissatisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.41%	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?	64.72%	18.64%	16.64%	2,404	N/A
Satisfied -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 -dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	35.61%	24.23%	40.16%	2,406	N/A
Satisfied -dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	61.65%	21.34%	17.01%	2,409	N/A
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	74.34%	14.72%	10.94%	2,400	N/A
Satisfied -dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	71.67%	14.10%	14.23%	2,410	N/A
Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	69.57%	16.26%	14.17%	2,411	N/A
Satisfied -dissatisfied	2017	79	How satisfied are you with the following Work/Life programs in your agency? Telework	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)	95.22%	3.47%	1.31%	1,311	9
Satisfied -dissatisfied	2017	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)	91.52%	7.71%	0.77%	1,002	34
Satisfied -dissatisfied	2017	82	How satisfied are you with the following Work/Life programs in your agency? Employee 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)	88.77%	11.23%	0.00%	69	24
Satisfied -dissatisfied	2017	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care 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	2016	4	My work gives me a feeling of personal accomplishment.	75.26%	12.60%	12.14%	2,129	N/A
Agree-disagree	2016	5	I like the kind of work I do.	82.20%	10.41%	7.40%	2,127	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	82.85%	9.30%	7.85%	2,132	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	95.77%	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.	70.89%	12.74%	16.37%	2,134	2
Agree-disagree	2016	11	*My talents are used well in the workplace.	65.87%	13.90%	20.23%	2,101	8
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	89.76%	5.65%	4.59%	2,127	6
Agree-disagree	2016	13	The work I do is important.	88.37%	8.19%	3.44%	2,118	7
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	74.31%	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	2016	16	I am held accountable for achieving results.	84.07%	10.72%	5.20%	2,120	10
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	72.86%	13.62%	13.51%	2,063	76
Agree-disagree	2016	18	My training needs are assessed.	54.91%	20.64%	24.45%	2,113	25
Agree-disagree	2016	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	66.06%	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.	52.86%	20.46%	26.68%	2,066	79
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	43.14%	26.74%	30.12%	1,958	174
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.09%	29.35%	36.56%	1,809	327
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.10%	26.94%	29.97%	1,986	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	2016	28	How would you rate the overall quality of work done by your work unit?	89.49%	8.20%	2.31%	2,147	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	79.03%	11.60%	9.37%	2,091	40
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	2016	31	Employees are recognized for providing high quality products and services.	63.46%	18.69%	17.85%	2,081	42

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Agree-disagree	2016	32	Creativity and innovation are rewarded.	47.12%	27.27%	25.61%	2,037	90
Agree-disagree	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.	87.63%	8.96%	3.41%	2,110	16
Agree-disagree	2016	40	*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 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.	67.19%	16.43%	16.38%	2,018	93
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	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 -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	61.91%	18.32%	19.78%	2,107	N/A
Satisfied -dissatisfied	2016	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	64.36%	16.27%	19.37%	2,110	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	60.07%	20.15%	19.78%	2,107	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	55.49%	24.49%	20.01%	2,101	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	36.37%	25.36%	38.27%	2,105	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	57.63%	22.31%	20.07%	2,099	N/A
Satisfied -dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	72.96%	14.38%	12.66%	2,106	N/A
Satisfied -dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	68.44%	14.94%	16.62%	2,107	N/A
Satisfied -dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	68.40%	15.47%	16.12%	2,103	N/A
Satisfied -dissatisfied	2016	79	How satisfied are you with the following Work/Life programs in your agency? Telework	84.51%	10.31%	5.18%	1,489	22
Satisfied -dissatisfied	2016	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	94.38%	4.00%	1.62%	1,184	16
Satisfied -dissatisfied	2016	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)	92.32%	5.97%	1.72%	824	36
Satisfied -dissatisfied	2016	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	91.38%	5.78%	2.84%	359	32
Satisfied -dissatisfied	2016	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)	86.75%	13.25%	0.00%	63	24
Satisfied -dissatisfied	2016	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	85.31%	14.69%	0.00%	55	28
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	78.24%	11.00%	10.76%	2,674	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	83.76%	8.48%	7.76%	2,653	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	66.51%	16.63%	16.86%	2,638	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	77.20%	11.70%	11.11%	2,662	N/A

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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 performance levels (for example, Fully Successful, Outstanding).	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 and women, training in awareness of diversity issues, mentoring).	73.96%	17.31%	8.73%	2,521	118
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	90.26%	5.98%	3.75%	2,602	36
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	85.51%	10.27%	4.22%	2,616	19
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	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.	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.	76.70%	10.66%	12.64%	2,640	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.34%	12.91%	7.74%	2,640	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the 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 immediate supervisor?	71.01%	18.18%	10.80%	2,547	81
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	66.05%	16.93%	17.01%	2,609	17
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	81.80%	11.32%	6.89%	2,556	70
Satisfied -dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	65.69%	16.70%	17.60%	2,623	N/A
Satisfied -dissatisfied	2015	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	67.30%	16.95%	15.75%	2,618	N/A

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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?	71.06%	18.38%	10.56%	2,615	N/A
Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	75.80%	13.22%	10.98%	2,614	N/A
Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	68.24%	15.28%	16.48%	2,617	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	70.99%	16.25%	12.76%	2,619	N/A
Satisfied -dissatisfied	2015	79	How satisfied are you with the following Work/Life programs in your agency? Telework	87.69%	7.89%	4.42%	1,843	24
Satisfied -dissatisfied	2015	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	95.30%	3.77%	0.93%	1,528	15
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)	91.74%	6.65%	1.61%	1,141	35
Satisfied -dissatisfied	2015	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	88.36%	9.54%	2.10%	502	39
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)	81.73%	17.03%	1.24%	81	34
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)	83.72%	12.22%	4.06%	72	18
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	74.71%	12.14%	13.16%	2,465	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	82.21%	8.67%	9.12%	2,446	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	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	66.74%	11.94%	21.32%	2,460	3
Agree-disagree	2014	10	*My workload is reasonable.	70.60%	12.36%	17.04%	2,439	2
Agree-disagree	2014	11	*My talents are used well in the workplace.	64.85%	14.49%	20.66%	2,396	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	2014	25	Awards in my work unit depend on how well employees perform their jobs.	50.08%	24.03%	25.89%	2,249	202
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	82.45%	9.35%	8.20%	2,449	10
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	57.29%	27.12%	15.59%	2,338	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.	80.74%	10.66%	8.60%	2,415	32
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	57.57%	21.37%	21.05%	2,372	71
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	63.88%	17.62%	18.50%	2,399	38
Agree-disagree	2014	32	Creativity and innovation are rewarded.	47.74%	27.05%	25.22%	2,339	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%	2,415	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 employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	75.54%	14.81%	9.65%	2,219	207
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	88.70%	8.03%	3.27%	2,424	16
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	78.74%	13.33%	7.94%	2,435	N/A

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Agree-disagree	2014	41	*I believe the results of this survey will be used to make my agency a better place to work.	57.46%	22.23%	20.32%	2,351	92
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	89.26%	5.22%	5.52%	2,433	8
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.21%	11.21%	10.59%	2,424	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	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	2014	51	I have trust and confidence in my supervisor.	76.72%	11.42%	11.86%	2,432	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.11%	12.77%	8.12%	2,434	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the 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?	69.73%	18.95%	11.33%	2,352	71
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	65.84%	18.14%	16.01%	2,408	13
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	80.54%	12.55%	6.91%	2,362	59
Satisfied -dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	65.51%	16.74%	17.76%	2,416	N/A
Satisfied -dissatisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.39%	18.20%	15.41%	2,410	N/A
Satisfied -dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	61.71%	18.20%	20.09%	2,409	N/A
Satisfied -dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	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?	67.67%	19.54%	12.78%	2,410	N/A
Satisfied -dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	74.66%	14.40%	10.94%	2,402	N/A
Satisfied -dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	66.55%	16.14%	17.31%	2,411	N/A
Satisfied -dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	70.59%	16.64%	12.77%	2,407	N/A
Satisfied -dissatisfied	2014	79	How satisfied are you with the following Work/Life programs in your agency? Telework	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)	96.24%	2.72%	1.05%	1,410	18
Satisfied -dissatisfied	2014	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)	90.79%	6.74%	2.47%	1,001	38
Satisfied -dissatisfied	2014	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	87.91%	9.12%	2.97%	443	48
Satisfied -dissatisfied	2014	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)	75.86%	24.14%	0.00%	78	43
Satisfied -dissatisfied	2014	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care 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	2013	4	My work gives me a feeling of personal accomplishment.	76.85%	12.51%	10.64%	2,500	N/A
Agree-disagree	2013	5	I like the kind of work I do.	83.16%	11.09%	5.75%	2,481	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	83.34%	8.64%	8.01%	2,485	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	96.17%	2.26%	1.58%	2,497	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) allow employees to perform their jobs well.	79.43%	9.67%	10.90%	2,501	4
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	72.62%	13.05%	14.33%	2,481	24
Agree-disagree	2013	16	I am held accountable for achieving results.	85.50%	10.17%	4.33%	2,488	6

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Agree-disagree	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.	43.71%	27.32%	28.97%	2,313	188
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	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%	2,452	25
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	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.	76.09%	18.07%	5.84%	2,219	247
Agree-disagree	2013	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 objectives.	73.64%	17.24%	9.12%	2,325	117
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	66.16%	18.45%	15.39%	2,403	47
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	69.99%	16.50%	13.51%	2,417	35
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.26%	18.95%	9.79%	2,372	87
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	66.85%	18.35%	14.80%	2,445	11
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	79.88%	13.04%	7.08%	2,383	72
Satisfied -dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	64.96%	18.41%	16.63%	2,452	N/A
Satisfied -dissatisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	64.29%	19.82%	15.89%	2,450	N/A
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	61.78%	18.37%	19.85%	2,444	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	58.46%	24.09%	17.44%	2,442	N/A
Satisfied -dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	43.35%	26.30%	30.34%	2,446	N/A
Satisfied -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	62.71%	21.30%	15.99%	2,448	N/A
Satisfied -dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	74.37%	14.88%	10.75%	2,447	N/A
Satisfied -dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	62.42%	15.85%	21.73%	2,446	N/A

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Satisfied -dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	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)	91.09%	6.97%	1.94%	1,009	31
Satisfied -dissatisfied	2013	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	88.10%	9.37%	2.53%	403	41
Satisfied -dissatisfied	2013	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)	76.82%	19.05%	4.13%	77	38
Satisfied -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	2012	8	I am constantly looking for ways to do my job better.	91.72%	6.26%	2.02%	2,701	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	70.63%	12.33%	17.03%	2,703	1
Agree-disagree	2012	10	*My workload is reasonable.	72.24%	12.55%	15.21%	2,703	0
Agree-disagree	2012	11	*My talents are used well in the workplace.	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.	90.12%	5.58%	4.30%	2,696	3
Agree-disagree	2012	13	The work I do is important.	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.	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	8
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.	61.96%	18.93%	19.11%	2,511	160
Agree-disagree	2012	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	76.36%	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.	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.	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.	88.78%	5.93%	5.29%	2,661	14
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	77.97%	11.46%	10.57%	2,659	11
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	71.28%	14.09%	14.63%	2,639	29
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	75.82%	18.02%	6.16%	2,419	248
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.91%	16.29%	12.80%	2,657	11
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	80.00%	11.40%	8.60%	2,644	23
Agree-disagree	2012	48	My supervisor listens to what I have to say.	83.49%	7.69%	8.83%	2,665	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	86.85%	6.71%	6.45%	2,669	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	88.61%	5.80%	5.59%	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
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

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Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	59.56%	20.31%	20.13%	2,636	22
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
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	76.60%	13.57%	9.82%	2,565	88
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	74.84%	12.98%	12.18%	2,629	15
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	76.96%	14.29%	8.75%	2,549	103
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	68.99%	15.87%	15.14%	2,602	51
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	71.60%	15.58%	12.82%	2,597	48
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.23%	16.87%	11.90%	2,573	73
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	67.03%	16.75%	16.22%	2,632	11
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	80.38%	12.41%	7.22%	2,569	81
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	66.56%	16.97%	16.47%	2,649	N/A
Satisfied -dissatisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.46%	18.46%	15.08%	2,645	N/A
Satisfied -dissatisfied	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
Satisfied -dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	59.78%	20.82%	19.40%	2,636	N/A
Satisfied -dissatisfied	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
Satisfied -dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	71.32%	17.53%	11.14%	2,629	N/A
Satisfied -dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	77.41%	11.45%	11.14%	2,642	N/A
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	68.94%	14.24%	16.83%	2,640	N/A
Satisfied -dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	73.36%	13.76%	12.88%	2,639	N/A
Satisfied -dissatisfied	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 -dissatisfied	2012	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	95.45%	3.38%	1.17%	1,610	21
Satisfied -dissatisfied	2012	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)	92.56%	6.54%	0.91%	1,112	44
Satisfied -dissatisfied	2012	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	88.53%	9.34%	2.14%	357	52
Satisfied -dissatisfied	2012	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)	82.13%	16.54%	1.33%	71	48
Satisfied -dissatisfied	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
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	84.24%	8.63%	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 feel encouraged to come up with new and 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%	8.63%	2,605	N/A
Agree-disagree	2011	5	I like the kind of work I do.	85.33%	9.79%	4.88%	2,605	N/A
Agree-disagree	2011	6	I know 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.	98.24%	1.28%	0.47%	2,606	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	92.37%	6.36%	1.27%	2,601	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	70.75%	12.22%	17.03%	2,599	4
Agree-disagree	2011	10	*My workload is reasonable.	73.91%	11.65%	14.44%	2,600	4
Agree-disagree	2011	11	*My talents are used well in the workplace.	68.94%	14.54%	16.51%	2,589	13
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	90.96%	5.65%	3.39%	2,602	1
Agree-disagree	2011	13	The work I do is important.	90.56%	6.96%	2.48%	2,598	5
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	83.43%	8.44%	8.13%	2,594	9
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	75.87%	11.71%	12.43%	2,580	23
Agree-disagree	2011	16	I am held accountable for achieving results.	88.64%	7.95%	3.41%	2,587	7
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	78.35%	12.67%	8.98%	2,529	70
Agree-disagree	2011	18	My training needs are assessed.	69.24%	18.37%	12.39%	2,571	21
Agree-disagree	2011	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	70.09%	13.30%	16.61%	2,578	26
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	85.46%	8.42%	6.12%	2,389	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	65.18%	18.22%	16.60%	2,525	83
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	57.87%	23.74%	18.40%	2,433	172
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.74%	30.25%	30.01%	2,260	347
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	54.44%	24.69%	20.86%	2,442	162
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	61.89%	19.10%	19.02%	2,468	138
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	27	The skill level in my work unit has improved in the past year.	66.34%	23.97%	9.69%	2,509	87

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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%	12.91%	6.74%	2,412	166
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	92.30%	5.46%	2.23%	2,552	13
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	84.42%	9.78%	5.80%	2,567	N/A
Agree-disagree	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	69.38%	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 objectives.	79.73%	14.18%	6.09%	2,458	98
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	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 -dissatisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	71.24%	15.93%	12.84%	2,548	N/A
Satisfied -dissatisfied	2011	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	71.86%	16.13%	12.02%	2,545	N/A
Satisfied -dissatisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	70.42%	15.02%	14.56%	2,545	N/A
Satisfied -dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	67.58%	19.69%	12.73%	2,548	N/A
Satisfied -dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	54.70%	24.19%	21.11%	2,544	N/A
Satisfied -dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?	75.73%	15.81%	8.46%	2,544	N/A
Satisfied -dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?	80.47%	11.38%	8.15%	2,544	N/A
Satisfied -dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?	76.61%	11.83%	11.55%	2,544	N/A
Satisfied -dissatisfied	2011	71	*Considering everything, how satisfied are you with your organization?	78.32%	12.43%	9.25%	2,543	N/A
Satisfied -dissatisfied	2011	79	How satisfied are you with the following Work/Life programs in your agency? Telework	86.24%	9.21%	4.55%	1,605	23
Satisfied -dissatisfied	2011	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	96.38%	3.06%	0.56%	1,568	12
Satisfied -dissatisfied	2011	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)	93.57%	5.51%	0.92%	1,049	32
Satisfied -dissatisfied	2011	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	92.16%	6.74%	1.10%	354	35
Satisfied -dissatisfied	2011	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)	82.05%	17.95%	0.00%	78	39

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Satisfied -dissatisfied	2011	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	68.51%	29.37%	2.12%	59	43
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-disagree	2010	2	I have enough information to do my job well.	86.20%	7.50%	6.30%	2,499	N/A
Agree-disagree	2010	3	I feel encouraged to come up with new and better ways of doing things.	74.63%	13.44%	11.93%	2,491	N/A
Agree-disagree	2010	4	My work gives me a feeling of personal accomplishment.	81.23%	10.28%	8.49%	2,497	N/A
Agree-disagree	2010	5	I like the kind of work I do.	85.53%	9.32%	5.16%	2,495	N/A
Agree-disagree	2010	6	I know what is expected of me on the job.	84.62%	8.38%	7.01%	2,487	N/A
Agree-disagree	2010	7	When needed I am willing to put in the extra effort to get a job done.	97.98%	1.39%	0.63%	2,496	N/A
Agree-disagree	2010	8	I am constantly looking for ways to do my job better.	92.53%	6.01%	1.46%	2,495	N/A
Agree-disagree	2010	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	73.40%	10.81%	15.79%	2,495	5
Agree-disagree	2010	10	*My workload is reasonable.	71.66%	12.19%	16.14%	2,493	2
Agree-disagree	2010	11	*My talents are used well in the workplace.	70.37%	15.11%	14.52%	2,478	7
Agree-disagree	2010	12	*I know how my work relates to the agency's goals and priorities.	92.33%	5.52%	2.16%	2,485	7
Agree-disagree	2010	13	The work I do is important.	92.19%	5.61%	2.20%	2,477	6
Agree-disagree	2010	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	81.05%	10.48%	8.46%	2,495	1
Agree-disagree	2010	15	My performance appraisal is a fair reflection of my performance.	76.71%	12.38%	10.91%	2,471	25
Agree-disagree	2010	16	I am held accountable for achieving results.	89.15%	8.63%	2.22%	2,477	9
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
Agree-disagree	2010	18	My training needs are assessed.	69.40%	17.04%	13.55%	2,462	14
Agree-disagree	2010	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	69.38%	15.00%	15.63%	2,484	14
Agree-disagree	2010	20	*The people I work with cooperate to get the job done.	86.44%	8.09%	5.48%	2,423	N/A
Agree-disagree	2010	21	My work unit is able to recruit people with the right skills.	68.25%	18.41%	13.33%	2,430	64
Agree-disagree	2010	22	Promotions in my work unit are based on merit.	58.45%	22.71%	18.84%	2,341	149
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	334
Agree-disagree	2010	24	*In my work unit, differences in performance are recognized in a meaningful way.	54.62%	24.67%	20.71%	2,354	140
Agree-disagree	2010	25	Awards in my work unit depend on how well employees perform their jobs.	63.34%	18.08%	18.58%	2,393	101
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	27	The skill level in my work unit has improved in the past year.	66.82%	23.16%	10.02%	2,403	81
Good-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	N/A
Agree-disagree	2010	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	86.11%	8.31%	5.58%	2,451	25
Agree-disagree	2010	30	Employees have a feeling of personal empowerment with respect to work processes.	68.79%	16.99%	14.22%	2,426	53
Agree-disagree	2010	31	Employees are recognized for providing high quality products and services.	77.63%	12.52%	9.85%	2,457	26
Agree-disagree	2010	32	Creativity and innovation are rewarded.	62.66%	22.28%	15.07%	2,408	67
Agree-disagree	2010	33	Pay raises depend on how well employees perform their jobs.	40.52%	30.30%	29.18%	2,310	173
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	72
Agree-disagree	2010	35	Employees are protected from health and safety hazards on the job.	92.65%	5.52%	1.83%	2,460	17
Agree-disagree	2010	36	My organization has prepared employees for potential security threats.	85.29%	10.33%	4.38%	2,452	26
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	136
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	159
Agree-disagree	2010	39	My agency is successful at accomplishing its mission.	92.42%	5.94%	1.64%	2,442	12
Agree-disagree	2010	40	*I recommend my organization as a good place to work.	86.73%	7.96%	5.31%	2,469	N/A
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	112
Agree-disagree	2010	42	My supervisor supports my need to balance work and other life issues.	89.63%	5.91%	4.46%	2,475	9
Agree-disagree	2010	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	79.52%	11.35%	9.14%	2,472	8
Agree-disagree	2010	44	Discussions with my supervisor about my performance are worthwhile.	75.19%	12.93%	11.88%	2,450	28
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	212
Agree-disagree	2010	46	My supervisor provides me with constructive suggestions to improve my job performance.	73.02%	14.95%	12.03%	2,460	16
Agree-disagree	2010	47	Supervisors in my work unit support employee development.	83.50%	9.64%	6.87%	2,451	16
Agree-disagree	2010	48	My supervisor listens to what I have to say.	85.76%	7.82%	6.42%	2,478	N/A
Agree-disagree	2010	49	My supervisor treats me with respect.	89.24%	5.69%	5.08%	2,475	N/A
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	N/A
Agree-disagree	2010	51	I have trust and confidence in my supervisor.	78.09%	12.01%	9.90%	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
Agree-disagree	2010	53	In my organization, senior leaders generate high levels of motivation and commitment in the 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	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	14
Agree-disagree	2010	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	82.26%	11.66%	6.08%	2,384	83
Agree-disagree	2010	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	73.83%	14.15%	12.02%	2,421	40
Agree-disagree	2010	59	Managers support collaboration across work units to accomplish work objectives.	77.21%	13.03%	9.76%	2,412	45
Good-poor	2010	60	Overall, how good a job do you feel is being done by the manager directly above your 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	9

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

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 10 completed surveys.

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	--	--	--
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%	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
I 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%	100.00%
74. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2013	2012	2011
Alternative Work Schedules							
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%	100.00%
75. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2013	2012	2011
Health and Wellness Programs							
Number of respondents	2,388	2,095	2,599	2,381	2,427	2,630	2,517
Yes	42.47%	41.22%	44.64%	42.44%	42.39%	43.94%	42.11%
No	55.22%	56.41%	53.18%	55.61%	55.25%	52.93%	55.31%
Not available to me	2.31%	2.37%	2.17%	1.95%	2.36%	3.13%	2.59%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
76. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2013	2012	2011
Employee Assistance Program							
Number of respondents	2,388	2,088	2,584	2,378	2,423	2,628	2,504
Yes	18.30%	18.19%	19.92%	19.36%	17.31%	15.13%	13.92%
No	80.66%	80.94%	79.15%	80.03%	81.65%	83.62%	85.00%
Not available to me	1.03%	0.87%	0.93%	0.61%	1.04%	1.25%	1.08%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
77. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2013	2012	2011
Child Care Programs							
Number of respondents	2,395	2,089	2,599	2,394	2,434	2,628	2,499
Yes	3.35%	3.34%	3.76%	4.30%	4.15%	3.84%	3.04%
No	88.55%	88.41%	88.24%	87.69%	88.82%	88.69%	90.98%
Not available to me	8.10%	8.25%	8.00%	8.01%	7.03%	7.46%	5.98%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
78. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2013	2012	2011
Elder Care Programs							
Number of respondents	2,391	2,092	2,609	2,397	2,440	2,623	2,489
Yes	3.08%	3.26%	3.10%	3.76%	3.06%	2.54%	2.00%
No	90.05%	90.45%	90.40%	89.50%	90.14%	90.30%	91.22%
Not available to me	6.87%	6.29%	6.50%	6.74%	6.80%	7.16%	6.78%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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 Respondents			Percent		
	2017	2016	2015	2017	2016	2015
	Strongly Agree	533	434	571	21.7%	20.4%
Agree	1091	921	1176	44.9%	43.4%	45.2%
Neither Agree nor Disagree	426	388	470	18.6%	18.9%	18.2%
Disagree	255	254	291	10.7%	12.4%	11.4%
Strongly Disagree	93	99	102	4.1%	4.8%	3.9%
Total	2398	2096	2610	100.0%	100.0%	100.0%

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%
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%
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%

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

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%
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%
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