2019

Office of Personnel Management (1) Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

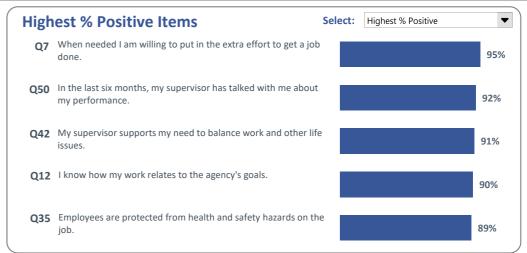
Nuclear Regulatory Commission

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

items identified as strengths 52 (65% positive or higher)

items identified as challenges (35% negative or higher)







Office of Personnel Management ((7)) Federal Employee Viewpoint Survey

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Annual Employee Survey (AES) Report

Nuclear Regulatory Commission

GENDER

37% Female

MILITARY SERVICE

23% Served

HISPANIC, LATINO, OR SPANISH

7% Hispanic, Latino, or Spanish

RETIREMENT

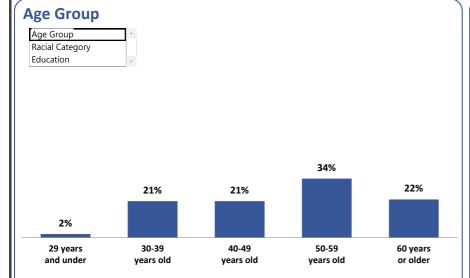
30% within next five years

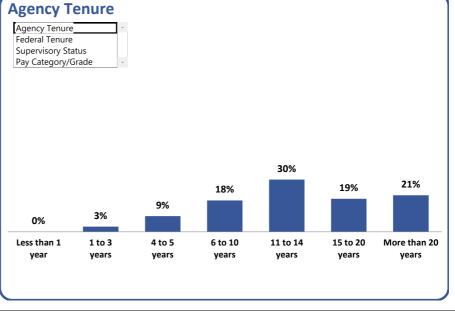
LOCATION

70% Headquarters

PLAN TO LEAVE

30% within the next year



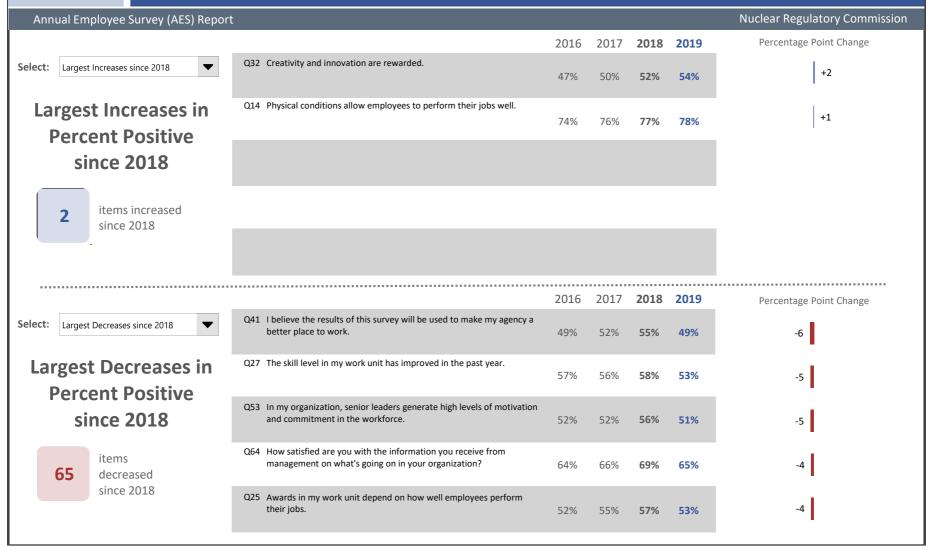


2019

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| | | | | | | | | | | | | Neither Agree nor | | | | |
|------------------------|-----------|--|---------------------|-------------------------------------|--------------------|--|-----------------------|-------------------------------------|---------------------|-------------------------------------|--------------------|--|-----------------------|-------------------------------------|---------------------|-----------------------|
| | | | | Strongly Agree/ Very Good/ | Agree/ | Neither Agree nor Disagree/ Fair/ Neither | Disagree/ | Strongly Disagree/ Very Poor/ | | Strongly Agree/ Very Good/ | Agree/ | Disagree/ Fair/ Neither Satisfied | Disagree/ | Strongly Disagree/ Very Poor/ | ltem | Do Not Know/ No |
| Response | | | Percent Positive | Very Satisfied | Good/ Satisfied | Satisfied nor Dissatisfied | Poor/ Dissatisfied | Very Dissatisfied | Percent Negative | Very Satisfied | Good/ Satisfied | nor Dissatisfied | Poor/ Dissatisfied | Very Dissatisfied | Response Total** | Basis to Judge |
| Type Agree-disagree | Item 1 | *I am given a real opportunity to improve my | % | % | % | % | % | % | % | N | N | N | N | N | N | N |
| Agree-disagree | 2 | skills in my organization. I have enough information to do my job well. | 74.1% | 29.0% | 45.1% | 11.2% | 9.5% | 5.2% | 14.7% | 638 | 974 | 240 | 205 | 106 | 2,163 | N/A |
| | | | 81.2% | 30.1% | 51.0% | 8.9% | 6.6% | 3.3% | 9.9% | 664 | 1,105 | 188 | 141 | 69 | 2,167 | N/A |
| Agree-disagree | 3 | I feel encouraged to come up with new and better ways of doing things. | 68.2% | 30.7% | 37.5% | 14.6% | 10.8% | 6.3% | 17.1% | 679 | 810 | 312 | 230 | 132 | 2,163 | N/A |
| Agree-disagree | 4 | My work gives me a feeling of personal accomplishment. | 75.8% | 33.4% | 42.4% | 12.7% | 6.6% | 4.9% | 11.5% | 735 | 919 | 270 | 142 | 104 | 2,170 | N/A |
| Agree-disagree | 5 | I like the kind of work I do. | | | | | | | | | | | | | | |
| Agree-disagree | 6 | I know what is expected of me on the job. | 81.8% | 39.7% | 42.1% | 10.6% | 4.8% | 2.8% | 7.6% | 867 | 908 | 226 | 103 | 59 | 2,163 | N/A |
| Agree-disagree | 7 | When needed I am willing to put in the extra | 81.2% | 35.4% | 45.8% | 8.4% | 6.4% | 4.0% | 10.4% | 771 | 989 | 181 | 135 | 83 | 2,159 | N/A |
| Agree-disagree | 8 | effort to get a job done. I am constantly looking for ways to do my job | 95.5% | 66.9% | 28.6% | 2.5% | 1.0% | 1.0% | 2.0% | 1,455 | 618 | 52 | 22 | 22 | 2,169 | N/A |
| Agree-disagree | 9 | better. I have sufficient resources (for example, people, | 89.0% | 47.1% | 41.9% | 8.2% | 1.7% | 1.1% | 2.7% | 1,029 | 901 | 176 | 36 | 23 | 2,165 | N/A |
| rigi ce disagree | , | materials, budget) to get my job done. | | | | | | | | | | | | | | |
| Agree-disagree | 10 | *My workload is reasonable. | 65.7% | 20.3% | 45.5% | 12.1% | 14.7% | 7.5% | 22.2% | 446 | 978 | 259 | 314 | 160 | 2,157 | 8 |
| Agree-disagree | 11 | *My talents are used well in the workplace. | 68.7% | 19.7% | 49.0% | 12.5% | 13.0% | 5.9% | 18.9% | 432 | 1,059 | 268 | 279 | 126 | 2,164 | 6 |
| Agree-disagree | 12 | *I know how my work relates to the agency's | 63.7% | 21.3% | 42.3% | 14.9% | 12.7% | 8.7% | 21.4% | 466 | 911 | 317 | 266 | 184 | 2,144 | 14 |
| | | goals. | 89.5% | 43.4% | 46.1% | 5.9% | 2.4% | 2.2% | 4.6% | 954 | 989 | 125 | 52 | 46 | 2,166 | 2 |
| Agree-disagree | 13 | The work I do is important. | 88.8% | 48.2% | 40.6% | 6.9% | 2.6% | 1.7% | 4.3% | 1,049 | 872 | 147 | 55 | 36 | 2,159 | 6 |
| Agree-disagree | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | 77.70/ | 24.0% | 42.00/ | 40.5% | 7.00 | 4.40 | | | | | | | | |
| Agree-disagree | 15 | My performance appraisal is a fair reflection of | 77.7% | 34.9% | 42.8% | 10.6% | 7.6% | 4.1% | 11.7% | 767 | 918 | 223 | 161 | 85 | 2,154 | 15 |
| Agree-disagree | 16 | my performance. I am held accountable for achieving results. | 73.7% | 28.2% | 45.5% | 12.3% | 7.6% | 6.3% | 14.0% | 611 | 970 | 269 | 161 | 132 | 2,143 | 23 |
| Agree-disagree | 17 | *I can disclose a suspected violation of any law, | 85.8% | 32.6% | 53.2% | 9.6% | 2.7% | 1.9% | 4.6% | 708 | 1,146 | 204 | 58 | 41 | 2,157 | 8 |
| | | rule or regulation without fear of reprisal. | 75.5% | 38.8% | 36.7% | 12.4% | 5.3% | 6.8% | 12.1% | 825 | 760 | 254 | 108 | 137 | 2,084 | 86 |
| Agree-disagree | 18 | My training needs are assessed. | | | | | | | | | | | | | | |
| 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). | 60.1% | 20.9% | 39.1% | 19.5% | 12.9% | 7.6% | 20.4% | 457 | 843 | 415 | 275 | 158 | 2,148 | 21 |
| | | | 65.8% | 26.5% | 39.3% | 14.0% | 11.2% | 8.9% | 20.2% | 570 | 836 | 301 | 239 | 187 | 2,133 | 36 |
| Agree-disagree | 20 | *The people I work with cooperate to get the job done. | 83.3% | 40.0% | 43.4% | 8.4% | 5.8% | 2.5% | 8.3% | 876 | 937 | 179 | 126 | 51 | 2,169 | N/A |
| Agree-disagree | 21 | My work unit is able to recruit people with the right skills. | 47.0% | 12.7% | 34.3% | 24.4% | 17.8% | 10.8% | 28.6% | 267 | 716 | 498 | 365 | 216 | 2,062 | 100 |
| Agree-disagree | 22 | Promotions in my work unit are based on merit. | 40.7% | 12.8% | 27.9% | 29.0% | 14.5% | 15.8% | 30.3% | 259 | 553 | 568 | 278 | 298 | 1,956 | 204 |
| Agree-disagree | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | | | | | | | 30.370 | 233 | 333 | 300 | | | 2,330 | 201 |
| | | | 34.5% | 9.0% | 25.5% | 31.1% | 17.6% | 16.9% | 34.5% | 169 | 482 | 557 | 317 | 296 | 1,821 | 340 |
| Agree-disagree | 24 | *In my work unit, differences in performance are recognized in a meaningful way. | | | | | | | | | | | | | | |
| Agree-disagree | 25 | Awards in my work unit depend on how well | 43.5% | 11.2% | 32.4% | 27.3% | 16.8% | 12.4% | 29.2% | 229 | 657 | 540 | 330 | 237 | 1,993 | 166 |
| | | employees perform their jobs. | 52.7% | 14.3% | 38.5% | 24.0% | 11.7% | 11.6% | 23.2% | 293 | 783 | 479 | 228 | 222 | 2,005 | 156 |
| Agree-disagree | 26 | Employees in my work unit share job knowledge with each other. | 82.6% | 34.4% | 48.2% | 9.1% | 5.0% | 3.4% | 8.4% | 752 | 1,032 | 192 | 106 | 69 | 2,151 | 10 |
| Agree-disagree | 27 | The skill level in my work unit has improved in the past year. | 52.8% | 18.5% | 34.3% | 28.9% | 11.6% | 6.6% | 18.2% | 389 | 719 | 585 | 237 | 133 | 2,063 | 100 |
| Good-poor | 28 | How would you rate the overall quality of work done by your work unit? | 89.1% | 53.1% | 35.9% | 7.9% | 1.8% | 1.2% | 3.1% | 1,151 | 779 | 164 | 39 | 26 | 2,159 | N/A |
| Agree-disagree | 29 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 85.1% | 40.2% | 44.9% | 8.2% | 4.6% | 2.0% | 6.6% | 867 | 968 | | 97 | 43 | | 14 |
| Agree-disagree | 30 | Employees have a feeling of personal empowerment with respect to work processes. | 51.8% | 13.3% | 38.5% | 22.4% | 16.8% | 8.9% | 25.8% | 286 | 812 | | 349 | 177 | 2,149 | 57 |
| Agree-disagree | 31 | Employees are recognized for providing high | | | | | | | | | | | | | | |
| Agree-disagree | 32 | quality products and services. Creativity and innovation are rewarded. | 65.8% 54.2% | 19.1% | 46.7% 38.3% | 16.1% | 11.2% | 6.9% 8.8% | 18.1% | 409 336 | 986 | 331 514 | 233 | 138 | 2,097 | 50 69 |
| Agree-disagree | 33 | Pay raises depend on how well employees perform their jobs. | | | | | | | | | | | | | | |
| | | perform their jobs. | 21.6% | 5.5% | 16.1% | 30.6% | 23.3% | 24.5% | 47.8% | 110 | 318 | 607 | 456 | 474 | 1,965 | 178 |

| Agree-disagree | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | | | | | | | | | | | | | | |
|--|----------------------------|--|--|--|---|---|---|--------------------------------------|---|--|--|---|--|--------------------------------|---|--|
| | | J. C. | 69.2% | 25.4% | 43.8% | 18.9% | 6.0% | 5.9% | 11.9% | 519 | 880 | 374 | 114 | 111 | 1,998 | 147 |
| Agree-disagree | 35 | Employees are protected from health and safety hazards on the job. | 89.3% | 40.9% | 48.4% | 6.8% | 2.5% | 1.4% | 3.9% | 881 | 1,019 | 142 | 51 | 28 | 2,121 | 31 |
| Agree-disagree | 36 | My organization has prepared employees for potential security threats. | | | | | | | | | ,, , | | | | , | |
| Agree-disagree | 37 | Arbitrary action, personal favoritism and coercion | 86.4% | 32.3% | 54.1% | 8.0% | 3.9% | 1.7% | 5.6% | 695 | 1,152 | 170 | 82 | 36 | 2,135 | 14 |
| | | for partisan political purposes are not tolerated. | 61.7% | 24.4% | 37.3% | 18.7% | 9.2% | 10.4% | 19.6% | 498 | 746 | 367 | 179 | 200 | 1,990 | 159 |
| Agree-disagree | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | | | | | | | | | | | | | , | |
| Agree disagree | 20 | Mu agang is suggestful at a seemplishing its | 74.6% | 33.9% | 40.8% | 14.4% | 4.7% | 6.3% | 11.0% | 666 | 786 | 271 | 85 | 116 | 1,924 | 221 |
| Agree-disagree | | My agency is successful at accomplishing its mission. | 86.9% | 36.5% | 50.5% | 8.4% | 3.2% | 1.6% | 4.7% | 789 | 1,072 | 175 | 66 | 32 | 2,134 | 18 |
| Agree-disagree | 40 | *I recommend my organization as a good place to work. | 73.1% | 31.2% | 41.9% | 15.5% | 7.5% | 3.9% | 11.4% | 682 | 903 | 324 | 157 | 80 | 2,146 | N/A |
| Agree-disagree | 41 | *I believe the results of this survey will be used to make my agency a better place to work. | | | | | | | | | | | | | | |
| Agree-disagree | 42 | My supervisor supports my need to balance work | 49.3% | 17.9% | 31.4% | 22.2% | 14.7% | 13.8% | 28.5% | 375 | 655 | 457 | 303 | 276 | 2,066 | 84 |
| Agree-disagree | 43 | and other life issues. My supervisor provides me with opportunities to | 90.8% | 59.5% | 31.3% | 4.7% | 2.3% | 2.1% | 4.4% | 1,280 | 670 | 98 | 50 | 44 | 2,142 | 6 |
| | | demonstrate my leadership skills. | 79.0% | 43.4% | 35.6% | 11.6% | 5.1% | 4.3% | 9.4% | 935 | 760 | 244 | 106 | 88 | 2,133 | 10 |
| Agree-disagree | 44 | Discussions with my supervisor about my performance are worthwhile. | 73.2% | 36.0% | 37.2% | 12.3% | 8.2% | 6.4% | 14.5% | 765 | 794 | 257 | 174 | 133 | 2,123 | 20 |
| Agree-disagree | 45 | My supervisor is committed to a workforce representative of all segments of society. | | | | | | | | | | | | | | |
| Agree-disagree | 46 | My supervisor provides me with constructive | 78.8% | 42.1% | 36.7% | 15.6% | 2.7% | 3.0% | 5.7% | 817 | 709 | 294 | 50 | 55 | 1,925 | 213 |
| | | suggestions to improve my job performance. | 72.7% | 33.5% | 39.2% | 14.7% | 7.4% | 5.3% | 12.6% | 717 | 840 | 312 | 156 | 110 | 2,135 | 8 |
| Agree-disagree | 47 | Supervisors in my work unit support employee development. | 81.4% | 40.3% | 41.1% | 10.0% | 4.3% | 4.3% | 8.6% | 860 | 870 | 207 | 91 | 86 | 2,114 | 28 |
| Agree-disagree | 48 | My supervisor listens to what I have to say. | 84.6% | 48.4% | 36.1% | 7.6% | 4.3% | 3.5% | 7.8% | 1,039 | 777 | 157 | 93 | 73 | 2,139 | N/A |
| Agree-disagree | 49 | My supervisor treats me with respect. | 88.0% | 55.9% | 32.1% | 6.3% | 2.7% | 3.0% | 5.7% | 1,200 | 687 | 130 | 58 | 63 | 2,138 | N/A |
| Agree-disagree | 50 | In the last six months, my supervisor has talked with me about my performance. | | | | | | | | | | | | | | |
| Agree-disagree | 51 | I have trust and confidence in my supervisor. | 91.8% | 50.5% | 41.3% | 4.2% | 2.5% | 1.5% | 4.0% | 1,082 | 882 | 90 | 53 | 32 | 2,139 | N/A |
| Good-poor | 52 | Overall, how good a job do you feel is being done by your immediate supervisor? | 76.8% | 45.5% | 31.2% | 12.2% | 5.8% | 5.2% | 11.1% | 981 | 671 | | | | | N/A |
| | | | | | | | | | | | | 254 | 124 | 109 | 2,139 | |
| Agree-disagree | 53 | In my organization, senior leaders generate high | 79.9% | 50.7% | 29.2% | 12.7% | 4.2% | 3.2% | 7.4% | 1,085 | 632 | 254 | 124 88 | 109 | 2,139 | N/A |
| | | levels of motivation and commitment in the workforce. | | | | | 4.2% | | | | | 267 | 88 | 68 | 2,140 | N/A |
| Agree-disagree | 54 | levels of motivation and commitment in the | 79.9% 51.3% | 50.7% | 29.2% | 12.7% | | 3.2% | 7.4% | 1,085 | 632 764 | | | | | |
| Agree-disagree Agree-disagree | | levels of motivation and commitment in the workforce. My organization's senior leaders maintain high | | | | | 4.2% | | | | | 267 | 88 | 68 | 2,140 | N/A |
| | | levels of motivation and commitment in the workforce. My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds. | 51.3% | 15.4% | 36.0% | 23.7% | 4.2% | 11.3% | 25.0% | 330 | 764 | 267 495 | 284 | 68 229 | 2,140 2,102 | N/A 33 |
| Agree-disagree | 55 56 | levels of motivation and commitment in the workforce. My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds. *Managers communicate the goals of the organization. | 51.3% | 15.4% | 36.0% | 23.7% | 4.2% 13.7% 6.9% | 9.4% | 25.0% | 330 480 | 764 845 | 267 495 371 | 284 | 229 183 | 2,140 2,102 2,015 | N/A 33 |
| Agree-disagree | 55 56 | levels of motivation and commitment in the workforce. My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds. *Managers communicate the goals of the | 51.3% 64.9% 75.7% 74.8% | 15.4% 23.3% 28.2% 23.7% | 36.0% 41.6% 47.5% 51.1% | 23.7% 18.8% 14.5% 13.3% | 4.2% 13.7% 6.9% 4.8% | 11.3% 9.4% 5.1% 5.9% | 25.0% 16.3% 9.9% 11.9% | 330 480 582 509 | 764 845 966 1,082 | 267 495 371 288 281 | 284 136 91 | 229 183 96 | 2,140 2,102 2,015 2,023 2,116 | N/A 33 120 100 |
| Agree-disagree | 55 56 57 | levels of motivation and commitment in the workforce. My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds. *Managers communicate the goals of the organization. Managers review and evaluate the organization's | 51.3% 64.9% 75.7% | 15.4% 23.3% 28.2% | 36.0% 41.6% 47.5% | 23.7% 18.8% 14.5% | 4.2% 13.7% 6.9% 4.8% | 9.4% | 25.0% 16.3% 9.9% | 480 582 | 764 845 966 | 267 495 371 288 | 284 136 91 | 68 229 183 96 | 2,140 2,102 2,015 2,023 | N/A 33 120 |
| Agree-disagree Agree-disagree Agree-disagree | 55 56 57 58 | levels of motivation and commitment in the workforce. My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds. *Managers communicate the goals of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, | 51.3% 64.9% 75.7% 74.8% | 15.4% 23.3% 28.2% 23.7% | 36.0% 41.6% 47.5% 51.1% | 23.7% 18.8% 14.5% 13.3% | 4.2% 13.7% 6.9% 4.8% | 11.3% 9.4% 5.1% 5.9% | 25.0% 16.3% 9.9% 11.9% | 330 480 582 509 | 764 845 966 1,082 | 267 495 371 288 281 | 284 136 91 | 229 183 96 | 2,140 2,102 2,015 2,023 2,116 | N/A 33 120 100 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 55 56 57 58 | levels of motivation and commitment in the workforce. My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds. *Managers communicate the goals of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). | 51.3% 64.9% 75.7% 74.8% | 23.3% 28.2% 23.7% 23.7% | 36.0% 41.6% 47.5% 51.1% | 23.7% 18.8% 14.5% 13.3% | 4.2% 13.7% 6.9% 4.8% 6.0% | 9.4% 5.1% 5.9% | 25.0% 16.3% 9.9% 11.9% | 330 480 582 509 483 | 764 845 966 1,082 | 267 495 371 288 281 | 284 136 91 123 | 229 183 96 121 | 2,140 2,102 2,015 2,023 2,116 2,002 | N/A 33 120 100 18 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 55 56 57 58 | levels of motivation and commitment in the workforce. My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds. *Managers communicate the goals of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). Managers support collaboration across work units to accomplish work objectives. | 51.3% 64.9% 75.7% 74.8% 74.7% | 23.3% 28.2% 23.7% 23.7% 22.7% | 36.0% 41.6% 47.5% 51.1% 51.0% 46.4% | 23.7% 18.8% 14.5% 13.3% 14.5% 15.1% | 4.2% 13.7% 6.9% 4.8% 6.0% 5.0% | 9.4% 5.1% 5.9% 5.7% 6.5% | 25.0% 16.3% 9.9% 11.9% 10.8% | 330 480 582 509 483 | 764 845 966 1,082 1,019 966 | 267 495 371 288 281 290 312 | 284 136 91 123 99 | 183 96 121 111 | 2,140 2,102 2,015 2,023 2,116 2,002 | N/A 33 120 100 18 132 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 55 56 57 58 59 | levels of motivation and commitment in the workforce. My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds. *Managers communicate the goals of the organization. *Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's | 51.3% 64.9% 75.7% 74.8% 74.7% | 23.3% 28.2% 23.7% 23.7% | 36.0% 41.6% 47.5% 51.1% 51.0% | 23.7% 18.8% 14.5% 13.3% 14.5% | 4.2% 13.7% 6.9% 4.8% 6.0% | 9.4% 5.1% 5.9% 5.7% | 25.0% 16.3% 9.9% 11.9% 10.8% | 330 480 582 509 483 | 764 845 966 1,082 1,019 | 267 495 371 288 281 290 | 284 136 91 123 99 | 183 96 121 111 | 2,140 2,102 2,015 2,023 2,116 2,002 | N/A 33 120 100 18 132 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Good-poor | 55 56 57 58 58 60 61 | levels of motivation and commitment in the workforce. My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds. *Managers communicate the goals of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 51.3% 64.9% 75.7% 74.8% 74.7% | 23.3% 28.2% 23.7% 23.7% 22.7% | 36.0% 41.6% 47.5% 51.1% 51.0% 46.4% | 23.7% 18.8% 14.5% 13.3% 14.5% 15.1% | 4.2% 13.7% 6.9% 4.8% 6.0% 5.0% | 9.4% 5.1% 5.9% 5.7% 6.5% | 25.0% 16.3% 9.9% 11.9% 10.8% | 330 480 582 509 483 481 | 764 845 966 1,082 1,019 966 | 267 495 371 288 281 290 312 | 284 136 91 123 99 | 183 96 121 111 130 | 2,140 2,102 2,015 2,023 2,116 2,002 2,079 | N/A 33 120 100 18 132 58 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 55 56 57 58 58 60 61 | levels of motivation and commitment in the workforce. My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds. *Managers communicate the goals of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. | 51.3% 64.9% 75.7% 74.8% 74.7% 69.1% | 23.3% 28.2% 23.7% 23.7% 22.7% 25.1% | 36.0% 41.6% 47.5% 51.1% 51.0% 46.4% 49.1% | 23.7% 18.8% 14.5% 13.3% 14.5% 15.1% 18.5% | 4.2% 13.7% 6.9% 4.8% 6.0% 5.0% 7.2% | 9.4% 9.4% 5.1% 5.9% 5.7% 6.5% | 25.0% 16.3% 9.9% 11.9% 10.8% 15.8% 12.7% | 330 480 582 509 483 481 531 | 764 845 966 1,082 1,019 966 1,024 | 267 495 371 288 281 290 312 269 | 284 136 91 123 99 190 150 | 229 183 96 121 111 110 130 108 | 2,140 2,102 2,015 2,023 2,116 2,002 2,079 2,082 2,065 | N/A 33 120 100 18 132 58 45 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Good-poor Agree-disagree Agree-disagree | 55 56 57 58 59 60 61 62 | levels of motivation and commitment in the workforce. My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds. *Managers communicate the goals of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. | 51.3% 64.9% 75.7% 74.8% 74.7% 69.1% 69.4% 62.7% | 23.3% 28.2% 23.7% 23.7% 22.7% 25.1% 31.4% 23.9% | 36.0% 41.6% 47.5% 51.1% 51.0% 46.4% 49.1% 38.0% 38.7% | 18.8% 14.5% 13.3% 14.5% 15.1% 15.1% | 4.2% 13.7% 6.9% 4.8% 6.0% 5.0% 9.3% 7.2% 6.2% | 9.4% 5.1% 5.9% 5.7% 6.5% 5.9% | 25.0% 16.3% 9.9% 11.9% 10.8% 15.8% 12.7% 17.7% | 330 480 582 509 483 481 531 648 | 764 845 966 1,082 1,019 966 1,024 797 | 267 495 371 288 281 290 312 269 378 413 | 284 136 91 123 99 190 150 126 | 229 183 96 121 111 130 108 116 | 2,140 2,102 2,015 2,023 2,116 2,002 2,079 2,082 2,065 2,117 | N/A 33 120 100 18 132 58 45 70 20 |

| Satisfied- dissatisfied | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | | | | | | | | | | | | | | |
|----------------------------|----|--|-------|-------|-------|-------|-------|-------|--------|------|-------|-----|-----|-----|-------|-----|
| | | your organization: | 64.7% | 21.9% | 42.8% | 16.6% | 12.9% | 5.7% | 18.7% | 476 | 912 | 349 | 272 | 119 | 2,128 | N/A |
| Satisfied- dissatisfied | 65 | *How satisfied are you with the recognition you receive for doing a good job? | | | | | | | 10.770 | 4,70 | 312 | 3.3 | | | 2,120 | ,,, |
| | | | 63.0% | 21.9% | 41.1% | 18.3% | 12.0% | 6.8% | 18.7% | 473 | 878 | 382 | 250 | 140 | 2,123 | N/A |
| Satisfied- dissatisfied | 66 | How satisfied are you with the policies and practices of your senior leaders? | | | | | | | | | | | | | | |
| | | | 56.0% | 16.5% | 39.5% | 25.0% | 12.1% | 6.9% | 19.0% | 356 | 843 | 523 | 254 | 141 | 2,117 | N/A |
| Satisfied- dissatisfied | 67 | How satisfied are you with your opportunity to get a better job in your organization? | | | | | | | | | | | | | | |
| | | | 37.0% | 13.6% | 23.4% | 26.1% | 19.0% | 17.9% | 36.9% | 296 | 505 | 549 | 399 | 369 | 2,118 | N/A |
| Satisfied- dissatisfied | 68 | How satisfied are you with the training you receive for your present job? | | | | | | | | | | | | | | |
| | | | 65.1% | 21.7% | 43.4% | 18.7% | 10.2% | 6.0% | 16.2% | 470 | 923 | 396 | 212 | 121 | 2,122 | N/A |
| Satisfied- dissatisfied | 69 | *Considering everything, how satisfied are you with your job? | | | | | | | | | | | | | | |
| | | | 73.6% | 26.2% | 47.4% | 14.1% | 8.1% | 4.2% | 12.3% | 567 | 1,006 | 292 | 169 | 85 | 2,119 | N/A |
| Satisfied- dissatisfied | 70 | Considering everything, how satisfied are you with your pay? | | | | | | | | | | | | | | |
| | | | 72.2% | 26.0% | 46.3% | 14.1% | 7.9% | 5.7% | 13.7% | 558 | 980 | 297 | 167 | 117 | 2,119 | N/A |
| Satisfied- dissatisfied | 71 | *Considering everything, how satisfied are you with your organization? | | | | | | | | | | | | | | |
| | | | 68.8% | 22.9% | 45.9% | 16.9% | 9.1% | 5.3% | 14.4% | 496 | 973 | 352 | 188 | 106 | 2,115 | N/A |

Percentages are weighted to represent the Agency's population. $\label{eq:control}$

^{*} 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.

| 72. Currently, in my work unit poor performers usually: | N | % |
|---|-------|--------|
| Remain in the work unit and improve their performance over time | 267 | 15.9% |
| Remain in the work unit and continue to underperform | 866 | 53.5% |
| Leave the work unit - removed or transferred | 83 | 4.9% |
| Leave the work unit - quit | 19 | 1.1% |
| There are no poor performers in my work unit | 406 | 24.6% |
| Item Response Total | 1,641 | 100.0% |
| Do not know | 482 | |
| Total | 2,123 | 100.0% |

Percentages are weighted to represent the Agency's population.

| 73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status? | N | % |
|--|-------|--------|
| The shutdown had no impact on my working/pay status | 2,025 | 95.5% |
| I did not work and did not receive pay until after the lapse ended | 16 | 0.7% |
| I worked some of the shutdown but did not receive pay until after the lapse ended | 6 | 0.3% |
| I worked for the entirety of the shutdown but did not receive pay until after the lapse ended | 12 | 0.6% |
| Other, not listed above | 60 | 2.9% |
| Total | 2,119 | 100.0% |
| 74. How was your everyday work impacted during (if you worked) or after the partial government shutdown? | N | % |
| It had no impact | 1,421 | 67.3% |
| A slightly negative impact | 420 | 19.6% |
| A moderately negative impact | 208 | 9.89 |
| A very negative impact | 46 | 2.2% |
| An extremely negative impact | 24 | 1.2% |
| Total | 2,119 | 100.0% |
| If the response to item 74 was "It had no impact", item 75 was skipped. | | |
| 75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply) | N | % |
| Unmanageable workload | 25 | 3.8% |
| Missed deadlines | 155 | 22.79 |
| Unrecoverable loss of work | 21 | 3.19 |
| Reduced customer service | 199 | 29.49 |
| Delayed work | 413 | 61.5% |
| Reduced work quality | 62 | 9.2% |
| Cutback of critical work | 55 | 8.2% |
| Time lost in restarting work | 110 | 16.3% |
| Unmet statutory requirements | 40 | 6.2% |
| Other | 239 | 35.7% |
| Total (percents will add to more than 100% because respondents could choose more than one response option) | 676 | - |
| 76. Are you looking for another job because of the partial government shutdown? | N | 9 |
| I am looking for another job specifically because of the shutdown | 19 | 0.9% |
| I am looking for another job, but the shutdown is <u>only one</u> of the reasons | 123 | 6.0% |
| I am looking for another job, but the shutdown had <u>no influence</u> on that decision | 384 | 18.6% |
| I am <u>not</u> looking for another job currently | 1,577 | 74.5% |
| Total | 2,103 | 100.0% |
| 77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown. | N | % |
| Strongly Agree | 569 | 43.4% |
| Agree | 556 | 42.3% |
| Neither Agree nor Disagree | 148 | 11.5% |
| Disagree | 24 | 1.8% |
| Strongly Disagree | 13 | 1.0% |
| Item Response Total | 1,310 | 100.0% |
| No support required | 807 | _ |
| Total | 2,117 | 100.0% |

Percentages are weighted to represent the Agency's population.

| | | 1 | | | | |
|--|---|--|--|---|--|--|
| 78. Please select the response below that BEST describes your current teleworking schedule. | 20: N | 19 % | 2018 N | % | | |
| I telework very infrequently, on an unscheduled or short-term basis | 508 | 23.5% | 585 | 25.3% | | |
| I telework, but only about 1 or 2 days per month | 187 | 8.7% | 212 | 9.2% | | |
| I telework 1 or 2 days per week | 772 | 37.4% | 777 | 34.9% | | |
| I telework 3 or 4 days per week I telework every work day | 90 77 | 4.4% 3.7% | 84 74 | 3.7% 3.1% | | |
| I do not telework because I have to be physically present on the job | 102 | 4.8% | 120 | 5.3% | | |
| I do not telework because of technical issues that prevent me from teleworking | 12 | 0.6% | 22 | 1.0% | | |
| I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework | 39 | 1.9% | 40 | 1.9% | | |
| I do not telework because I choose not to telework Total | 324 2,111 | 15.1% 100.0% | 361 2,275 | 15.7% | | |
| | -, | | -, | | | |
| 79. How satisfied are you with the Telework program in your agency? | N | 2019 Satisfaction % | All Response Options % | N | 2018 Satisfaction % | All Response Options % |
| Very Satisfied | 808 | 43.2% | 38.1% | 884 | 45.9% | 39.4% |
| Satisfied | 697 | 37.4% | 32.9% | 734 | 38.0% | 32.6% |
| Neither Satisfied nor Dissatisfied | 235 | 12.8% | 11.2% | 210 | 11.0% | 9.5% |
| Dissatisfied Very Dissatisfied | 90 34 | 4.8% | 4.3% 1.6% | 71 26 | 3.7% | 3.2% |
| Item Response Total | 1,864 | 1.8% | 88.1% | 1,925 | 1.4% | 1.2% 85.9% |
| I choose not to participate in this program | 185 | | 8.6% | 221 | | 9.8% |
| This program is not available to me | 64 | | 3.1% | 88 | | 4.0% |
| I am unaware of this program Total | 2,117 | 100.0% | 0.2% 100.0% | 2,243 | 100.0% | 0.4% 100.0% |
| 10(4) | 2,227 | 100.070 | 100.070 | 2,243 | 100.070 | 100.070 |
| 80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all | 20: | | | | | |
| that apply): Alternative Work Schedules | N 1,640 | % 77.5% | | | | |
| Health and Wellness Programs | 1,040 | 49.1% | | | | |
| Employee Assistance Program – EAP | 229 | 10.9% | | | | |
| Child Care Programs | 87 | 4.2% | | | | |
| Elder Care Programs | 21 | 1.1% | | | | |
| None listed above | 285 | 13.5% | | | | |
| Total (percents will add to more than 100% because respondents could choose more than one response option) Note: This item was not in the 2018 OPM FEVS. | 2,115 | - | | | | |
| | | | | | | |
| 81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules | N | 2019 Satisfaction % | All Response Options % | N | 2018 Satisfaction % | All Response Options % |
| Very Satisfied | 1,178 | 59.5% | 55.3% | 1,207 | 59.3% | 53.3% |
| Satisfied | 669 | 34.1% | 31.7% | 713 | 35.1% | 31.5% |
| Neither Satisfied nor Dissatisfied | 90 | 4.8% | 4.4% | 94 | 4.6% | 4.1% |
| Dissatisfied | 18 | 1.0% | 0.9% | 9 | 0.4% | 0.4% |
| Very Dissatisfied | 13 | 0.7% | 0.6% | 2.024 | 0.6% | 0.5% |
| Item Response Total | 1,968 119 | 100.0% | 93.1% 5.7% | 2,034 177 | 100.0% | 89.8% 7.9% |
| I choose not to participate in these programs These programs are not available to me | 28 | | 1.2% | 48 | | 2.1% |
| I am unaware of these programs | 1 | | 0.1% | 4 | | 0.2% |
| Total | 2,116 | 100.0% | 100.0% | 2,263 | 100.0% | 100.0% |
| | | 2019 | | | 2018 | |
| 82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs | N | Satisfaction % | All Response Options % | N | Satisfaction % | All Response Options % |
| | | | | | | |
| Very Satisfied | 836 | 48.4% | 39.8% | 993 | 48.9% | 43.6% |
| Satisfied | 682 | 39.2% | 32.3% | 808 | 39.8% | 35.5% |
| Satisfied Neither Satisfied nor Dissatisfied | 682 173 | 39.2% 10.2% | 32.3% 8.4% | 808 180 | 39.8% 8.7% | 35.5% 7.8% |
| Satisfied Neither Satisfied nor Dissatisfied Dissatisfied | 682 173 18 | 39.2% | 32.3% 8.4% 0.9% | 808 180 30 | 39.8% | 35.5% 7.8% 1.3% |
| Satisfied Neither Satisfied nor Dissatisfied | 682 173 | 39.2% 10.2% 1.1% | 32.3% 8.4% | 808 180 | 39.8% 8.7% 1.5% | 35.5% 7.8% |
| Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs | 682 173 18 20 1,729 295 | 39.2% 10.2% 1.1% 1.2% 100.0% | 32.3% 8.4% 0.9% 1.0% 82.2% 14.2% | 808 180 30 22 2,033 185 | 39.8% 8.7% 1.5% 1.1% | 35.5% 7.8% 1.3% 1.0% 89.1% 8.3% |
| Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me | 682 173 18 20 1,729 295 64 | 39.2% 10.2% 1.1% 1.2% | 32.3% 8.4% 0.9% 1.0% 82.2% 14.2% 3.0% | 808 180 30 22 2,033 185 53 | 39.8% 8.7% 1.5% 1.1% | 35.5% 7.8% 1.3% 1.0% 89.1% 8.3% 2.4% |
| Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs | 682 173 18 20 1,729 295 64 13 | 39.2% 10.2% 1.1% 1.2% 100.0% | 32.3% 8.4% 0.9% 1.0% 82.2% 14.2% 3.0% | 808 180 30 22 2,033 185 53 6 | 39.8% 8.7% 1.5% 1.1% 100.0% | 35.5% 7.8% 1.3% 1.0% 89.1% 8.3% 2.4% 0.3% |
| Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me | 682 173 18 20 1,729 295 64 | 39.2% 10.2% 1.1% 1.2% 100.0% | 32.3% 8.4% 0.9% 1.0% 82.2% 14.2% 3.0% | 808 180 30 22 2,033 185 53 | 39.8% 8.7% 1.5% 1.19% 100.0% | 35.5% 7.8% 1.3% 1.0% 89.1% 8.3% 2.4% |
| Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total | 682 173 18 20 1,729 295 64 13 2,101 | 39.2% 10.2% 1.1% 1.2% 100.0% 100.0% | 32.3% 8.4% 0.9% 1.0% 82.2% 14.2% 3.0% 0.6% | 808 180 30 22 2,033 185 53 6 2,277 | 39.8% 8.7% 1.5% 1.11% 100.0% | 35.5% 7.8% 1.3% 1.0% 89.1% 8.3% 2.4% 0.3% |
| Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs | 682 173 18 20 1,729 295 64 13 2,101 | 39.2% 10.2% 1.1% 1.2% 100.0% | 32.3% 8.4% 0.9% 1.0% 82.2% 14.2% 3.0% | 808 180 30 22 2,033 185 53 6 | 39.8% 8.7% 1.5% 1.19% 100.0% | 35.5% 7.8% 1.3% 1.0% 89.1% 8.3% 2.4% 0.3% |
| Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total 83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP | 682 173 18 20 1,729 295 64 13 2,101 | 39.2% 10.2% 1.1% 1.2% 100.0% | 32.3% 8.4% 0.9% 1.0% 82.2% 14.2% 3.0% 0.6% 100.0% | 808 180 30 22 2,033 185 53 6 2,277 | 39.8% 8.7% 1.5% 1.11% 100.0% | 35.5% 7.8% 1.3% 1.0% 89.1% 8.3% 2.4% 0.3% 100.0% |
| Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total 83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP Very Satisfied Satisfied Neither Satisfied nor Dissatisfied | 682 173 18 20 1,729 295 64 13 2,101 N 297 338 323 | 39.2% 10.2% 1.1% 1.2% 100.0% 100.0% 2019 Satisfaction % 29.6% 33.6% 32.5% | 32.3% 8.4% 0.9% 1.0% 82.2% 14.2% 3.0% 0.6% 100.0% All Response Options % 14.1% 16.1% | 808 180 30 22 2,033 185 53 6 2,277 N \$112 504 | 39.8% 8.7% 1.5% 1.11% 100.0% 100.0% 2018 Satisfaction % 35.5% 35.3% 25.4% | 35.5% 7.8% 1.3% 1.0% 85.1% 8.3% 2.4% 0.3% 100.0% All Response Options % 22.6% 22.6% 16.8% |
| Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total 83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Dissatisfied | 682 173 18 20 1,729 295 64 13 2,101 N 297 338 323 19 | 39.2% 10.2% 1.1% 1.2% 100.0% | 32.3% 8.4% 0.9% 1.0% 82.2% 14.2% 3.0% 0.6% 100.0% All Response Options % 14.1% 16.1% 15.5% 1.0% | 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 | 39.8% 8.7% 1.5% 1.11% 100.0% | 35.5% 7.8% 1.3% 1.0% 89.1% 8.3% 2.4% 0.3% 100.0% All Response Options % 22.6% 22.4% 16.8% 0.9% |
| Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total 83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Very Dissatisfied Very Dissatisfied | 682 173 18 20 1,729 295 64 13 2,101 N 297 338 323 19 22 | 39.2% 10.2% 1.1% 1.2% 100.0% 100.0% 2019 Satisfaction % 29.5% 2.5% 2.0% 2.3% | 32.3% 8.4% 0.9% 1.0% 82.2% 3.0% 0.6% 100.0% All Response Options % 14.1% 15.5% 1.0% | 808 180 30 22 2,033 185 53 6 2,277 N S 512 504 384 21 18 | 39.8% 8.7% 1.5% 1.11% 100.0% 100.0% 2018 Satisfaction % 35.5% 26.4% 1.4% 1.3% | 35.5% 7.8% 1.3% 1.0% 89.1% 8.3% 2.4% 0.3% 100.0% All Response Options % 22.6% 22.4% 16.8% 0.9% |
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My Employment Demographics

| Where do you work? | % |
|---|--------|
| Headquarters | 69.5% |
| Field | 30.5% |
| Total | 100.0% |
| Vhat is your supervisory status? | % |
| Senior Leader | 2.7% |
| Manager | 4.0% |
| Supervisor | 10.6% |
| Team Leader | 6.8% |
| Non-Supervisor | 76.0% |
| Total | 100.0% |
| /hat is your pay category/grade? | % |
| Federal Wage System | 0.1% |
| GS 1-6 | 1.5% |
| GS 7-12 | 7.3% |
| GS 13-15 | 82.6% |
| Senior Executive Service | 5.4% |
| Senior Level (SL) or Scientific or Professional (ST) | 1.5% |
| Other | 1.49 |
| Total | 100.0% |
| hat is your US military service status? | 9 |
| No Prior Military Service | 76.79 |
| Currently in National Guard or Reserves | 1.19 |
| Retired | 6.1% |
| Separated or Discharged | 16.19 |
| Total | 100.0% |
| ow long have you been with the Federal Government (excluding military service)? | 9 |
| Less than 1 year | 0.1% |
| 1 to 3 years | 1.5% |
| 4 to 5 years | 6.5% |
| 6 to 10 years | 14.5% |
| 11 to 14 years | 26.4% |
| 15 to 20 years | 21.29 |
| More than 20 years | 29.9% |
| Total | 100.0% |
| ow long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)? | 9 |
| Less than 1 year | 0.49 |
| 1 to 3 years | 2.69 |
| 4 to 5 years | 8.69 |
| 6 to 10 years | 17.89 |
| 11 to 14 years | 30.4% |
| 15 to 20 years | 19.0% |
| More than 20 years | 21.19 |
| Total | 100.0% |
| re you considering leaving your organization within the next year, and if so, why? | 9 |
| No | 69.9% |
| Yes, to retire | 8.0% |

| Which one of the following do you consider yourself to be? | % |
|--|------------------|
| Total | 100.0% |
| No Total | 99.7% |
| Yes | 0.3% |
| Are you transgender? | % |
| | |
| Total | 100.0% |
| Female | 37.0% |
| Male | 63.0% |
| Are you: | % |
| Total | 100.0% |
| No | 92.2% |
| Yes | 7.8% |
| Are you an individual with a disability? | % |
| Total | 100.0% |
| Total | 52.0% 100.0% |
| Bachelor's Degree Advanced Degrees (Post Bachelor's Degree) | 38.2% |
| Certification/ Some College/ Associate's Degree | 8.2% |
| Less than High School/ High School Diploma/ GED Cortification/ Some College / Associate/s Degree | 1.6% |
| What is the highest degree or level of education you have completed? | 4.6% |
| | |
| Total | 100.0% |
| 60 years or older | 22.0% |
| 50-59 years old | 34.2% |
| 40-49 years old | 20.8% |
| 30-39 years old | 21.1% |
| 29 years and under | 1.9% |
| What is your age group? | % |
| Total | 100.0% |
| All other races | 14.4% |
| Black or African American | 13.0% |
| White | 72.6% |
| Please select the racial category or categories with which you most closely identify. | % |
| Total | 100.070 |
| No Total | 93.2% |
| Yes | |
| Are you of Hispanic, Latino, or Spanish origin? | % 6.8% |
| | |
| My Personal Demographics | |
| Total | 100.0% |
| Five or more years | 70.3% |
| Between three and five years | 11.1% |
| Between one and three years | 13.0% |
| Within one year | 5.6% |
| I am planning to retire: | % |
| | 100.070 |
| Total | 100.0% |
| Yes, other | 4.3% |
| Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government | 5.1% |
| Ver, to take another ish within the Endard Government | 12.7% |

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

Percentages for demographic questions are unweighted.

No suppression was applied to My Employment Demographics.

| | | | | | Neither | | | |
|-------------------------------|------|----------|--|----------------|--------------------------------|---------------|------------------|----------------------|
| | | | | | Agree nor | | | |
| | | | | | Disagree/ | | | Do Not |
| | | | | Percent | Fair/ Neither Satisfied nor | Percent | Item Response | Know/ No Basis to |
| Response | | | | Positive | Dissatisfied | Negative | Total** | Judge |
| Туре | Year | Item | ltem Text | % | % | % | N | N |
| Agree-disagree | 2019 | 1 | *I am given a real opportunity to improve my skills in my organization. | 74.1% | 11.2% | 14.7% | 2,163 | N/A |
| Agree-disagree | 2019 | 2 | I have enough information to do my job well. | 81.2% | 8.9% | 9.9% | 2,167 | N/A |
| Agree-disagree Agree-disagree | 2019 | 3 | I feel encouraged to come up with new and better ways of doing things. My work gives me a feeling of personal accomplishment. | 68.2% | 14.6% | 17.1% | 2,163 | N/A |
| Agree-disagree | 2019 | 5 | I like the kind of work I do. | 75.8% 81.8% | 12.7% 10.6% | 11.5% 7.6% | 2,170 2,163 | N/A N/A |
| Agree-disagree | 2019 | 6 | I know what is expected of me on the job. | 81.2% | 8.4% | 10.4% | 2,159 | N/A |
| Agree-disagree | 2019 | 7 | When needed I am willing to put in the extra effort to get a job done. | 95.5% | 2.5% | 2.0% | 2,169 | N/A |
| Agree-disagree | 2019 | 8 | I am constantly looking for ways to do my job better. | 89.0% | 8.2% | 2.7% | 2,165 | N/A |
| Agree-disagree | 2019 | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | 65.7% | 12.1% | 22.2% | 2,157 | 8 |
| Agree-disagree | 2019 | 10 | *My workload is reasonable. | 68.7% | 12.5% | 18.9% | 2,164 | 6 |
| Agree-disagree | 2019 | 11 | *My talents are used well in the workplace. | 63.7% | 14.9% | 21.4% | 2,144 | 14 |
| Agree-disagree | 2019 | 12 | *I know how my work relates to the agency's goals. | 89.5% | 5.9% | 4.6% | 2,166 | 2 |
| Agree-disagree Agree-disagree | 2019 | 13 14 | The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform | 88.8% | 6.9% | 4.3% | 2,159 | 6 |
| Agree-uisagree | 2013 | 14 | their jobs well. | 77.7% | 10.6% | 11.7% | 2,154 | 15 |
| Agree-disagree | 2019 | 15 | My performance appraisal is a fair reflection of my performance. | 73.7% | 12.3% | 14.0% | 2,134 | 23 |
| Agree-disagree | 2019 | 16 | I am held accountable for achieving results. | 85.8% | 9.6% | 4.6% | 2,143 | 8 |
| Agree-disagree | 2019 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 75.5% | 12.4% | 12.1% | 2,084 | 86 |
| Agree-disagree | 2019 | 18 | My training needs are assessed. | 60.1% | 19.5% | 20.4% | 2,148 | 21 |
| Agree-disagree | 2019 | 19 | In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for | | | | | |
| | | | example, Fully Successful, Outstanding). | 65.8% | 14.0% | 20.2% | 2,133 | 36 |
| Agree-disagree | 2019 | 20 | *The people I work with cooperate to get the job done. | 83.3% | 8.4% | 8.3% | 2,169 | N/A |
| Agree-disagree | 2019 | 21 | My work unit is able to recruit people with the right skills. | 47.0% | 24.4% | 28.6% | 2,062 | 100 |
| Agree-disagree | 2019 | | Promotions in my work unit are based on merit. | 40.7% | 29.0% | 30.3% | 1,956 | 204 |
| Agree-disagree Agree-disagree | 2019 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *In my work unit, differences in performance are recognized in a meaningful way. | 34.5% | 31.1% | 34.5% | 1,821 | 340 |
| Agree-disagree | 2019 | 25 | Awards in my work unit depend on how well employees perform their jobs. | 43.5% 52.7% | 27.3% | 29.2% | 1,993 2,005 | 166 156 |
| Agree-disagree | 2019 | 26 | Employees in my work unit share job knowledge with each other. | 82.6% | 9.1% | 8.4% | 2,151 | 10 |
| Agree-disagree | 2019 | 27 | The skill level in my work unit has improved in the past year. | 52.8% | 28.9% | 18.2% | 2,063 | 100 |
| Good-poor | 2019 | 28 | How would you rate the overall quality of work done by your work unit? | 89.1% | 7.9% | 3.1% | 2,159 | N/A |
| Agree-disagree | 2019 | 29 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | | | | | |
| | | | | 85.1% | 8.2% | 6.6% | 2,149 | 14 |
| Agree-disagree | 2019 | 30 | Employees have a feeling of personal empowerment with respect to work processes. | 51.8% | 22.4% | 25.8% | 2,090 | 57 |
| Agree-disagree | 2019 | 31 | Employees are recognized for providing high quality products and services. | 65.8% | 16.1% | 18.1% | 2,097 | 50 |
| Agree-disagree Agree-disagree | 2019 | 32 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. | 54.2% | 25.1% | 20.7% | 2,069 | 69 |
| Agree-disagree | 2019 | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in | 21.6% | 30.6% | 47.8% | 1,965 | 178 |
| Agree disagree | 2013 | 3. | awareness of diversity issues, mentoring). | 69.2% | 18.9% | 11.9% | 1,998 | 147 |
| Agree-disagree | 2019 | 35 | Employees are protected from health and safety hazards on the job. | 89.3% | 6.8% | 3.9% | 2,121 | 31 |
| Agree-disagree | 2019 | | My organization has prepared employees for potential security threats. | 86.4% | 8.0% | 5.6% | 2,135 | 14 |
| Agree-disagree | 2019 | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | | | | , | |
| | | | | 61.7% | 18.7% | 19.6% | 1,990 | 159 |
| Agree-disagree | 2019 | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a | | | | | |
| | | | person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | | | | | |
| | | | | 74.6% | 14.4% | 11.0% | 1,924 | 221 |
| Agree-disagree | 2019 | 39 | My agency is successful at accomplishing its mission. | 86.9% | 8.4% | 4.7% | 2,134 | 18 |
| Agree-disagree | 2019 | 40 | *I recommend my organization as a good place to work. | 73.1% | 15.5% | 11.4% | 2,146 | N/A |
| Agree-disagree Agree-disagree | 2019 | 41 | *I believe the results of this survey will be used to make my agency a better place to work. My supervisor supports my need to balance work and other life issues. | 49.3% | 22.2% | 28.5% | 2,066 | 84 |
| Agree-disagree | 2019 | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills. | 90.8% 79.0% | 4.7% 11.6% | 4.4% 9.4% | 2,142 2,133 | 6 10 |
| Agree-disagree | 2019 | 44 | Discussions with my supervisor about my performance are worthwhile. | 73.2% | 12.3% | 14.5% | 2,133 | 20 |
| Agree-disagree | 2019 | 45 | My supervisor is committed to a workforce representative of all segments of society. | 78.8% | 15.6% | 5.7% | 1,925 | 213 |
| Agree-disagree | 2019 | 46 | My supervisor provides me with constructive suggestions to improve my job performance. | 72.7% | 14.7% | 12.6% | 2,135 | 8 |
| Agree-disagree | 2019 | 47 | Supervisors in my work unit support employee development. | 81.4% | 10.0% | 8.6% | 2,114 | 28 |
| Agree-disagree | 2019 | 48 | My supervisor listens to what I have to say. | 84.6% | 7.6% | 7.8% | 2,139 | N/A |
| Agree-disagree | 2019 | 49 | My supervisor treats me with respect. | 88.0% | 6.3% | 5.7% | 2,138 | N/A |
| Agree-disagree | 2019 | 50 | In the last six months, my supervisor has talked with me about my performance. | 91.8% | 4.2% | 4.0% | 2,139 | N/A |
| Agree-disagree Good-poor | 2019 | 51 52 | I have trust and confidence in my supervisor. Overall, how good a job do you feel is being done by your immediate supervisor? | 76.8% | 12.2% | 11.1% | 2,139 | N/A |
| Agree-disagree | 2019 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 79.9% | 12.7% | 7.4% | 2,140 | N/A |
| .g. 11 alsogice | _515 | -55 | , . g | 51.3% | 23.7% | 25.0% | 2,102 | 33 |
| Agree-disagree | 2019 | 54 | My organization's senior leaders maintain high standards of honesty and integrity. | 64.9% | 18.8% | 16.3% | 2,102 | 120 |
| Agree-disagree | 2019 | 55 | Supervisors work well with employees of different backgrounds. | 75.7% | 14.5% | 9.9% | 2,013 | 100 |
| Agree-disagree | 2019 | 56 | *Managers communicate the goals of the organization. | 74.8% | 13.3% | 11.9% | 2,116 | 18 |
| Agree-disagree | 2019 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives. | | | | | |
| | | | | 74.7% | 14.5% | 10.8% | 2,002 | 132 |
| Agree-disagree | 2019 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | | | | | |
| | | | | 69.1% | 15.1% | 15.8% | 2,079 | 58 |
| Agree-disagree | 2019 | 59 | Managers support collaboration across work units to accomplish work objectives. | 74.2% | 13.1% | 12.7% | 2,082 | 45 |

| | | | | | | 1 | , | |
|--|--|--|--|---|---|--|--|---------------------------------------|
| Good-poor | 2019 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 69.4% | 18.5% | 12.1% | 2.065 | 70 |
| Agree-disagree | 2019 | 61 | I have a high level of respect for my organization's senior leaders. | 62.7% | 19.6% | 17.7% | 2,065 2,117 | 20 |
| Agree-disagree | 2019 | 62 | Senior leaders demonstrate support for Work-Life programs. | 79.5% | 12.6% | 7.9% | 2,117 | 7: |
| Satisfied- | 2019 | 63 | *How satisfied are you with your involvement in decisions that affect your work? | 79.570 | 12.0% | 7.570 | 2,033 | , |
| dissatisfied | | | | 61.4% | 18.5% | 20.1% | 2,123 | N/A |
| Satisfied- dissatisfied | 2019 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | | | | | |
| Satisfied- | 2019 | 65 | *How satisfied are you with the recognition you receive for doing a good job? | 64.7% | 16.6% | 18.7% | 2,128 | N/A |
| dissatisfied | | | | 63.0% | 18.3% | 18.7% | 2,123 | N/A |
| Satisfied- dissatisfied | 2019 | 66 | How satisfied are you with the policies and practices of your senior leaders? | 56.0% | 25.0% | 19.0% | 2,117 | N/A |
| Satisfied- | 2019 | 67 | How satisfied are you with your opportunity to get a better job in your organization? | 30.0% | 23.070 | 15.0% | 2,117 | 14/7 |
| dissatisfied Satisfied- | 2019 | 68 | How satisfied are you with the training you receive for your present job? | 37.0% | 26.1% | 36.9% | 2,118 | N/A |
| dissatisfied | | | | 65.1% | 18.7% | 16.2% | 2,122 | N/A |
| Satisfied- dissatisfied | 2019 | 69 | *Considering everything, how satisfied are you with your job? | 73.6% | 14.1% | 12.3% | 2,119 | N/A |
| Satisfied- | 2019 | 70 | Considering everything, how satisfied are you with your pay? | 75.070 | 14.170 | 12.570 | 2,113 | 14// |
| dissatisfied Satisfied- | 2019 | 71 | *Considering everything, how satisfied are you with your organization? | 72.2% | 14.1% | 13.7% | 2,119 | N/A |
| dissatisfied | 2013 | ,- | considering everyaming non-additional four-real organization. | 68.8% | 16.9% | 14.4% | 2,115 | N/A |
| Agree-disagree | 2018 | 1 | *I am given a real opportunity to improve my skills in my organization. | 74.0% | 12.6% | 13.4% | 2,288 | N/A |
| Agree-disagree | 2018 | 2 | I have enough information to do my job well. | 83.2% | 7.8% | 9.0% | 2,295 | N/A |
| Agree-disagree | 2018 | 3 | I feel encouraged to come up with new and better ways of doing things. | 70.0% | 14.7% | 15.2% | 2,293 | N/A |
| Agree-disagree | 2018 | 4 | My work gives me a feeling of personal accomplishment. | 77.5% | 11.3% | 11.1% | 2,301 | N/A |
| Agree-disagree | 2018 | 5 | I like the kind of work I do. | 83.4% | 11.0% | 5.6% | 2,302 | N/A |
| Agree-disagree | 2018 | 6 | I know what is expected of me on the job. | 84.3% | 8.0% | 7.7% | 2,299 | N/A |
| Agree-disagree | 2018 | 7 | When needed I am willing to put in the extra effort to get a job done. | 96.1% | 2.5% | 1.4% | 2,304 | N/A |
| Agree-disagree | 2018 | 8 | I am constantly looking for ways to do my job better. | 89.7% | 7.8% | 2.5% | 2,299 | N/A |
| Agree-disagree | 2018 | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | 67.8% | 11.5% | 20.8% | 2,284 | 2 |
| Agree-disagree | 2018 | 10 | *My workload is reasonable. | 70.7% | 12.3% | 17.0% | 2,298 | |
| Agree-disagree | 2018 | 11 | *My talents are used well in the workplace. | 66.4% | 14.3% | 19.3% | 2,285 | - 6 |
| Agree-disagree | 2018 | 12 | *I know how my work relates to the agency's goals. | 91.5% | 4.7% | 3.9% | 2,295 | 3 |
| Agree-disagree Agree-disagree | 2018 | 14 | The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform | 90.4% | 6.6% | 3.0% | 2,300 | (|
| | | | their jobs well. | 76.5% | 10.1% | 13.3% | 2,295 | 11 |
| Agree-disagree | 2018 | 15 | My performance appraisal is a fair reflection of my performance. | 75.9% | 10.8% | 13.3% | 2,284 | 17 |
| Agree-disagree | 2018 | 16 | I am held accountable for achieving results. | 87.1% | 8.3% | 4.6% | 2,290 | 8 |
| Agree-disagree | 2018 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 76.9% | 12.1% | 11.0% | 2,221 | 76 |
| Agree-disagree | 2018 | 18 | My training needs are assessed. | 61.6% | 19.0% | 19.4% | 2,287 | 16 |
| Agree-disagree | 2018 | 19 | In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). | | | | | |
| A avec discasses | 2018 | 20 | | 69.4% | 13.6% | 16.9% | 2,279 | 25 |
| Agree-disagree Agree-disagree | 2018 | 21 | *The people I work with cooperate to get the job done. My work unit is able to recruit people with the right skills. | 84.8% | 7.7% | 7.5% | 2,302 | N/A |
| Agree-disagree | 2018 | 22 | Promotions in my work unit are based on merit. | 50.9% 43.6% | 23.7% 30.3% | 25.3% 26.1% | 2,218 2,084 | 212 |
| Agree-disagree | 2018 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 37.0% | 29.8% | 33.2% | 1,955 | 345 |
| Agree-disagree | 2018 | 24 | *In my work unit, differences in performance are recognized in a meaningful way. | 45.6% | 27.4% | 27.0% | 2,129 | 169 |
| Agree-disagree | 2018 | | Awards in my work unit depend on how well employees perform their jobs. | 57.0% | 23.1% | 20.0% | 2,130 | 165 |
| Agree-disagree | 2018 | 26 | Employees in my work unit share job knowledge with each other. | 83.0% | 9.6% | 7.4% | 2,294 | 103 |
| Agree-disagree | 2018 | 27 | The skill level in my work unit has improved in the past year. | 58.0% | 26.5% | 15.5% | 2,186 | 112 |
| Good-poor | 2018 | 28 | How would you rate the overall quality of work done by your work unit? | 90.9% | 7.5% | 1.7% | 2,304 | N/A |
| Agree-disagree | 2018 | 29 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | | | | ,== 1 | 4* |
| | | | | 85.8% | 8.2% | 6.0% | 2,288 | 15 |
| Agree-disagree | 2018 | 30 | Employees have a feeling of personal empowerment with respect to work processes. | 55.8% | 21.6% | 22.5% | 2,222 | 65 |
| 1. | | 31 | Employees are recognized for providing high quality products and services. | 67.3% | 16.8% | 15.9% | 2,246 | 43 |
| Agree-disagree | 2018 | | | | | | | 85 |
| Agree-disagree | 2018 | 32 | Creativity and innovation are rewarded. | 52.5% | 25.2% | 22.3% | 2,195 | |
| Agree-disagree Agree-disagree | 2018 2018 | 32 33 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. | | 25.2% 30.5% | | 2,195 2,104 | 183 |
| Agree-disagree | 2018 | 32 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in | 52.5% 25.3% | 30.5% | 22.3% 44.2% | 2,104 | 18: |
| Agree-disagree Agree-disagree Agree-disagree | 2018 2018 2018 | 32 33 34 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | 52.5% 25.3% 71.8% | 30.5% 18.4% | 22.3% 44.2% 9.8% | 2,104 2,127 | 18: 16! |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2018 2018 2018 2018 | 32 33 34 35 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. | 52.5% 25.3% 71.8% 91.3% | 30.5% 18.4% 5.9% | 22.3% 44.2% 9.8% 2.8% | 2,104 2,127 2,275 | 18: 16: 1 |
| Agree-disagree Agree-disagree Agree-disagree | 2018 2018 2018 | 32 33 34 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | 52.5% 25.3% 71.8% | 30.5% 18.4% | 22.3% 44.2% 9.8% | 2,104 2,127 | 18: |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2018 2018 2018 2018 2018 2018 | 32 33 34 35 36 37 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | 52.5% 25.3% 71.8% 91.3% | 30.5% 18.4% 5.9% | 22.3% 44.2% 9.8% 2.8% | 2,104 2,127 2,275 | 18: 16: 1 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2018 2018 2018 2018 2018 | 32 33 34 35 36 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. | 52.5% 25.3% 71.8% 91.3% 88.3% | 30.5% 18.4% 5.9% 8.0% | 22.3% 44.2% 9.8% 2.8% 3.8% | 2,104 2,127 2,275 2,262 | 18: 16: 1 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2018 2018 2018 2018 2018 2018 | 32 33 34 35 36 37 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a | 52.5% 25.3% 71.8% 91.3% 88.3% 65.0% | 30.5% 18.4% 5.9% 8.0% 18.0% | 22.3% 44.2% 9.8% 2.8% 3.8% 17.0% | 2,104 2,127 2,275 2,262 2,104 | 18: 16: 1 2: 18: |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2018 2018 2018 2018 2018 2018 | 32 33 34 35 36 37 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a | 52.5% 25.3% 71.8% 91.3% 88.3% | 30.5% 18.4% 5.9% 8.0% | 22.3% 44.2% 9.8% 2.8% 3.8% | 2,104 2,127 2,275 2,262 | 18: 16: 1 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2018 2018 2018 2018 2018 2018 2018 | 32 33 34 35 36 37 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 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. | 52.5% 25.3% 71.8% 91.3% 88.3% 65.0% 78.5% 88.5% | 30.5% 18.4% 5.9% 8.0% 18.0% 12.7% 8.0% | 22.3% 44.2% 9.8% 2.8% 3.8% 17.0% | 2,104 2,127 2,275 2,262 2,104 2,046 2,269 | 18 16 1 2 18 23 23 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2018 2018 2018 2018 2018 2018 2018 2018 | 32 33 34 35 36 37 38 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 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. My agency is successful at accomplishing its mission. | 52.5% 25.3% 71.8% 91.3% 88.3% 65.0% | 30.5% 18.4% 5.9% 8.0% 18.0% | 22.3% 44.2% 9.8% 2.8% 3.8% 17.0% | 2,104 2,127 2,275 2,262 2,104 | 18 16 1 2 18 23 2. N/A |
| Agree-disagree | 2018 2018 2018 2018 2018 2018 2018 2018 | 32 33 34 35 36 37 38 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. | 52.5% 25.3% 71.8% 91.3% 88.3% 65.0% 78.5% 88.5% 75.5% | 30.5% 18.4% 5.9% 8.0% 18.0% 12.7% 8.0% 14.6% | 22.3% 44.2% 9.8% 2.8% 3.8% 17.0% 8.9% 3.5% 9.9% | 2,104 2,127 2,275 2,262 2,104 2,046 2,269 2,293 | 18 16 1 1 2 18 23 24 N/- |
| Agree-disagree | 2018 2018 2018 2018 2018 2018 2018 2018 | 32 33 34 35 36 37 38 39 40 41 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *I believe the results of this survey will be used to make my agency a better place to work. | 52.5% 25.3% 71.8% 91.3% 88.3% 65.0% 78.5% 88.5% 75.5% 54.9% | 18.4% 5.9% 8.0% 18.0% 12.7% 8.0% 14.6% 21.7% | 22.3% 44.2% 9.8% 2.8% 3.8% 17.0% 8.9% 3.5% 9.9% 23.4% | 2,104 2,127 2,275 2,262 2,104 2,046 2,269 2,293 2,216 | 18 16 1 2 18 23 23 N/. |
| Agree-disagree | 2018 2018 2018 2018 2018 2018 2018 2018 | 32 33 34 35 36 37 38 39 40 41 42 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *I believe the results of this survey will be used to make my agency a better place to work. My supervisor supports my need to balance work and other life issues. | 52.5% 25.3% 71.8% 91.3% 88.3% 65.0% 78.5% 88.5% 75.5% 54.9% 91.3% | 18.4% 5.9% 8.0% 18.0% 12.7% 8.0% 14.6% 21.7% 4.8% | 22.3% 44.2% 9.8% 2.8% 3.8% 17.0% 8.9% 3.5% 9.9% 23.4% 3.9% | 2,104 2,127 2,275 2,262 2,104 2,046 2,269 2,293 2,216 2,284 | 18 16 1 2 18 23 2 N/ 7 |
| Agree-disagree | 2018 2018 2018 2018 2018 2018 2018 2018 | 32 33 34 35 36 37 38 39 40 41 42 43 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *I believe the results of this survey will be used to make my agency a better place to work. My supervisor supports my need to balance work and other life issues. My supervisor provides me with opportunities to demonstrate my leadership skills. | 52.5% 25.3% 71.8% 91.3% 88.3% 65.0% 78.5% 88.5% 75.5% 54.9% 91.3% 80.3% | 18.4% 5.9% 8.0% 18.0% 12.7% 8.0% 14.6% 21.7% 4.8% 10.1% | 22.3% 44.2% 9.8% 2.8% 3.8% 17.0% 8.9% 3.5% 9.9% 23.4% 3.9% | 2,104 2,127 2,275 2,262 2,104 2,269 2,293 2,216 2,284 2,280 | 18 16 1 2 18 23 23 N/ 7 1 1 |
| Agree-disagree | 2018 2018 2018 2018 2018 2018 2018 2018 | 32 33 34 35 36 37 38 39 40 41 42 43 44 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *I believe the results of this survey will be used to make my agency a better place to work. My supervisor supports my need to balance work and other life issues. My supervisor provides me with opportunities to demonstrate my leadership skills. Discussions with my supervisor about my performance are worthwhile. | 52.5% 25.3% 71.8% 91.3% 88.3% 65.0% 78.5% 88.5% 75.5% 54.9% 91.3% 80.3% 74.7% | 18.4% 5.9% 8.0% 18.0% 12.7% 8.0% 14.6% 21.7% 4.8% 10.1% | 22.3% 44.2% 9.8% 2.8% 3.8% 17.0% 8.9% 3.5% 9.9% 23.4% 3.9% 9.6% 12.7% | 2,104 2,127 2,275 2,262 2,104 2,269 2,293 2,216 2,284 2,280 2,272 | 18 16 1 2 18 23 2, N/ 7 1 1 22 |
| Agree-disagree | 2018 2018 2018 2018 2018 2018 2018 2018 | 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *I believe the results of this survey will be used to make my agency a better place to work. My supervisor supports my need to balance work and other life issues. My supervisor provides me with opportunities to demonstrate my leadership skills. Discussions with my supervisor about my performance are worthwhile. My supervisor is committed to a workforce representative of all segments of society. My supervisors provides me with constructive suggestions to improve my job performance. Supervisors in my work unit support employee development. | 52.5% 25.3% 71.8% 91.3% 88.3% 65.0% 78.5% 88.5% 75.5% 54.9% 91.3% 80.3% 74.7% 80.7% | 18.4% 5.9% 8.0% 18.0% 12.7% 8.0% 14.6% 21.7% 4.8% 10.1% 12.7% 13.9% | 22.3% 44.2% 9.8% 2.8% 3.8% 17.0% 8.9% 3.5% 9.9% 23.4% 3.9% 9.6% 12.7% 5.4% | 2,104 2,127 2,275 2,262 2,104 2,269 2,293 2,216 2,284 2,280 2,272 2,061 | 18 16 1 18 23 2. N/. 7 1 1 1 22 2 1 1 |
| Agree-disagree | 2018 2018 2018 2018 2018 2018 2018 2018 | 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 | Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. My supervisor supports my need to balance work and other life issues. My supervisor provides me with opportunities to demonstrate my leadership skills. Discussions with my supervisor about my performance are worthwhile. My supervisor provides me with constructive suggestions to improve my job performance. | 52.5% 25.3% 71.8% 91.3% 88.3% 65.0% 78.5% 88.5% 75.5% 54.9% 91.3% 80.3% 74.7% 80.7% 75.3% | 18.4% 5.9% 8.0% 18.0% 12.7% 8.0% 14.6% 21.7% 4.8% 10.1% 12.7% 13.9% 13.3% | 22.3% 44.2% 9.8% 2.8% 3.8% 17.0% 8.9% 3.5% 9.9% 23.4% 3.9% 12.7% 5.4% 11.4% | 2,104 2,127 2,275 2,262 2,104 2,046 2,269 2,293 2,216 2,284 2,280 2,272 2,061 2,280 | 18 16 1 2 18 |

| Agree-disagree | 2018 | 50 | In the last six months, my supervisor has talked with me about my performance. | 93.8% | 3.3% | 2.8% | 2,289 | N/A |
|--|--|--|---|---|--|--|--|------------------------------------|
| Agree-disagree | 2018 | 51 | l have trust and confidence in my supervisor. | 79.5% | 10.0% | 10.5% | 2,289 | N/A |
| Good-poor | 2018 | 52 | Overall, how good a job do you feel is being done by your immediate supervisor? | 81.9% | 11.1% | 6.9% | 2,291 | N/A |
| Agree-disagree | 2018 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | | | | | |
| | | | | 55.6% | 21.9% | 22.5% | 2,243 | 43 |
| Agree-disagree | 2018 | 54 | My organization's senior leaders maintain high standards of honesty and integrity. | 67.6% | 17.6% | 14.7% | 2,177 | 105 |
| Agree-disagree | 2018 | 55 | Supervisors work well with employees of different backgrounds. | 77.8% | 13.8% | 8.5% | 2,179 | 94 |
| Agree-disagree | 2018 | 56 | *Managers communicate the goals of the organization. | 77.3% | 12.7% | 10.0% | 2,260 | 17 |
| Agree-disagree | 2018 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives. | //.3% | 12.7% | 10.0% | 2,200 | 17 |
| Agree-uisagree | 2010 | 37 | Invariage is review and evaluate the organization s progress toward meeting its goals and objectives. | | | | | |
| | 2010 | | | 75.9% | 16.0% | 8.1% | 2,148 | 130 |
| Agree-disagree | 2018 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | | | | | |
| | | | | 71.8% | 14.4% | 13.7% | 2,206 | 75 |
| Agree-disagree | 2018 | 59 | Managers support collaboration across work units to accomplish work objectives. | 75.5% | 13.6% | 10.9% | 2,212 | 64 |
| Good-poor | 2018 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | | | | | |
| | | | | 72.9% | 17.1% | 10.0% | 2,211 | 69 |
| Agree-disagree | 2018 | 61 | I have a high level of respect for my organization's senior leaders. | 65.9% | 18.6% | 15.5% | 2,263 | 16 |
| Agree-disagree | 2018 | 62 | Senior leaders demonstrate support for Work-Life programs. | 79.8% | 12.8% | 7.4% | 2,209 | 73 |
| Satisfied- | 2018 | 63 | *How satisfied are you with your involvement in decisions that affect your work? | | | | | |
| dissatisfied | | | | 64.8% | 17.9% | 17.3% | 2,275 | N/A |
| Satisfied- | 2018 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 04.070 | 17.570 | 17.570 | 2,2,3 | 14/74 |
| dissatisfied | 2010 | 04 | now satisfied the you with the information you receive from management on white 3 going on in your organization. | 50.00/ | 45.50/ | 45.00/ | 2 222 | |
| | 2010 | C.F. | | 69.2% | 15.5% | 15.3% | 2,280 | N/A |
| Satisfied- dissatisfied | 2018 | 65 | *How satisfied are you with the recognition you receive for doing a good job? | | | | | |
| | | | | 66.0% | 17.0% | 17.0% | 2,278 | N/A |
| Satisfied- | 2018 | 66 | How satisfied are you with the policies and practices of your senior leaders? | | | | | |
| dissatisfied | | | | 59.5% | 23.1% | 17.4% | 2,274 | N/A |
| Satisfied- | 2018 | 67 | How satisfied are you with your opportunity to get a better job in your organization? | | | | | |
| dissatisfied | | | | 37.5% | 25.3% | 37.2% | 2,276 | N/A |
| Satisfied- | 2018 | 68 | How satisfied are you with the training you receive for your present job? | | | | , | |
| dissatisfied | | | | 66.0% | 19.7% | 14.3% | 2,279 | N/A |
| Satisfied- | 2018 | 69 | *Considering everything, how satisfied are you with your job? | 00.070 | 13.770 | 14.570 | 2,273 | N/A |
| dissatisfied | 2010 | 05 | considering everyaning, now satisfied are you with your job! | 74.00/ | | 40.00/ | 2 277 | |
| | 2040 | 70 | Considering the second | 74.8% | 14.4% | 10.8% | 2,277 | N/A |
| Satisfied- | 2018 | 70 | Considering everything, how satisfied are you with your pay? | | | | | |
| dissatisfied | | | | 72.5% | 13.4% | 14.1% | 2,274 | N/A |
| Satisfied- | 2018 | 71 | *Considering everything, how satisfied are you with your organization? | | | | | |
| dissatisfied | | | | 71.6% | 16.0% | 12.3% | 2,265 | N/A |
| Agree-disagree | 2017 | 1 | *I am given a real opportunity to improve my skills in my organization. | 71.4% | 13.7% | 14.9% | 2,438 | N/A |
| Agree-disagree | 2017 | 2 | I have enough information to do my job well. | 81.5% | 9.6% | 8.9% | 2,438 | N/A |
| Agree-disagree | 2017 | 3 | I feel encouraged to come up with new and better ways of doing things. | 66.5% | 15.8% | 17.7% | 2,431 | N/A |
| Agree-disagree | 2017 | 4 | My work gives me a feeling of personal accomplishment. | 75.3% | 13.0% | 11.7% | 2,435 | N/A |
| Agree-disagree | 2017 | 5 | I like the kind of work I do. | 82.1% | 11.3% | 6.5% | 2,424 | N/A |
| Agree-disagree | 2017 | 6 | I know what is expected of me on the job. | 83.8% | 8.0% | 8.2% | 2,424 | N/A |
| Agree-disagree | 2017 | 7 | When needed I am willing to put in the extra effort to get a job done. | 95.8% | 2.5% | 1.7% | 2,425 | N/A |
| Agree-disagree | 2017 | 8 | I am constantly looking for ways to do my job better. | 89.6% | 7.9% | 2.6% | 2,423 | N/A |
| Agree-disagree | 2017 | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | | | | | |
| | 2017 | 10 | *My workload is reasonable. | 63.2% | 12.9% | 23.9% | 2,432 | 2 |
| Agree-disagree | | | · · | 70.4% | 12.9% | 16.6% | 2,435 | 1 |
| Agree-disagree | 2017 | 11 | *My talents are used well in the workplace. | 65.1% | 15.2% | 19.8% | 2,412 | 6 |
| Agree-disagree | 2017 | 12 | *I know how my work relates to the agency's goals and priorities. | 90.7% | 4.9% | 4.4% | 2,424 | 6 |
| Agree-disagree | 2017 | 13 | The work I do is important. | 89.0% | 7.4% | 3.6% | 2,415 | 3 |
| Agree-disagree | 2017 | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform | | | | | |
| | | | their jobs well. | 76.5% | 10.3% | 13.3% | 2,423 | 9 |
| Agree-disagree | 2017 | 15 | My performance appraisal is a fair reflection of my performance. | 77.0% | 10.9% | 12.1% | 2,421 | 16 |
| Agree-disagree | 2017 | 16 | I am held accountable for achieving results. | 85.7% | 9.9% | 4.4% | 2,425 | 7 |
| Agree-disagree | 2017 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 74.4% | 13.3% | 12.3% | 2,345 | 87 |
| Agree-disagree | 2017 | 18 | My training needs are assessed. | 59.4% | 19.4% | 21.2% | 2,410 | 15 |
| Agree-disagree | 2017 | 19 | In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for | | | | | |
| | | Ī | example, Fully Successful, Outstanding). | 68.3% | 14.2% | 17.5% | 2,396 | 41 |
| Agree-disagree | 2017 | 20 | *The people I work with cooperate to get the job done. | 82.6% | 8.2% | 9.2% | 2,437 | N/A |
| Agree-disagree | 2017 | 21 | My work unit is able to recruit people with the right skills. | 48.8% | 20.9% | 30.3% | 2,347 | 90 |
| Agree-disagree | 2017 | 22 | Promotions in my work unit are based on merit. | 43.2% | 27.9% | 28.9% | 2,241 | 181 |
| Agree-disagree | 2017 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | | | | | |
| | 2017 | 24 | | 35.4% | 29.0% | 35.7% | 2,096 | 338 |
| Agree-disagree | | | *In my work unit, differences in performance are recognized in a meaningful way. | 46.2% | 26.3% | 27.5% | 2,272 | 164 |
| Agree-disagree | 2017 | 25 | Awards in my work unit depend on how well employees perform their jobs. | 54.5% | 22.5% | 23.0% | 2,269 | 153 |
| A !! | 2017 | 26 | Employees in my work unit share job knowledge with each other. | 81.5% | 9.1% | 9.4% | 2,425 | 7 |
| Agree-disagree | | 27 | The skill level in my work unit has improved in the past year. | 56.3% | 27.4% | 16.2% | 2,332 | 104 |
| Agree-disagree | 2017 | | | | | 2.0% | 2,437 | N/A |
| Agree-disagree Good-poor | 2017 | 28 | How would you rate the overall quality of work done by your work unit? | 89.4% | 8.7% | , | | |
| Agree-disagree | | | How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 89.4% | 8.7% | | J | l |
| Agree-disagree Good-poor | 2017 | 28 | | 77.9% | 11.7% | 10.4% | 2,372 | 51 |
| Agree-disagree Good-poor | 2017 | 28 | | | | | 2,372 2,348 | 51 70 |
| Agree-disagree Good-poor Agree-disagree | 2017 | 28 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 77.9% 54.6% | 11.7% 22.1% | 10.4% 23.3% | 2,348 | 70 |
| Agree-disagree Good-poor Agree-disagree Agree-disagree | 2017 2017 2017 | 28 29 30 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. Employees have a feeling of personal empowerment with respect to work processes. | 77.9% 54.6% 65.8% | 11.7% 22.1% 17.9% | 10.4% | 2,348 2,370 | 70 45 |
| Agree-disagree Good-poor Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2017 2017 2017 2017 | 28 29 30 31 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. Employees have a feeling of personal empowerment with respect to work processes. Employees are recognized for providing high quality products and services. Creativity and innovation are rewarded. | 77.9% 54.6% 65.8% 49.6% | 11.7% 22.1% 17.9% 27.4% | 10.4% 23.3% 16.3% 23.0% | 2,348 2,370 2,320 | 70 45 93 |
| Agree-disagree Good-poor Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2017 2017 2017 2017 2017 2017 | 28 29 30 31 32 33 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. Employees have a feeling of personal empowerment with respect to work processes. Employees are recognized for providing high quality products and services. Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. | 77.9% 54.6% 65.8% | 11.7% 22.1% 17.9% | 10.4% 23.3% 16.3% | 2,348 2,370 | 70 45 |
| Agree-disagree Good-poor Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2017 2017 2017 2017 2017 | 28 29 30 31 32 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. Employees have a feeling of personal empowerment with respect to work processes. Employees are recognized for providing high quality products and services. Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in | 77.9% 54.6% 65.8% 49.6% 23.1% | 11.7% 22.1% 17.9% 27.4% 28.4% | 10.4% 23.3% 16.3% 23.0% 48.5% | 2,348 2,370 2,320 2,224 | 70 45 93 184 |
| Agree-disagree Good-poor Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2017 2017 2017 2017 2017 2017 2017 | 28 29 30 31 32 33 34 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. Employees have a feeling of personal empowerment with respect to work processes. Employees are recognized for providing high quality products and services. Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | 77.9% 54.6% 65.8% 49.6% 23.1% | 11.7% 22.1% 17.9% 27.4% 28.4% | 10.4% 23.3% 16.3% 23.0% 48.5% | 2,348 2,370 2,320 2,224 2,275 | 70 45 93 184 |
| Agree-disagree Good-poor Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2017 2017 2017 2017 2017 2017 2017 2017 | 28 29 30 31 32 33 34 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. Employees have a feeling of personal empowerment with respect to work processes. Employees are recognized for providing high quality products and services. Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. | 77.9% 54.6% 65.8% 49.6% 23.1% 71.9% 91.2% | 11.7% 22.1% 17.9% 27.4% 28.4% 17.9% 5.6% | 10.4% 23.3% 16.3% 23.0% 48.5% 10.2% 3.1% | 2,348 2,370 2,320 2,224 2,275 2,393 | 70 45 93 184 142 25 |
| Agree-disagree Good-poor Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2017 2017 2017 2017 2017 2017 2017 2017 | 28 29 30 31 32 33 34 35 36 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. Employees have a feeling of personal empowerment with respect to work processes. Employees are recognized for providing high quality products and services. Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats. | 77.9% 54.6% 65.8% 49.6% 23.1% | 11.7% 22.1% 17.9% 27.4% 28.4% | 10.4% 23.3% 16.3% 23.0% 48.5% | 2,348 2,370 2,320 2,224 2,275 | 70 45 93 184 |
| Agree-disagree Good-poor Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2017 2017 2017 2017 2017 2017 2017 2017 | 28 29 30 31 32 33 34 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. Employees have a feeling of personal empowerment with respect to work processes. Employees are recognized for providing high quality products and services. Creativity and innovation are rewarded. Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). Employees are protected from health and safety hazards on the job. | 77.9% 54.6% 65.8% 49.6% 23.1% 71.9% 91.2% | 11.7% 22.1% 17.9% 27.4% 28.4% 17.9% 5.6% | 10.4% 23.3% 16.3% 23.0% 48.5% 10.2% 3.1% | 2,348 2,370 2,320 2,224 2,275 2,393 | 70 45 93 184 142 25 |

| Agree-disagree | 2017 | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a | | | | | |
|-------------------------------|--------------|----------|---|----------------|----------------|---------------|----------------|------------|
| | | | person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | | | | | |
| | | | | 76.5% | 14.9% | 8.6% | 2,177 | 231 |
| Agree-disagree | 2017 | 39 | My agency is successful at accomplishing its mission. | 87.7% | 8.6% | 3.6% | 2,405 | 15 |
| Agree-disagree | 2017 | 40 | *I recommend my organization as a good place to work. | 73.9% | 15.2% | 10.9% | 2,422 | N/A |
| Agree-disagree | 2017 | 41 | *I believe the results of this survey will be used to make my agency a better place to work. | 51.8% | 23.2% | 25.0% | 2,341 | 82 |
| Agree-disagree Agree-disagree | 2017 | 43 | My supervisor supports my need to balance work and other life issues. My supervisor provides me with opportunities to demonstrate my leadership skills. | 91.4% | 4.7% | 3.8% | 2,413 | 6 |
| Agree-disagree | 2017 | 44 | Discussions with my supervisor about my performance are worthwhile. | 78.7% 73.1% | 11.5% | 9.8% 12.4% | 2,408 2,388 | 5 17 |
| Agree-disagree | 2017 | 45 | My supervisor is committed to a workforce representative of all segments of society. | 78.7% | 15.9% | 5.4% | 2,178 | 231 |
| Agree-disagree | 2017 | 46 | My supervisor provides me with constructive suggestions to improve my job performance. | 73.3% | 14.9% | 11.7% | 2,400 | 13 |
| Agree-disagree | 2017 | 47 | Supervisors in my work unit support employee development. | 81.1% | 10.6% | 8.3% | 2,384 | 30 |
| Agree-disagree | 2017 | 48 | My supervisor listens to what I have to say. | 86.3% | 7.0% | 6.7% | 2,419 | N/A |
| Agree-disagree | 2017 | 49 | My supervisor treats me with respect. | 88.5% | 6.4% | 5.1% | 2,409 | N/A |
| Agree-disagree | 2017 | 50 | In the last six months, my supervisor has talked with me about my performance. | 93.4% | 3.6% | 3.0% | 2,413 | N/A |
| Agree-disagree | 2017 | 51 | I have trust and confidence in my supervisor. | 77.4% | 11.8% | 10.8% | 2,415 | N/A |
| Good-poor Agree-disagree | 2017 | 52 53 | Overall, how good a job do you feel is being done by your immediate supervisor? In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 79.9% | 13.4% | 6.7% | 2,417 | N/A |
| Agree-disagree | 2017 | 33 | in my organization, senior leaders generate night levels of motivation and commitment in the workforce. | 52.3% | 23.8% | 23.9% | 2,374 | 39 |
| Agree-disagree | 2017 | 54 | My organization's senior leaders maintain high standards of honesty and integrity. | 66.7% | 18.4% | 14.9% | 2,285 | 127 |
| Agree-disagree | 2017 | 55 | Supervisors work well with employees of different backgrounds. | 78.4% | 13.4% | 8.1% | 2,300 | 105 |
| Agree-disagree | 2017 | 56 | *Managers communicate the goals and priorities of the organization. | 75.1% | 14.1% | 10.8% | 2,386 | 19 |
| Agree-disagree | 2017 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives. | | | | | |
| | | | | 74.8% | 15.7% | 9.6% | 2,268 | 138 |
| Agree-disagree | 2017 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | | | | | |
| | | | | 69.0% | 16.2% | 14.8% | 2,343 | 62 |
| Agree-disagree | 2017 | 59 | Managers support collaboration across work units to accomplish work objectives. | 73.4% | 13.8% | 12.8% | 2,345 | 61 |
| Good-poor | 2017 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | | | | | |
| | 2047 | | | 72.0% | 18.0% | 10.0% | 2,322 | 83 |
| Agree-disagree Agree-disagree | 2017 | 61 62 | I have a high level of respect for my organization's senior leaders. | 65.2% | 18.5% | 16.3% | 2,386 | 21 |
| Satisfied- | 2017 | 63 | Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? | 78.4% | 12.9% | 8.7% | 2,334 | 78 |
| dissatisfied | 2017 | 05 | The Water feet and you wan your involvement in accisions that affect your work. | 63.5% | 18.7% | 17.9% | 2,412 | N/A |
| Satisfied- | 2017 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 03.570 | 10.770 | 17.570 | 2,412 | IN/A |
| dissatisfied | | | | 66.4% | 16.3% | 17.3% | 2,409 | N/A |
| Satisfied- | 2017 | 65 | *How satisfied are you with the recognition you receive for doing a good job? | | | | , | |
| dissatisfied | | | | 64.7% | 18.6% | 16.6% | 2,404 | N/A |
| Satisfied- | 2017 | 66 | How satisfied are you with the policies and practices of your senior leaders? | | | | | |
| dissatisfied | | | | 57.1% | 24.4% | 18.5% | 2,407 | N/A |
| Satisfied- | 2017 | 67 | How satisfied are you with your opportunity to get a better job in your organization? | | | | | |
| dissatisfied | | | | 35.6% | 24.2% | 40.2% | 2,406 | N/A |
| Satisfied- dissatisfied | 2017 | 68 | How satisfied are you with the training you receive for your present job? | | | | | |
| Satisfied- | 2017 | 69 | *Considering everything, how satisfied are you with your job? | 61.7% | 21.3% | 17.0% | 2,409 | N/A |
| dissatisfied | 2017 | 09 | Considering everything, now satisfied are you with your job! | 74.20/ | 14.70/ | 10.00/ | 2.400 | NI/A |
| Satisfied- | 2017 | 70 | Considering everything, how satisfied are you with your pay? | 74.3% | 14.7% | 10.9% | 2,400 | N/A |
| dissatisfied | 2017 | , , | considering everyaming, non satisfied at e you man your pay. | 71.7% | 14.1% | 14.2% | 2,410 | N/A |
| Satisfied- | 2017 | 71 | *Considering everything, how satisfied are you with your organization? | 71.770 | 14.170 | 14.270 | 2,410 | 14/7 |
| dissatisfied | | | | 69.6% | 16.3% | 14.2% | 2,411 | N/A |
| Agree-disagree | 2016 | 1 | *I am given a real opportunity to improve my skills in my organization. | 70.0% | 12.8% | 17.2% | 2,148 | N/A |
| Agree-disagree | 2016 | 2 | I have enough information to do my job well. | 81.6% | 9.1% | 9.4% | 2,129 | N/A |
| Agree-disagree | 2016 | 3 | I feel encouraged to come up with new and better ways of doing things. | 66.9% | 13.5% | 19.6% | 2,133 | N/A |
| Agree-disagree | 2016 | 4 | My work gives me a feeling of personal accomplishment. | 75.3% | 12.6% | 12.1% | 2,129 | N/A |
| Agree-disagree | 2016 | 5 | I like the kind of work I do. | 82.2% | 10.4% | 7.4% | 2,127 | N/A |
| Agree-disagree | 2016 | 7 | I know what is expected of me on the job. When needed Lam willing to put in the extra effort to get a job done. | 82.9% | 9.3% | 7.8% | 2,132 | N/A |
| Agree-disagree Agree-disagree | 2016 2016 | 8 | When needed I am willing to put in the extra effort to get a job done. I am constantly looking for ways to do my job better. | 95.8% 89.1% | 2.3% 8.2% | 1.9% | 2,135 | N/A N/A |
| Agree-disagree | 2016 | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | 61.2% | 14.1% | 2.7% | 2,140 2,145 | N/A 0 |
| Agree-disagree | 2016 | 10 | *My workload is reasonable. | 70.9% | 12.7% | 16.4% | 2,143 | 2 |
| Agree-disagree | 2016 | 11 | *My talents are used well in the workplace. | 65.9% | 13.9% | 20.2% | 2,101 | 8 |
| Agree-disagree | 2016 | 12 | *I know how my work relates to the agency's goals and priorities. | 89.8% | 5.6% | 4.6% | 2,127 | 6 |
| Agree-disagree | 2016 | 13 | The work I do is important. | 88.4% | 8.2% | 3.4% | 2,118 | 7 |
| Agree-disagree | 2016 | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform | | | | | |
| | | | their jobs well. | 74.3% | 11.9% | 13.8% | 2,133 | 8 |
| Agree-disagree | 2016 | 15 | My performance appraisal is a fair reflection of my performance. | 74.1% | 12.6% | 13.3% | 2,127 | 17 |
| Agree-disagree | 2016 | 16 | I am held accountable for achieving results. | 84.1% | 10.7% | 5.2% | 2,120 | 10 |
| Agree-disagree Agree-disagree | 2016 2016 | 17 18 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. My training needs are assessed. | 72.9% 54.9% | 13.6% 20.6% | 13.5% | 2,063 | 76 |
| 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 | 34.5% | ∠∪.0% | 24.5% | 2,113 | 25 |
| 3 | | | example, Fully Successful, Outstanding). | 66.1% | 14.1% | 19.9% | 2,114 | 36 |
| Agree-disagree | 2016 | 20 | *The people I work with cooperate to get the job done. | 81.0% | 9.8% | 9.2% | 2,114 | N/A |
| Agree-disagree | 2016 | 21 | My work unit is able to recruit people with the right skills. | 52.9% | 20.5% | 26.7% | 2,066 | 79 |
| Agree-disagree | 2016 | 22 | Promotions in my work unit are based on merit. | 43.1% | 26.7% | 30.1% | 1,958 | 174 |
| Agree-disagree | 2016 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 34.1% | 29.4% | 36.6% | 1,809 | 327 |
| Agree-disagree | 2016 | 24 | *In my work unit, differences in performance are recognized in a meaningful way. | 43.1% | 26.9% | 30.0% | 1,986 | 150 |
| Agree-disagree | 2016 | 25 | Awards in my work unit depend on how well employees perform their jobs. | 52.3% | 23.5% | 24.3% | 1,978 | 155 |
| Agree-disagree | 2016 | 26 | Employees in my work unit share job knowledge with each other. The skill level is provided unit beginning and in the produced in the produced. | 80.9% | 9.3% | 9.9% | 2,123 | 12 |
| Agree-disagree | 2016 | 27 | The skill level in my work unit has improved in the past year. | 56.9% | 26.6% | 16.6% | 2,037 | 101 |

| Agric citizage 7016 31 The purposes have a fairly of personal recording and shift in recovery to an anamythic agreement and grown of the provided of the provided and purposes and | Cood near | 2016 | 20 | Discussion that are all and the original levels of used and are because the original levels of the original levels | 00.50/ | 0.00/ | 2.20/ | 2 4 4 7 | |
|--|-----------------|------|----|--|--------|--------|--------|---------|-----------|
| Agric editions | Good-poor | 2016 | 28 | How would you rate the overall quality of work done by your work unit? | 89.5% | 8.2% | 2.3% | 2,147 | N/A |
| Agence disagree 700 201 201 Composes have a feeling of processor all made processor and accessors 5,656 1,10 1,20 2,00 2,00 | Agree-uisagree | 2016 | 29 | The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 70.00/ | 44.50/ | 0.40/ | 2 224 | |
| Agree citages 2016 31 Comprehenses recognized for precingly and provides and services 1,35 km 1,37 km 2,38 km 2,70 km | Agroo disagroo | 2016 | 20 | Employees have a faciling of personal empowerment with respect to work processes | | | | | 40 |
| Agree-datages 200 | | | | | | | | | 67 |
| Agenc disagree 200 35 More principles 35 More principles 37 38 32 32 34 38 32 32 34 34 32 33 32 32 | | | | | | | | | 42 |
| Agree-diagree 2012 34 Section and organizary promote desiresty in the contribution of the position of | | | | · | | | | | 90 158 |
| Agree-designed 1975 | | | | | 23.0% | 27.1% | 49.9% | 1,903 | 158 |
| Agen ellager 2016 35 Face 35 Agen ellager 2016 37 Agen ellager 2016 38 Agen ellager 2016 38 Agen ellager 2016 38 Agen ellager 2016 39 Agen el | Agree disagree | 2010 | 34 | | 72.20/ | 10 40/ | 0.20/ | 1 004 | 120 |
| Agene disagree 2016 35 bits Agene disagree 35 bits 3000 4,996 2,007 Agene disagree 2016 32 bits Agene disagree 2017 Agene disagree 2018 31 Title 39996 2,772 Agene disagree 2018 31 Title 39996 2,772 4,700 4,700 1,700 | Agree-disagree | 2016 | 35 | Employees are protected from health and safety hazards on the job | | | | | 130 26 |
| Agree disagree 200 32 | | | | | | | | | 28 |
| Page-disagree 2016 35 Probabilised Prescovers Practices for example, Rigabili documinating for or against any employer/inplicant, observations a page-disagree 2016 37 | | | | | 63.470 | 10.0% | 4.570 | 2,097 | 20 |
| Apre-disage 2016 39 Inhebited Personn's Practices for example, linguish documentating for or gastern any employed-graphonant, clostworting a person's higher the companies for prographine in the companies of practices and practices a | rigide disagree | 2010 | 3, | A state of section, personal rational state decision for particular particles are not constituted. | 62.0% | 10 10/ | 10.09/ | 1 071 | 155 |
| Agree disagree 2016 29 | Agree-disagree | 2016 | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a | 02.070 | 10.170 | 13.370 | 1,371 | 133 |
| Agree disagree 2016 39 Agree Agree disagree 2016 40 Proceedings 2016 40 Procedings 2016 40 Proceedings 2016 40 Procedings 2016 40 Procedin | 1.6.00 | | | | | | | | |
| Agree disagree 2016 39 Agree Agree disagree 2016 40 Proceedings 2016 40 Procedings 2016 40 Proceedings 2016 40 Procedings 2016 40 Procedin | | | | | 75 00/ | 14 30/ | 10.00/ | 1 000 | 218 |
| Agree diagree 2015 60 Agree diagree 2016 70 | Agree-disagree | 2016 | 39 | My agency is successful at accomplishing its mission. | | | | | 16 |
| Agree disagree 2016 42. Teleview the results of this survey will be used to make my agreers a better place to work. 48.3% 23.3% 2.25% 2.056 2.06 | | | | | | | | | N/A |
| Aprec disagree 2015 42-19 My supervisor supports my med to balance work and other lite issues. 80.2% 5.5% 5.3% 2.119 Aprec disagree 2016 49 My supervisor provides me with opportunities to demonstrate my leaderhip-picillie. 71.4% 11.4% 11.24 11.4% 12.0% 12.09 | | | | | | | | | 89 |
| Agree disagree Agree Agr | | | | | | | | | 9 |
| Agree disagree 2015 64 Agree disagree 3015 65 Agree disagree 3015 55 Agree disagree | | | | | | | | | 13 |
| Aspec disagree 2016 65 My supervisor is committed to a wonforce representative of all segments of nocity. 79,156 69% 1,905 Agree disagree 2016 64 My supervisor provisors must with constructive suggestions to improve my plot performance. 7,776 11,276 1,005 2,003 Agree disagree 2016 89 y supervisor tisses so what he be to say. 83,656 7,795 12,004 1,033 2,002 Agree disagree 501 90 10 mile beat is commiss, my supervisor. 92,156 60,00 7,136 2,131 Agree disagree 501 50 10 mile beat is commiss, my supervisor. 92,256 11,986 12,986 12,124 Agree disagree 501 50 50 10 mile beat is sometime to supervisor. 72,256 11,986 2,986 2,124 Agree disagree 501 50 500 mile beat is sometime to supervisor. 92,246 2,026 2,246 2,246 2,246 2,246 2,246 2,246 2,246 2,246 2,246 2,246 2,246 2,246 | | | 44 | | | | | | 16 |
| Agree disagree 7010. 64 bits Agree disagree for the properties of the properties | | | 45 | | | | | | 213 |
| Agree diagrage (Agree diagrage) 2015. 47 (Agree diagrage) 3.5 Supervisors in my work wint support employee development. 87.7% (Agree diagrage) 1.2 DK, (Agree diagrage) 1.2 DK | | | 46 | | | | | | 9 |
| Agree-diagrage Agree diagrages (Agree-diagrages) Agree (Agree-diagrages) <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>33</td> | | | | | | | | | 33 |
| Agree-disagree 2016 50 50 40 40 supervisor freests in ewith respect. Agree-disagree 2016 51 50 50 50 50 50 50 50 50 50 50 50 50 50 | | | 48 | | | | | | N/A |
| Agree diagree Agree Agree diagree Agree Agree Agree Agree Agree diagree Agree A | | | | | | | | | N/A |
| Agree disagree 2016 51 Nave trust and confidence in my supervisor. 92.5% 11.9% 12.9% 2,126 Conde poor 2016 52 Confidence in my supervisor. 92.6% 3 | | 2016 | 50 | In the last six months, my supervisor has talked with me about my performance. | | | | | N/A |
| Specific continues Specifi | Agree-disagree | 2016 | 51 | I have trust and confidence in my supervisor. | | | | | N/A |
| Agree-disagree 2016 54 Monogenization's serior leaders generate high levels of motivation and commitment in the workforce. 52.4% 22.2% 25.4% 2.08 | | 2016 | 52 | | | | | | N/A |
| Agree-disagree (allagree) 2016 5 (2016) 55 (2016) 45 (2018) 45 (2018) 46 (2018) 47 (2018) 47 (2018) 47 (2018) 47 (2 | Agree-disagree | 2016 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | | | | | |
| Agree-disagree (all pages) 2016 5 (27.5) 54 (48.5) 16.4% (2.1) 16.5% (2.1) 16.5% (| | | | | 52.4% | 22.2% | 25.4% | 2.086 | 33 |
| Agree-disagree (aspired) 2016 55 Supervisors work well with employees of different backgrounds. 4,996 13,48 11,796 12,996 2,084 Agree-disagree (aspired) 2016 57 Managers communicate the goals and prolitions of progress toward meeting its goals and objectives. 72,7% 16,68% 10,5% 1,979 Agree-disagree (2016) 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 72,7% 16,68% 10,5% 1,979 Good-poor (2016) 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 71,45% 12,088 2,048 Agree-disagree (2016) 61 I have a high level of respect for my organization's senior leaders. 64,7% 13,1% 17,7% 2,088 Agree-disagree (2016) 61 I have a high level of respect for my organization's senior leaders. 64,7% 13,3% 19,3% 2,048 Agree-disagree (2016) 61 I have a high level of respect for my organization's senior leaders. 64,7% 13,3% 19,3% 2,048 Agree-disagree (2016) 62 Senior leaders | Agree-disagree | 2016 | 54 | My organization's senior leaders maintain high standards of honesty and integrity. | 67.2% | 16.4% | 16.4% | | 93 |
| Agree-disagree 2015 55 *Manages communicate the goals and priorities of the organization. 22.36 14.9% 12.9% 2,086 Agree-disagree 2016 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 72.7% 16.8% 10.5% 1.979 Agree-disagree 2016 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 64.8% 17.6% 2.061 Agree-disagree 2016 60 Contact II, how good a jo do you feel is being done by the manager directly above your immediate supervisor? 17.9% 10.8% 2.068 Agree-disagree 2016 60 Contact II, how good a jo do you feel is being done by the manager directly above your immediate supervisor? 17.9% 10.8% 2.068 Agree-disagree 2016 61 Thave a high level of respect for my organization's senior leaders. 64.7% 17.9% 10.8% 2.088 Agree-disagree 2016 62 Self-leader senonstrate support for Work-Life programs. 77.6% 13.2% 9.1% 2.032 Stitsfied-disstatisfied 2016 | Agree-disagree | 2016 | 55 | Supervisors work well with employees of different backgrounds. | | | | | 110 |
| Agree-disagree 2016 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 4 Agree-disagree 2016 59 Managers support collaboration across work units to accomplish work objectives. 5 2016 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 7 2016 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 7 2016 61 I have a high level of respect for my organization's senior leaders. 7 2016 62 Senior leaders demonstrate support for Work-Life programs. 7 2016 63 "How satisfied are you with your involvement in decisions that affect your work? 5 3tisfied- 3 "How satisfied are you with the information you receive from management on what's going on in your organization? 5 44.5% 18.3% 19.8% 2,107 5 3tisfied- 3 2016 65 "How satisfied are you with the recognition you receive for doing a good job? 4 4 How satisfied are you with the policies and practices of your senior leaders? 5 5 55% 24.5% 20.0% 2,101 5 3tisfied- 3 4 How satisfied are you with the policies and practices of your senior leaders? 5 5 55% 24.5% 20.0% 2,101 5 3tisfied- 3 5 5 56% 22.3% 20.1% 2,105 5 3tisfied- 3 6 6 How satisfied are you with the training you receive for your present job? 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 | Agree-disagree | 2016 | 56 | *Managers communicate the goals and priorities of the organization. | 72.2% | | | | 17 |
| Agree-disagree 2016 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 64.8% 17.6% 17.6% 2,061 | Agree-disagree | 2016 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives. | | | | | |
| Agree-disagree 2016 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 64.8% 17.6% 17.6% 2.061 Agree-disagree 2016 59 Managers support collaboration across work units to accomplish work objectives. 68.1% 17.3% 14.7% 2.058 Agree-disagree 2016 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 71.4% 17.9% 10.8% 2.048 Agree-disagree 2016 61 I have a high level of respect for my organization's senior leaders. 64.7% 18.1% 17.2% 2.088 Agree-disagree 2016 63 Senior leaders demonstrate support for Work-Life programs. 77.0% 13.2% 9.1% 2.032 Statisfied-dissastified 2016 64 "How satisfied are you with the information you receive from management on what's going on in your organization? 64.4% 16.3% 19.4% 2.110 Satisfied-dissastified 2016 66 How satisfied are you with the recognition you receive for doing a good job? 55.5% 24.5% 20.0% 2.10 </td <td></td> <td></td> <td></td> <td></td> <td>72.7%</td> <td>16.8%</td> <td>10.5%</td> <td>1.979</td> <td>123</td> | | | | | 72.7% | 16.8% | 10.5% | 1.979 | 123 |
| Agree-disagree 2016 60 2016 2016 60 2016 | Agree-disagree | 2016 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | | | | ,- | |
| Agree-disagree 2016 60 00 00 00 00 00 00 | | | | | 64.8% | 17.6% | 17.6% | 2,061 | 52 |
| Agree-disagree 2016 61 1 have a high level of respect for my organization's senior leaders. 64.7% 18.1% 17.2% 2,088 Agree-disagree 2016 62 Senior leaders demonstrate support for Work-Life programs. 77.6% 18.2% 9,1% 2,032 Satisfied- dissatisfied 2016 63 *How satisfied are you with your involvement in decisions that affect your work? Satisfied- dissatisfied 2016 64 *How satisfied are you with the information you receive from management on what's going on in your organization? Satisfied- dissatisfied 30 | Agree-disagree | 2016 | 59 | Managers support collaboration across work units to accomplish work objectives. | 68.1% | 17.3% | 14.7% | | 55 |
| Agree-disagree 2016 61 | Good-poor | 2016 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | | | | , | |
| Agree-disagree 2016 61 | | | | | 71.4% | 17.9% | 10.8% | 2,048 | 70 |
| Satisfied dissatisfied 2016 63 *How satisfied are you with your involvement in decisions that affect your work? 61.9% 18.3% 19.8% 2,107 2,106 2.016 4 *How satisfied are you with the information you receive from management on what's going on in your organization? 64.4% 16.3% 19.4% 2,110 2.016 2.016 65 *How satisfied are you with the recognition you receive for doing a good job? 60.3% 20.1% 19.8% 2,107 2.016 2.016 65 *How satisfied are you with the policies and practices of your senior leaders? 55.5% 24.5% 20.0% 2,101 2.016 | Agree-disagree | 2016 | 61 | I have a high level of respect for my organization's senior leaders. | 64.7% | | 17.2% | | 29 |
| Satisfied dissatisfied 2016 63 *How satisfied are you with your involvement in decisions that affect your work? 61.9% 18.3% 19.8% 2,107 2,10 | Agree-disagree | 2016 | 62 | | | | | | 85 |
| Satisfied- dissatisfied 2016 64 *How satisfied are you with the information you receive from management on what's going on in your organization? 64.4% 16.3% 19.4% 2.110 Satisfied- dissatisfied 2016 65 *How satisfied are you with the recognition you receive for doing a good job? Satisfied- dissatisfied 2016 66 How satisfied are you with the policies and practices of your senior leaders? 55.5% 24.5% 20.0% 2.101 Satisfied- dissatisfied 2016 67 How satisfied are you with your opportunity to get a better job in your organization? 36.4% 25.4% 38.3% 2.105 Satisfied- dissatisfied 2016 68 How satisfied are you with the training you receive for your present job? dissatisfied Satisfied- dissatisfied 2016 69 *Considering everything, how satisfied are you with your job? dissatisfied Satisfied- dissatisfied 2016 70 Considering everything, how satisfied are you with your pay? Satisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your pay? Satisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your pay? Satisfied- Agree-disagree 2015 1 *I am given a real opportunity to improve my skills in my organization? 46.4% 15.5% 16.1% 2,103 Agree-disagree 2015 3 I feel encouraged to come up with new and better ways of doing things. Agree-disagree 2015 4 My work gives me a feeling of personal accomplishment. 77.2% 11.7% 11.1% 11.1% 2,662 Agree-disagree 2015 6 Iknow what is expected of me on the job. Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. 4 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 5 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. | Satisfied- | 2016 | 63 | *How satisfied are you with your involvement in decisions that affect your work? | | | | | |
| dissatisfied 2016 65 *How satisfied are you with the recognition you receive for doing a good job? 2,110 3 2,107 3 3 3 3 3 3 3 3 3 | dissatisfied | | | | 61.9% | 18.3% | 19.8% | 2,107 | N/A |
| Satisfied- dissatisfied 2016 65 *How satisfied are you with the recognition you receive for doing a good job? Satisfied- dissatisfied 2016 66 How satisfied are you with the policies and practices of your senior leaders? Satisfied- dissatisfied 2016 67 How satisfied are you with your opportunity to get a better job in your organization? Satisfied- dissatisfied 2016 68 How satisfied are you with the training you receive for your present job? Satisfied- dissatisfied Satisfied- dissatisfied 2016 69 *Considering everything, how satisfied are you with your job? Satisfied- dissatisfied 2016 70 Considering everything, how satisfied are you with your pay? dissatisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your pay? dissatisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your pay? dissatisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? dissatisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? dissatisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? dissatisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? dissatisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? dissatisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? dissatisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? dissatisfied 2016 71 *Considering everything, how satisfied are you with your pay? dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? dissatisfied 2016 71 *Considering everything, how satisfied are you with your pay? dissatisfied 2016 71 *Considering everything, how satisfied are you with your pay? dissatisfied 2016 71 *Considering everything, how satisfied are you with y | Satisfied- | 2016 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | | | | | |
| dissatisfied Satisfied S | dissatisfied | | | | 64.4% | 16.3% | 19.4% | 2,110 | N/A |
| Satisfied 2016 66 How satisfied are you with the policies and practices of your senior leaders? 55.5% 24.5% 20.0% 2,101 | Satisfied- | 2016 | 65 | *How satisfied are you with the recognition you receive for doing a good job? | | | | | |
| Satisfied 2016 67 How satisfied are you with your opportunity to get a better job in your organization? 36.4% 25.4% 38.3% 2,105 2.099 25.4% 20.1% 2,099 25.4% 20.1% 2,099 25.4% 20.1% 2,099 25.4% 20.1% 2,099 25.4% 20.1% 2,099 25.4% 20.1% 2.06 | dissatisfied | | | | 60.1% | 20.1% | 19.8% | 2,107 | N/A |
| Satisfied- dissatisfied 2016 67 How satisfied are you with your opportunity to get a better job in your organization? 33.4% 25.4% 38.3% 2,105 Satisfied- dissatisfied 2016 68 How satisfied are you with the training you receive for your present job? 57.6% 22.3% 20.1% 2,099 Satisfied- dissatisfied 2016 69 *Considering everything, how satisfied are you with your job? Satisfied- dissatisfied 2016 70 Considering everything, how satisfied are you with your pay? dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? dissatisfied dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? dissatisfied Agree-disagree 2015 1 *I am given a real opportunity to improve my skills in my organization. Agree-disagree 2015 2 I have enough information to do my job well. Agree-disagree 2015 3 I feel encouraged to come up with new and better ways of doing things. Agree-disagree 2015 4 My work gives me a feeling of personal accomplishment. 77.2% 11.7% 11.1% 2,662 Agree-disagree 2015 5 I like the kind of work I do. Agree-disagree 2015 1 I know what is expected of me on the job. Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. Agree-disagree 2015 8 I am constantly looking for ways to do my job better. 91.1% 7.2% 1.8% 2,666 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 96.2% 2.5% 11.6% 18.8% 2,669 | Satisfied- | 2016 | 66 | How satisfied are you with the policies and practices of your senior leaders? | | | | | |
| Satisfied 2016 68 How satisfied are you with the training you receive for your present job? 57.6% 22.3% 20.1% 2,099 | dissatisfied | | | | 55.5% | 24.5% | 20.0% | 2,101 | N/A |
| Satisfied- dissatisfied 2016 68 How satisfied are you with the training you receive for your present job? 57.6% 22.3% 20.1% 2,099 Satisfied- dissatisfied 2016 69 *Considering everything, how satisfied are you with your job? 73.0% 14.4% 12.7% 2,106 Satisfied- dissatisfied 2016 70 Considering everything, how satisfied are you with your pay? dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? Satisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? 68.4% 15.5% 16.1% 2,103 Agree-disagree 2015 1 *I am given a real opportunity to improve my skills in my organization. 78.2% 11.0% 10.8% 2,674 Agree-disagree 2015 2 I have enough information to do my job well. 83.8% 8.5% 7.8% 2,653 Agree-disagree 2015 3 I feel encouraged to come up with new and better ways of doing things. 66.5% 16.6% 16.9% 2,638 Agree-disagree 2015 4 My work gives me a feeling of personal accomplishment. 77.2% 11.7% 11.1% 2,662 Agree-disagree 2015 5 I like the kind of work I do. 83.6% 10.6% 5.8% 2,639 Agree-disagree 2015 6 Know what is expected of me on the job. Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. Agree-disagree 2015 8 I am constantly looking for ways to do my job better. 91.1% 7.2% 18.8% 2,666 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 69.6% 11.6% 18.8% 2,669 | Satisfied- | 2016 | 67 | How satisfied are you with your opportunity to get a better job in your organization? | | | | | |
| Satisfied 2016 69 *Considering everything, how satisfied are you with your job? 73.0% 14.4% 12.7% 2,106 | dissatisfied | | | | 36.4% | 25.4% | 38.3% | 2,105 | N/A |
| Satisfied- dissatisfied 2016 69 *Considering everything, how satisfied are you with your job? Satisfied- dissatisfied 2016 70 Considering everything, how satisfied are you with your pay? Satisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? Satisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? 68.4% 14.9% 16.6% 2,107 Satisfied- dissatisfied 2016 71 *I am given a real opportunity to improve my skills in my organization. Agree-disagree 2015 1 *I am given a real opportunity to improve my skills in my organization. 78.2% 11.0% 10.8% 2,674 Agree-disagree 2015 2 I have enough information to do my job well. 83.8% 8.5% 7.8% 2,653 Agree-disagree 2015 3 I feel encouraged to come up with new and better ways of doing things. 66.5% 16.6% 16.9% 2,638 Agree-disagree 2015 5 I like the kind of work I do. 83.6% 10.6% 5.8% 2,639 Agree-disagree 2015 5 I like the kind of work I do. 83.0% 8.6% 8.4% 2,656 Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. 96.2% 2.5% 1.3% 2,660 Agree-disagree 2015 8 I am constantly looking for ways to do my job better. 91.1% 7.2% 18.8% 2,666 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. | | 2016 | 68 | How satisfied are you with the training you receive for your present job? | | | | | |
| dissatisfied 2016 70 Considering everything, how satisfied are you with your pay? 68.4% 14.9% 16.6% 2,107 | dissatisfied | | | | 57.6% | 22.3% | 20.1% | 2,099 | N/A |
| Satisfied- dissatisfied 2016 70 Considering everything, how satisfied are you with your pay? Satisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? Agree-disagree 2015 1 *I am given a real opportunity to improve my skills in my organization. Agree-disagree 2015 2 I have enough information to do my job well. Agree-disagree 2015 3 I feel encouraged to come up with new and better ways of doing things. Agree-disagree 2015 4 My work gives me a feeling of personal accomplishment. Agree-disagree 2015 5 I like the kind of work I do. Agree-disagree 2015 6 I know what is expected of me on the job. Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. Agree-disagree 2015 8 I am constantly looking for ways to do my job better. Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. | | 2016 | 69 | *Considering everything, how satisfied are you with your job? | | | | | |
| dissatisfied 2016 71 | dissatisfied | | | | 73.0% | 14.4% | 12.7% | 2,106 | N/A |
| Satisfied- dissatisfied 2016 71 *Considering everything, how satisfied are you with your organization? Agree-disagree 2015 1 *I am given a real opportunity to improve my skills in my organization. Agree-disagree 2015 2 I have enough information to do my job well. Agree-disagree 2015 3 I feel encouraged to come up with new and better ways of doing things. Agree-disagree 2015 4 My work gives me a feeling of personal accomplishment. Agree-disagree 2015 5 I like the kind of work I do. Agree-disagree 2015 6 I know what is expected of me on the job. Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. Agree-disagree 2015 8 I am constantly looking for ways to do my job better. Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 58.4% 15.5% 16.1% 2,103 68.4% 15.5% 16.1% 2,203 68.4% 15.5% 16.1% 2,203 68.4% 10.6% 16.9% 2,638 16.9% 2,638 16.9% 2,638 11.7% 11.1% 2,662 11.8% 2,666 | | 2016 | 70 | Considering everything, how satisfied are you with your pay? | | | | | |
| dissatisfied 68.4% 15.5% 16.1% 2,103 Agree-disagree 2015 1 *I am given a real opportunity to improve my skills in my organization. 78.2% 11.0% 10.8% 2,674 Agree-disagree 2015 2 I have enough information to do my job well. 83.8% 8.5% 7.8% 2,653 Agree-disagree 2015 3 I feel encouraged to come up with new and better ways of doing things. 66.5% 16.6% 16.9% 2,638 Agree-disagree 2015 4 My work gives me a feeling of personal accomplishment. 77.2% 11.7% 11.1% 2,662 Agree-disagree 2015 5 I like the kind of work I do. 83.6% 10.6% 5.8% 2,639 Agree-disagree 2015 6 I know what is expected of me on the job. 83.0% 8.6% 8.4% 2,656 Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. 96.2% 2.5% 1.3% 2,650 Agree-disagree 2015 8 I am constantly looking for ways to do my job better. 91.1% 7.2% 1.8% 2,669 | dissatisfied | | | | 68.4% | 14.9% | 16.6% | 2,107 | N/A |
| Agree-disagree 2015 1 *l am given a real opportunity to improve my skills in my organization. 78.2% 11.0% 10.8% 2,674 Agree-disagree 2015 2 I have enough information to do my job well. 83.8% 8.5% 7.8% 2,653 Agree-disagree 2015 3 I feel encouraged to come up with new and better ways of doing things. 66.5% 16.6% 16.9% 2,638 Agree-disagree 2015 4 My work gives me a feeling of personal accomplishment. 77.2% 11.7% 11.1% 2,662 Agree-disagree 2015 5 I like the kind of work I do. 83.6% 10.6% 5.8% 2,639 Agree-disagree 2015 6 I know what is expected of me on the job. 83.0% 8.6% 8.4% 2,656 Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. 96.2% 2.5% 1.3% 2,660 Agree-disagree 2015 8 I am constantly looking for ways to do my job better. 91.1% 7.2% 1.8% 2,666 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 69.6% 11.6% 18.8% 2,669 | Satisfied- | 2016 | 71 | *Considering everything, how satisfied are you with your organization? | | | | | |
| Agree-disagree 2015 2 I have enough information to do my job well. 83.8% 8.5% 7.8% 2,653 Agree-disagree 2015 3 I feel encouraged to come up with new and better ways of doing things. 66.5% 16.6% 16.9% 2,638 Agree-disagree 2015 4 My work gives me a feeling of personal accomplishment. 77.2% 11.7% 11.1% 2,662 Agree-disagree 2015 5 I like the kind of work I do. 83.6% 10.6% 5.8% 2,639 Agree-disagree 2015 6 I know what is expected of me on the job. 83.0% 8.6% 8.4% 2,656 Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. 96.2% 2.5% 1.3% 2,650 Agree-disagree 2015 8 I am constantly looking for ways to do my job better. 91.1% 7.2% 1.8% 2,666 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 69.6% 11.6% 18.8% 2,669 | dissatisfied | | | | 68.4% | 15.5% | 16.1% | 2,103 | N/A |
| Agree-disagree 2015 3 I feel encouraged to come up with new and better ways of doing things. 66.5% 16.6% 16.9% 2,638 Agree-disagree 2015 4 My work gives me a feeling of personal accomplishment. 77.2% 11.7% 11.1% 2,662 Agree-disagree 2015 5 I like the kind of work I do. 83.6% 10.6% 5.8% 2,639 Agree-disagree 2015 6 I know what is expected of me on the job. 83.0% 8.6% 8.4% 2,656 Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. 96.2% 2.5% 1.3% 2,650 Agree-disagree 2015 8 I am constantly looking for ways to do my job better. 91.1% 7.2% 1.8% 2,666 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 69.6% 11.6% 18.8% 2,669 | Agree-disagree | 2015 | 1 | *I am given a real opportunity to improve my skills in my organization. | 78.2% | 11.0% | 10.8% | 2,674 | N/A |
| Agree-disagree 2015 4 My work gives me a feeling of personal accomplishment. 77.2% 11.7% 11.1% 2,662 Agree-disagree 2015 5 I like the kind of work I do. 83.6% 10.6% 5.8% 2,639 Agree-disagree 2015 6 I know what is expected of me on the job. 83.0% 8.6% 8.4% 2,656 Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. 96.2% 2.5% 1.3% 2,650 Agree-disagree 2015 8 I am constantly looking for ways to do my job better. 91.1% 7.2% 1.8% 2,666 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 69.6% 11.6% 18.8% 2,669 | Agree-disagree | 2015 | 2 | I have enough information to do my job well. | 83.8% | 8.5% | 7.8% | 2,653 | N/A |
| Agree-disagree 2015 5 I like the kind of work I do. 83.6% 10.6% 5.8% 2,639 Agree-disagree 2015 6 I know what is expected of me on the job. 83.0% 8.6% 8.4% 2,656 Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. 96.2% 2.5% 1.3% 2,650 Agree-disagree 2015 8 I am constantly looking for ways to do my job better. 91.1% 7.2% 1.8% 2,666 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 69.6% 11.6% 18.8% 2,669 | Agree-disagree | 2015 | 3 | I feel encouraged to come up with new and better ways of doing things. | 66.5% | 16.6% | 16.9% | 2,638 | N/A |
| Agree-disagree 2015 6 I know what is expected of me on the job. 83.0% 8.6% 8.4% 2,656 Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. 96.2% 2.5% 1.3% 2,650 Agree-disagree 2015 8 I am constantly looking for ways to do my job better. 91.1% 7.2% 1.8% 2,666 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 69.6% 11.6% 18.8% 2,669 | Agree-disagree | 2015 | 4 | My work gives me a feeling of personal accomplishment. | 77.2% | 11.7% | 11.1% | 2,662 | N/A |
| Agree-disagree 2015 7 When needed I am willing to put in the extra effort to get a job done. 96.2% 2.5% 1.3% 2,650 Agree-disagree 2015 8 I am constantly looking for ways to do my job better. 91.1% 7.2% 1.8% 2,666 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 69.6% 11.6% 18.8% 2,669 | Agree-disagree | 2015 | 5 | I like the kind of work I do. | 83.6% | 10.6% | 5.8% | 2,639 | N/A |
| Agree-disagree 2015 8 I am constantly looking for ways to do my job better. 91.1% 7.2% 1.8% 2,666 Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 69.6% 11.6% 18.8% 2,669 | Agree-disagree | 2015 | 6 | I know what is expected of me on the job. | 83.0% | 8.6% | 8.4% | 2,656 | N/A |
| Agree-disagree 2015 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 69.6% 11.6% 18.8% 2,669 | Agree-disagree | 2015 | 7 | When needed I am willing to put in the extra effort to get a job done. | 96.2% | 2.5% | 1.3% | 2,650 | N/A |
| | Agree-disagree | 2015 | 8 | I am constantly looking for ways to do my job better. | 91.1% | 7.2% | 1.8% | 2,666 | N/A |
| Agree-disagree 2015 10 *My workload is reasonable. 77.3% 11.8% 15.0% 2.650 | Agree-disagree | 2015 | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | 69.6% | 11.6% | 18.8% | 2,669 | 3 |
| 72.570 11.670 13.570 2,030 | Agree-disagree | 2015 | 10 | *My workload is reasonable. | 72.3% | 11.8% | 15.9% | 2,658 | 2 |
| Agree-disagree 2015 11 *My talents are used well in the workplace. 67.1% 13.4% 19.6% 2,592 | Agree-disagree | 2015 | 11 | *My talents are used well in the workplace. | 67.1% | 13.4% | 19.6% | 2,592 | 12 |
| Agree-disagree 2015 12 *I know how my work relates to the agency's goals and priorities. 90.1% 5.9% 4.0% 2,656 | Agree-disagree | 2015 | 12 | *I know how my work relates to the agency's goals and priorities. | 90.1% | 5.9% | 4.0% | 2,656 | 4 |
| Agree-disagree 2015 13 The work I do is important. 89.2% 7.3% 3.5% 2,631 | Agree-disagree | 2015 | 13 | The work I do is important. | 89.2% | 7.3% | 3.5% | 2,631 | 6 |
| Agree-disagree 2015 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform | Agree-disagree | 2015 | 14 | | | | | | |
| their jobs well. 75.5% 10.2% 14.3% 2,660 | | | | their jobs well. | 75.5% | 10.2% | 14.3% | 2,660 | 7 |
| Agree-disagree 2015 15 My performance appraisal is a fair reflection of my performance. 75.5% 10.2% 14.4% 2,635 | Agree-disagree | 2015 | 15 | My performance appraisal is a fair reflection of my performance. | 75.5% | 10.2% | 14.4% | 2,635 | 32 |

| 0 | 2015 | 16 | Lam hold accountable for achieving results | 05.20/ | 0.50/ | F 20/ | 2.657 | 44 |
|--|--|--|--|---|---|---|---|--|
| - narpo-dicagroo | 2015 | 17 | I am held accountable for achieving results. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 85.2% | 9.5% | 5.3% | 2,657 | 11 |
| | 2015 | 18 | My training needs are assessed. | 74.8% 65.0% | 18.9% | 12.8% 16.0% | 2,557 2,639 | 108 19 |
| | 2015 | 19 | In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for | 03.0% | 10.5/0 | 10.0% | 2,039 | 15 |
| Agree disagree | 2013 | 13 | example, Fully Successful, Outstanding). | 66.5% | 14.7% | 10.00/ | 2 (22 | 40 |
| Agree-disagree | 2015 | 20 | *The people I work with cooperate to get the job done. | 82.5% | 9.0% | 18.9% 8.5% | 2,622 2,670 | 49 N/A |
| | 2015 | 21 | My work unit is able to recruit people with the right skills. | 61.5% | 18.8% | 19.7% | 2,583 | 91 |
| | 2015 | 22 | Promotions in my work unit are based on merit. | 48.0% | 25.4% | 26.6% | 2,437 | 216 |
| | 2015 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 34.1% | 28.8% | 37.0% | 2,275 | 387 |
| | 2015 | 24 | *In my work unit, differences in performance are recognized in a meaningful way. | 43.4% | 27.1% | 29.5% | 2,460 | 205 |
| Agree-disagree | 2015 | 25 | Awards in my work unit depend on how well employees perform their jobs. | 52.7% | 22.4% | 24.9% | 2,448 | 201 |
| Agree-disagree | 2015 | 26 | Employees in my work unit share job knowledge with each other. | 81.6% | 9.1% | 9.3% | 2,659 | 7 |
| Agree-disagree | 2015 | 27 | The skill level in my work unit has improved in the past year. | 59.6% | 26.0% | 14.3% | 2,549 | 117 |
| Good-poor | 2015 | 28 | How would you rate the overall quality of work done by your work unit? | 89.0% | 9.3% | 1.7% | 2,670 | N/A |
| Agree-disagree | 2015 | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | | | | | |
| | | | | 80.1% | 11.5% | 8.4% | 2,601 | 47 |
| Agree-disagree | 2015 | 30 | Employees have a feeling of personal empowerment with respect to work processes. | 57.6% | 20.2% | 22.2% | 2,565 | 76 |
| Agree-disagree | 2015 | 31 | Employees are recognized for providing high quality products and services. | 64.5% | 17.7% | 17.8% | 2,602 | 42 |
| Agree-disagree | 2015 | 32 | Creativity and innovation are rewarded. | 48.4% | 27.4% | 24.2% | 2,544 | 87 |
| Agree-disagree | 2015 | 33 | Pay raises depend on how well employees perform their jobs. | 23.8% | 30.5% | 45.7% | 2,426 | 204 |
| Agree-disagree | 2015 | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in | | | | | |
| | | | awareness of diversity issues, mentoring). | 74.0% | 17.3% | 8.7% | 2,521 | 118 |
| Agree-disagree | 2015 | 35 | Employees are protected from health and safety hazards on the job. | 90.3% | 6.0% | 3.8% | 2,602 | 36 |
| Agree-disagree | 2015 | 36 | My organization has prepared employees for potential security threats. | 85.5% | 10.3% | 4.2% | 2,616 | 19 |
| Agree-disagree | 2015 | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | | | | | |
| | | | | 61.5% | 19.0% | 19.5% | 2,439 | 194 |
| Agree-disagree | 2015 | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a | | | | | |
| | | | person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | | | | | |
| | | | | 76.1% | 14.0% | 9.9% | 2,384 | 241 |
| Agree-disagree | 2015 | 39 | My agency is successful at accomplishing its mission. | 88.9% | 8.1% | 3.0% | 2,619 | 22 |
| Agree-disagree | 2015 | 40 | *I recommend my organization as a good place to work. | 79.0% | 12.4% | 8.5% | 2,643 | N/A |
| Agree-disagree | 2015 | 41 | *I believe the results of this survey will be used to make my agency a better place to work. | 56.4% | 20.4% | 23.2% | 2,569 | 77 |
| | 2015 | 42 | My supervisor supports my need to balance work and other life issues. | 89.7% | 5.4% | 5.0% | 2,639 | 7 |
| | 2015 | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills. | 77.8% | 11.5% | 10.6% | 2,630 | 10 |
| | 2015 | 44 | Discussions with my supervisor about my performance are worthwhile. | 73.4% | 12.6% | 14.0% | 2,617 | 20 |
| | 2015 | 45 | My supervisor is committed to a workforce representative of all segments of society. | 78.6% | 15.8% | 5.5% | 2,387 | 251 |
| | 2015 | 46 | My supervisor provides me with constructive suggestions to improve my job performance. | 72.9% | 15.0% | 12.1% | 2,616 | 10 |
| | 2015 | 47 | Supervisors in my work unit support employee development. | 81.8% | 10.5% | 7.7% | 2,605 | 33 |
| | 2015 | 48 | My supervisor listens to what I have to say. | 84.5% | 7.3% | 8.2% | 2,641 | N/A |
| | 2015 | 49 | My supervisor treats me with respect. | 87.7% | 6.5% | 5.8% | 2,638 | N/A |
| | 2015 | 50 | In the last six months, my supervisor has talked with me about my performance. | 92.8% | 4.3% | 2.9% | 2,639 | N/A |
| | 2015 | 51 | I have trust and confidence in my supervisor. | 76.7% | 10.7% | 12.6% | 2,640 | N/A |
| | 2015 | 52 | Overall, how good a job do you feel is being done by your immediate supervisor? | 79.3% | 12.9% | 7.7% | 2,640 | N/A |
| Agree-disagree | 2015 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | | | | | |
| Agroo disagroo | 2015 | E / | Mu organization's conjunt leaders maintain high standards of honosty and integrity | 55.0% | 21.6% | 23.4% | 2,599 | 30 |
| - | 2015 | 54 55 | My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds. | 66.5% | 17.3% | 16.2% | 2,531 | 95 |
| | 2015 | 56 | *Managers communicate the goals and priorities of the organization. | 74.9% | 15.9% | 9.2% | 2,470 2,604 | 143 20 |
| | 2015 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives. | 73.3% | 14.3% | 12.4% | | 20 |
| Agree disagree | 2013 | 37 | managers review and evaluate the organization's progress toward meeting its goals and objectives. | | | | | |
| Agree-disagree | 2015 | 58 | | 74.00/ | 16 30/ | 0.00/ | | 150 |
| Agree disagree | 2013 | | Managers promote communication among different work units (for example, about projects, goals, needed resources) | 74.8% | 16.2% | 9.0% | 2,454 | 159 |
| | | 36 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | | | | 2,454 | |
| Agree-disagree | 2015 | | | 67.0% | 18.0% | 15.1% | 2,454 2,545 | 71 |
| - | 2015 | 59 | Managers support collaboration across work units to accomplish work objectives. | | | | 2,454 | |
| - | 2015 2015 | | | 67.0% 70.8% | 18.0% 15.3% | 15.1% 13.9% | 2,454 2,545 2,561 | 71 62 |
| Good-poor | | 59 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 67.0% 70.8% 71.0% | 18.0% 15.3% 18.2% | 15.1% 13.9% 10.8% | 2,454 2,545 2,561 2,547 | 71 62 81 |
| Good-poor Agree-disagree | 2015 | 59 60 | Managers support collaboration across work units to accomplish work objectives. | 67.0% 70.8% 71.0% 66.1% | 18.0% 15.3% 18.2% 16.9% | 15.1% 13.9% 10.8% 17.0% | 2,454 2,545 2,561 2,547 2,609 | 71 62 81 17 |
| Good-poor Agree-disagree Agree-disagree | 2015 2015 | 59 60 61 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. | 67.0% 70.8% 71.0% | 18.0% 15.3% 18.2% | 15.1% 13.9% 10.8% | 2,454 2,545 2,561 2,547 | 71 62 81 |
| Good-poor Agree-disagree Agree-disagree | 2015 2015 2015 | 59 60 61 62 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. | 67.0% 70.8% 71.0% 66.1% 81.8% | 18.0% 15.3% 18.2% 16.9% 11.3% | 15.1% 13.9% 10.8% 17.0% 6.9% | 2,454 2,545 2,561 2,547 2,609 2,556 | 71 62 81 17 70 |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied | 2015 2015 2015 | 59 60 61 62 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. | 67.0% 70.8% 71.0% 66.1% | 18.0% 15.3% 18.2% 16.9% | 15.1% 13.9% 10.8% 17.0% | 2,454 2,545 2,561 2,547 2,609 | 71 62 81 17 |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied | 2015 2015 2015 2015 | 59 60 61 62 63 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? | 67.0% 70.8% 71.0% 66.1% 81.8% | 18.0% 15.3% 18.2% 16.9% 11.3% | 15.1% 13.9% 10.8% 17.0% 6.9% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 | 71 62 81 17 70 N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- dissatisfied | 2015 2015 2015 2015 2015 | 59 60 61 62 63 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? | 67.0% 70.8% 71.0% 66.1% 81.8% | 18.0% 15.3% 18.2% 16.9% 11.3% | 15.1% 13.9% 10.8% 17.0% 6.9% | 2,454 2,545 2,561 2,547 2,609 2,556 | 71 62 81 17 70 |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- dissatisfied | 2015 2015 2015 2015 | 59 60 61 62 63 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 | 71 62 81 17 70 N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied | 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? | 67.0% 70.8% 71.0% 66.1% 81.8% | 18.0% 15.3% 18.2% 16.9% 11.3% | 15.1% 13.9% 10.8% 17.0% 6.9% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 | 71 62 81 17 70 N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied | 2015 2015 2015 2015 2015 | 59 60 61 62 63 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% 67.3% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% 16.9% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% 15.8% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 2,600 | 71 62 81 17 70 N/A N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied | 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 65 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 | 71 62 81 17 70 N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied | 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% 67.3% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% 16.9% 23.4% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% 15.8% 19.8% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 2,600 2,602 | 71 62 81 17 70 N/A N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied | 2015 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 65 66 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% 67.3% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% 16.9% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% 15.8% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 2,600 | 71 62 81 17 70 N/A N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied | 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 65 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% 67.3% 62.2% 57.3% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% 16.9% 23.4% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% 15.8% 19.8% 19.2% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 2,600 2,602 2,605 | 71 62 81 17 70 N/A N/A N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied | 2015 2015 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 65 66 67 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% 67.3% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% 16.9% 23.4% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% 15.8% 19.8% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 2,600 2,602 | 71 62 81 17 70 N/A N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied | 2015 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 65 66 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% 67.3% 62.2% 57.3% 44.6% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% 16.9% 23.4% 25.3% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% 15.8% 19.2% 30.0% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 2,600 2,602 2,605 2,615 | 71 62 81 17 70 N/A N/A N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied | 2015 2015 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 65 66 67 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% 67.3% 62.2% 57.3% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% 16.9% 23.4% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% 15.8% 19.8% 19.2% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 2,600 2,602 2,605 | 71 62 81 17 70 N/A N/A N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- dissatisfied Satisfied- dissatisfied | 2015 2015 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 65 66 67 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% 67.3% 62.2% 57.3% 44.6% 71.1% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% 16.9% 18.0% 23.4% 25.3% 18.4% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% 15.8% 19.2% 30.0% 10.6% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 2,600 2,602 2,605 2,615 2,614 | 71 62 81 17 70 N/A N/A N/A N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied | 2015 2015 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 65 66 67 68 69 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your pay? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% 67.3% 62.2% 57.3% 44.6% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% 16.9% 23.4% 25.3% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% 15.8% 19.2% 30.0% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 2,600 2,602 2,605 2,615 | 71 62 81 17 70 N/A N/A N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied | 2015 2015 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 65 66 67 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your job? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% 67.3% 62.2% 57.3% 44.6% 71.1% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% 16.9% 18.0% 23.4% 25.3% 18.4% 13.2% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% 15.8% 19.8% 19.2% 30.0% 10.6% 11.0% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 2,600 2,602 2,605 2,615 2,614 2,617 | 71 62 81 17 70 N/A N/A N/A N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied Satisfied- Satisfied- dissatisfied | 2015 2015 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 65 66 67 68 69 70 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your pay? *Considering everything, how satisfied are you with your organization? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% 67.3% 62.2% 57.3% 44.6% 71.1% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% 16.9% 18.0% 23.4% 25.3% 18.4% 13.2% 15.3% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% 15.8% 19.2% 30.0% 10.6% 11.0% 16.5% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 2,600 2,602 2,605 2,615 2,614 2,617 2,619 | 71 62 81 17 70 N/A N/A N/A N/A |
| Good-poor Agree-disagree Agree-disagree Satisfied- dissatisfied | 2015 2015 2015 2015 2015 2015 2015 2015 | 59 60 61 62 63 64 65 66 67 68 69 | Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization? How satisfied are you with the training you receive for your present job? *Considering everything, how satisfied are you with your pay? | 67.0% 70.8% 71.0% 66.1% 81.8% 65.7% 67.3% 62.2% 57.3% 44.6% 71.1% | 18.0% 15.3% 18.2% 16.9% 11.3% 16.7% 16.9% 18.0% 23.4% 25.3% 18.4% 13.2% | 15.1% 13.9% 10.8% 17.0% 6.9% 17.6% 15.8% 19.8% 19.2% 30.0% 10.6% 11.0% | 2,454 2,545 2,561 2,547 2,609 2,556 2,623 2,618 2,600 2,602 2,605 2,615 2,614 2,617 | 71 62 81 17 70 N/A N/A N/A N/A |

| Agree-disagree | 2014 | 4 | My work gives me a feeling of personal accomplishment. | 77.3% | 11.9% | 10.8% | 2,444 | N/A |
|----------------------------------|-------|----------|---|----------------|---------|--------|-------|------------|
| Agree-disagree | 2014 | 5 | I like the kind of work I do. | 77.3% 83.1% | 11.9% | 6.5% | 2,444 | N/A N/A |
| Agree-disagree | 2014 | 6 | I know what is expected of me on the job. | 83.0% | 9.0% | 8.0% | 2,444 | N/A |
| Agree-disagree | 2014 | 7 | When needed I am willing to put in the extra effort to get a job done. | 96.3% | 2.2% | 1.5% | 2,455 | N/A |
| Agree-disagree | 2014 | 8 | I am constantly looking for ways to do my job better. | 89.4% | 8.6% | 2.1% | 2,455 | N/A |
| Agree-disagree | 2014 | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | 66.7% | 11.9% | 21.3% | 2,460 | 3 |
| Agree-disagree | 2014 | 10 | *My workload is reasonable. | 70.6% | 12.4% | 17.0% | 2,439 | 2 |
| Agree-disagree | 2014 | 11 | *My talents are used well in the workplace. | 64.8% | 14.5% | 20.7% | 2,396 | 9 |
| Agree-disagree | 2014 | 12 | *I know how my work relates to the agency's goals and priorities. | 89.7% | 6.2% | 4.1% | 2,455 | 5 |
| Agree-disagree | 2014 | 13 | The work I do is important. | 89.2% | 7.6% | 3.2% | 2,418 | 6 |
| Agree-disagree | 2014 | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform | | | | | |
| | | | their jobs well. | 78.6% | 10.4% | 11.0% | 2,458 | 4 |
| Agree-disagree | 2014 | 15 | My performance appraisal is a fair reflection of my performance. | 73.4% | 12.1% | 14.4% | 2,429 | 32 |
| Agree-disagree | 2014 | 16 | I am held accountable for achieving results. | 85.9% | 9.7% | 4.5% | 2,437 | 17 |
| Agree-disagree | 2014 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 75.1% | 13.3% | 11.6% | 2,383 | 79 |
| Agree-disagree | 2014 | 18 | My training needs are assessed. | 60.7% | 20.4% | 18.8% | 2,438 | 15 |
| Agree-disagree | 2014 | 19 | In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for | | | | | |
| | | | example, Fully Successful, Outstanding). | 64.8% | 14.7% | 20.6% | 2,420 | 45 |
| Agree-disagree | 2014 | 20 | *The people I work with cooperate to get the job done. | 82.0% | 10.1% | 7.9% | 2,465 | N/A |
| Agree-disagree | 2014 | 21 | My work unit is able to recruit people with the right skills. | 63.1% | 18.5% | 18.4% | 2,394 | 68 |
| Agree-disagree | 2014 | 22 | Promotions in my work unit are based on merit. | 49.5% | 26.1% | 24.3% | 2,252 | 199 |
| Agree-disagree | 2014 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 34.3% | 30.0% | 35.7% | 2,075 | 380 |
| Agree-disagree | 2014 | 24 | *In my work unit, differences in performance are recognized in a meaningful way. | 41.8% | 29.7% | 28.5% | 2,258 | 200 |
| Agree-disagree | 2014 | 25 | Awards in my work unit depend on how well employees perform their jobs. | 50.1% | 24.0% | 25.9% | 2,249 | 202 |
| Agree-disagree | 2014 | 26 | Employees in my work unit share job knowledge with each other. | 82.4% | 9.4% | 8.2% | 2,449 | 10 |
| Agree-disagree | 2014 | 27 | The skill level in my work unit has improved in the past year. | 57.3% | 27.1% | 15.6% | 2,338 | 122 |
| Good-poor | 2014 | 28 | How would you rate the overall quality of work done by your work unit? | 88.7% | 9.5% | 1.7% | 2,466 | N/A |
| Agree-disagree | 2014 | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | | | | | |
| | | | | 80.7% | 10.7% | 8.6% | 2,415 | 32 |
| Agree-disagree | 2014 | 30 | Employees have a feeling of personal empowerment with respect to work processes. | 57.6% | 21.4% | 21.1% | 2,372 | 71 |
| Agree-disagree | 2014 | 31 | Employees are recognized for providing high quality products and services. | 63.9% | 17.6% | 18.5% | 2,399 | 38 |
| Agree-disagree | 2014 | 32 | Creativity and innovation are rewarded. | 47.7% | 27.0% | 25.2% | 2,339 | 97 |
| Agree-disagree | 2014 | 33 | Pay raises depend on how well employees perform their jobs. | 24.5% | 29.0% | 46.6% | 2,241 | 192 |
| Agree-disagree | 2014 | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in | | | | | |
| | | | awareness of diversity issues, mentoring). | 75.4% | 15.9% | 8.7% | 2,321 | 117 |
| Agree-disagree | 2014 | 35 | Employees are protected from health and safety hazards on the job. | 90.7% | 6.1% | 3.2% | 2,415 | 25 |
| Agree-disagree | 2014 | 36 | My organization has prepared employees for potential security threats. | 84.1% | 10.3% | 5.6% | 2,405 | 24 |
| Agree-disagree | 2014 | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | | | | | |
| | | | | 60.5% | 19.8% | 19.7% | 2,254 | 180 |
| Agree-disagree | 2014 | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a | | | | | |
| | | | person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | | | | | |
| | | | | 75.5% | 14.8% | 9.6% | 2,219 | 207 |
| Agree-disagree | 2014 | 39 | My agency is successful at accomplishing its mission. | 88.7% | 8.0% | 3.3% | 2,424 | 16 |
| Agree-disagree | 2014 | 40 | *I recommend my organization as a good place to work. | 78.7% | 13.3% | 7.9% | 2,435 | N/A |
| Agree-disagree | 2014 | 41 | *I believe the results of this survey will be used to make my agency a better place to work. | 57.5% | 22.2% | 20.3% | 2,351 | 92 |
| Agree-disagree | 2014 | 42 | My supervisor supports my need to balance work and other life issues. | 89.3% | 5.2% | 5.5% | 2,433 | 8 |
| Agree-disagree | 2014 | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills. | 78.2% | 11.2% | 10.6% | 2,424 | 10 |
| Agree-disagree | 2014 | 44 | Discussions with my supervisor about my performance are worthwhile. | 71.6% | 13.9% | 14.4% | 2,407 | 16 |
| Agree-disagree | 2014 | 45 | My supervisor is committed to a workforce representative of all segments of society. | 79.5% | 15.0% | 5.5% | 2,215 | 216 |
| Agree-disagree | 2014 | 46 | My supervisor provides me with constructive suggestions to improve my job performance. | 71.7% | 14.4% | 13.8% | 2,424 | 7 |
| Agree-disagree | 2014 | 47 | Supervisors in my work unit support employee development. | 80.6% | 11.2% | 8.2% | 2,405 | 30 |
| Agree-disagree | 2014 | 48 | My supervisor listens to what I have to say. | 84.0% | 8.2% | 7.7% | 2,435 | N/A |
| Agree-disagree | 2014 | 49 | My supervisor treats me with respect. | 87.1% | 6.8% | 6.1% | 2,432 | N/A |
| Agree-disagree Agree-disagree | 2014 | 50 51 | In the last six months, my supervisor has talked with me about my performance. These trust and confidence in my supervisor. | 92.4% | 4.7% | 2.9% | 2,430 | N/A |
| Good-poor | 2014 | 52 | I have trust and confidence in my supervisor. Overall, how good a job do you feel is being done by your immediate supervisor? | 76.7% | 11.4% | 11.9% | 2,432 | N/A |
| Agree-disagree | 2014 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 79.1% | 12.8% | 8.1% | 2,434 | N/A |
| ngi cc-uisagi ee | 2014 | 23 | organization, senior readers generate migh levels of motivation and confidition in the workforce. | F= 0 | 24.00 | 22.011 | 2 : | |
| Agree-disagree | 2014 | 54 | My organization's senior leaders maintain high standards of honesty and integrity. | 55.2% | 21.9% | 22.9% | 2,405 | 22 |
| Agree-disagree | 2014 | 55 | Supervisors work well with employees of different backgrounds. | 68.0% | 17.3% | 14.7% | 2,323 | 103 |
| Agree-disagree Agree-disagree | 2014 | 56 | *Managers communicate the goals and priorities of the organization. | 75.8% | 14.9% | 9.3% | 2,305 | 101 |
| Agree-disagree Agree-disagree | 2014 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives. | 72.8% | 14.7% | 12.6% | 2,396 | 17 |
| Agree-uisagree | 2014 | 37 | Invaliagers review and evaluate the organization's progress toward meeting its goals and objectives. | 74 70/ | 40.00/ | 40.40/ | 2 224 | 400 |
| Agree-disagree | 2014 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 71.7% | 18.2% | 10.1% | 2,284 | 130 |
| Agree-uisagree | 2014 | 36 | imanagers promote communication among universit work units (for example, about projects, goals, needed resources). | 66.60/ | 4.5.407 | 47.40/ | 2.250 | |
| Agree disagree | 2014 | EO | Managers support callaboration agrees work units to accomplish work objectives | 66.6% | 16.4% | 17.1% | 2,350 | 66 |
| Agree-disagree | | 59 | Managers support collaboration across work units to accomplish work objectives. | 71.0% | 14.7% | 14.3% | 2,362 | 57 |
| Good-poor | 2014 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 60.7. | 40.00 | 44.00 | 2 | |
| Agree di | 2011 | C1 | Lhave a high lavel of seconds for any experienticals contact lands | 69.7% | 18.9% | 11.3% | 2,352 | 71 |
| Agree-disagree | 2014 | 61 | I have a high level of respect for my organization's senior leaders. | 65.8% | 18.1% | 16.0% | 2,408 | 13 |
| Agree-disagree Satisfied- | 2014 | 62 63 | Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work? | 80.5% | 12.5% | 6.9% | 2,362 | 59 |
| dissatisfied | 2014 | 03 | now satisfied are you with your involvement in decisions that affect your work? | | | | | |
| | 204.4 | 64 | #How satisfied are you with the information you receive from measurement or whether the control of the control | 65.5% | 16.7% | 17.8% | 2,416 | N/A |
| Satisfied- | 2014 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | | , = = | | _ | |
| haitsitszih | 1 | | *How satisfied are you with the recognition you receive for doing a good job? | 66.4% | 18.2% | 15.4% | 2,410 | N/A |
| dissatisfied | 2044 | | | | | | | |
| Satisfied- | 2014 | 65 | now satisfied are you with the recognition you receive for doing a good job: | | | | | |
| Satisfied- dissatisfied | | | | 61.7% | 18.2% | 20.1% | 2,409 | N/A |
| Satisfied- | 2014 | 65 | How satisfied are you with the policies and practices of your senior leaders? | 61.7% 58.1% | 18.2% | 20.1% | 2,409 | N/A N/A |

| Satisfied- dissatisfied | 2014 | 67 | How satisfied are you with your opportunity to get a better job in your organization? | 45.9% | 24.3% | 29.8% | 2,409 | N/A |
|----------------------------------|------|----------|--|----------------|-------|----------------|----------------|------------|
| Satisfied- dissatisfied | 2014 | 68 | How satisfied are you with the training you receive for your present job? | 67.7% | 19.5% | 12.8% | 2,410 | N/A |
| Satisfied- dissatisfied | 2014 | 69 | *Considering everything, how satisfied are you with your job? | 74.7% | 14.4% | 10.9% | 2,402 | N/A |
| Satisfied- dissatisfied | 2014 | 70 | Considering everything, how satisfied are you with your pay? | 66.6% | 16.1% | 17.3% | 2,411 | N/A |
| Satisfied- dissatisfied | 2014 | 71 | *Considering everything, how satisfied are you with your organization? | 70.6% | 16.6% | 12.8% | 2,407 | N/A |
| Agree-disagree | 2013 | 1 | *I am given a real opportunity to improve my skills in my organization. | 73.9% | 13.9% | 12.2% | 2,507 | N/A |
| Agree-disagree | 2013 | 2 | I have enough information to do my job well. | 82.7% | 9.8% | 7.5% | 2,488 | N/A |
| Agree-disagree | 2013 | 3 | I feel encouraged to come up with new and better ways of doing things. | 65.9% | 17.2% | 16.9% | 2,491 | N/A |
| Agree-disagree | 2013 | 4 | My work gives me a feeling of personal accomplishment. | 76.9% | 12.5% | 10.6% | 2,500 | N/A |
| Agree-disagree | 2013 | 5 | I like the kind of work I do. | 83.2% | 11.1% | 5.8% | 2,481 | N/A |
| Agree-disagree | 2013 | 6 | I know what is expected of me on the job. | 83.3% | 8.6% | 8.0% | 2,485 | N/A |
| Agree-disagree | 2013 | 7 | When needed I am willing to put in the extra effort to get a job done. | 96.2% | 2.3% | 1.6% | 2,497 | N/A |
| Agree-disagree | 2013 | 8 | I am constantly looking for ways to do my job better. | 90.1% | 7.5% | 2.4% | 2,499 | N/A |
| Agree-disagree | 2013 | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | 64.5% | 13.6% | 21.9% | 2,497 | 8 |
| Agree-disagree | 2013 | 10 | *My workload is reasonable. | 70.3% | 13.1% | 16.6% | 2,494 | 1 |
| Agree-disagree | 2013 | 11 | *My talents are used well in the workplace. | 64.7% | 15.1% | 20.2% | 2,449 | 12 |
| Agree-disagree | 2013 | 12 | *I know how my work relates to the agency's goals and priorities. | 90.1% | 6.4% | 3.5% | 2,498 | 1 |
| Agree-disagree Agree-disagree | 2013 | 13 | The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform | 89.2% | 7.8% | 3.0% | 2,477 | 2 |
| | | | their jobs well. | 79.4% | 9.7% | 10.9% | 2,501 | 4 |
| Agree-disagree | 2013 | 15 | My performance appraisal is a fair reflection of my performance. | 72.6% | 13.0% | 14.3% | 2,481 | 24 |
| Agree-disagree | 2013 | 16 | I am held accountable for achieving results. | 85.5% | 10.2% | 4.3% | 2,488 | 6 |
| Agree-disagree | 2013 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 75.1% | 13.4% | 11.5% | 2,427 | 70 |
| Agree-disagree | 2013 | 18 | My training needs are assessed. | 57.2% | 22.6% | 20.3% | 2,474 | 22 |
| Agree-disagree | 2013 | 19 | In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). | | | | | |
| Aguas disaguas | 2012 | 20 | - 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | 63.5% | 15.5% | 21.0% | 2,461 | 47 |
| Agree-disagree Agree-disagree | 2013 | 21 | *The people I work with cooperate to get the job done. My work unit is able to recruit people with the right skills. | 83.1% | 9.6% | 7.4% | 2,503 | N/A |
| Agree-disagree | 2013 | 22 | Promotions in my work unit are based on merit. | 59.0% 49.0% | 20.4% | 20.5% | 2,430 | 75 |
| Agree-disagree | 2013 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 34.1% | 30.5% | 25.0% 35.4% | 2,310 2,151 | 188 347 |
| Agree-disagree | 2013 | 24 | *In my work unit, differences in performance are recognized in a meaningful way. | 43.7% | 27.3% | 29.0% | 2,313 | 188 |
| Agree-disagree | 2013 | 25 | Awards in my work unit depend on how well employees perform their jobs. | 52.3% | 21.6% | 26.2% | 2,339 | 160 |
| Agree-disagree | 2013 | 26 | Employees in my work unit share job knowledge with each other. | 81.6% | 10.2% | 8.2% | 2,492 | 12 |
| Agree-disagree | 2013 | 27 | The skill level in my work unit has improved in the past year. | 58.0% | 27.8% | 14.2% | 2,383 | 119 |
| Good-poor | 2013 | 28 | How would you rate the overall quality of work done by your work unit? | 90.5% | 7.6% | 1.9% | 2,499 | N/A |
| Agree-disagree | 2013 | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 81.6% | 11.4% | 7.0% | 2,451 | 30 |
| Agree-disagree | 2013 | 30 | Employees have a feeling of personal empowerment with respect to work processes. | 58.2% | 21.8% | 20.1% | 2,416 | 68 |
| Agree-disagree | 2013 | 31 | Employees are recognized for providing high quality products and services. | 65.1% | 18.2% | 16.7% | 2,435 | 38 |
| Agree-disagree | 2013 | 32 | Creativity and innovation are rewarded. | 49.2% | 26.3% | 24.5% | 2,379 | 96 |
| Agree-disagree | 2013 | 33 | Pay raises depend on how well employees perform their jobs. | 22.8% | 30.5% | 46.8% | 2,285 | 182 |
| Agree-disagree | 2013 | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in | | | | | |
| | | | awareness of diversity issues, mentoring). | 74.1% | 17.8% | 8.1% | 2,381 | 98 |
| Agree-disagree | 2013 | 35 | Employees are protected from health and safety hazards on the job. | 91.6% | 5.7% | 2.7% | 2,459 | 20 |
| Agree-disagree | 2013 | 36 | My organization has prepared employees for potential security threats. | 84.7% | 10.6% | 4.7% | 2,452 | 25 |
| Agree-disagree | 2013 | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | 62.0% | 18.3% | 19.7% | 2,320 | 162 |
| Agree-disagree | 2013 | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | | | | | |
| | | | | 76.6% | 14.5% | 8.9% | 2,233 | 236 |
| Agree-disagree | 2013 | 39 | My agency is successful at accomplishing its mission. | 89.1% | 7.5% | 3.4% | 2,452 | 22 |
| Agree-disagree | 2013 | 40 | *I recommend my organization as a good place to work. | 80.5% | 11.7% | 7.8% | 2,479 | N/A |
| Agree-disagree | 2013 | 41 | *I believe the results of this survey will be used to make my agency a better place to work. | 58.3% | 22.3% | 19.4% | 2,345 | 136 |
| Agree-disagree | 2013 | 42 | My supervisor supports my need to balance work and other life issues. | 88.7% | 5.4% | 5.8% | 2,467 | 11 |
| Agree-disagree | 2013 | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills. | 75.8% | 13.1% | 11.1% | 2,458 | 13 |
| Agree-disagree | 2013 | 44 | Discussions with my supervisor about my performance are worthwhile. | 70.1% | 15.1% | 14.8% | 2,452 | 17 |
| Agree-disagree | 2013 | 45 | My supervisor is committed to a workforce representative of all segments of society. | 76.1% | 18.1% | 5.8% | 2,219 | 247 |
| Agree-disagree | 2013 | 46 | My supervisor provides me with constructive suggestions to improve my job performance. | 68.7% | 17.6% | 13.7% | 2,456 | 14 |
| Agree-disagree | 2013 | 47 | Supervisors in my work unit support employee development. | 79.4% | 12.3% | 8.2% | 2,447 | 27 |
| Agree-disagree | 2013 | 48 | My supervisor listens to what I have to say. | 83.6% | 8.2% | 8.2% | 2,472 | N/A |
| Agree-disagree | 2013 | 49 | My supervisor treats me with respect. | 86.7% | 7.2% | 6.1% | 2,473 | N/A |
| Agree-disagree | 2013 | 50 | In the last six months, my supervisor has talked with me about my performance. They are trust and confidence in my supervisor. | 91.5% | 4.8% | 3.7% | 2,465 | N/A |
| Agree-disagree Good-poor | 2013 | 51 52 | I have trust and confidence in my supervisor. Overall, how good a job do you feel is being done by your immediate supervisor? | 75.1% | 13.3% | 11.5% | 2,468 | N/A |
| Agree-disagree | 2013 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 78.4% | 13.0% | 8.7% | 2,468 | N/A |
| | | | | 56.6% | 23.0% | 20.4% | 2,437 | 21 |
| Agree-disagree | 2013 | 54 | My organization's senior leaders maintain high standards of honesty and integrity. | 70.0% | 17.8% | 12.2% | 2,407 | 54 |
| Agree-disagree | 2013 | 55 | Supervisors work well with employees of different backgrounds. | 76.3% | 14.8% | 8.9% | 2,352 | 101 |
| Agree-disagree Agree-disagree | 2013 | 56 57 | *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. | 74.1% | 15.1% | 10.8% | 2,429 | 17 |
| Agree-disagree | 2013 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 73.6% | 17.2% | 9.1% | 2,325 | 117 |
| | | | | 66.2% | 18.4% | 15.4% | 2,403 | 47 |

| | | | | | | 1 | | |
|--|------------------------------|----------------|--|----------------|----------------|---------------|----------------|-----------|
| Agree-disagree | 2013 | 59 | Managers support collaboration across work units to accomplish work objectives. | 70.0% | 16.5% | 13.5% | 2,417 | 35 |
| Good-poor | 2013 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | | | | | |
| | | | | 71.3% | 19.0% | 9.8% | 2,372 | 87 |
| Agree-disagree | 2013 | 61 | I have a high level of respect for my organization's senior leaders. | 66.9% | 18.3% | 14.8% | 2,445 | 11 |
| Agree-disagree | 2013 | 62 | Senior leaders demonstrate support for Work-Life programs. | 79.9% | 13.0% | 7.1% | 2,383 | 72 |
| Satisfied- dissatisfied | 2013 | 63 | *How satisfied are you with your involvement in decisions that affect your work? | | | | | |
| | 2042 | | | 65.0% | 18.4% | 16.6% | 2,452 | N/A |
| Satisfied- dissatisfied | 2013 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | | | | | |
| | | | | 64.3% | 19.8% | 15.9% | 2,450 | N/A |
| Satisfied- dissatisfied | 2013 | 65 | *How satisfied are you with the recognition you receive for doing a good job? | | | | | |
| | | | | 61.8% | 18.4% | 19.9% | 2,444 | N/A |
| Satisfied- dissatisfied | 2013 | 66 | How satisfied are you with the policies and practices of your senior leaders? | | | | | |
| | | | | 58.5% | 24.1% | 17.4% | 2,442 | N/A |
| Satisfied- dissatisfied | 2013 | 67 | How satisfied are you with your opportunity to get a better job in your organization? | | | | | |
| | | | | 43.4% | 26.3% | 30.3% | 2,446 | N/A |
| Satisfied- dissatisfied | 2013 | 68 | How satisfied are you with the training you receive for your present job? | | | | | |
| | 2042 | | #Considering and the constitution of the const | 62.7% | 21.3% | 16.0% | 2,448 | N/A |
| Satisfied- dissatisfied | 2013 | 69 | *Considering everything, how satisfied are you with your job? | | | | | |
| | | | | 74.4% | 14.9% | 10.8% | 2,447 | N/A |
| Satisfied- dissatisfied | 2013 | 70 | Considering everything, how satisfied are you with your pay? | | | | | |
| | 2042 | | | 62.4% | 15.9% | 21.7% | 2,446 | N/A |
| Satisfied- dissatisfied | 2013 | 71 | *Considering everything, how satisfied are you with your organization? | | | | | |
| | | | | 71.4% | 16.5% | 12.0% | 2,447 | N/A |
| Agree-disagree | 2012 | 1 | *I am given a real opportunity to improve my skills in my organization. | 79.6% | 9.7% | 10.7% | 2,706 | N/A |
| Agree-disagree | 2012 | 2 | I have enough information to do my job well. | 83.2% | 8.9% | 7.9% | 2,705 | N/A |
| Agree-disagree | 2012 | 3 | I feel encouraged to come up with new and better ways of doing things. | 68.2% | 15.8% | 16.0% | 2,700 | N/A |
| Agree-disagree | 2012 | 4 | My work gives me a feeling of personal accomplishment. | 77.4% | 11.5% | 11.1% | 2,702 | N/A |
| Agree-disagree | 2012 | 5 | I like the kind of work I do. | 83.8% | 10.9% | 5.3% | 2,700 | N/A |
| Agree-disagree | 2012 | 6 | I know what is expected of me on the job. | 81.7% | 9.4% | 8.9% | 2,693 | N/A |
| Agree-disagree | 2012 | 7 | When needed I am willing to put in the extra effort to get a job done. | 97.3% | 1.6% | 1.1% | 2,701 | N/A |
| Agree-disagree | 2012 | 8 | I am constantly looking for ways to do my job better. | 91.7% | 6.3% | 2.0% | 2,701 | N/A |
| Agree-disagree | 2012 | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | 70.6% | 12.3% | 17.0% | 2,703 | 1 |
| Agree-disagree | 2012 | 10 | *My workload is reasonable. | 72.2% | 12.6% | 15.2% | 2,703 | 0 |
| Agree-disagree | 2012 | 11 | *My talents are used well in the workplace. | 68.3% | 12.7% | 19.0% | 2,675 | 7 |
| Agree-disagree | 2012 | 12 | *I know how my work relates to the agency's goals and priorities. | 90.1% | 5.6% | 4.3% | 2,696 | 3 |
| Agree-disagree | 2012 | 13 | The work I do is important. | 90.1% | 7.4% | 2.5% | 2,695 | 3 |
| Agree-disagree | 2012 | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform | | | | | |
| | | | their jobs well. | 81.8% | 9.8% | 8.4% | 2,690 | 7 |
| Agree-disagree | 2012 | 15 | My performance appraisal is a fair reflection of my performance. | 72.7% | 12.3% | 14.9% | 2,675 | 27 |
| Agree-disagree | 2012 | 16 | I am held accountable for achieving results. | 87.6% | 8.5% | 4.0% | 2,687 | 8 |
| Agree-disagree | 2012 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 76.1% | 13.0% | 10.9% | 2,624 | 76 |
| Agree-disagree | 2012 | 18 | My training needs are assessed. | 66.2% | 18.6% | 15.3% | 2,678 | 23 |
| Agree-disagree | 2012 | 19 | In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for | | | | | |
| | | | example, Fully Successful, Outstanding). | 65.2% | 15.4% | 19.4% | 2,657 | 48 |
| Agree-disagree | 2012 | 20 | *The people I work with cooperate to get the job done. | 84.3% | 8.7% | 7.0% | 2,705 | N/A |
| Agree-disagree | 2012 | 21 | My work unit is able to recruit people with the right skills. | 57.9% | 20.8% | 21.3% | 2,624 | 82 |
| Agree-disagree | 2012 | 22 | Promotions in my work unit are based on merit. | 51.7% | 24.8% | 23.5% | 2,499 | 198 |
| Agree-disagree | 2012 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 36.5% | 29.6% | 33.8% | 2,338 | 361 |
| Agree-disagree | 2012 | 24 | *In my work unit, differences in performance are recognized in a meaningful way. | 47.3% | 25.7% | 27.0% | 2,517 | 183 |
| Agree-disagree | 2012 | 25 | Awards in my work unit depend on how well employees perform their jobs. | 54.6% | 20.3% | 25.1% | 2,547 | 152 |
| Agree-disagree | 2012 | 26 | Employees in my work unit share job knowledge with each other. | 82.1% | 9.8% | 8.1% | 2,694 | 7 |
| Agree-disagree | 2012 | 27 | The skill level in my work unit has improved in the past year. | 59.8% | 26.3% | 13.9% | 2,593 | 109 |
| Good-poor | 2012 | 28 | How would you rate the overall quality of work done by your work unit? | 89.9% | 8.0% | 2.0% | 2,698 | N/A |
| Agree-disagree | 2012 | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | | | | | |
| | | | | 83.5% | 9.6% | 6.9% | 2,644 | 36 |
| Agree-disagree | 2012 | 30 | Employees have a feeling of personal empowerment with respect to work processes. | 61.6% | 18.6% | 19.8% | 2,615 | 62 |
| Agree-disagree | 2012 | 31 | Employees are recognized for providing high quality products and services. | 68.6% | 15.5% | 15.9% | 2,638 | 35 |
| Agree-disagree | 2012 | 32 | Creativity and innovation are rewarded. | 52.7% | 25.0% | 22.3% | 2,592 | 84 |
| Agree-disagree | 2012 | 33 | Pay raises depend on how well employees perform their jobs. | 27.5% | 31.1% | 41.4% | 2,475 | 200 |
| Agree-disagree | 2012 | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in | | | | | |
| | | | awareness of diversity issues, mentoring). | 77.1% | 15.9% | 7.0% | 2,535 | 142 |
| Agree-disagree | 2012 | 35 | Employees are protected from health and safety hazards on the job. | 92.0% | 5.7% | 2.3% | 2,642 | 29 |
| Agree-disagree | 2012 | 36 | My organization has prepared employees for potential security threats. | 84.9% | 10.7% | 4.3% | 2,633 | 37 |
| Agree-disagree | 2012 | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | | | | | |
| | | | | 62.0% | 18.9% | 19.1% | 2,511 | 160 |
| Agree-disagree | 2012 | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a | | | | , | |
| _ | | | person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | | | | | |
| | | | | 76.4% | 14.8% | 8.9% | 2,439 | 227 |
| Agree-disagree | 2012 | 39 | My agency is successful at accomplishing its mission. | | 7.6% | | 2,439 | 227 |
| o. cc uisubi cc | 2012 | 40 | *I recommend my organization as a good place to work. | 89.3% | | 3.0% | 2,652 | |
| Agree-disagree | 2012 | 41 | *I believe the results of this survey will be used to make my agency a better place to work. | 81.0% | 11.7% | 7.3% | | N/A |
| Agree-disagree | -014 | 42 | My supervisor supports my need to balance work and other life issues. | 64.6% | 20.0% | 15.4% | 2,552 | 126 |
| Agree-disagree | 2012 | | My supervisor provides me with opportunities to demonstrate my leadership skills. | 88.8% | 5.9% | 5.3% | 2,661 | 14 |
| Agree-disagree Agree-disagree | 2012 | 43 | my supervisor provides the with opportunities to demonstrate my reduction paking. | 78.0% | 11.5% | 10.6% | 2,659 | 11 |
| Agree-disagree Agree-disagree Agree-disagree | 2012 | 43 | Discussions with my supervisor about my performance are worthwhile | 74 20/ | 14 10/ | 14.00/ | 2.000 | 22 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2012 2012 | 44 | Discussions with my supervisor about my performance are worthwhile. My supervisor is committed to a workforce representative of all segments of society. | 71.3% | 14.1% | 14.6% | 2,639 | 29 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2012 2012 2012 | 44 45 | My supervisor is committed to a workforce representative of all segments of society. | 75.8% | 18.0% | 6.2% | 2,419 | 248 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2012 2012 2012 2012 | 44 45 46 | My supervisor is committed to a workforce representative of all segments of society. My supervisor provides me with constructive suggestions to improve my job performance. | 75.8% 70.9% | 18.0% 16.3% | 6.2% 12.8% | 2,419 2,657 | 248 11 |
| Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree | 2012 2012 2012 | 44 45 | My supervisor is committed to a workforce representative of all segments of society. | 75.8% | 18.0% | 6.2% | 2,419 | 248 |

| Agree-disagree | 2012 | 49 | My supervisor treats me with respect. | 86.8% | 6.7% | 6.4% | 2,669 | N/A |
|----------------------------|------|----|---|--------|--------|--------|-------|--------|
| Agree-disagree | 2012 | 50 | In the last six months, my supervisor has talked with me about my performance. | 88.6% | 5.8% | 5.6% | 2,660 | N/A |
| Agree-disagree | 2012 | 51 | I have trust and confidence in my supervisor. | 75.7% | 12.3% | 12.1% | 2,661 | N/A |
| Good-poor | 2012 | 52 | Overall, how good a job do you feel is being done by your immediate supervisor? | 77.8% | 13.7% | 8.5% | 2,661 | N/A |
| Agree-disagree | 2012 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | | | | | |
| | | | | 59.6% | 20.3% | 20.1% | 2,636 | 22 |
| Agree-disagree | 2012 | 54 | My organization's senior leaders maintain high standards of honesty and integrity. | 70.4% | 15.6% | 14.0% | 2,592 | 63 |
| Agree-disagree | 2012 | 55 | Supervisors work well with employees of different backgrounds. | 76.6% | 13.6% | 9.8% | 2,565 | 88 |
| Agree-disagree | 2012 | 56 | *Managers communicate the goals and priorities of the organization. | 74.8% | 13.0% | 12.2% | 2,629 | 15 |
| Agree-disagree | 2012 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives. | | | | | |
| | | | | 77.0% | 14.3% | 8.8% | 2,549 | 103 |
| Agree-disagree | 2012 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | | | | | |
| | | | | 69.0% | 15.9% | 15.1% | 2,602 | 51 |
| Agree-disagree | 2012 | 59 | Managers support collaboration across work units to accomplish work objectives. | 71.6% | 15.6% | 12.8% | 2,597 | 48 |
| Good-poor | 2012 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | | | | , | |
| | | | | 71.2% | 16.9% | 11.9% | 2,573 | 73 |
| Agree-disagree | 2012 | 61 | I have a high level of respect for my organization's senior leaders. | 67.0% | 16.7% | 16.2% | 2,632 | 11 |
| Agree-disagree | 2012 | 62 | Senior leaders demonstrate support for Work-Life programs. | 80.4% | 12.4% | 7.2% | 2,569 | 81 |
| Satisfied- | 2012 | 63 | *How satisfied are you with your involvement in decisions that affect your work? | | | | | |
| dissatisfied | | | | 66.6% | 17.0% | 16.5% | 2,649 | N/A |
| Satisfied- | 2012 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 00.070 | 17.070 | 10.570 | 2,043 | 11/7 |
| dissatisfied | | | | 66.5% | 18.5% | 15.1% | 2,645 | N/A |
| Satisfied- | 2012 | 65 | *How satisfied are you with the recognition you receive for doing a good job? | 00.5% | 18.5/6 | 13.170 | 2,043 | IN/A |
| dissatisfied | 2012 | 05 | The satisfied are you with the recognition you receive for doing a good job! | 64.00/ | 47.00/ | 10.00/ | 2.644 | N1 / A |
| Satisfied- | 2012 | 66 | How satisfied are you with the policies and practices of your senior leaders? | 64.0% | 17.0% | 19.0% | 2,644 | N/A |
| dissatisfied | 2012 | 00 | Thow satisfied are you with the policies and practices of your senior leaders: | | | | | |
| Satisfied- | 2012 | 67 | 11 | 59.8% | 20.8% | 19.4% | 2,636 | N/A |
| dissatisfied | 2012 | 67 | How satisfied are you with your opportunity to get a better job in your organization? | | | | | |
| | | | | 46.8% | 25.6% | 27.6% | 2,637 | N/A |
| Satisfied- dissatisfied | 2012 | 68 | How satisfied are you with the training you receive for your present job? | | | | | |
| | | | | 71.3% | 17.5% | 11.1% | 2,629 | N/A |
| Satisfied- | 2012 | 69 | *Considering everything, how satisfied are you with your job? | | | | | |
| dissatisfied | | | | 77.4% | 11.4% | 11.1% | 2,642 | N/A |
| Satisfied- | 2012 | 70 | Considering everything, how satisfied are you with your pay? | | | | | |
| dissatisfied | | | | 68.9% | 14.2% | 16.8% | 2,640 | N/A |
| Satisfied- | 2012 | 71 | *Considering everything, how satisfied are you with your organization? | | | | | |
| dissatisfied | | | | 73.4% | 13.8% | 12.9% | 2,639 | N/A |
| | | | | | | | | |

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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

 $[\]ensuremath{^{**}}$ Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Agency-Specific Questions

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

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

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

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

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

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

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

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

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

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

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

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

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

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

| Total | 2.085 | |
|--|-------|-------|
| I do not know | 294 | 14.2% |
| None of the above | 297 | 14.6% |
| All of the above | 623 | 29.4% |
| Commitment to the final decision once all views have been considered | 324 | 15.5% |
| Roles are clarified using clear guidance on expectations for participation | 241 | 11.7% |
| Competing positions are presented to the final decision-maker | 424 | 20.2% |
| Problem solving approaches leverage various perspectives | 579 | 27.7% |

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

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

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

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

 I do not know
 653
 -

 Total
 2,086
 100.0%

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

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: 2019 OPM Federal Employee Viewpoint Survey

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

| 2019 Item Text and Response Options | 2018 Item Text and Response Options |
|---|-------------------------------------|
| (72) Currently, in my work unit poor performers usually: Remain in the work unit and improve their performance over time Remain in the work unit and continue to underperform Leave the work unit - removed or transferred Leave the work unit - quit There are no poor performers in my work unit Do not know | Not in 2018 OPM FEVS |
| (73) Which of the following best describes the impact of the partial government shutdown (December 22, 2018 – January 25, 2019) on your working/pay status? The shutdown had no impact on my working/pay status I did not work and did not receive pay until after the lapse ended I worked some of the shutdown but did not receive pay until after the lapse ended I worked for the entirety of the shutdown but did not receive pay until after the lapse ended Other, not listed above | Not in 2018 OPM FEVS |
| (74) How was your everyday work impacted during (if you worked) or after the partial government shutdown? • It had no impact • A slightly negative impact • A moderately negative impact • A very negative impact • An extremely negative impact | Not in 2018 OPM FEVS |
| (75) In what ways did the partial government shutdown negatively affect your work? (Check all that apply) Unmanageable workload Missed deadlines Unrecoverable loss of work Reduced customer service Delayed work Reduced work quality Cutback of critical work Time lost in restarting work Unmet statutory requirements Other | Not in 2018 OPM FEVS |

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

| (83) Employee Assistance Program - EAP (for example, short-term counseling, referral | (76) Employee Assistance Program (EAP, for example, short-term counseling, referral |
|---|---|
| services, legal services, information services) | services, legal services, information services) |
| (84) Child Care Programs (for example, child care center, parenting classes and support | (77) Child Care Programs (for example, child care center, parenting classes and support |
| groups, back-up care, subsidy, flexible spending account) | groups, back-up care, flexible spending account) |
| (85) Elder Care Programs (for example, elder/adult care, support groups, resources) | (78) Elder Care Programs (for example, elder/adult care, support groups, speakers) |
| Very satisfied | Very satisfied |
| • Satisfied | Satisfied |
| Neither Satisfied nor Dissatisfied | Neither Satisfied nor Dissatisfied |
| • Dissatisfied | • Dissatisfied |
| Very Dissatisfied | Very Dissatisfied |
| I choose not to participate in these programs | I choose not to participate in these programs |
| These programs are not available to me | These programs are not available to me |
| I am unaware of these programs | • I am unaware of these programs |
| (87) What is your supervisory status? | (80) What is your supervisory status? |
| Senior Leader: You are the head of a department/agency or a member of the immediate | Non-Supervisor : You do not supervise other employees. |
| leadership team responsible for directing the policies and priorities of the department/agency. | Team Leader: You are not an official supervisor; you provide employees with day-to-day |
| May hold either a political or career appointment, and typically is a member of the Senior | guidance in work projects, but do not have supervisory responsibilities or conduct |
| Executive Service or equivalent. | performance appraisals. |
| Manager: You are in a management position and supervise one or more supervisors. | • Supervisor: You are a first-line supervisor who is responsible for employees' performance |
| • Supervisor: You are a first-line supervisor who is responsible for employees' performance | appraisals and leave approval. |
| appraisals and leave approval. | Manager: You are in a management position and supervise one or more supervisors. |
| • Team Leader: You are not an official supervisor; you provide employees with day-to-day | Senior Leader: You are the head of a department/agency or a member of the immediate |
| guidance in work projects, but do not have supervisory responsibilities or conduct | leadership team responsible for directing the policies and priorities of the department/agency. |
| performance appraisals. | May hold either a political or career appointment, and typically is a member of the Senior |
| Non-Supervisor : You do not supervise other employees. | Executive Service or equivalent. |
| (91) How long have you been with your current agency (for example, Department of Justice, | (87) How long have you been with your current agency (for example, Department of Justice, |
| Environmental Protection Agency)? | Environmental Protection Agency)? |
| • Less than 1 year | • Less than 1 year |
| • 1 to 3 years | • 1 to 3 years |
| • 4 to 5 years | • 4 to 5 years |
| • 6 to 10 years | • 6 to 10 years |
| • 11 to 14 years | • 11 to 20 years |
| • 15 to 20 years | More than 20 years |
| More than 20 years | |
| (94) Are you of Hispanic, Latino, or Spanish origin? | (82) Are you Hispanic or Latino? |
| • Yes | • Yes |
| • No | • No |