Response Type	Item	ltem Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	67.64%	26.26%	41.38%	14.75%	11.28%	6.34%	17.62%	374	584	208	158	88	1,412	N/A
Agree	2	I have enough information to do my job	07.0478	20.20%	41.30%	14.7376	11.28%	0.3476	17.02/6	374	364	200	138	- 66	1,412	N/A
-disagree Agree	3	well.  I feel encouraged to come up with new	76.42%	26.50%	49.92%	11.75%	8.23%	3.60%	11.82%	376	704	165	116	49	1,410	N/A
-disagree	4	and better ways of doing things.	60.54%	27.09%	33.45%	16.75%	13.62%	9.08%	22.70%	383	465	233	190	126	1,397	N/A
Agree -disagree		My work gives me a feeling of personal accomplishment.	80.77%	45.40%	35.37%	10.01%	5.57%	3.65%	9.22%	646	496	140	77	51	1,410	N/A
Agree -disagree	5	I like the kind of work I do.	88.07%	54.08%	33.98%	7.38%	2.75%	1.80%	4.55%	762	472	102	38	25	1,399	N/A
Agree -disagree	6	I know what is expected of me on the job.														
Agree	7	When needed I am willing to put in the	78.35%	36.34%	42.01%	10.96%	6.82%	3.87%	10.69%	512	588	153	96	54	1,403	N/A
-disagree Agree	8	extra effort to get a job done.  I am constantly looking for ways to do	95.44%	70.33%	25.11%	2.60%	1.18%	0.78%	1.96%	996	350	36	16	11	1,409	N/A
-disagree		my job better.	91.59%	56.08%	35.51%	6.60%	1.17%	0.65%	1.81%	795	497	92	16	9	1,409	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job														
Agree	10	done.  *My workload is reasonable.	38.63%	10.87%	27.76%	13.08%	25.29%	23.00%	48.29%	152	387	185	359	325	1,408	3
-disagree		,	46.77%	12.11%	34.66%	15.26%	19.93%	18.04%	37.97%	171	487	216	280	254	1,408	3
Agree -disagree	11	*My talents are used well in the workplace.	59.81%	21.61%	38.19%	16.98%	12.96%	10.26%	23.21%	302	529	234	178	141	1,384	5
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	88.68%	43.14%	45.54%	6.72%	2.41%	2.19%	4.60%	612	638	95	34	30	1 400	1
Agree	13	The work I do is important.											54		1,409	
-disagree Agree	14	Physical conditions (for example, noise	93.95%	64.18%	29.78%	3.81%	1.16%	1.08%	2.24%	896	412	53	16	15	1,392	2
-disagree		level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.														
Agree	15	My performance appraisal is a fair	75.53%	30.65%	44.89%	10.38%	9.11%	4.98%	14.08%	432	628	145	128	69	1,402	2
-disagree Agree	16	reflection of my performance.  I am held accountable for achieving	68.31%	32.18%	36.13%	16.35%	7.32%	8.02%	15.34%	446	494	225	99	109	1,373	41
-disagree	47	results.	88.01%	38.99%	49.02%	9.37%	1.37%	1.25%	2.62%	545	676	130	19	17	1,387	12
Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	58.78%	28.24%	30.54%	19.25%	10.01%	11.96%	21.97%	388	411	257	134	159	1,349	49
Agree -disagree	18	My training needs are assessed.	51.62%	18.84%	32.78%	23.83%	15.72%	8.83%	24.55%	265	458	329	219	121	1,392	17
Agree -disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	69.90%	31.32%	38.58%	14.59%	8.24%	7.26%	15.50%	433	528	198	113	98	1,370	44
Agree -disagree	20	*The people I work with cooperate to get the job done.	77.34%	29.57%	47.78%	12.28%	8.20%	2.17%	10.37%	422	673	172	116	30	1,413	N/A
Agree -disagree	21	My work unit is able to recruit people with the right skills.														
Agree	22	Promotions in my work unit are based	39.22%	12.02%	27.20%	26.45%	20.14%	14.18%	34.32%	160	359	344	267	186	1,316	98
-disagree Agree	23	on merit.  In my work unit, steps are taken to deal	41.61%	14.14%	27.46%	28.04%	14.48%	15.88%	30.36%	185	354	356	181	200	1,276	133
-disagree		with a poor performer who cannot or will not improve.														
Agree -disagree	24	*In my work unit, differences in performance are recognized in a	37.38%	10.98%	26.40%	29.98%	17.24%	15.40%	32.64%	140	328	366	213	189	1,236	175
Agree	25	meaningful way.  Awards in my work unit depend on how	42.96%	12.93%	30.03%	25.89%	18.70%	12.46%	31.16%	171	388	331	240	158	1,288	122
-disagree		well employees perform their jobs.	50.23%	15.68%	34.55%	23.29%	13.29%	13.19%	26.48%	206	443	299	169	166	1,283	120
Agree -disagree		Employees in my work unit share job knowledge with each other.	79.15%	33.00%	46.15%	10.78%	5.69%	4.38%	10.07%	468	645	148	78	59	1,398	16
Agree -disagree	27	The skill level in my work unit has improved in the past year.	58.38%	23.55%	34.83%	28.28%	8.53%	4.81%	13.34%	314	459	368	111	62	1,314	93
Good -poor	28	How would you rate the overall quality of work done by your work unit?	85.84%	48.72%	37.12%	12.28%	1.22%	0.66%	1.87%	692	523	172	17	9	1,413	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.														
		<u> </u>	74.79%	21.15%	53.64%	14.68%	7.79%	2.75%	10.53%	293	739	200	107	38	1,377	28

Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	50.24%	14.80%	35.45%	21.96%	17.18%	10.62%	27.80%	206	486	297	235	144	1,368	45
Agree -disagree	31	Employees are recognized for providing high quality products and services.	57.80%	16.93%	40.87%	19.27%	14.26%	8.67%	22.93%	237	562	264	195	117	1,375	35
Agree -disagree	32	Creativity and innovation are rewarded.														
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	44.30%	14.43%	29.87%	26.93%	16.98%	11.79%	28.77%	198	400		229	157	1,343	60
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	32.22%	8.46%	23.76%	30.20%	19.93%	17.66%	37.59%	107	296		249	219	1,245	158
Agree -disagree	35	Employees are protected from health and safety hazards on the job.	65.80% 80.25%	24.72%	41.08% 52.35%	21.64%	6.58% 5.29%	5.98%	12.56% 8.26%	335	718		72	78	1,334	73
Agree -disagree	36	My organization has prepared employees for potential security threats.	81.45%	28.72%	52.73%	10.18%	4.96%	3.41%	8.37%	404	733		70	48	1,395	9
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.06%	21.69%	35.37%	20.11%	9.76%	13.06%	22.82%	291	467	261	127	171	1,317	84
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.	68.62%	29.20%	39.42%	17.52%	5.59%	8.28%	13.86%	381	505		71	106	1,285	114
Agree -disagree	39	My agency is successful at accomplishing its mission.														
Agree	40	*I recommend my organization as a	75.97%	25.81%	50.16%	15.74%	5.87%	2.43%	8.29%	356	685	216	80	33	1,370	32
-disagree -disagree	41	good place to work.  *I believe the results of this survey will be used to make my agency a better	65.69%	26.31%	39.38%	19.58%	8.36%	6.37%	14.73%	374	557	273	117	89	1,410	N/A
Agree	42	place to work.  My supervisor supports my need to	50.11%	20.23%	29.88%	22.40%	13.77%	13.72%	27.49%	262	381	285	175	175	1,278	136
-disagree		balance work and other life issues.	82.96%	49.65%	33.31%	8.09%	4.02%	4.93%	8.95%	702	465	113	56	68	1,404	8
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.02%	37.36%	30.66%	16.90%	7.69%	7.38%	15.08%	528	430	235	107	102	1,402	8
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	68.99%	36.92%	32.07%	15.53%	7.53%	7.95%	15.48%	515	446	214	104	109	1,388	15
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 suggestions to improve my job performance.	75.15%	43.60%	31.55%	16.15%	3.95%	4.75%	8.70%	584	418	211	52	62	1,327	83
Agree	47	Supervisors in my work unit support	70.87%	36.77%	34.10%	14.71%	7.13%	7.30%	14.43%	516	473	204	100	100	1,393	5
-disagree Agree	48	employee development.  My supervisor listens to what I have to	73.08%	38.81%	34.26%	14.53%	5.57%	6.82%	12.39%	540	473	198	76	93	1,380	27
-disagree		say.	79.65%	47.75%	31.89%	9.68%	6.40%	4.27%	10.67%	681	448	135	90	60	1,414	N/A
Agree -disagree	49	My supervisor treats me with respect.	82.95%	52.13%	30.82%	9.24%	4.30%	3.51%	7.81%	739	430	128	60	49	1,406	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	78.65%	41.62%	37.02%	10.52%	7.95%	2.88%	10.83%	590	517	148	111	40	1,406	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	71.52%	44.73%	26.79%	13.58%	6.94%	7.96%	14.90%	637	377	190	97	111	1,412	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.60%	49.20%	25.40%	15.33%	4.89%	5.18%	10.07%	698	357	215	68	73	1,411	N/A
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.22%	19.11%	30.11%	21.43%	15.53%	13.82%	29.35%	266	414	295	214	190	1,379	33
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	58.71%	24.13%	34.57%	21.97%	8.67%	10.66%	19.32%	322	456		113	139	1,318	88
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	72.51%	29.99%	42.52%	15.90%	5.88%	5.71%	11.59%	412	574		79	76	1,318	48
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	73.70%	26.52%	47.18%	13.88%	6.96%	5.45%	12.41%	370	648		95	76	1,377	23
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.85%	26.60%	48.25%	14.45%	5.48%	5.22%	10.70%	353	628		71	67	1,306	95

				_										_		_
Agree	58	Managers promote communication														
-disagree		among different work units (for														
		example, about projects, goals, needed resources).														
		i casarices).	62.32%	22.86%	39.46%	17.70%	11.04%	8.95%	19.98%	315	534	239	151	120	1,359	49
Agree	59	Managers support collaboration across														
-disagree		work units to accomplish work objectives.														
		objectives.	64.82%	24.00%	40.82%	17.27%	8.94%	8.97%	17.91%	328	548	231	121	120	1,348	60
Good	60	Overall, how good a job do you feel is														
-poor		being done by the manager directly above your immediate supervisor?														
			65.92%	35.62%	30.30%	19.71%	6.91%	7.46%	14.36%	471	401	258	90	98	1,318	91
Agree	61	I have a high level of respect for my														
-disagree		organization's senior leaders.	62.23%	29.50%	32.74%	20.32%	8.97%	8.47%	17.44%	413	457	283	125	118	1,396	17
Agree	62	Senior leaders demonstrate support for														
-disagree		Work/Life programs.	65.44%	31.42%	34.03%	21.14%	7.27%	6.15%	13.42%	411	442	273	93	79	1,298	117
Satisfied -dissatisfi	63	*How satisfied are you with your involvement in decisions that affect														
ed		your work?														
C. P. C. J			54.25%	20.59%	33.65%	20.84%	17.02%	7.90%	24.92%	295	474	292	238	111	1,410	N/A
Satisfied -dissatisfi	64	*How satisfied are you with the information you receive from														
ed		management on what's going on in														
		your organization?														
Satisfied	£F.	*How satisfied are you with the	58.13%	20.10%	38.02%	20.11%	14.84%	6.91%	21.76%	289	536	283	209	97	1,414	N/A
-dissatisfi	65	*How satisfied are you with the recognition you receive for doing a														
ed		good job?														
Satisfied	66	How satisfied are you with the policies	56.88%	23.00%	33.88%	20.94%	14.42%	7.75%	22.17%	328	475	292	201	109	1,405	N/A
-dissatisfi	00	and practices of your senior leaders?														
ed		, , , , , , , , , , , , , , , , , , , ,	== ===													
Satisfied	67	How satisfied are you with your	52.98%	17.30%	35.68%	24.27%	13.72%	9.03%	22.75%	246	501	340	191	126	1,404	N/A
-dissatisfi	07	opportunity to get a better job in your														
ed		organization?	27.460/	44.400/	22.000/	25 420/	20.050/	47.200/	27.440/	202	224	264	202	244		
Satisfied	68	How satisfied are you with the training	37.16%	14.18%	22.98%	25.43%	20.05%	17.36%	37.41%	203	324	361	282	241	1,411	N/A
-dissatisfi	08	you receive for your present job?														
ed			FF 220/	17.100/	20.100/	22.450/	15 400/	7.040/	22 520/	244	520	211	217	0.7	1 407	N1 / A
Satisfied	69	*Considering everything, how satisfied	55.32%	17.16%	38.16%	22.15%	15.49%	7.04%	22.53%	244	538	311	217	97	1,407	N/A
-dissatisfi	03	are you with your job?														
ed			71.50%	29.84%	41.66%	14.85%	8.61%	5.04%	13.65%	423	584	206	121	69	1,403	N/A
Satisfied	70	Considering everything, how satisfied	71.50%	29.04%	41.00%	14.03%	0.01%	3.04%	13.03%	423	364	200	121	09	1,403	IN/A
-dissatisfi		are you with your pay?														
ed			62.46%	22.95%	39.51%	15.02%	15.05%	7.48%	22.52%	327	557	208	210	103	1,405	N/A
Satisfied	71	*Considering everything, how satisfied	02.40%	22.3370	33.3170	15.0270	15.0570	7.4070	22.3270	327	337	200	210	103	1,403	14/7
-dissatisfi		are you with your organization?														
ed			64.61%	23.64%	40.97%	17.80%	11.23%	6.37%	17.59%	336	577	250	157	89	1,409	N/A
Satisfied	79	How satisfied are you with the following	0110170	25.0170	10.5770	17.0070	1112070	0.5770	17.5570	550	5.7	250	257	- 03	2, .03	.,,,,
-dissatisfi		Work/Life programs in your agency?														
ed		Telework	83.73%	48.15%	35.58%	9.04%	4.08%	3.15%	7.22%	444	327	83	38	29	921	17
Satisfied	80	How satisfied are you with the following														
-dissatisfi		Work/Life programs in your agency?														
ed		Alternative Work Schedules (AWS)	92.92%	55.94%	36.98%	5.06%	1.50%	0.52%	2.03%	447	290	40	12	4	793	12
Satisfied	81	How satisfied are you with the following														
-dissatisfi		Work/Life programs in your agency?														
ed		Health and Wellness Programs (for example, exercise, medical screening,														
		quit smoking programs)														
		4	84.37%	34.89%	49.47%	13.94%	1.69%	0.00%	1.69%	104	145	41	5	0	295	22
Satisfied	82	How satisfied are you with the following														
-dissatisfi		Work/Life programs in your agency?														
ed		Employee Assistance Program (EAP)	81.11%	32.03%	49.09%	14.00%	3.91%	0.98%	4.89%	65	100	28	8	2	203	27
Satisfied	83	How satisfied are you with the following														
-dissatisfi		Work/Life programs in your agency?														
ed		Child Care Programs (for example, daycare, parenting classes, parenting														
		support groups)														
			59.91%	23.21%	36.70%	40.09%	0.00%	0.00%	0.00%	5	8	9	0	0	22	11
Satisfied	84	How satisfied are you with the following														
-dissatisfi		Work/Life programs in your agency?														
ed		Elder Care Programs (for example, support groups, speakers)														J
			60.31%	25.39%	34.91%	35.27%	0.00%	4.42%	4.42%	6	9	9	0	1	25	9

<sup>\*</sup> AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

Percentages are weighted to represent the Agency's population.

<sup>\*\*</sup> Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Yes, I was notified that I was eligible to telework. Yes, I was notified that I was not eligible to telework. No, I was not notified of my telework eligibility. Not sure if I was notified of my telework eligibility.  Total  73. Please select the response below that BEST describes your current teleworking situation. I telework 3 or more days per week. I telework 1 or 2 days per week. I telework, but no more than 1 or 2 days per month. I telework very infrequently.	1,107 121 99 77 1,404 <b>N</b> 65 498 131 233	78.54% 8.74% 7.23% 5.49% 100.00% <b>%</b> 4.70% 35.68% 9.27%
No, I was not notified of my telework eligibility.  Not sure if I was notified of my telework eligibility.  Total  73. Please select the response below that BEST describes your current teleworking situation.  I telework 3 or more days per week.  I telework 1 or 2 days per week.  I telework, but no more than 1 or 2 days per month.	99 77 1,404 <b>N</b> 65 498 131	7.23% 5.49% 100.00% <b>%</b> 4.70% 35.68%
Not sure if I was notified of my telework eligibility.  Total  73. Please select the response below that BEST describes your current teleworking situation.  I telework 3 or more days per week.  I telework 1 or 2 days per week.  I telework, but no more than 1 or 2 days per month.	77 1,404  N 65 498 131	5.49% 100.00% <b>%</b> 4.70% 35.68%
Total  73. Please select the response below that BEST describes your current teleworking situation.  I telework 3 or more days per week.  I telework 1 or 2 days per week.  I telework, but no more than 1 or 2 days per month.	1,404 N 65 498 131	100.00% % 4.70% 35.68%
73. Please select the response below that BEST describes your current teleworking situation.  I telework 3 or more days per week.  I telework 1 or 2 days per week.  I telework, but no more than 1 or 2 days per month.	N 65 498 131	<b>%</b> 4.70% 35.68%
I telework 3 or more days per week. I telework 1 or 2 days per week. I telework, but no more than 1 or 2 days per month.	65 498 131	4.70% 35.68%
I telework 1 or 2 days per week. I telework, but no more than 1 or 2 days per month.	498 131	35.68%
I telework, but no more than 1 or 2 days per month.	131	
	_	9.27%
I tolowark vary infraquently	233	
r telework very infrequently.		16.40%
I do not telework because I have to be physically present on the job.	77	5.60%
I do not telework because I have technical issues.	16	1.15%
I do not telework because I did not receive approval to do so.	96	6.99%
I do not telework because I choose not to telework.	284	
Total		100.00%
Total	1,400	100.00%
74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	811	57.93%
No	548	38.72%
Not available to me	47	3.35%
Total	1,406	100.00%
75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	308	22.25%
No	918	65.51%
Not available to me	173	12.24%
Total	1,399	100.00%
76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	208	15.15%
No	1,150	82.66%
Not available to me	30	2.19%
Total	1,388	100.00%
77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	19	1.38%
No	1,044	74.72%
Not available to me	335	
Total		100.00%
78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	19	1.39%
No	1,055	75.60%
Not available to me	323	23.01%
Total		100.00%

Percentages are weighted to represent the Agency's population.

### Demographics

Where do you work?	N	%
Headquarters	289	20.58%
Field	1,115	79.42%
Total		100.00%
What is your supervisory status?	N	%
Non-Supervisor	1,052	75.36%
Team Leader	78	5.59%
Supervisor	166	11.89%
Manager	75	5.37%
Senior Leader	25	1.79%
Total	1,396	100.00%
Are you:	N	%
Male	516	37.86%
Female	847	62.14%
Total	1,363	100.00%
Are you Hispanic or Latino?	N	%
Yes	231	
No	1,106	82.72%
Total	1,337	100.00%
Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	17	1.32%
Asian	59	4.59%
Black or African American	501	
Native Hawaiian or Other Pacific Islander	5	
White	652	
Two or more races	52	4.04%
Total		100.00%
What is the highest degree or level of education you have completed?	N	%
Less than High School	1	0.07%
High School Diploma/GED or equivalent	33	2.41%
Trade or Technical Certificate	19	1.39%
Some College (no degree)	156	11.38%
Associate's Degree (e.g., AA, AS)	81	5.91%
Bachelor's Degree (e.g., BA, BS)	423	30.85%
Master's Degree (e.g., MA, MS, MBA)	266	19.40%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	392	28.59%
Total	1,371	100.00%
What is your pay category/grade?	N	%
Federal Wage System	0	0.00%
GS 1-6	120	8.71%
GS 7-12	633	45.94%
GS 13-15	597	43.32%
Senior Executive Service	23	1.67%
Senior Level (SL) or Scientific or Professional (ST)	0	0.00%
Other	5	0.36%
Total	1,378	100.00%

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	14	1.02%
1 to 3 years	155	11.24%
4 to 5 years	52	3.77%
6 to 10 years	327	23.71%
11 to 14 years	107	7.76%
15 to 20 years	209	15.16%
More than 20 years	515	37.35%
Total	1,379	100.00%
low long have you been with your current agency (for example, Department of Justice, Environmental		
rotection Agency)?	N	4.070
Less than 1 year	27	1.97%
1 to 3 years	253	18.48%
4 to 5 years	34	2.48%
6 to 10 years	366	26.73%
11 to 20 years	323	23.59%
More than 20 years	366	26.73%
Total	1,369	100.00%
re you considering leaving your organization within the next year, and if so, why?	N	%
No	942	68.31%
Yes, to retire	98	7.11%
Yes, to take another job within the Federal Government	226	16.39%
Yes, to take another job outside the Federal Government	45	3.26%
Yes, other	68	4.93%
Total	1,379	100.00%
am planning to retire:	N	%
Within one year	60	4.42%
Between one and three years	171	12.59%
Between three and five years	124	9.13%
Five or more years	1,003	73.86%
Total	1,358	100.00%
elf-Identify as:	N	%
Heterosexual or Straight	1,144	85.44%
Gay, Lesbian, Bisexual, or Transgender	60	4.48%
I prefer not to say	135	10.08%
Total	1,339	100.00%
Vhat is your US military service status?	N	%
No Prior Military Service	921	68.53%
Currently in National Guard or Reserves	25	1.86%
	125	9.30%
Retired		20.31%
	273	
Retired Separated or Discharged Total		100.00%
Separated or Discharged Total	1,344	
Separated or Discharged  Total  re you an individual with a disability?	1,344 N	%
Separated or Discharged	1,344	

### Demographics

What is your age group?	N	%
25 and under	5	0.35%
26-29	33	2.33%
30-39	251	17.73%
40-49	360	25.42%
50-59	488	34.46%
60 or older	279	19.70%
Total	1,416	100.00%

Percentages for demographic questions are unweighted.

					Neither			
					Agree nor			
					Disagree/			
					Fair/			Do Not
					Neither			Know/
					Satisfied		Item	No
D				Percent	nor	Percent	Response	Basis to
Response Type	Year	Item	ltem Text	Positive %	Dissatisfied %	Negative %	Total** N	Judge N
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	67.64%	14.75%	17.62%	1,412	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	76.42%	11.75%	11.82%	1,410	
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.					N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	60.54%	16.75%	22.70%	1,397	N/A
	2017	5	I like the kind of work I do.	80.77%	10.01%	9.22%	1,410	N/A
Agree-disagree				88.07%	7.38%	4.55%	1,399	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	78.35%	10.96%	10.69%	1,403	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	95.44%	2.60%	1.96%	1,409	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	91.59%	6.60%	1.81%	1,409	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	38.63%	13.08%	48.29%	1,408	3
Agree-disagree	2017	10	*My workload is reasonable.	46.77%	15.26%	37.97%	1,408	3
Agree-disagree	2017	11	*My talents are used well in the workplace.	59.81%	16.98%	23.21%	1,384	5
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	88.68%	6.72%	4.60%	1,409	1
Agree-disagree	2017	13	The work I do is important.	93.95%	3.81%	2.24%	1,392	2
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
			allow employees to perform their jobs well.	75.53%	10.38%	14.08%	1,402	2
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	68.31%	16.35%	15.34%	1,373	41
Agree-disagree	2017	16	I am held accountable for achieving results.	88.01%	9.37%	2.62%	1,387	12
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	58.78%	19.25%	21.97%	1,349	49
Agree-disagree	2017	18	My training needs are assessed.	51.62%	23.83%	24.55%	1,392	17
Agree-disagree	2017	19	In my most recent performance appraisal, I understood what I had to do to be rated at different	31.0270	23.0370	24.5570	1,332	17
			performance levels (for example, Fully Successful, Outstanding).	CO 000/	14 500/	15 500/	1 270	44
Agroo disagroo	2017	20		69.90%	14.59%	15.50%	1,370	44
Agree-disagree			*The people I work with cooperate to get the job done.	77.34%	12.28%	10.37%	1,413	N/A
Agree-disagree	2017		My work unit is able to recruit people with the right skills.	39.22%	26.45%	34.32%	1,316	98
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	41.61%	28.04%	30.36%	1,276	133
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.38%	29.98%	32.64%	1,236	175
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	42.96%	25.89%	31.16%	1,288	122
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	50.23%	23.29%	26.48%	1,283	120
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	79.15%	10.78%	10.07%	1,398	16
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	58.38%	28.28%	13.34%	1,314	93
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	85.84%	12.28%	1.87%	1,413	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	74.79%	14.68%	10.53%	1,377	28
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	50.24%	21.96%	27.80%	1,368	45
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	57.80%	19.27%	22.93%	1,375	35
Agree-disagree	2017	32	Creativity and innovation are rewarded.	44.30%	26.93%	28.77%	1,343	60
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	32.22%	30.20%	37.59%	1,245	158
Agree-disagree	2017	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities				, -	
			and women, training in awareness of diversity issues, mentoring).	65.80%	21.64%	12.56%	1,334	73
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	80.25%	11.49%	8.26%	1,376	27
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	81.45%	10.18%	8.37%	1,370	9
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not	01.43/0	10.16%	0.3770	1,333	
.5 0.5081 00		"	tolerated.	ET OCT	20.44-1	22.25		
Agroo disasses	2017	20		57.06%	20.11%	22.82%	1,317	84
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.					
				68.62%	17.52%	13.86%	1,285	114
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	75.97%	15.74%	8.29%	1,370	32
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	65.69%	19.58%	14.73%	1,410	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.	50.11%	22.40%	27.49%	1,278	136
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	82.96%	8.09%	8.95%	1,404	8
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.02%	16.90%	15.08%	1,402	8
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	68.99%	15.53%	15.48%	1,388	15
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	75.15%	16.15%	8.70%	1,327	83
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.87%	14.71%	14.43%	1,393	5
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	73.08%	14.53%	12.39%	1,380	27
Agree-disagree	2017	48	My supervisor listens to what I have to say.	79.65%	9.68%	10.67%	1,414	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	82.95%	9.24%	7.81%	1,406	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	78.65%	10.52%	10.83%	1,406	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	71.52%	13.58%	14.90%	1,406	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.60%	15.33%	10.07%	1,412	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the	7-1.00/0	13.33/0	10.07/0	1,411	NA
8. 22 2.508. 00			workforce.	40.2224	24 4224	20.25%	4 275	
	L			49.22%	21.43%	29.35%	1,379	33

Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	FO 710/	24.070/	10.220/	1 210	00
	2017		Supervisors work well with employees of different backgrounds.	58.71% 72.51%	21.97% 15.90%	19.32% 11.59%	1,318 1,354	88 48
	2017	56	*Managers communicate the goals and priorities of the organization.	73.70%	13.88%	12.41%	1,377	23
	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.85%	14.45%	10.70%	1,306	95
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).			19.98%		
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	62.32% 64.82%	17.70% 17.27%	17.91%	1,359 1,348	49 60
	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?				,	
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	65.92% 62.23%	19.71% 20.32%	14.36% 17.44%	1,318 1,396	91 17
	2017		Senior leaders demonstrate support for Work/Life programs.	65.44%	21.14%	13.42%	1,298	117
Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	54.25%	20.84%	24.92%	1,410	N/A
Satisfied -dissatisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.13%	20.11%	21.76%	1,414	N/A
Satisfied -dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	56.88%	20.94%	22.17%	1,405	N/A
Satisfied -dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	52.98%	24.27%	22.75%		
Satisfied -dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?				1,404	N/A
	2017	68	How satisfied are you with the training you receive for your present job?	37.16%	25.43%	37.41%	1,411	N/A
-dissatisfied Satisfied	2017	69	*Considering everything, how satisfied are you with your job?	55.32%	22.15%	22.53%	1,407	N/A
-dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	71.50%	14.85%	13.65%	1,403	N/A
-dissatisfied	2017	,,	considering everything, now substitute you with your pay.	62.46%	15.02%	22.52%	1,405	N/A
Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	64.61%	17.80%	17.59%	1,409	N/A
Satisfied -dissatisfied	2017	79	How satisfied are you with the following Work/Life programs in your agency? Telework	83.73%	9.04%	7.22%	921	17
Satisfied -dissatisfied	2017		How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.92%	5.06%	2.03%	793	12
Satisfied -dissatisfied	2017	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	84.37%	13.94%	1.69%	295	22
Satisfied -dissatisfied	2017	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	81.11%	14.00%	4.89%	203	27
Satisfied -dissatisfied	2017	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	59.91%	40.09%	0.00%	22	11
Satisfied -dissatisfied	2017	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	60.31%	35.27%	4.42%	25	9
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	66.81%	14.94%	18.25%	1,504	N/A
	2016	2	I have enough information to do my job well.	77.30%	11.24%	11.46%	1,498	N/A
	2016	3	I feel encouraged to come up with new and better ways of doing things.	60.82%	15.62%	23.57%	1,469	N/A
	2016	4	My work gives me a feeling of personal accomplishment.	81.09%	11.09%	7.82%	1,491	N/A
	2016 2016	5 6	I like the kind of work I do.  I know what is expected of me on the job.	88.46%	8.18%	3.37%	1,486	N/A
	2016	7	When needed I am willing to put in the extra effort to get a job done.	80.47% 96.23%	2.55%	9.08% 1.21%	1,485	N/A
	2016	8	I am constantly looking for ways to do my job better.	91.73%	7.03%	1.21%	1,501 1,497	N/A N/A
	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	39.02%	13.75%	47.23%	1,499	3
Agree-disagree	2016	10	*My workload is reasonable.	47.79%	15.57%	36.64%	1,492	2
	2016	11	*My talents are used well in the workplace.	61.18%	16.00%	22.82%	1,440	5
	2016	12	*I know how my work relates to the agency's goals and priorities.	89.68%	6.49%	3.82%	1,486	3
	2016 2016	13	The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)  allow employees to perform their jobs well.	94.08%	3.85%	2.07%	1,455	2
Agree-disagree	2016	15		70.78%	12.48%	16.75%	1,493	4
	2016	15 16	My performance appraisal is a fair reflection of my performance.  I am held accountable for achieving results.	74.58%	12.14%	13.28%	1,472	31
	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	87.27% 55.79%	8.58% 21.34%	4.15% 22.87%	1,479 1,424	12 73
	2016	18	My training needs are assessed.	51.57%	23.20%	25.23%	1,424	18
	2016	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	73.49%	11.39%	15.12%	1,453	54
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	72.78%	14.29%	12.93%	1,503	N/A
	2016	21	My work unit is able to recruit people with the right skills.	41.08%	26.80%	32.12%	1,406	96
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	36.57%	30.42%	33.00%	1,333	166
	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.92%	29.11%	36.96%	1,303	191
	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	39.90%	25.95%	34.16%	1,390	111
	2016	25	Awards in my work unit depend on how well employees perform their jobs.	45.78%	24.88%	29.34%	1,332	157
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	78.38%	10.64%	10.99%	1,487	13

Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	57.81%	27.43%	14.76%	1,388	114
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	84.93%	12.30%	2.77%	1,504	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	71.76%	14.59%	13.64%	1,451	32
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	48.56%	23.39%	28.05%	1,440	47
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	53.17%	20.81%	26.02%	1,433	50
Agree-disagree	2016	32	Creativity and innovation are rewarded.	41.49%	26.73%	31.78%	1,413	70
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	27.85%	30.79%	41.36%	1,317	157
Agree-disagree	2016	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities					
			and women, training in awareness of diversity issues, mentoring).	66.96%	18.86%	14.18%	1,397	84
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	78.96%	12.10%	8.94%	1,443	37
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	80.14%	10.81%	9.05%	1,445	15
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not	80.14/8	10.81%	5.0576	1,403	13
Agree disagree	2010	37	tolerated.	40.750/	25.250/	25.000/	4 000	
Agraa disagraa	2016	38		48.75%	25.26%	25.99%	1,380	99
Agree-disagree	2010	30	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.					
				63.80%	18.35%	17.85%	1,335	130
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	73.78%	16.50%	9.72%	1,461	21
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	64.84%	19.77%	15.39%	1,480	N/A
Agree-disagree	2016	41	*I believe the results of this survey will be used to make my agency a better place to work.	49.80%	21.68%	28.52%	1,350	136
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	81.82%	9.41%	8.77%	1,481	4
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.21%	15.87%	15.92%	1,471	9
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	69.35%	16.13%	14.52%	1,459	11
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	74.77%	16.59%	8.64%	1,370	109
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	69.87%	14.93%	15.19%	1,468	4
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	70.89%	16.07%	13.03%	1,455	24
Agree-disagree	2016	48	My supervisor listens to what I have to say.	80.01%	10.27%	9.72%	1,482	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	84.91%	7.24%	7.85%	1,475	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	85.05%	6.31%	8.64%	1,480	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	72.29%	13.04%	14.67%	1,477	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	75.10%	14.33%	10.58%	1,477	
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the	75.10%	14.55%	10.56%	1,460	N/A
Agree disagree	2010	55	workforce.	40.670/	20.400/	22.242/	4 407	
Anna dinana	2016	F 4		48.67%	20.49%	30.84%	1,437	29
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	54.17%	22.03%	23.80%	1,381	84
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	69.15%	16.62%	14.23%	1,390	67
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	72.26%	12.59%	15.15%	1,437	20
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	70.66%	16.94%	12.40%	1,384	80
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	58.50%	18.13%	23.37%	1,425	39
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	60.18%	17.20%	22.61%	1,410	53
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	65.37%	18.68%	15.95%	1,371	95
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	60.67%	19.38%	19.94%	1,448	15
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	64.61%	20.40%	14.99%	1,371	98
Satisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied				55.32%	20.35%	24.33%	1,465	N/A
Satisfied	2016	64	*How satisfied are you with the information you receive from management on what's going on	55.5270	20.0370	2110070	2,103	.,,,,
-dissatisfied			in your organization?	60.16%	18.43%	21.41%	1,452	NI/A
Satisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	00.10%	10.43/0	21.41/0	1,432	N/A
-dissatisfied	2010	05	The states are year than the recognition year ecenter or doing a good job.	5 4 000/	24 222/	22 722/		
	2016	66	I law antiefied are now the the antiete and most to a five manife landow?	54.32%	21.98%	23.70%	1,455	N/A
Satisfied -dissatisfied	2016	00	How satisfied are you with the policies and practices of your senior leaders?					
				49.53%	25.53%	24.93%	1,451	N/A
Satisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?					
-dissatisfied				34.66%	28.76%	36.57%	1,458	N/A
Satisfied	2016	68	How satisfied are you with the training you receive for your present job?					
-dissatisfied				54.18%	22.22%	23.60%	1,453	N/A
Satisfied	2016	69	*Considering everything, how satisfied are you with your job?					
-dissatisfied				72.13%	13.63%	14.23%	1,463	N/A
Satisfied	2016	70	Considering everything, how satisfied are you with your pay?					
-dissatisfied				61.07%	13.53%	25.40%	1,459	N/A
Satisfied	2016	71	*Considering everything, how satisfied are you with your organization?					.,
-dissatisfied				64.00%	16.61%	19.39%	1,463	NI/A
Satisfied	2016	79	How satisfied are you with the following Work/Life programs in your agency? Telework	64.00%	10.01%	19.59%	1,403	N/A
-dissatisfied			The state of the s	02.000/	10 2201	6.0704	2=2	20
Satisfied	2016	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work	82.90%	10.23%	6.87%	878	28
		50						
	2010		Schedules (AWS)	00.00	E 040'	4		
-dissatisfied		0.4		93.26%	5.01%	1.73%	827	17
-dissatisfied Satisfied	2016	81	How satisfied are you with the following Work/Life programs in your agency? Health and					
-dissatisfied		81		93.26%	5.01%	1.73% 2.63%	311	26

Satisfied -dissatisfied	2016	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	79.89%	16.18%	3.93%	194	50
Satisfied -dissatisfied	2016	83	How satisfied are you with the following Work/Life programs in your agency? Child Care	75.05%	10.1070	3.3370	134	30
Satisfied	2016	84	Programs (for example, daycare, parenting classes, parenting support groups)  How satisfied are you with the following Work/Life programs in your agency? Elder Care	70.03%	24.86%	5.11%	22	13
-dissatisfied			Programs (for example, support groups, speakers)	54.22%	41.83%	3.96%	26	14
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	61.38%	17.22%	21.40%	1,244	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	75.38%	13.36%	11.26%	1,235	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	53.83%	18.62%	27.55%	1,226	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	81.40%	9.20%	9.40%	1,241	N/A
Agree-disagree	2015	5	I like the kind of work I do.	89.14%	7.16%	3.70%	1,227	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	80.23%	9.42%	10.35%	1,229	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	96.10%	2.48%	1.41%	1,241	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	91.25%	6.79%	1.96%	1,236	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	38.39%	16.36%	45.25%	1,240	3
Agree-disagree	2015	10	*My workload is reasonable.  *My talents are used well in the workplace.	48.69%	13.66%	37.64%	1,238	3
Agree-disagree Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	58.03%	15.78%	26.19%	1,191	3
Agree-disagree	2015	13	The work I do is important.	89.11% 94.11%	5.08%	5.80% 1.62%	1,234 1,222	6 3
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	94.11%	4.20%	1.02%	1,222	3
			allow employees to perform their jobs well.	72.06%	11.33%	16.61%	1,232	6
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	73.62%	10.36%	16.02%	1,232	21
Agree-disagree	2015	16	I am held accountable for achieving results.	85.57%	9.05%	5.38%	1,225	7
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.10%	20.24%	28.66%	1,180	55
Agree-disagree	2015	18	My training needs are assessed.	46.29%	22.49%	31.22%	1,226	17
Agree-disagree	2015	19	In my most recent performance appraisal, I understood what I had to do to be rated at different			V/-	_,	
			performance levels (for example, Fully Successful, Outstanding).	70.84%	11.32%	17.83%	1,196	48
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	71.91%	13.05%	15.04%	1,240	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	44.75%	26.09%	29.16%	1,157	82
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	37.82%	28.12%	34.06%	1,123	110
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.66%	28.97%	37.36%	1,069	170
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	37.34%	26.65%	36.00%	1,139	99
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	44.22%	22.75%	33.03%	1,124	114
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	75.28%	11.03%	13.69%	1,228	9
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	56.00%	29.13%	14.87%	1,148	96
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	85.68%	11.53%	2.79%	1,239	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	71.02%	15.53%	13.45%	1,196	35
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	43.56%	23.25%	33.19%	1,192	42
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	49.42%	19.36%	31.22%	1,179	49
Agree-disagree	2015	32	Creativity and innovation are rewarded.	37.02%	25.85%	37.13%	1,156	64
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	27.35%	28.23%	44.42%	1,090	144
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).	59.65%	22.26%	18.09%	1,156	74
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	75.74%	13.79%	10.47%	1,199	32
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	74.90%	13.21%	11.89%	1,202	23
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.					
A	2045	20		46.24%	22.11%	31.65%	1,127	95
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.					
Agroo disaaraa	2015	20		58.91%	20.87%	20.21%	1,105	114
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	73.79%	16.44%	9.77%	1,206	25
Agree-disagree Agree-disagree	2015	40	*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.	61.07%	20.68%	18.25%	1,231	N/A
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	44.29%	23.91%	31.80%	1,095	138
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	79.00%	10.50%	10.51%	1,221	9
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	63.20%	17.88%	18.92%	1,221	4
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	66.00% 71.57%	16.18% 18.12%	17.82% 10.31%	1,201 1,142	14 82
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.56%	17.03%	17.41%	1,142	2
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	66.06%	17.05%	16.60%	1,220	19
Agree-disagree	2015	48	My supervisor listens to what I have to say.	76.37%	11.61%	12.01%	1,211	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	79.58%	9.64%	10.78%	1,223	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	81.65%	7.82%	10.52%	1,220	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	67.64%	15.49%	16.87%	1,218	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	71.24%	17.88%	10.88%	1,222	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the	170		,,,,,,	_,	.,,,,
			workforce.	43.73%	20.29%	35.98%	1,198	23
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	51.05%	22.03%	26.92%	1,146	75
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	63.22%	19.38%	17.40%	1,159	51
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	65.79%	15.59%	18.61%	1,197	17
							,	

Company   Comp									
1	Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.64%	17.99%	15.37%	1,131	79
Agreed degree   2015   2016   2017	Agree-disagree	2015	58		52 94%	19 63%	27 /13%	1 165	54
Sect Sect Sect Sect Sect Sect Sect Sect	Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.					
Agence disagrage		2015			33.2070	10,3070	2017070	1,100	
Ages classes   201   0.4   The set high from of respondent processor in recommendation sponders from the control segment of the control				immediate supervisor?	62.91%	20.01%	17.09%	1.159	61
Page-designed   100   20   20   10	Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.					
Statistical	Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.					
Souther	Satisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?					
Security	-dissatisfied				50.08%	22.91%	27.01%	1,221	N/A
Souther   Comment   Comm		2015	64	, , , , , , , , , , , , , , , , , , , ,					
Commercial Content	-dissatisfied			in your organization?	55.03%	19.96%	25.01%	1,217	N/A
Securing   2015   56   Owner controlled are you with the policies and practices of your varior teathers?   \$2.00   \$0.00   \$1.20   \$		2015	65	*How satisfied are you with the recognition you receive for doing a good job?					
Section   Sect	-dissatisfied				52.70%	20.60%	26.70%	1,213	N/A
Schedule   2015   2017   2018   201		2015	66	How satisfied are you with the policies and practices of your senior leaders?					
International   Company	-dissatisfied				46.43%	25.82%	27.75%	1,216	N/A
Salafard   2015   60		2015	67	How satisfied are you with your opportunity to get a better job in your organization?					
Statistical	-dissatisfied				35.60%	23.16%	41.24%	1,213	N/A
Considering everything, how satisfied are you with your gency?   Considering everything, how satisfied are you with your gency?   Considering everything, how satisfied are you with your gency?   Considering everything, how satisfied are you with your gency?   Considering everything, how satisfied are you with your organization?   Considering everything, how satisfied are you with your organization?   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Televoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Televoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Pelevoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Pelevoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Pelevoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Pelevoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Pelevoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Pelevoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Pelevoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Pelevoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Pelevoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Pelevoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Pelevoorh.   Considering everything, how satisfied are you with the following Work/Use programs in your agency? Pelevoorh.   Considering everything, how satisfied are you with the following Work/Us		2015	68	How satisfied are you with the training you receive for your present job?					
					52.38%	22.34%	25.29%	1,210	N/A
Considering everything, how satisfied are you with your pay?   1,25%		2015	69	*Considering everything, how satisfied are you with your job?					
distantified	-dissatisfied				71.38%	13.49%	15.13%	1,213	N/A
Section   2015   71   Considering everything, how satisfied are you with your organization?   6.85%   1.85%   1.95%   1.95%   1.217   Notestatified   2015   79   Now satisfied are you with the following Work/Life programs in your agency? Telework   80.75%   6.85%   74   75   75   75   75   75   75   75		2015	70	Considering everything, how satisfied are you with your pay?					
disastified   2015   79   1000 satisfied are you with the following Work/Life programs in your agency? Televork   20.75%   3.05%   3	-dissatisfied				63.00%	13.33%	23.67%	1,218	N/A
Southfied   2015   79   Now satisfied are you with the following Work/Life programs in your agency? Televork   80,75%   9,67%   9,58%   734   72		2015	71	*Considering everything, how satisfied are you with your organization?					
disastified	-dissatisfied				61.85%	18.89%	19.26%	1,217	N/A
Satisfied   2015   81   How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, searcise, medical screening, quit smoking programs)   78,04%   15,00%   5,36%   261%   659   28   280		2015	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
disastified   Schedules (AWS)   Schedules (AWS)   659   18	-dissatisfied				80.75%	9.67%	9.58%	734	17
Satisfied 2015 81 bow satisfied are you with the following Worl/Life programs in your agency? Health and decisional with the following Worl/Life programs in your agency? Health and 79,04% 15,60% 5,36% 230 27 20 20 20 20 20 20 20 20 20 20 20 20 20		2015							
disastified   2015   82   Wellness Programs for example, exceptie, medical screening, out amoking programs   79,04%   15,60%   5,36%   230   27	-dissatisfied			Schedules (AWS)	92.03%	5.36%	2.61%	659	18
Satisfied   2015   82   How satisfied are you with the following Work/Life programs in your agency? Employee   Assistance Programs (AP)   Satisfied		2015	81						
disastified   2015   83   Now statisfied are you with the following Work/Life programs in your agency? Child Care   Frograms (for example, day-are, parenting classes, parenting support groups)   75, 42%   19, 59%   19, 59%   20   20   20   20   20   20   20   2					79.04%	15.60%	5.36%	230	27
Satisfied 201 83   How satisfied are you with the following Work/Life programs in your agency? Child Care Programs for example, obyrare, parenting classes, parenting support groups) 75,4% 19,59% 4,99% 20 20 Satisfied 4 201 84   How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs for example, support groups, speakers) 68,34% 28,37% 3,29% 28 16 Agree-disagree 2014 2 1 Have enough information to do my job well. 75,13% 12,55% 12,00% 1,120 N/A Agree-disagree 2014 3 1 Index enough information to do my job well. 75,13% 12,55% 12,00% 1,121 N/A Agree-disagree 2014 3 1 Index enough information to do my job well. 75,13% 12,55% 12,00% 1,121 N/A Agree-disagree 2014 5 1 Ilke the kind of work is do. 1,100 N/A Agree-disagree 2014 5 1 Ilke the kind of work is do. 1,100 N/A Agree-disagree 2014 5 1 Ilke the kind of work is do. 1,100 N/A Agree-disagree 2014 5 1 Ilke the kind of work is do. 1,100 N/A Agree-disagree 2014 5 1 Ilke the kind of work is do. 1,100 N/A Agree-disagree 2014 5 1 Ilke the kind of work is do. 1,100 N/A Agree-disagree 2014 5 1 Ilke the kind of work is do. 1,100 N/A Agree-disagree 2014 5 1 Ilke the kind of work is do. 1,100 N/A Agree-disagree 2014 5 1 Ilke the kind of work is do. 1,100 N/A Agree-disagree 2014 5 1 Ilke the kind of work is do. 1,100 N/A Agree-disagree 2014 5 1 Ilke the kind of work is do. 1,100 N/A Agree-disagree 2014 5 1 Ilke the kind of work is do. 1,100 N/A Agree-disagree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agree 2014 5 1 Ilke well in the work agre		2015	82						
disastified	-dissatisfied			Assistance Program (EAP)	75.20%	18.76%	6.04%	164	34
Satisfied   2015		2015	83						
Agree-disagree   2014   1   **   **   **   **   **   **   *					75.42%	19.59%	4.99%	20	20
Agree-disagree 2014 1 *1 angiven a real opportunity to improve my skills in my organization. \$5.88% 17.87% 23.25% 1.126 N/A Agree-disagree 2014 2 I have enough information to do my job well. \$1.126 N/A Agree-disagree 2014 3 I have enough information to do my job well. \$1.120 N/A Agree-disagree 2014 4 My work gives me a feeling of personal accomplishment. \$5.87% 1.128% 19.26% 1.120 N/A Agree-disagree 2014 5 I like the kind of work I do. Agree-disagree 2014 5 I like the kind of work I do. Agree-disagree 2014 6 My work gives me a feeling of personal accomplishment. \$8.88% 6.78% 3.29% 1.120 N/A Agree-disagree 2014 6 My work gives me a feeling of personal accomplishment. \$8.82% 6.78% 13.29% 1.120 N/A Agree-disagree 2014 6 I like the kind of work I do. Agree-disagree 2014 6 I like the kind of work I do. Agree-disagree 2014 7 When needed I am willing to put in the extra effort to get a job done. \$9.546% 3.01% 1.53% 1.125 N/A Agree-disagree 2014 9 I like the kind of work I do. Agree-disagree 2014 9 I like the kind of work I do. Agree-disagree 2014 9 I like the kind of work I do. Agree-disagree 2014 9 I like the kind of work I do. Agree-disagree 2014 9 I like the kind of work I do. Agree-disagree 2014 9 I like the kind of work I do. Agree-disagree 2014 9 I like the kind of work I do. Agree-disagree 2014 9 I like the kind of work I do. Agree-disagree 2014 9 I like the kind of work I do. Agree-disagree 2014 1 I like the kind of work I do. Agree-disagree 2014 1 I like the kind of work I do. Agree-disagree 2014 1 I like the kind of work I do. Agree-disagree 2014 1 I like the kind of work I do. Agree-disagree 2014 1 I like the kind of work I do. Agree-disagree 2014 1 I like the kind of work I do. Agree-disagree 2014 1 I like the kind of work I do. Agree-disagree 2014 1 I like the kind of work I do. Agree-disagree 2014 1 I like the kind of work I do. Agree-disagree 2014 1 I like the kind of work I do. Agree-disagree 2014 2 I like the kind of work I do. Agree-disagree 2014 2 I like the kind of work I do. Agree-disagree 2014 2	1	2015	84						
Agree-disagree 2014 2 1 have enough information to do my job well. 75,13% 12,85% 12,02% 1,121 N/A Agree-disagree 2014 3 1 feel encouraged to come up with new and better ways of doing things. 53,72% 15,32% 39,96% 1,107 N/A Agree-disagree 2014 4 5 like the kind of work I do. 89,84% 6,78% 33,99% 1,109 N/A Agree-disagree 2014 5 like the kind of work I do. 89,84% 6,78% 33,99% 1,109 N/A Agree-disagree 2014 6 7 khorn what is expected of me on the job. 78,26% 9,55% 12,10% 1,109 N/A Agree-disagree 2014 7 When needed I am willing to put in the extra effort to get a job done. 95,46% 30,11% 1,53% 1,125 N/A Agree-disagree 2014 8 lam constantly looking for ways to do my job better. 8,20% 1,100 N/A Agree-disagree 2014 9 1 lam constantly looking for ways to do my job better. 8,20% 1,100 N/A Agree-disagree 2014 9 1 lam work in the extra effort to get a job done. 95,46% 30,11% 1,125 N/A Agree-disagree 2014 9 1 lam work in the extra effort to get a job done. 95,46% 30,11% 1,125 N/A Agree-disagree 2014 9 1 lam work in the extra effort to get a job done. 95,46% 30,11% 1,125 N/A Agree-disagree 2014 9 1 lam work in the extra effort to get a job done. 95,46% 30,11% 1,125 N/A Agree-disagree 2014 9 1 lam work in the extra effort to get a job done. 95,46% 30,11% 1,125 N/A Agree-disagree 2014 9 1 lam work in the extra effort to get a job done. 95,46% 11,125 N/A Agree-disagree 2014 10 lam work in the extra effort to get a job done. 95,46% 11,125 N/A Agree-disagree 2014 11 lam work in the extra effort to get a job done. 95,46% 11,125 N/A Agree-disagree 2014 12 lam work in the extra effort to get a job done. 95,46% 11,125 N/A Agree-disagree 2014 12 lam work in the extra effort to get a job done. 95,46% 11,125 N/A					68.34%	28.37%	3.29%	28	16
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Agree-disagree       2014       15       My performance appraisal is a fair reflection of my performance.       71.00%       13.75%       15.25%       1,107       13         Agree-disagree       2014       16       I am held accountable for achieving results.       86.15%       10.03%       3.82%       1,100       11         Agree-disagree       2014       17       *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.       49.26%       22.53%       28.22%       1,068       52         Agree-disagree       2014       18       My training needs are assessed.       43.58%       24.75%       31.67%       1,105       20         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).       69.56%       13.65%       16.79%       1,096       28         Agree-disagree       2014       20       *The people I work with cooperate to get the job done.       69.56%       13.45%       16.79%       1,096       28         Agree-disagree       2014       21       My work unit is able to recruit people with the right skills.       36.85%       29.24%       33.91%       1,055       71         Agree-disagree       2014       21				allow employees to perform their jobs well.	70.17%	12.41%	17.42%	1,122	3
Agree-disagree       2014       16       I am held accountable for achieving results.       86.15%       10.03%       3.82%       1,100       11         Agree-disagree       2014       17       *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.       49.26%       22.53%       28.22%       1,068       52         Agree-disagree       2014       18       My training needs are assessed.       43.58%       24.75%       31.67%       1,105       20         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).       69.56%       13.65%       16.79%       1,096       28         Agree-disagree       2014       20       *The people I work with cooperate to get the job done.       69.85%       13.45%       16.70%       1,123       N/A         Agree-disagree       2014       21       My work unit is able to recruit people with the right skills.       36.85%       29.24%       33.91%       1,055       71         Agree-disagree       2014       22       Promotions in my work unit are based on merit.       33.51%       31.66%       34.84%       1,013       102         Agree-disagree       2014       24	Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.					
Agree-disagree       2014       17       *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.       49.26%       22.53%       28.22%       1,068       52         Agree-disagree       2014       18       My training needs are assessed.       43.58%       24.75%       31.67%       1,105       20         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).       69.56%       13.65%       16.79%       1,096       28         Agree-disagree       2014       20       *The people I work with cooperate to get the job done.       69.85%       13.45%       16.70%       1,123       N/A         Agree-disagree       2014       21       My work unit is able to recruit people with the right skills.       36.85%       29.24%       33.91%       1,055       71         Agree-disagree       2014       22       Promotions in my work unit are based on merit.       33.51%       31.66%       34.84%       1,013       102         Agree-disagree       2014       23       In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.       30.53%       30.87%       38.60%       978       140         Agree-disagree <td>Agree-disagree</td> <td>2014</td> <td>16</td> <td>I am held accountable for achieving results.</td> <td></td> <td></td> <td></td> <td></td> <td></td>	Agree-disagree	2014	16	I am held accountable for achieving results.					
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).       69.56%       13.65%       16.79%       1,096       28         Agree-disagree       2014       20       *The people I work with cooperate to get the job done.       69.85%       13.45%       16.70%       1,123       N/A         Agree-disagree       2014       21       My work unit is able to recruit people with the right skills.       36.85%       29.24%       33.91%       1,055       71         Agree-disagree       2014       22       Promotions in my work unit are based on merit.       33.51%       31.66%       34.84%       1,013       102         Agree-disagree       2014       23       In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.       30.53%       30.87%       38.60%       978       140         Agree-disagree       2014       24       *In my work unit, differences in performance are recognized in a meaningful way.       31.23%       26.63%       42.14%       1,036       84         Agree-disagree       2014       25       Awards in my work unit depend on how well employees perform their jobs.       38.87%       23.94%       37.19%       1,017       104	Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.26%	22.53%	28.22%	1,068	
Performance levels (for example, Fully Successful, Outstanding).   69.56%   13.65%   16.79%   1,096   28	Agree-disagree		18	My training needs are assessed.	43.58%	24.75%	31.67%	1,105	20
Agree-disagree 2014 20 *The people I work with cooperate to get the job done. 69.85% 13.45% 16.70% 1,123 N/A Agree-disagree 2014 21 My work unit is able to recruit people with the right skills. 36.85% 29.24% 33.91% 1,055 71 Agree-disagree 2014 22 Promotions in my work unit are based on merit. 33.51% 31.66% 34.84% 1,013 102 Agree-disagree 2014 23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 30.53% 30.87% 38.60% 978 140 Agree-disagree 2014 24 *In my work unit, differences in performance are recognized in a meaningful way. 31.23% 26.63% 42.14% 1,036 84 Agree-disagree 2014 25 Awards in my work unit depend on how well employees perform their jobs. 38.87% 23.94% 37.19% 1,017 104 Agree-disagree 2014 26 Employees in my work unit share job knowledge with each other. 73.66% 12.61% 13.73% 1,118 4 Agree-disagree 2014 27 The skill level in my work unit has improved in the past year. 49.45% 30.45% 20.10% 1,046 75	Agree-disagree	2014	19						
Agree-disagree       2014       21       My work unit is able to recruit people with the right skills.       36.85%       29.24%       33.91%       1,055       71         Agree-disagree       2014       22       Promotions in my work unit are based on merit.       33.51%       31.66%       34.84%       1,013       102         Agree-disagree       2014       23       In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.       30.53%       30.87%       38.60%       978       140         Agree-disagree       2014       24       *In my work unit, differences in performance are recognized in a meaningful way.       31.23%       26.63%       42.14%       1,036       84         Agree-disagree       2014       25       Awards in my work unit depend on how well employees perform their jobs.       38.87%       23.94%       37.19%       1,017       104         Agree-disagree       2014       26       Employees in my work unit share job knowledge with each other.       73.66%       12.61%       13.73%       1,118       4         Agree-disagree       2014       27       The skill level in my work unit has improved in the past year.       49.45%       30.45%       20.10%       1,046       75					69.56%	13.65%	16.79%	1,096	28
Agree-disagree       2014       22       Promotions in my work unit are based on merit.       33.51%       31.66%       34.84%       1,013       102         Agree-disagree       2014       23       In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.       30.53%       30.87%       38.60%       978       140         Agree-disagree       2014       24       *In my work unit, differences in performance are recognized in a meaningful way.       31.23%       26.63%       42.14%       1,036       84         Agree-disagree       2014       25       Awards in my work unit depend on how well employees perform their jobs.       38.87%       23.94%       37.19%       1,017       104         Agree-disagree       2014       26       Employees in my work unit share job knowledge with each other.       73.66%       12.61%       13.73%       1,118       4         Agree-disagree       2014       27       The skill level in my work unit has improved in the past year.       49.45%       30.45%       20.10%       1,046       75	Agree-disagree		20	*The people I work with cooperate to get the job done.	69.85%	13.45%	16.70%	1,123	N/A
Agree-disagree       2014       23       In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.       30.53%       30.87%       38.60%       978       140         Agree-disagree       2014       24       *In my work unit, differences in performance are recognized in a meaningful way.       31.23%       26.63%       42.14%       1,036       84         Agree-disagree       2014       25       Awards in my work unit depend on how well employees perform their jobs.       38.87%       23.94%       37.19%       1,017       104         Agree-disagree       2014       26       Employees in my work unit share job knowledge with each other.       73.66%       12.61%       13.73%       1,118       4         Agree-disagree       2014       27       The skill level in my work unit has improved in the past year.       49.45%       30.45%       20.10%       1,046       75					36.85%	29.24%	33.91%	1,055	71
Agree-disagree       2014       24       *In my work unit, differences in performance are recognized in a meaningful way.       31.23%       26.63%       42.14%       1,036       84         Agree-disagree       2014       25       Awards in my work unit depend on how well employees perform their jobs.       38.87%       23.94%       37.19%       1,017       104         Agree-disagree       2014       26       Employees in my work unit share job knowledge with each other.       73.66%       12.61%       13.73%       1,118       4         Agree-disagree       2014       27       The skill level in my work unit has improved in the past year.       49.45%       30.45%       20.10%       1,046       75					33.51%	31.66%	34.84%	1,013	102
Agree-disagree       2014       25       Awards in my work unit depend on how well employees perform their jobs.       38.87%       23.94%       37.19%       1,017       104         Agree-disagree       2014       26       Employees in my work unit share job knowledge with each other.       73.66%       12.61%       13.73%       1,118       4         Agree-disagree       2014       27       The skill level in my work unit has improved in the past year.       49.45%       30.45%       20.10%       1,046       75					30.53%	30.87%	38.60%	978	140
Agree-disagree       2014       26       Employees in my work unit share job knowledge with each other.       73.66%       12.61%       13.73%       1,118       4         Agree-disagree       2014       27       The skill level in my work unit has improved in the past year.       49.45%       30.45%       20.10%       1,046       75									
Agree-disagree 2014 27 The skill level in my work unit has improved in the past year. 49.45% 30.45% 20.10% 1,046 75									104
51.57									4
2014 28 How would you rate the overall quality of work done by your work unit?  83.10% 13.34% 3.56% 1,119 N/A									
	Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	83.10%	13.34%	3.56%	1,119	N/A

Comparison   Com	Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
Age-stage   Column									
Agree designer   2014   30   Section of the content of the conte									
Agence disagree									
Agenc elizage   234   32   32   32   33   33   33   3									
Person entropy					21.23%	29.27%	49.50%	1,000	106
Age-collapsing   2016   35   Compression of protected from health and antiferin hazardors and the collapsing   1.00   1	1.6. 22 2.226. 22		-		56 84%	23 50%	19 66%	1 031	83
Name designed   2004   25   27 April   2005   27 April   2005   2005   27 April   2005   200	Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.					
Agree clinages   200   32   After watching personal recording of the company of	Agree-disagree	2014							
Agrie diagrage  201 39 Agrie obligation of the Common of the State of the Common of th	Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not				,	
Page-disagree   2014   391   Agree-disagree   2014   391   Agree				tolerated.	45.08%	22.40%	32.52%	1,025	85
Agene dangere 2014 97 (Agene dangere 2014 97	Agree-disagree	2014	38	employee/applicant, obstructing a person's right to compete for employment, knowingly	E9 E09/	20.22%	21 29%	1 005	95
Age-edinging   2015   40   1   1   1   1   1   1   1   1   1	Agree-disagree	2014	39	My agency is successful at accomplishing its mission.					
Agree-Singure   2015   41									
Agene designes         3.5         4.7         My supervisor support any roced to bisinize work and other life trauses.         78,288         9,355         1,228         1,127         12           Agene designes         3.6         48         My supervisor provides now with agreement with continuous care workholds.         60,088         17,256         22,088         1,001         15           Agree designes         3.6         48         Agreed scale of the continuous care workholds.         60,088         17,256         12,151         1,001         15           Agree designes         3.6         69         Agree designes         3.6         69         1,001         3.6         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,002         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,001         1,002         1,001         1,001         1,001         1,002         1,001         1,002         1,001         1,		2014	41						
Agree datagree   254   43   43   10   10   10   10   10   10   10   1	Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.					
Agene disagres   2014   65   74   75   75   75   75   75   75   7	Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	60.11%	17.08%	22.81%	1,100	8
Agene disagree   2014   60   Agene disagree   2014   75   Agene disagree	Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	60.68%	17.28%	22.04%	1,082	15
Agree disagree   2014   47   50   50   50   50   50   50   50   5	Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	68.35%	18.71%	12.94%	1,016	86
Agree disagree   2014   64   May supervision listeria to whalf I have to sey.   37,90%   11,00%   13,00%   31,00%   10	Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	62.74%	18.11%	19.15%	1,098	7
Agree disagree 2014 50 white specified is a second of the control	Agree-disagree		47	Supervisors in my work unit support employee development.	62.28%	19.40%	18.32%	1,081	20
Agree disagree         2014         50         In the last aim months, my supervisor has talked with me about my performance.         78,87%         9,46%         1,56%         1,098         N/A           Good poor         2014         51         have trained and ordinations in my supervisor.         64,29%         15,56%         20,15%         1,098         N/A           Good poor         2014         53         versall, how good a job do you feel is being done by your immedate supervisor?         70,25%         17,14%         12,51%         1,100         N/A           Agree-disagree         2015         53         wy organization, senior leaders amontain high standards of morbisation and commitment in the wind of morbisation and commitment in the myloryees of all-ment backing rounds.         48,18%         23,96%         27,87%         1,003         70           Agree disagree         2014         55         Supervisors work well with employees of all-ment backing rounds.         66,69%         13,73%         1,55%         1,003         70           Agree disagree         2014         56         Manages communication among different work units (for example, about projects, goods, needed resources).         31,22%         1,58%         1,000         74           Agree-disagree         2014         58         Manages per morde communication in among different work units (for example, about proj				, ,	75.10%	11.06%	13.85%	1,104	N/A
Agree disagree         2014         51         have trust and confidence in my supervisor.         64.29%         15.56%         20.59%         1.09         N.A.           Code Oppor         2024         52         Appree disagree         2014         52         Appree disagree         2014         52         Appree disagree         2014         52         Appree disagree         2014         53         No report of the common state of the deep report of t									
Social Content									
Agree-disagree         2014         51         In my organizations, smole leaders generate high levels of motivation and commitment in the work of the control of the									
Workforce					70.25%	17.14%	12.61%	1,100	N/A
Agree-disagree 2014 54 My organization's senior leaders maintain high standards of honesty and integrity. 48,18% 23,96% 27,95% 1,025 70 Agree-disagree 2014 55 Supervisors work well with employees of different backgrounds. 68,70% 18,41% 17,85% 1,033 58 Agree-disagree 2014 57 Supervisors work well with employees of different backgrounds. 68,70% 18,41% 17,85% 1,033 58 Agree-disagree 2014 57 Managers reminisate the goals and priorities of the organization of the org	Agree-uisagree	2014	33						
Agree-disagree   2014   55   Supervitors work well with employees of different backgrounds.   63,70%   10,81%   17,89%   1,033   58   Agree-disagree   2014   55   *Managers renormunicate the peals and priorities of the organization   68,89%   12,75%   1,080   13,73%   21,58%   1,080   13,74%   13,89%   1,070   74   Agree-disagree   2014   58   Managers preview and evaluate the organization's progress toward meeting its goals and objectives.   1,090   74   Agree-disagree   2014   58   Managers promote communication among different work units (for example, about projects, goals, needed resources).   1,090   31,48%   1,050   44   Cood-poor   2014   59   Managers upport ocliaboration across work units to accomplish work objectives.   51,16%   18,47%   28,37%   1,050   44   Cood-poor   2014   50   Overall, how good a job do you feel is being done by the manager directly above your simple studies supervisor.   59,83%   13,21%   20,50%   10,000   20,30%   23,40%   1,068   13   Agree-disagree   2014   61   I have a high level of respect for my organization's senior leaders.   33,22%   22,30%   23,40%   1,068   13   Agree-disagree   2014   62   Senior leaders demonstrate supports for Work/Life programs.   53,11%   25,70%   19,19%   1,000   93   Agree-disagree   2014   63   ** Have a high level of respect for my organization's senior leaders.   53,22%   22,30%   23,40%   1,088   1,089   N/A   Agree-disagree   2014   63   ** Have a high level of respect for my organization's senior leaders.   48,97%   20,40%   30,63%   1,089   N/A   Assistified   2014   65   ** Have a high level of respect for my organization you receive from management on what's going on in your organization?   48,43%   22,18%   29,39%   1,083   N/A   Assistified   2014   65   ** How satisfied are you with the information you receive for doing a good job?   44,11%   25,80%   30,10%   1,083   N/A   Assistified   2014   65   ** How satisfied are you with the projectics of your senior leaders?   45,53%   43,19%   1,082   N/A   Assistified   2014   67   **	Agree-disagree	2014	5/						
Agree-disagree   2014   55   Managers communicate the goals and priorities of the organization   66.69%   13.73%   21.58%   1.081   13									
Agree-disagree         2014         57         Managers review and evaluate the organization's progress toward meeting its goals and objectives.         66.58%         17.54%         15.88%         1.020         7A           Agree-disagree         2014         58         Managers promote communication among different work units (for example, about projects, goals, needed resources).         51.02%         16.90%         31.48%         1.020         43           Agree-disagree         2014         59         Managers support collaboration across work units to accomplish work objectives.         51.19%         18.97%         28.37%         1.050         43           Good-poor         2014         60         Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor.         59.81%         19.21%         20.96%         1,039         56           Agree-disagree         2014         61         Ihou a big helve led respect for my organization's scrib readers.         53.22%         21.39%         25.00%         1,081         13           Agree-disagree         2014         61         Hous a sitisfied are you with the information you receive from management on what's going on in your organization?         48.97%         20.40%         30.63%         1,089         N/A           Statified         2014         65         How satisfied are you with t									
Objectives   Obj					04.09%	13./3%	21.56%	1,061	15
goals, needed resources .   51.62%   16.90%   31.48%   1.052   43     Agree-disagree   2014   59   Managers support collaboration across work units to accomplish work objectives.   53.15%   18.47%   28.37%   1.050   44     Agree-disagree   2014   61   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   61   1.050   2014   2014   20				objectives.	66.58%	17.54%	15.89%	1,020	74
Coord poor   2014   60   Cherall, how good a job do you feel is being done by the manager directly above your immediate supervisor?   59.83%   19.21%   20.96%   1.039   56				goals, needed resources).	51.62%	16.90%	31.48%	1,052	43
Immediate supervisor?   59,83%   19,21%   20,96%   1,039   56   Agree-disagree   2014   61   Thave a high level of respect for my organization's senior leaders.   53,22%   21,39%   25,40%   1,081   13   32,50%   25,50%   1,081   13   32,50%   25,50%   1,081   13   32,50%   25,50%   1,081   13   32,50%   25,50%   1,081   13   32,50%   25,50%   1,081   13   32,50%   25,50%   25,50%   1,082   25,50%   25,5	-				53.16%	18.47%	28.37%	1,050	44
Agree-disagree 2014 62 Senior leaders demonstrate support for Work/Life programs. 55.11% 25.70% 19.19% 1,002 93 Satisfied 2014 63 **How satisfied are you with your involvement in decisions that affect your work?  dissatisfied 2014 64 **How satisfied are you with the information you receive from management on what's going on in your organization?  48.43% 22.18% 29.39% 1,083 N/A Satisfied 2014 65 **How satisfied are you with the recognition your receive for doing a good job?  dissatisfied 2014 66 **How satisfied are you with the recognition your receive for doing a good job?  dissatisfied 2014 66 **How satisfied are you with the policies and practices of your senior leaders?  46.57% 21.92% 31.51% 1,083 N/A Satisfied 2014 66 **How satisfied are you with the policies and practices of your senior leaders?  44.11% 25.80% 30.10% 1,083 N/A Satisfied 2014 67 How satisfied are you with your organization?  31.27% 25.53% 43.19% 1,082 N/A Satisfied 2014 68 How satisfied are you with the training you receive for your present job?  47.55% 24.54% 27.91% 1,079 N/A Satisfied 2014 69 **Considering everything, how satisfied are you with your organization?  48.53% 21.56% 21.92% 31.51% 1,083 N/A Satisfied 2014 70 Considering everything, how satisfied are you with your organization?  48.53% 22.55% 43.19% 18.61% 1,077 N/A Satisfied 2014 71 **Considering everything, how satisfied are you with your organization?  48.65% 21.94% 13.86% 25.63% 1,076 N/A Satisfied 2014 79 How satisfied are you with the following Work/Life programs in your agency? Telework  48.55% 2014 81 How satisfied are you with the following Work/Life programs in your agency? Telework  48.65% 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee  48.65% 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee	Good-poor	2014	60		59.83%	19.21%	20.96%	1,039	56
Satisfied   dissatisfied   2014   63   *How satisfied are you with your involvement in decisions that affect your work?   48.97%   20.40%   30.63%   1,089   N/A		2014	61	I have a high level of respect for my organization's senior leaders.	53.22%	21.39%	25.40%	1,081	13
Satisfied   2014   64   How satisfied are you with the information you receive from management on what's going on in your organization?   48.43%   22.18%   29.39%   1,083   N/A	Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	55.11%	25.70%	19.19%	1,002	93
Satisfied dissatisfied 2014 64 "How satisfied are you with the information you receive from management on what's going on in your organization? 48.43% 22.18% 29.39% 1,083 N/A Satisfied dissatisfied 2014 65 "How satisfied are you with the recognition you receive for doing a good job? 46.57% 21.92% 31.51% 1,085 N/A Satisfied dissatisfied 2014 66 How satisfied are you with the policies and practices of your senior leaders? 44.11% 25.80% 30.10% 1,083 N/A Satisfied 2014 67 How satisfied are you with your opportunity to get a better job in your organization? 44.11% 25.80% 30.10% 1,083 N/A Satisfied 2014 68 How satisfied are you with the training you receive for your present job? 45.53% 43.19% 1,082 N/A Satisfied 2014 69 "Considering everything, how satisfied are you with your job? 45.53% 43.19% 1,079 N/A Satisfied 2014 69 "Considering everything, how satisfied are you with your pay? 45.53% 13.86% 25.63% 1,076 N/A Satisfied 2014 70 Considering everything, how satisfied are you with your pay? 45.53% 13.86% 25.63% 1,076 N/A Satisfied 2014 71 "Considering everything, how satisfied are you with your ganization? 45.53% 13.86% 25.63% 1,076 N/A Satisfied 2014 71 "Considering everything, how satisfied are you with your ganization? 45.53% 13.86% 25.63% 1,076 N/A Satisfied 2014 71 "Considering everything, how satisfied are you with your ganization? 45.53% 13.86% 25.63% 1,076 N/A Satisfied 2014 71 "Considering everything, how satisfied are you with the following Work/Life programs in your agency? Telework 25.53% 13.69% 555 13.50% 55		2014	63	*How satisfied are you with your involvement in decisions that affect your work?	48.97%	20.40%	30.63%	1,089	N/A
Satisfied 2014 65 *Now satisfied are you with the recognition you receive for doing a good job?  -dissatisfied 2014 66 How satisfied are you with the policies and practices of your senior leaders?  -dissatisfied 2014 67 How satisfied are you with the policies and practices of your senior leaders?  -dissatisfied 2014 67 How satisfied are you with your opportunity to get a better job in your organization?  -dissatisfied 2014 68 How satisfied are you with the training you receive for your present job?  -dissatisfied 2014 68 How satisfied are you with the training you receive for your present job?  -dissatisfied 2014 69 *Considering everything, how satisfied are you with your job?  -dissatisfied 2014 70 Considering everything, how satisfied are you with your pay?  -dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization?  -dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization?  -dissatisfied 2014 79 How satisfied are you with the following Work/Life programs in your agency? Telework  -dissatisfied 2014 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)  -dissatisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)  -dissatisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Employee  -dissatisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee	Satisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on					
dissatisfied   2014   66   How satisfied are you with the policies and practices of your senior leaders?   44.11%   25.80%   30.10%   1,083   N/A	-dissatisfied			in your organization?	48.43%	22.18%	29.39%	1,083	N/A
Satisfied   2014   66   How satisfied are you with the policies and practices of your senior leaders?   44.11%   25.80%   30.10%   1,083   N/A		2014	65	*How satisfied are you with the recognition you receive for doing a good job?	46.57%	21.92%	31.51%	1.085	N/A
Satisfied 2014 67 How satisfied are you with your opportunity to get a better job in your organization?  Satisfied 2014 68 How satisfied are you with the training you receive for your present job?  Satisfied 2014 69 *Considering everything, how satisfied are you with your job?  dissatisfied 2014 70 Considering everything, how satisfied are you with your pay?  dissatisfied 2014 70 Considering everything, how satisfied are you with your organization?  Satisfied 2014 71 *Considering everything, how satisfied are you with your organization?  Satisfied 2014 71 *Considering everything, how satisfied are you with your organization?  Satisfied 2014 79 How satisfied are you with the following Work/Life programs in your agency? Telework  Satisfied 2014 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work  Satisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)  77.52% 17.86% 4.62% 244 22  Satisfied Assistified Assisted Programs (for example, exercise, medical screening, quit smoking programs)  77.52% 17.86% 4.62% 244 22  Satisfied Assistified Assisted Programs (for example, exercise, medical screening, quit smoking programs)  77.52% 17.86% 4.62% 244 22  Satisfied Assisted Power my feath of the programs in your agency? Employee	Satisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?				,	,
-dissatisfied 2014 68 How satisfied are you with the training you receive for your present job? -dissatisfied 2014 69 *Considering everything, how satisfied are you with your job? -dissatisfied 2014 70 Considering everything, how satisfied are you with your pay? -dissatisfied 2014 71 *Considering everything, how satisfied are you with your pay? -dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization? -dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization? -dissatisfied 2014 79 How satisfied are you with the following Work/Life programs in your agency? Telework -dissatisfied 2014 79 How satisfied are you with the following Work/Life programs in your agency? Alternative Work -dissatisfied 2014 80 How satisfied are you with the following Work/Life programs in your agency? Health and -dissatisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Employee -dissatisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee -dissatisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee	-dissatisfied				44.11%	25.80%	30.10%	1,083	N/A
Satisfied 2014 68 How satisfied are you with the training you receive for your present job?  47.55% 24.54% 27.91% 1,079 N/A  Satisfied 2014 69 *Considering everything, how satisfied are you with your job?  dissatisfied 2014 70 Considering everything, how satisfied are you with your pay?  dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization?  dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization?  dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization?  dissatisfied 2014 79 How satisfied are you with the following Work/Life programs in your agency? Telework  dissatisfied 2014 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)  Satisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)  77.52% 17.86% 4.62% 244 22  Satisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee  Assistance Programs (FAD)		2014	67	How satisfied are you with your opportunity to get a better job in your organization?					
-dissatisfied 2014 69 *Considering everything, how satisfied are you with your job? -dissatisfied 2014 70 Considering everything, how satisfied are you with your opay? -dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization? -dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization? -dissatisfied 2014 79 How satisfied are you with the following Work/Life programs in your agency? Telework -dissatisfied 2014 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) -Satisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) -Assistance Programs (FAP) -Assistance Program (FAP) -Assistance Programs (FAP) -Assistance Program (FA		2014	60	How estisfied are you with the training you receive for your present ich?	31.27%	25.53%	43.19%	1,082	N/A
Satisfied 2014 69 *Considering everything, how satisfied are you with your job?  dissatisfied 2014 70 Considering everything, how satisfied are you with your pay?  dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization?  dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization?  dissatisfied 2014 79 How satisfied are you with the following Work/Life programs in your agency? Telework  dissatisfied 2014 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)  Satisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)  Actistical 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee  Actistance Program (FAP)  47.55% 22.54% 27.91% 1,079 N/A  56.70% 14.39% 18.61% 1,077 N/A  57.61% 13.86% 25.63% 1,076 N/A  56.84% 19.94% 23.22% 1,087 N/A  56.84% 19.94% 23.		2014	00	now satisfied are you with the training you receive for your present job?	47.550/	24.540/	27.040/	4.070	
Satisfied 2014 70 Considering everything, how satisfied are you with your pay?  -dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization?  -dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization?  -dissatisfied 2014 79 How satisfied are you with the following Work/Life programs in your agency? Telework  -dissatisfied 2014 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)  -dissatisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)  -dissatisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee  -dissatisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee  -dissatisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee  -dissatisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee  -dissatisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee	Satisfied	2014	69	*Considering everything, how satisfied are you with your job?	47.55%	24.54%	27.91%	1,079	N/A
-dissatisfied 2014 71 *Considering everything, how satisfied are you with your organization?  Satisfied 2014 79 How satisfied are you with the following Work/Life programs in your agency? Telework  -dissatisfied 2014 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)  Satisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)  Satisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)  Assistance Program (FAP)  Assistance Program (FAP)					67.00%	14.39%	18.61%	1,077	N/A
Satisfied 2014 71 *Considering everything, how satisfied are you with your organization?  56.84% 19.94% 23.22% 1,087 N/A  Satisfied 2014 79 How satisfied are you with the following Work/Life programs in your agency? Telework  64. To satisfied 2014 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)  56.84% 19.94% 23.22% 1,087 N/A  11.90% 643 22  Satisfied 2014 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)  57.51% 3.69% 595 13  Satisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)  77.52% 17.86% 4.62% 244 22  Satisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee  Assistance Program (FAP)		2014	70	Considering everything, how satisfied are you with your pay?	60.51%	13.86%	25.63%	1,076	N/A
Satisfied 2014 79 How satisfied are you with the following Work/Life programs in your agency? Telework 75.61% 12.49% 11.90% 643 22 Satisfied 2014 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) 90.80% 5.51% 3.69% 595 13 Satisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) 77.52% 17.86% 4.62% 244 22 Satisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (FAP)		2014	71	*Considering everything, how satisfied are you with your organization?			22 220/		
-dissatisfied 2014 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) 90.80% 5.51% 3.69% 595 13  Satisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) 77.52% 17.86% 4.62% 244 22  Satisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (FAP)		2014	79	How satisfied are you with the following Work/Life programs in your agency? Telework	30.84%	19.94%	23.22%	1,087	N/A
-dissatisfied Schedules (AWS)  Satisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)  Satisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee  Assistance Program (FAP)  Assistance Program (FAP)					75.61%	12.49%	11.90%	643	22
Satisfied 2014 81 How satisfied are you with the following Work/Life programs in your agency? Health and  dissatisfied Wellness Programs (for example, exercise, medical screening, quit smoking programs)  77.52% 17.86% 4.62% 244 22  Satisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee  Assistance Program (FAP)		2014	80						
-dissatisfied Wellness Programs (for example, exercise, medical screening, quit smoking programs)  77.52% 17.86% 4.62% 244 22  Satisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee  Assistance Program (FAP)		2014	81		90.80%	5.51%	3.69%	595	13
Satisfied 2014 82 How satisfied are you with the following Work/Life programs in your agency? Employee  Assistance Program (FAP)					77.52%	17.86%	4.62%	244	22
dissatisfied         Assistance Program (EAP)         71.63%         26.47%         1.90%         160         33		2014	82						
	-dissatisfied			Assistance Program (EAP)	71.63%	26.47%	1.90%	160	33

Satisfied -dissatisfied	2014	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)					
Satisfied	2014	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care	58.02%	38.30%	3.69%	26	15
-dissatisfied	2014	<b>5</b> →	Programs (for example, support groups, speakers)	68.97%	22.13%	8.90%	28	8
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	55.02%	18.27%	26.71%	1,176	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	74.05%	13.87%	12.08%	1,172	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	51.83%	17.48%	30.69%	1,159	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	77.37%	11.59%	11.04%	1,174	N/A
Agree-disagree	2013	5	I like the kind of work I do.	87.19%	7.67%	5.13%	1,154	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	77.49%	10.96%	11.55%	1,156	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	95.28%	2.57%	2.15%	1,174	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	90.57%	7.94%	1.49%	1,179	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	29.71%	13.83%	56.46%	1,174	3
Agree-disagree	2013	10	*My workload is reasonable.	44.70%	14.75%	40.55%	1,169	2
Agree-disagree Agree-disagree	2013	11	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.	56.22%	14.36%	29.42%	1,127	7
Agree-disagree	2013	13	The work I do is important.	86.91%	6.74% 4.82%	6.35% 2.07%	1,162 1,160	7 4
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	93.11%	4.02%	2.07%	1,160	4
			allow employees to perform their jobs well.	69.05%	12.35%	18.61%	1,173	5
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	70.12%	11.71%	18.17%	1,168	9
Agree-disagree	2013	16	I am held accountable for achieving results.	85.88%	9.90%	4.22%	1,161	8
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.17%	22.91%	27.91%	1,116	53
Agree-disagree	2013	18	My training needs are assessed.	40.25%	24.05%	35.69%	1,161	14
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).	70.15%	12.67%	17.18%	1,153	26
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	70.97%	14.02%	15.01%	1,176	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	29.68%	26.44%	43.88%	1,116	64
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	31.62%	31.48%	36.90%	1,077	95
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.58%	29.06%	39.36%	1,030	138
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	30.41%	27.77%	41.82%	1,096	81
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	35.38%	24.43%	40.19%	1,081	89
Agree-disagree	2013	26 27	Employees in my work unit share job knowledge with each other.  The skill level in my work unit has improved in the past year.	73.44%	12.00%	14.56%	1,166	7
Agree-disagree Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	50.98%	31.96%	17.06%	1,100	73
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish	85.25%	12.26%	2.50%	1,177	N/A
rigi ee alsagi ee	2015	23	organizational goals.	60 60%	16 900/	12 /20/	1 1 4 5	22
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	69.69% 40.88%	16.89% 23.50%	13.42% 35.62%	1,145 1,125	22 42
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	44.02%	21.50%	34.48%	1,123	24
Agree-disagree	2013	32	Creativity and innovation are rewarded.	31.96%	27.39%	40.65%	1,103	58
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	18.04%	29.63%	52.34%	1,062	94
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).	54.25%	25.74%	20.01%	1,096	72
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	72.57%	15.56%	11.86%	1,133	33
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	69.36%	16.49%	14.15%	1,140	21
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	43.48%	23.49%	33.04%	1,094	71
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.	58.40%	21.54%	20.06%	1,060	102
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	70.12%	17.00%	12.89%	1,138	27
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	58.16%	22.37%	19.47%	1,171	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.	37.39%	26.29%	36.32%	1,020	148
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	77.98%	11.08%	10.94%	1,162	6
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	61.10%	18.26%	20.64%	1,159	7
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	63.25%	17.76%	18.99%	1,156	8
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	69.14%	19.71%	11.15%	1,074	87
Agree-disagree	2013	46 47	My supervisor provides me with constructive suggestions to improve my job performance.  Supervisors in my work unit support amployee development	63.03%	17.98%	18.99%	1,159	4
Agree-disagree Agree-disagree	2013	48	Supervisors in my work unit support employee development.  My supervisor listens to what I have to say.	64.90%	17.49%	17.61%	1,148	17
Agree-disagree	2013	48	My supervisor listens to what I have to say.  My supervisor treats me with respect.	74.97%	12.90%	12.13%	1,164	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	80.34% 79.57%	9.51% 8.48%	10.15% 11.95%	1,164 1,157	N/A N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	65.85%	17.06%	17.09%	1,157	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.40%	16.94%	12.65%	1,153	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the	70.1070	10.3 1/0	12.05/6	2,233	.,,,,
			workforce.	37.92%	22.22%	39.85%	1,141	13
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	49.64%	21.04%	29.32%	1,101	53
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	60.57%	19.06%	20.37%	1,108	48
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	66.81%	14.58%	18.61%	1,149	5
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.			45		
				68.55%	16.27%	15.18%	1,087	67

Agree-disagree 2	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
Agree-disagree 2	2013	59	Managers support collaboration across work units to accomplish work objectives.	50.75%	19.91%	29.34%	1,120	39
	2013	60	Overall, how good a job do you feel is being done by the manager directly above your	54.19%	19.06%	26.75%	1,105	47
			immediate supervisor?	59.31%	18.94%	21.75%	1,098	57
Agree-disagree 2	2013	61	I have a high level of respect for my organization's senior leaders.	54.90%	18.95%	26.14%	1,137	19
Agree-disagree 2	2013	62	Senior leaders demonstrate support for Work/Life programs.	57.45%	23.71%	18.84%	1,054	100
1	2013	63	How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied				47.27%	21.03%	31.70%	1,153	N/A
Satisfied 2 -dissatisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on in your organization?					
	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	50.90%	19.37%	29.73%	1,148	N/A
-dissatisfied	2013	03	now sausiled are you with the recognition you receive for doing a good job:	45.79%	20.17%	34.04%	1,142	N/A
Satisfied 2	2013	66	How satisfied are you with the policies and practices of your senior leaders?	43.7370	20.17/0	34.0470	1,142	N/A
-dissatisfied				41.90%	26.08%	32.02%	1,148	N/A
	2013	67	How satisfied are you with your opportunity to get a better job in your organization?					
-dissatisfied				25.82%	27.24%	46.94%	1,151	N/A
Satisfied 2 -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?					
	2013	69	*Considering everything, how satisfied are you with your job?	44.80%	24.33%	30.88%	1,150	N/A
-dissatisfied	2013	03	Considering everything, now satisfied are you with your job:	67.660/	14.200/	10.050/	1 1 4 7	N1/A
Satisfied 2	2013	70	Considering everything, how satisfied are you with your pay?	67.66%	14.29%	18.05%	1,147	N/A
-dissatisfied			, , , ,	51.36%	14.39%	34.25%	1,153	N/A
	2013	71	*Considering everything, how satisfied are you with your organization?				,	,
-dissatisfied				57.78%	18.26%	23.97%	1,150	N/A
	2013	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
-dissatisfied	2012			78.10%	13.25%	8.65%	645	18
Satisfied 2 -dissatisfied	2013	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)					_
	2013	81	How satisfied are you with the following Work/Life programs in your agency? Health and	92.96%	4.60%	2.44%	653	9
-dissatisfied	2013	01	Wellness Programs (for example, exercise, medical screening, quit smoking programs)	77.91%	17.85%	4.24%	259	26
Satisfied 2	2013	82	How satisfied are you with the following Work/Life programs in your agency? Employee	77.51/6	17.03/0	4.24/0	239	20
-dissatisfied			Assistance Program (EAP)	76.87%	20.23%	2.90%	144	34
	2013	83	How satisfied are you with the following Work/Life programs in your agency? Child Care					
-dissatisfied			Programs (for example, daycare, parenting classes, parenting support groups)	71.09%	25.81%	3.11%	27	10
Satisfied 2 -dissatisfied	2013	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)					
	2012		<del></del>	57.29%	42.71%	0.00%	17	5
	2012	2	*I am given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.	61.10% 74.41%	16.67% 11.76%	22.23% 13.83%	1,262 1,262	N/A
	2012	3	I feel encouraged to come up with new and better ways of doing things.	53.73%	17.49%	28.78%	1,255	N/A N/A
Agree-disagree 2	2012	4	My work gives me a feeling of personal accomplishment.	80.65%	10.43%	8.91%	1,256	N/A
Agree-disagree 2	2012	5	I like the kind of work I do.	87.20%	8.47%	4.34%	1,251	N/A
	2012	6	I know what is expected of me on the job.	78.97%	10.03%	11.00%	1,252	N/A
	2012	7	When needed I am willing to put in the extra effort to get a job done.	96.86%	1.95%	1.18%	1,260	N/A
	2012	9	I am constantly looking for ways to do my job better.  I have sufficient resources (for example, people, materials, budget) to get my job done.	92.07% 34.08%	6.76% 12.53%	1.16% 53.39%	1,260 1,254	N/A
	2012	10	*My workload is reasonable.	45.81%	12.98%	41.21%	1,253	1
	2012	11	*My talents are used well in the workplace.	56.21%	15.10%	28.68%	1,234	8
Agree-disagree 2	2012	12	*I know how my work relates to the agency's goals and priorities.	87.44%	6.72%	5.84%	1,253	3
	2012	13	The work I do is important.	94.33%	3.80%	1.87%	1,252	2
Agree-disagree 2	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.					
Agree-disagree 2	2012	15	My performance appraisal is a fair reflection of my performance.	71.49%	12.93%	15.58%	1,254	5
-	2012	16	I am held accountable for achieving results.	70.71% 87.86%	9.03%	17.41% 3.11%	1,243 1,243	15 7
-	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.52%	21.43%	27.05%	1,195	57
Agree-disagree 2	2012	18	My training needs are assessed.	45.77%	23.22%	31.02%	1,245	16
Agree-disagree 2	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).	68.81%	13.41%	17.78%	1,230	31
	2012	20	*The people I work with cooperate to get the job done.	71.88%	11.04%	17.08%	1,261	N/A
-	2012 2012	21	My work unit is able to recruit people with the right skills.  Promotions in my work unit are based on merit.	34.69%	25.26%	40.05%	1,169	112
	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36.81% 33.47%	28.22%	34.98% 38.79%	1,144 1,102	113 148
	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	35.59%	23.24%	41.17%	1,175	78
Agree-disagree 2	2012	25	Awards in my work unit depend on how well employees perform their jobs.	41.43%	23.17%	35.40%	1,175	79
	2012	26	Employees in my work unit share job knowledge with each other.	74.45%	11.65%	13.90%	1,246	7
	2012	27	The skill level in my work unit has improved in the past year.	53.94%	29.95%	16.11%	1,187	68
	2012	28	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	84.45%	12.46%	3.09%	1,255	N/A
Agree-disagree 2	2012	23	organizational goals.	72 200/	14 750/	12.05%	1 340	10
Agree-disagree 2	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	72.30% 43.55%	14.75% 23.24%	12.95% 33.21%	1,218 1,205	19 32
							_,_55	32

A disa	2012	21	Fundamental for the list well-to and the second second					
Agree-disagree Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.  Creativity and innovation are rewarded.	48.16%	20.47%	31.37%	1,211	27
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	35.18%	27.92%	36.90%	1,193	42
Agree-disagree	2012	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities	23.22%	31.19%	45.59%	1,128	104
g. ee alleagi ee		-	and women, training in awareness of diversity issues, mentoring).	59.11%	25.10%	15.79%	1,164	73
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	75.90%	15.01%	9.08%	1,104	32
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	74.14%	13.87%	12.00%	1,211	23
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not	,.				
			tolerated.	45.70%	22.79%	31.51%	1,155	81
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.	62.27%	19.28%	18.45%	1,129	104
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	71.90%	17.89%	10.21%	1,210	24
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	62.70%	19.10%	18.20%	1,237	N/A
Agree-disagree	2012	41	*I believe the results of this survey will be used to make my agency a better place to work.	44.50%	25.56%	29.94%	1,093	142
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	79.80%	10.00%	10.20%	1,217	13
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	61.81%	16.81%	21.38%	1,226	7
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	65.45%	14.93%	19.62%	1,217	8
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	70.61%	18.30%	11.09%	1,153	75
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.69%	16.55%	17.76%	1,231	2
Agree-disagree Agree-disagree	2012	47	Supervisors in my work unit support employee development.  My supervisor listens to what I have to say.	68.09%	16.42%	15.49%	1,210	21
Agree-disagree	2012	49	My supervisor treats me with respect.	75.01%	11.73%	13.26%	1,233	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	80.85%	7.87% 8.21%	11.27%	1,232	N/A N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	81.74% 67.10%	15.25%	10.05% 17.65%	1,231 1,231	N/A N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	71.07%	15.23%	12.95%	1,231	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the	71.0770	13.3670	12.5570	1,232	14,71
			workforce.	41.92%	24.16%	33.93%	1,213	11
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	52.12%	23.86%	24.02%	1,175	52
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	64.36%	18.41%	17.24%	1,178	44
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	68.60%	14.93%	16.47%	1,213	8
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	71.84%	15.30%	12.85%	1,171	51
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	51.74%	19.37%	28.89%	1,194	29
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	53.03%	19.49%	27.48%	1,186	35
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	60.18%	20.39%	19.43%	1,159	63
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	57.64%	19.50%	22.86%	1,211	12
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	56.94%	24.55%	18.51%	1,124	98
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?					
	2012	64	*How extirfied are you with the information you receive from management on what's going on	49.67%	21.47%	28.86%	1,212	N/A
Satisfied -dissatisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?					
Satisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	51.15%	22.82%	26.03%	1,211	N/A
-dissatisfied	2012	03	The water are you with the recognition you receive for doing a good job.	EO 040/	40.240/	20.050/	4 240	21/2
Satisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	50.84%	18.21%	30.95%	1,210	N/A
-dissatisfied	2012	00	The satisfied are you man the position and proceeds or your serior readers.	44.98%	26.09%	28.93%	1,205	N/A
Satisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	44.56/0	20.03%	20.55/6	1,203	IN/A
-dissatisfied				29.81%	28.09%	42.10%	1,209	N/A
Satisfied	2012	68	How satisfied are you with the training you receive for your present job?	25.0270	20.0370	12.12070	1,203	1,77
-dissatisfied				49.94%	23.04%	27.01%	1,207	N/A
Satisfied	2012	69	*Considering everything, how satisfied are you with your job?	101017				,
-dissatisfied				70.87%	13.75%	15.39%	1,205	N/A
Satisfied	2012	70	Considering everything, how satisfied are you with your pay?				,	,
-dissatisfied				58.88%	15.18%	25.94%	1,204	N/A
Satisfied	2012	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				63.12%	15.89%	20.98%	1,206	N/A
Satisfied	2012	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
-dissatisfied				78.71%	12.08%	9.21%	650	15
Satisfied	2012	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work					
-dissatisfied			Schedules (AWS)	92.25%	5.22%	2.53%	659	11
Satisfied	2012	81	How satisfied are you with the following Work/Life programs in your agency? Health and					
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)	77.35%	18.69%	3.96%	287	24
Satisfied -dissatisfied	2012	82	How satisfied are you with the following Work/Life programs in your agency? Employee					
	2012		Assistance Program (EAP)	77.94%	20.29%	1.77%	164	36
Satisfied -dissatisfied	2012	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)					
dissatisfied				71.24%	28.76%	0.00%	18	8

Satisfied	2012	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care					
-dissatisfied			Programs (for example, support groups, speakers)	65.57%	34.43%	0.00%	23	13
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	59.96%	17.43%	22.62%	1,250	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	73.31%	13.75%	12.94%	1,249	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	52.11%	20.14%	27.76%	1,248	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	79.29%	10.42%	10.29%	1,244	N/A
Agree-disagree	2011	5	I like the kind of work I do.	88.30%	7.31%	4.40%	1,247	N/A
Agree-disagree Agree-disagree	2011	6 7	I know what is expected of me on the job.  When needed I am willing to put in the extra effort to get a job done.	78.90%	10.48%	10.62%	1,246	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	96.50%	2.17%	1.34%	1,248	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	92.27% 37.76%	6.27%	1.46%	1,245	N/A
Agree-disagree	2011	10	*My workload is reasonable.	44.02%	14.49% 15.61%	47.76% 40.37%	1,241 1,242	7
Agree-disagree	2011	11	*My talents are used well in the workplace.	58.02%	16.44%	25.53%	1,242	9
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	88.63%	6.58%	4.78%	1,244	4
Agree-disagree	2011	13	The work I do is important.	94.54%	4.31%	1.14%	1,242	1
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)				,	
			allow employees to perform their jobs well.	67.81%	13.31%	18.88%	1,243	6
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	69.81%	12.36%	17.83%	1,225	24
Agree-disagree	2011	16	I am held accountable for achieving results.	87.14%	9.14%	3.73%	1,246	4
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.31%	22.83%	27.86%	1,187	61
Agree-disagree	2011	18	My training needs are assessed.	44.14%	23.88%	31.98%	1,215	23
Agree-disagree	2011	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).					
Anna dia ana	2011	20		70.19%	11.79%	18.02%	1,221	29
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.  My work wit is able to recruit people with the right skills.	72.28%	13.38%	14.34%	1,199	N/A
Agree-disagree Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.  Promotions in my work unit are based on merit.	43.96%	25.23%	30.82%	1,185	65
Agree-disagree Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.24%	28.64%	34.12%	1,145	102
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	35.52% 38.18%	29.91% 26.85%	34.56% 34.96%	1,101 1,154	149 94
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	45.33%	22.93%	31.74%	1,137	107
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	74.66%	14.17%	11.17%	1,237	6
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	57.84%	30.24%	11.91%	1,154	84
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	83.84%	13.51%	2.66%	1,244	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	72.24%	15.35%	12.41%	1,201	29
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	44.62%	24.23%	31.15%	1,190	39
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	51.43%	19.83%	28.74%	1,196	35
Agree-disagree	2011	32	Creativity and innovation are rewarded.	37.41%	27.91%	34.68%	1,175	53
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	26.15%	29.97%	43.89%	1,113	116
Agree-disagree	2011	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).					
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	56.59%	24.22%	19.18%	1,148	82
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	72.71% 67.97%	15.74% 18.56%	11.55% 13.47%	1,197	33
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not	07.97%	18.30%	15.47%	1,199	27
			tolerated.	42.89%	26.51%	30.60%	1,160	73
Agree-disagree	2011	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	12.0370	20.3270	30.0070	1,100	,,,
			employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.	61.66%	19.35%	18.99%	1,125	105
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	73.14%	17.96%	8.90%	1,200	25
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	62.65%	20.59%	16.76%	1,220	N/A
Agree-disagree	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	42.41%	29.20%	28.39%	1,099	128
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	75.75%	10.86%	13.39%	1,209	8
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	60.85%	19.78%	19.37%	1,206	8
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	64.65%	16.42%	18.94%	1,201	14
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	69.87%	19.85%	10.28%	1,135	80
Agree-disagree Agree-disagree	2011	46 47	My supervisor provides me with constructive suggestions to improve my job performance.  Supervisors in my work unit support employee development.	65.14%	17.00%	17.86%	1,208	7
Agree-disagree	2011	47	My supervisors listens to what I have to say.	64.95%	17.56%	17.49% 14.61%	1,180 1,213	29
Agree-disagree	2011	49	My supervisor treats me with respect.	72.74% 77.27%	9.38%	13.35%	1,213	N/A N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	82.56%	7.26%	10.17%	1,211	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	64.44%	16.63%	18.93%	1,211	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.94%	17.00%	14.06%	1,211	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the					
			workforce.	41.34%	25.44%	33.22%	1,188	14
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	51.52%	25.40%	23.09%	1,142	59
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	62.22%	19.83%	17.94%	1,157	45
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	68.07%	14.47%	17.46%	1,178	16
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and					
Anna die	2044	F.C.	objectives.	70.58%	17.56%	11.85%	1,136	63
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
	L	<u> </u>	g, ·	52.31%	21.26%	26.42%	1,169	31

Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	F2 200/	20.220/	26 400/	1 150	45
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your	53.26%	20.33%	26.40%	1,150	45
			immediate supervisor?	58.45%	21.94%	19.60%	1,134	63
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	57.13%	20.90%	21.97%	1,186	14
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	56.58%	24.33%	19.09%	1,096	103
Satisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?				ĺ	
-dissatisfied				50.79%	21.98%	27.23%	1,192	N/A
Satisfied	2011	64	*How satisfied are you with the information you receive from management on what's going on					
-dissatisfied			in your organization?	52.09%	24.12%	23.79%	1,191	N/A
Satisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?					
-dissatisfied				51.16%	21.04%	27.80%	1,187	N/A
Satisfied -dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?					
	2044	67	Harrist Annual Control of the Contro	45.50%	27.52%	26.98%	1,182	N/A
Satisfied -dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?					
Satisfied	2011	68	How satisfied are you with the training you receive for your present job?	32.09%	27.98%	39.93%	1,193	N/A
-dissatisfied	2011	00	now satisfied are you with the training you receive for your present job:	48.00%	24.16%	27.84%	1,188	N1/A
Satisfied	2011	69	*Considering everything, how satisfied are you with your job?	46.00%	24.10%	27.04/0	1,100	N/A
-dissatisfied			<b>,</b> , , ,	70.43%	16.07%	13.50%	1,186	N/A
Satisfied	2011	70	Considering everything, how satisfied are you with your pay?	7011570	10.0770	15.5575	1,100	,,,
-dissatisfied				61.46%	14.27%	24.27%	1,188	N/A
Satisfied	2011	71	*Considering everything, how satisfied are you with your organization?				,	,
-dissatisfied				62.73%	18.66%	18.61%	1,190	N/A
Satisfied	2011	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
-dissatisfied				78.92%	11.66%	9.42%	552	23
Satisfied	2011	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work					
-dissatisfied			Schedules (AWS)	92.20%	3.68%	4.13%	642	5
Satisfied	2011	81	How satisfied are you with the following Work/Life programs in your agency? Health and					
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)	76.29%	16.74%	6.97%	279	28
Satisfied -dissatisfied	2011	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)					
	2011	00		75.97%	20.88%	3.16%	132	16
Satisfied -dissatisfied	2011	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)					_
Satisfied	2011	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care	63.07%	36.93%	0.00%	10	8
-dissatisfied	2011	04	Programs (for example, support groups, speakers)	C2 010/	25.94%	11.25%	12	11
Agree-disagree	2010	1	*I am given a real opportunity to improve my skills in my organization.	62.81% 54.71%	17.73%	27.55%	13 1,086	11 N/A
Agree-disagree	2010	2	I have enough information to do my job well.	72.25%	13.94%	13.81%	1,085	N/A
Agree-disagree	2010	3	I feel encouraged to come up with new and better ways of doing things.	50.66%	18.98%	30.36%	1,080	N/A
Agree-disagree	2010	4	My work gives me a feeling of personal accomplishment.	79.82%	9.74%	10.45%	1,088	N/A
Agree-disagree	2010	5	I like the kind of work I do.	89.41%	6.52%	4.07%	1,086	N/A
Agree-disagree	2010	6	I know what is expected of me on the job.	79.65%	9.20%	11.16%	1,078	N/A
Agree-disagree	2010	7	When needed I am willing to put in the extra effort to get a job done.	96.10%	2.31%	1.59%	1,087	N/A
Agree-disagree	2010	8	I am constantly looking for ways to do my job better.	91.37%	6.21%	2.42%	1,084	N/A
Agree-disagree Agree-disagree	2010	9	I have sufficient resources (for example, people, materials, budget) to get my job done.  *My workload is reasonable.	37.77%	15.22%	47.01%	1,076	8
Agree-disagree	2010	11	*My talents are used well in the workplace.	45.66% 55.02%	13.13%	41.21% 28.56%	1,075	10
Agree-disagree	2010	12	*I know how my work relates to the agency's goals and priorities.	85.95%	16.42% 7.95%	6.10%	1,066 1,079	15 8
Agree-disagree	2010	13	The work I do is important.	93.61%	4.75%	1.65%	1,078	2
Agree-disagree	2010	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	33.01/0	117570	2.03/0	2,070	
			allow employees to perform their jobs well.	65.28%	13.47%	21.25%	1,075	11
Agree-disagree	2010	15	My performance appraisal is a fair reflection of my performance.	68.91%	12.80%	18.29%	1,058	28
Agree-disagree	2010	16	I am held accountable for achieving results.	86.30%	9.00%	4.69%	1,070	11
Agree-disagree	2010	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.56%	21.36%	29.08%	1,014	68
Agree-disagree	2010	18	My training needs are assessed.	39.20%	26.11%	34.69%	1,054	26
Agree-disagree	2010	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).					
Agree-disagree	2010	20	*The people I work with cooperate to get the job done.	70.03%	10.54%	19.43%	1,056	28
Agree-disagree	2010	21	My work unit is able to recruit people with the right skills.	71.32%	11.74%	16.94%	1,057	N/A
Agree-disagree	2010	22	Promotions in my work unit are based on merit.	43.45% 34.35%	28.26% 26.37%	28.29% 39.28%	1,026 1,000	59 86
Agree-disagree	2010	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.98%	28.47%	39.28%	969	114
Agree-disagree	2010	24	*In my work unit, differences in performance are recognized in a meaningful way.	33.21%	27.09%	39.69%	1,010	76
Agree-disagree	2010	25	Awards in my work unit depend on how well employees perform their jobs.	41.72%	24.44%	33.84%	1,001	82
Agree-disagree	2010	26	Employees in my work unit share job knowledge with each other.	72.60%	13.86%	13.54%	1,073	13
Agree-disagree	2010	27	The skill level in my work unit has improved in the past year.	52.79%	30.57%	16.64%	1,016	65
Good-poor	2010	28	How would you rate the overall quality of work done by your work unit?	83.57%	13.20%	3.23%	1,084	N/A
			*The workforce has the job-relevant knowledge and skills necessary to accomplish					
Agree-disagree	2010	29						
	2010		organizational goals.	67.80%	17.08%	15.12%	1,039	29
Agree-disagree	2010	30	organizational goals. Employees have a feeling of personal empowerment with respect to work processes.	42.12%	22.53%	35.36%	1,029	43
	2010		organizational goals.					

A discours	2010	22	Decretion descend as heavy will associate as their inte	1				
Agree-disagree	2010	33	Pay raises depend on how well employees perform their jobs.	22.65%	28.74%	48.61%	986	74
Agree-disagree	2010	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).					
				54.82%	23.42%	21.77%	1,001	68
Agree-disagree	2010	35	Employees are protected from health and safety hazards on the job.	66.28%	17.62%	16.10%	1,042	30
Agree-disagree	2010	36	My organization has prepared employees for potential security threats.	67.57%	16.47%	15.96%	1,041	24
Agree-disagree	2010	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	44.12%	23.14%	32.74%	1,000	73
Agree-disagree	2010	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any					
			employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.	57.01%	20.31%	22.68%	987	84
Agree-disagree	2010	39	My agency is successful at accomplishing its mission.					
Agree-disagree	2010	40	*I recommend my organization as a good place to work.	67.27%	18.66%	14.07%	1,043	19
Agree-disagree	2010	41	*I believe the results of this survey will be used to make my agency a better place to work.	58.67%	20.86%	20.47%	1,073	N/A
				43.22%	28.04%	28.75%	948	123
Agree-disagree	2010	42	My supervisor supports my need to balance work and other life issues.	75.73%	10.96%	13.31%	1,060	11
Agree-disagree	2010	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	59.35%	16.63%	24.02%	1,064	7
Agree-disagree	2010	44	Discussions with my supervisor about my performance are worthwhile.	63.21%	15.83%	20.97%	1,054	15
Agree-disagree	2010	45	My supervisor is committed to a workforce representative of all segments of society.	67.47%	17.78%	14.75%	986	83
Agree-disagree	2010	46	My supervisor provides me with constructive suggestions to improve my job performance.	62.90%	18.15%	18.95%	1,061	5
Agree-disagree	2010	47	Supervisors in my work unit support employee development.	60.02%	17.63%	22.35%	1,048	18
Agree-disagree	2010	48	My supervisor listens to what I have to say.	72.77%	12.65%	14.58%	1,071	N/A
Agree-disagree	2010	49	My supervisor treats me with respect.	77.70%	10.53%	11.77%	1,070	N/A
Agree-disagree	2010	50	In the last six months, my supervisor has talked with me about my performance.	73.20%	10.68%	16.12%	1,068	N/A
Agree-disagree	2010	51	I have trust and confidence in my supervisor.	63.78%	14.54%	21.68%	1,066	N/A
Good-poor	2010	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.79%	15.57%	15.64%	1,065	N/A
Agree-disagree	2010	53	In my organization, senior leaders generate high levels of motivation and commitment in the	08.7576	13.37/6	13.04%	1,003	IN/A
Agree disagree	2010	33	workforce.	25.250/	22 722/	20.250/		24
A-u diau	2010	F 4		36.95%	23.70%	39.35%	1,041	21
Agree-disagree	2010	54	My organization's senior leaders maintain high standards of honesty and integrity.	45.81%	25.57%	28.62%	1,020	42
Agree-disagree	2010	55	Supervisors work well with employees of different backgrounds.	60.07%	18.96%	20.98%	1,018	39
Agree-disagree	2010	56	*Managers communicate the goals and priorities of the organization.	63.82%	16.21%	19.97%	1,040	17
Agree-disagree	2010	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	67.30%	18.01%	14.69%	991	62
Agree-disagree	2010	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	47.71%	20.72%	31.57%	1,029	30
Agree-disagree	2010	59	Managers support collaboration across work units to accomplish work objectives.	49.67%	20.69%	29.64%	1,019	34
Good-poor	2010	60	Overall, how good a job do you feel is being done by the manager directly above your				_,,,	
			immediate supervisor?	54.15%	21.64%	24.20%	1,012	43
Agree-disagree	2010	61	I have a high level of respect for my organization's senior leaders.					
Agree-disagree	2010	62	Senior leaders demonstrate support for Work/Life programs.	48.61%	23.40%	28.00%	1,023	17
Satisfied	2010	63	*How satisfied are you with your involvement in decisions that affect your work?	52.63%	24.96%	22.42%	962	96
-dissatisfied	2010	03	How satisfied are you with your involvement in decisions that affect your work?					
				46.95%	24.71%	28.34%	1,061	N/A
Satisfied	2010	64	*How satisfied are you with the information you receive from management on what's going on					
-dissatisfied			in your organization?	47.33%	23.78%	28.90%	1,060	N/A
Satisfied	2010	65	*How satisfied are you with the recognition you receive for doing a good job?					
-dissatisfied				48.94%	19.26%	31.80%	1,060	N/A
Satisfied	2010	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied				40.41%	27.56%	32.03%	1,058	N/A
Satisfied	2010	67	How satisfied are you with your opportunity to get a better job in your organization?	40.4170	27.50%	32.0370	1,030	14/74
-dissatisfied				22.420/	22.550/	45.000/	4.004	
Catialiad	2010		I law and of all are any with the Amining areas of the angular and the angular angular and the angular	32.12%	22.66%	45.22%	1,061	N/A
Satisfied -dissatisfied	2010	68	How satisfied are you with the training you receive for your present job?					
				43.66%	24.16%	32.18%	1,059	N/A
Satisfied	2010	69	*Considering everything, how satisfied are you with your job?					
-dissatisfied				69.31%	14.83%	15.87%	1,059	N/A
Satisfied	2010	70	Considering everything, how satisfied are you with your pay?					
-dissatisfied				61.55%	13.50%	24.95%	1,060	N/A
Satisfied	2010	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				58.63%	18.93%	22.44%	1,060	N/A
Satisfied	2010	79	How satisfied are you with the following Work/Life programs in your agency? Telework	30.0370	10.5570	22.4470	1,000	14/74
-dissatisfied			, , , , , , , , , , , , , , , , , , ,				0	0
Satisfied	2010	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work				U	0
-dissatisfied	2010	80	Schedules (AWS)					
							0	0
Satisfied	2010	81	How satisfied are you with the following Work/Life programs in your agency? Health and					
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)				0	0
Satisfied	2010	82	How satisfied are you with the following Work/Life programs in your agency? Employee					
-dissatisfied			Assistance Program (EAP)				0	0
Satisfied	2010	83	How satisfied are you with the following Work/Life programs in your agency? Child Care					
-dissatisfied			Programs (for example, daycare, parenting classes, parenting support groups)				0	0
Satisfied	2010	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care				J	
-dissatisfied			Programs (for example, support groups, speakers)				0	0
							٥	J

<sup>\*</sup> AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

*	Unweighted	count of	racnancac	aveluding	'Do Not	Know!	and 'No	Racic to	ludge

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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

72. Have you been notified whether or not you are eligible to telework?	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,404	1,452	1,211	1,082			
Yes, I was notified that I was eligible to telework.	78.54%	74.74%	71.04%	69.95%			
Yes, I was notified that I was not eligible to telework.	8.74%	8.51%	10.60%	9.44%			
No, I was not notified of my telework eligibility.	7.23%	10.14%	11.33%	13.68%			
Not sure if I was notified of my telework eligibility.	5.49%	6.61%	7.03%	6.93%			
Total	100.00%	100.00%	100.00%	100.00%			
73. Please select the response below that BEST describes your current teleworking situation.	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,400	1,447	1,210	1,077	1,142	1,198	1,173
I telework 3 or more days per week.	4.70%	3.34%	3.06%	1.82%	1.32%	1.61%	0.90%
I telework 1 or 2 days per week.	35.68%	33.87%	31.66%	31.77%	30.12%	27.80%	26.82%
	9.27%	8.70%	9.31%	10.46%	8.50%	9.67%	3.85%
I telework, but no more than 1 or 2 days per month.							
I telework very infrequently.	16.40%	15.92%	17.51%	16.93%	17.43%	15.49%	16.20%
I do not telework because I have to be physically present on	F 600/	C 430/	C 430/	6.000/	0.000/	0.240/	44.440/
the job.	5.60%	6.13%	6.42%	6.98%	8.00%	9.31%	11.14%
I do not telework because I have technical issues.	1.15%	1.96%	1.27%	2.24%	2.02%	2.80%	3.18%
I do not telework because I did not receive approval to do so.	6.99%	10.13%	11.95%	10.90%	13.42%	13.09%	17.76%
I do not telework because I choose not to telework.	20.22%	19.95%	18.81%	18.90%	19.18%	20.23%	20.16%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
74. Do you participate in the following Work / Life programs?							
74. Do you participate in the following Work/Life programs?  Alternative Work Schedules	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,406	1,447	1,208	1,077	1,145	1,205	1,187
Yes	57.93%	58.11%	56.42%	56.40%	57.69%	55.46%	54.53%
No No	38.72%	38.90%	39.55%	40.96%	37.22%	39.57%	40.12%
Not available to me	3.35%	2.99%	4.03%	2.64%	5.10%	4.98%	5.35%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
75. Do you participate in the following Work/Life programs?							
Health and Wellness Programs	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,399	1,442	1,206	1,070	1,132	1,200	1,180
Yes	22.25%	22.54%	20.85%	23.43%	23.88%	25.79%	25.10%
No	65.51%	61.50%	63.66%	62.71%	58.93%	63.23%	64.65%
Not available to me	12.24%	15.96%	15.48%	13.87%	17.19%	10.98%	10.25%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
76. Do you participate in the following Work/Life programs?							
Employee Assistance Program	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,388	1,426	1,196	1,061	1,131	1,195	1,182
Yes	15.15%	14.85%	15.00%	16.43%	14.25%	15.80%	12.28%
No	82.66%	81.21%	82.01%	81.37%	83.05%	81.22%	85.07%
Not available to me	2.19%	3.94%	2.99%	2.20%	2.70%	2.98%	2.64%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
77. Do you participate in the following Work/Life programs?	20	20	20	2011	2012	20	2044
Child Care Programs	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,398	1,448	1,204	1,073	1,143	1,204	1,179
Yes	1.38%	1.39%	2.30%	2.24%	2.44%	1.91%	0.76%
No	74.72%	74.19%	71.15%	75.66%	71.15%	76.06%	77.75%
Not available to me	23.90%	24.41%	26.56%	22.10%	26.41%	22.03%	21.49%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
70 Do you markisharks in the following Work // ife pro							
78. Do you participate in the following Work/Life programs?  Elder Care Programs	2017	2016	2015	2014	2013	2012	2011
	1,397			1,079			
Number of respondents Yes		1,449	1,204 2.74%		1,147	1,200	1,178
	1.39%	1.83%		2.46%	1.51%	2.28%	1.06%
No Not available to me	75.60% 23.01%	73.74%	71.48%	74.81%	71.92%	75.90%	76.91%
Not available to me	23.U1%	24.43%	25.79%	22.73%	26.57%	21.82%	22.03%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100 000	100.00%

Percentages are weighted to represent the Agency's population.

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

# **Agency-Specific Questions**

# 1. In the past year, have you experienced harassment in your workplace?

	# of	
	Respondents	Percent
	2017	2017
Never	1113	79.5%
Rarely	125	9.1%
Occasionally	96	6.9%
Frequently	39	2.8%
Very Frequently	22	1.6%
Total	1395	100.0%

## 2. In the past year, have you witnessed a co-worker experiencing harassment?

	# of	
	Respondents	Percent
	2017	2017
Never	1052	75.2%
Rarely	127	9.2%
Occasionally	144	10.4%
Frequently	46	3.4%
Very Frequently	24	1.8%
Total	1393	100.0%

## 3. Have you filed a complaint of work place harassment within the past year? (Select all that apply)

	# of	
	Respondents	Percent
	2017	2017
Yes, with the human resources office	10	0.7%
Yes, with my union	20	1.5%
Yes, with an EEO Office	33	2.4%
Yes, with a representative of management	30	2.2%
No, I have not filed a complaint of workplace harassment	1320	94.5%
Total	1413	

# 4. My workplace harassment complaint was handled effectively.

	# of	Percent
	Respondents	
	2017	2017
Strongly Agree	7	9.5%
Agree	8	10.5%
Neither Agree nor Disagree	20	25.9%
Disagree	15	20.0%
Strongly Disagree	25	34.1%
Total	75	100.0%

### For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey