

Core Survey

Response Type	Item	Item Text	Strongly Agree/Very Good/Very Satisfied					Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied			Strongly Disagree/Very Poor/Very Dissatisfied					Item Response Total**	Do Not Know/No Basis for Judgment
			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			
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	67.0%	28.6%	38.5%	14.4%	12.4%	6.1%	18.5%	384	525	199	171	83	1,362		
Agree-disagree	2	I have enough information to do my job well.	75.5%	27.2%	48.4%	13.0%	8.2%	3.2%	11.4%	368	666	180	113	44	1,371		
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	60.1%	28.0%	32.1%	16.8%	13.8%	9.3%	23.1%	376	436	230	189	128	1,359		
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	80.3%	46.8%	33.5%	10.1%	6.1%	3.5%	9.6%	640	460	139	83	48	1,370		
Agree-disagree	5	I like the kind of work I do.	88.2%	54.9%	33.2%	7.5%	2.8%	1.5%	4.3%	750	456	104	38	21	1,369		
Agree-disagree	6	I know what is expected of me on the job.	81.4%	39.5%	41.9%	8.8%	6.9%	2.8%	9.7%	538	573	122	96	39	1,368		
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.9%	70.3%	25.6%	2.4%	0.8%	0.9%	1.7%	966	353	32	11	12	1,374		
Agree-disagree	8	I am constantly looking for ways to do my job better.	91.6%	57.8%	33.8%	6.8%	0.9%	0.7%	1.6%	795	464	94	12	10	1,375		
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	40.9%	11.0%	29.9%	14.1%	25.9%	19.1%	45.0%	146	399	192	355	264	1,356		
Agree-disagree	10	*My workload is reasonable.	49.1%	13.5%	35.6%	13.3%	20.6%	17.1%	37.6%	181	481	181	285	238	1,366		
Agree-disagree	11	*My talents are used well in the workplace.	60.7%	21.6%	39.1%	17.3%	13.2%	8.8%	21.9%	287	526	234	178	119	1,344		
Agree-disagree	12	*I know how my work relates to the agency's goals.	89.1%	43.5%	45.6%	6.0%	3.0%	1.9%	4.9%	591	623	82	41	26	1,363		
Agree-disagree	13	The work I do is important.	94.0%	65.5%	28.5%	4.2%	0.6%	1.2%	1.8%	893	390	59	9	16	1,367		
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	74.7%	32.5%	42.2%	10.1%	9.5%	5.6%	15.1%	442	579	138	132	78	1,369		
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	71.8%	33.5%	38.3%	13.6%	7.8%	6.7%	14.5%	454	525	185	106	91	1,361		
Agree-disagree	16	I am held accountable for achieving results.	86.9%	40.2%	46.7%	10.1%	1.7%	1.3%	3.0%	548	641	138	24	18	1,369		
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	57.5%	30.6%	26.9%	19.7%	11.4%	11.4%	22.8%	397	351	260	150	151	1,309		
Agree-disagree	18	My training needs are assessed.	50.5%	18.0%	32.6%	23.2%	17.4%	8.8%	26.3%	240	438	314	239	119	1,350		
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).	74.2%	33.3%	40.9%	11.1%	9.6%	5.2%	14.8%	447	555	150	130	71	1,353		
Agree-disagree	20	*The people I work with cooperate to get the job done.	75.2%	32.1%	43.1%	14.2%	7.7%	2.9%	10.6%	439	592	195	105	41	1,372		
Agree-disagree	21	My work unit is able to recruit people with the right skills.	43.7%	12.0%	31.7%	28.2%	17.2%	10.9%	28.1%	151	406	360	222	142	1,281		
Agree-disagree	22	Promotions in my work unit are based on merit.	42.6%	15.1%	27.5%	29.4%	13.8%	14.2%	28.0%	185	339	364	169	176	1,233		
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.3%	11.1%	28.2%	29.4%	15.3%	15.9%	31.3%	131	334	347	182	190	1,184		
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	46.0%	14.8%	31.3%	24.6%	15.7%	13.6%	29.4%	185	396	312	200	173	1,266		
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	51.1%	18.4%	32.8%	21.7%	14.4%	12.7%	27.1%	230	413	272	181	161	1,257		
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	79.7%	34.0%	45.7%	10.8%	5.7%	3.7%	9.5%	467	623	145	79	51	1,365		
Agree-disagree	27	The skill level in my work unit has improved in the past year.	59.4%	23.3%	36.0%	27.8%	8.3%	4.5%	12.8%	300	470	363	106	59	1,298		
Good-poor	28	How would you rate the overall quality of work done by your work unit?	86.0%	47.9%	38.2%	11.6%	1.6%	0.8%	2.4%	658	525	158	22	11	1,374		
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.3%	40.6%	43.7%	10.1%	3.9%	1.7%	5.6%	548	594	138	53	23	1,356		
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	50.0%	14.6%	35.4%	19.4%	19.1%	11.5%	30.6%	192	468	257	256	154	1,327		
Agree-disagree	31	Employees are recognized for providing high quality products and services.	57.3%	18.1%	39.3%	18.3%	13.6%	10.8%	24.4%	238	524	243	182	145	1,332		

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Agree-disagree	32	Creativity and innovation are rewarded.	46.7%	16.3%	30.4%	24.3%	15.5%	13.5%	29.0%	207	391	311	201	175	1,285
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	33.0%	10.0%	23.0%	30.7%	19.2%	17.1%	36.3%	120	282	376	235	210	1,223
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	63.9%	22.1%	41.7%	21.3%	7.5%	7.3%	14.9%	284	538	275	96	95	1,288
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	78.8%	27.1%	51.7%	12.3%	5.0%	3.9%	8.9%	362	691	164	67	54	1,338
Agree-disagree	36	My organization has prepared employees for potential security threats.	81.6%	28.2%	53.4%	9.9%	4.6%	3.8%	8.4%	380	724	134	64	54	1,356
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	55.7%	23.2%	32.5%	20.7%	10.4%	13.1%	23.6%	294	414	264	133	169	1,274
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.	65.5%	29.0%	36.5%	19.0%	5.8%	9.6%	15.5%	362	456	238	74	121	1,251
Agree-disagree	39	My agency is successful at accomplishing its mission.	75.1%	24.5%	50.6%	16.8%	4.7%	3.4%	8.1%	326	678	227	63	46	1,340
Agree-disagree	40	*I recommend my organization as a good place to work.	64.7%	25.5%	39.1%	20.8%	9.0%	5.5%	14.5%	346	536	287	123	76	1,368
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	47.0%	18.4%	28.6%	25.0%	14.4%	13.7%	28.0%	226	355	312	181	171	1,245
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	82.3%	50.0%	32.2%	8.9%	3.5%	5.3%	8.8%	678	435	121	47	72	1,353
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.3%	38.5%	28.8%	17.5%	8.8%	6.5%	15.2%	519	389	239	119	88	1,354
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	69.0%	38.4%	30.6%	16.4%	7.7%	7.0%	14.7%	517	415	221	104	95	1,352
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	74.1%	42.9%	31.2%	17.1%	3.8%	4.9%	8.8%	543	398	217	48	63	1,269
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.5%	36.7%	33.8%	15.7%	7.0%	6.8%	13.8%	495	460	212	94	93	1,354
Agree-disagree	47	Supervisors in my work unit support employee development.	71.5%	37.9%	33.6%	15.2%	6.4%	6.9%	13.3%	507	452	204	87	92	1,342
Agree-disagree	48	My supervisor listens to what I have to say.	80.1%	47.1%	33.1%	9.8%	5.1%	5.0%	10.0%	640	448	133	70	68	1,359
Agree-disagree	49	My supervisor treats me with respect.	83.9%	51.6%	32.3%	7.5%	3.6%	4.9%	8.6%	704	439	103	49	68	1,363
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	85.3%	45.1%	40.2%	7.4%	5.0%	2.3%	7.3%	613	547	102	68	31	1,361
Agree-disagree	51	I have trust and confidence in my supervisor.	70.5%	43.5%	27.0%	14.5%	6.5%	8.6%	15.1%	591	367	195	89	116	1,358
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	73.8%	47.7%	26.1%	15.7%	5.4%	5.1%	10.5%	647	354	213	73	70	1,357
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.8%	18.3%	30.5%	22.3%	16.2%	12.7%	28.9%	239	402	293	216	171	1,321
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	54.7%	23.0%	31.7%	23.7%	11.1%	10.4%	21.6%	290	398	301	141	134	1,264
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	71.3%	29.0%	42.3%	16.7%	5.4%	6.6%	12.0%	374	546	214	70	85	1,289
Agree-disagree	56	*Managers communicate the goals of the organization.	73.2%	24.7%	48.4%	14.3%	6.9%	5.6%	12.6%	331	646	189	93	76	1,335
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	73.6%	27.0%	46.6%	17.2%	4.6%	4.5%	9.2%	346	598	219	60	59	1,282
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	61.3%	22.2%	39.1%	18.3%	11.5%	9.0%	20.5%	290	512	239	152	120	1,313
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	61.5%	23.4%	38.2%	19.0%	10.1%	9.3%	19.4%	302	494	248	133	123	1,300
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	66.8%	33.7%	33.1%	19.3%	5.9%	8.1%	14.0%	423	416	244	75	103	1,261

Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	60.5%	28.1%	32.4%	21.6%	9.5%	8.4%	17.9%	371	431	288	128	114	1,332
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	64.7%	28.8%	35.9%	22.2%	5.9%	7.2%	13.2%	354	447	276	74	91	1,242
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	54.4%	17.8%	36.5%	19.4%	19.2%	7.0%	26.2%	236	490	261	261	95	1,343
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.7%	19.4%	39.3%	21.5%	13.7%	6.1%	19.8%	260	529	290	186	83	1,348
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	60.9%	25.7%	35.3%	16.5%	14.7%	7.8%	22.5%	343	475	223	197	106	1,344
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	51.1%	17.6%	33.5%	25.5%	15.0%	8.4%	23.4%	235	448	343	202	115	1,343
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	38.7%	15.3%	23.4%	26.5%	19.3%	15.5%	34.8%	204	313	358	259	209	1,343
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	55.9%	19.4%	36.5%	22.6%	14.9%	6.6%	21.5%	259	489	305	203	90	1,346
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	72.2%	30.2%	42.0%	12.1%	10.6%	5.1%	15.7%	403	568	164	143	69	1,347
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	64.6%	22.4%	42.1%	13.8%	14.7%	7.0%	21.7%	303	568	186	198	95	1,350
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	65.1%	24.1%	41.0%	17.9%	11.6%	5.4%	17.0%	316	549	240	156	72	1,333

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

72. Please select the response below that BEST describes your current teleworking schedule.	N	%	
I telework very infrequently, on an unscheduled or short-term basis	261	19.3%	
I telework, but only about 1 or 2 days per month	139	10.2%	
I telework 1 or 2 days per week	465	34.9%	
I telework 3 or 4 days per week	52	4.0%	
I telework every work day	25	1.9%	
I do not telework because I have to be physically present on the job	65	4.7%	
I do not telework because of technical issues that prevent me from teleworking	21	1.6%	
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	87	6.5%	
I do not telework because I choose not to telework	228	16.9%	
Total	1,343	100.0%	

73. How satisfied are you with the following Work/Life programs in your agency? Telework	N	Satisfaction %	All Response Options %
Very Satisfied	478	45.2%	36.6%
Satisfied	358	33.4%	27.1%
Neither Satisfied nor Dissatisfied	139	13.2%	10.7%
Dissatisfied	44	4.1%	3.3%
Very Dissatisfied	43	4.1%	3.3%
Item Response Total	1,062	100.0%	81.1%
I choose not to participate in these programs	143	--	10.8%
These programs are not available to me	101	--	7.6%
I am unaware of these programs	6	--	0.5%
Total	1,312	100.0%	100.0%

74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules	N	Satisfaction %	All Response Options %
Very Satisfied	566	50.3%	42.5%
Satisfied	404	35.7%	30.1%
Neither Satisfied nor Dissatisfied	118	10.6%	8.9%
Dissatisfied	19	1.7%	1.5%
Very Dissatisfied	19	1.7%	1.4%
Item Response Total	1,126	100.0%	84.4%
I choose not to participate in these programs	182	--	13.8%
These programs are not available to me	21	--	1.5%
I am unaware of these programs	4	--	0.3%
Total	1,333	100.0%	100.0%

75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	N	Satisfaction %	All Response Options %
Very Satisfied	284	28.4%	21.5%
Satisfied	407	40.1%	30.5%
Neither Satisfied nor Dissatisfied	235	23.3%	17.7%
Dissatisfied	48	4.6%	3.5%
Very Dissatisfied	37	3.7%	2.8%
Item Response Total	1,011	100.0%	76.0%
I choose not to participate in these programs	116	--	8.7%
These programs are not available to me	107	--	7.8%
I am unaware of these programs	104	--	7.6%
Total	1,338	100.0%	100.0%

76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program	N	Satisfaction %	All Response Options %
Very Satisfied	175	21.1%	13.3%
Satisfied	257	30.7%	19.4%
Neither Satisfied nor Dissatisfied	368	43.7%	27.6%
Dissatisfied	20	2.4%	1.5%
Very Dissatisfied	18	2.2%	1.4%
Item Response Total	838	100.0%	63.2%
I choose not to participate in these programs	349	--	26.0%
These programs are not available to me	21	--	1.5%
I am unaware of these programs	125	--	9.3%
Total	1,333	100.0%	100.0%

77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs	N	Satisfaction %	All Response Options %
Very Satisfied	59	11.9%	4.5%
Satisfied	93	18.4%	7.0%
Neither Satisfied nor Dissatisfied	313	62.1%	23.5%
Dissatisfied	18	3.6%	1.4%
Very Dissatisfied	20	4.1%	1.5%
Item Response Total	503	100.0%	37.9%
I choose not to participate in these programs	337	--	25.1%
These programs are not available to me	227	--	16.9%
I am unaware of these programs	269	--	20.1%
Total	1,336	100.0%	100.0%

78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs	N	Satisfaction %	All Response Options %
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Work Life-Telework

Very Satisfied	42	9.9%	3.2%
Satisfied	58	13.5%	4.4%
Neither Satisfied nor Dissatisfied	300	69.1%	22.6%
Dissatisfied	16	3.7%	1.2%
Very Dissatisfied	16	3.8%	1.2%
Item Response Total	432	100.0%	32.6%
I choose not to participate in these programs	298	--	22.2%
These programs are not available to me	204	--	15.2%
I am unaware of these programs	404	--	30.0%
Total	1,338	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

Demographics

Where do you work?		%
Headquarters		20.7%
Field		79.3%
Total		100.0%

What is your supervisory status?		%
Non-Supervisor		75.9%
Team Leader		4.6%
Supervisor		11.6%
Manager		6.1%
Senior Leader		1.7%
Total		100.0%

Are you:		%
Male		37.2%
Female		62.8%
Total		100.0%

Are you Hispanic or Latino?		%
Yes		17.5%
No		82.5%
Total		100.0%

Please select the racial category or categories with which you most closely identify.		%
American Indian or Alaska Native		--
Asian		--
Black or African American		--
Native Hawaiian or Other Pacific Islander		--
White		--
Two or more races		--
Total		--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

What is the highest degree or level of education you have completed?		%
Less than High School		--
High School Diploma/GED or equivalent		--
Trade or Technical Certificate		--
Some College (no degree)		--
Associate's Degree (e.g., AA, AS)		--
Bachelor's Degree (e.g., BA, BS)		--
Master's Degree (e.g., MA, MS, MBA)		--
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)		--
Total		--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

What is your pay category/grade?		%
Federal Wage System		--
GS 1-6		--
GS 7-12		--
GS 13-15		--
Senior Executive Service		--
Senior Level (SL) or Scientific or Professional (ST)		--
Other		--

Demographics

Total	--
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Note: All results are suppressed when any single demographic category has fewer than 4 responses.

How long have you been with the Federal Government (excluding military service)?	%
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Less than 1 year	--
1 to 3 years	--
4 to 5 years	--
6 to 10 years	--
11 to 14 years	--
15 to 20 years	--
More than 20 years	--

Total	--
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Note: All results are suppressed when any single demographic category has fewer than 4 responses.

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	%
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Less than 1 year	0.3%
1 to 3 years	18.2%
4 to 5 years	7.7%
6 to 10 years	22.6%
11 to 20 years	24.0%
More than 20 years	27.2%

Total	100.0%
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Are you considering leaving your organization within the next year, and if so, why?	%
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No	66.3%
Yes, to retire	7.4%
Yes, to take another job within the Federal Government	17.6%
Yes, to take another job outside the Federal Government	3.8%
Yes, other	4.8%

Total	100.0%
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I am planning to retire:	%
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Within one year	4.8%
Between one and three years	10.4%
Between three and five years	10.8%
Five or more years	74.0%

Total	100.0%
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Are you transgender?	%
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Yes	0.4%
No	99.6%

Total	100.0%
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Which one of the following do you consider yourself to be?	%
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Straight, that is not gay or lesbian	93.4%
Gay or Lesbian	3.0%
Bisexual	1.9%
Something else	1.6%

Total	100.0%
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What is your US military service status?	%
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No Prior Military Service	68.2%
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Demographics

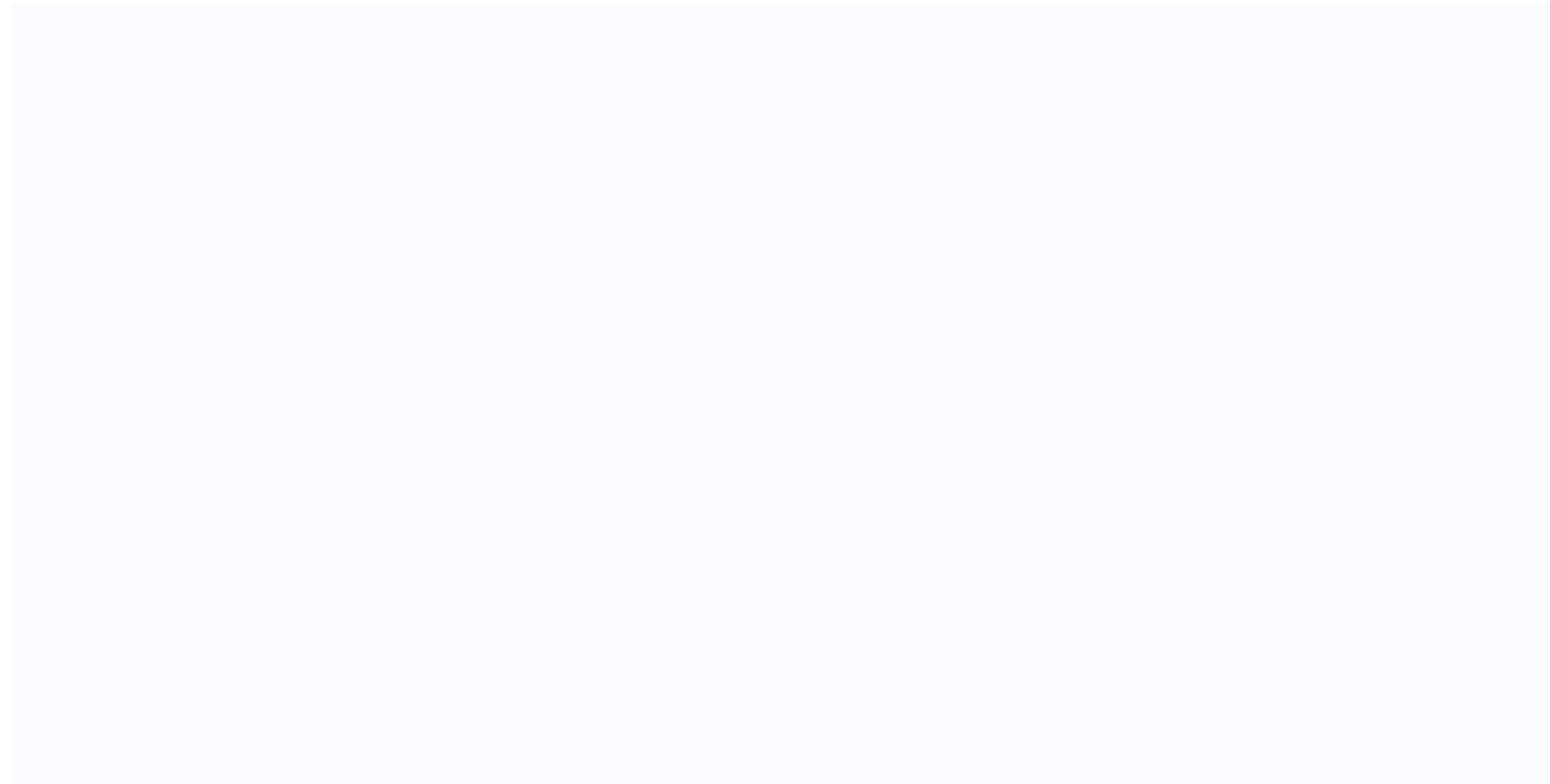
Currently in National Guard or Reserves	1.8%
Retired	9.6%
Separated or Discharged	20.4%
Total	100.0%

Are you an individual with a disability?	%
Yes	36.1%
No	63.9%
Total	100.0%

What is your age group?	%
25 and under	--
26-29 years old	--
30-39 years old	--
40-49 years old	--
50-59 years old	--
60 years or older	--
Total	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Percentages for demographic questions are unweighted.



Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2018	1	*I am given a real opportunity to improve my skills in my organization.	67.0%	14.4%	18.5%	1,362	N/A
Agree-disagree	2018	2	I have enough information to do my job well.	75.5%	13.0%	11.4%	1,371	N/A
Agree-disagree	2018	3	I feel encouraged to come up with new and better ways of doing things.	60.1%	16.8%	23.1%	1,359	N/A
Agree-disagree	2018	4	My work gives me a feeling of personal accomplishment.	80.3%	10.1%	9.6%	1,370	N/A
Agree-disagree	2018	5	I like the kind of work I do.	88.2%	7.5%	4.3%	1,369	N/A
Agree-disagree	2018	6	I know what is expected of me on the job.	81.4%	8.8%	9.7%	1,368	N/A
Agree-disagree	2018	7	When needed I am willing to put in the extra effort to get a job done.	95.9%	2.4%	1.7%	1,374	N/A
Agree-disagree	2018	8	I am constantly looking for ways to do my job better.	91.6%	6.8%	1.6%	1,375	N/A
Agree-disagree	2018	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	40.9%	14.1%	45.0%	1,356	5
Agree-disagree	2018	10	*My workload is reasonable.	49.1%	13.3%	37.6%	1,366	3
Agree-disagree	2018	11	*My talents are used well in the workplace.	60.7%	17.3%	21.9%	1,344	8
Agree-disagree	2018	12	*I know how my work relates to the agency's goals.	89.1%	6.0%	4.9%	1,363	5
Agree-disagree	2018	13	The work I do is important.	94.0%	4.2%	1.8%	1,367	3
Agree-disagree	2018	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	74.7%	10.1%	15.1%	1,369	3
Agree-disagree	2018	15	My performance appraisal is a fair reflection of my performance.	71.8%	13.6%	14.5%	1,361	14
Agree-disagree	2018	16	I am held accountable for achieving results.	86.9%	10.1%	3.0%	1,369	2
Agree-disagree	2018	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	57.5%	19.7%	22.8%	1,309	62
Agree-disagree	2018	18	My training needs are assessed.	50.5%	23.2%	26.3%	1,350	20
Agree-disagree	2018	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	74.2%	11.1%	14.8%	1,353	21
Agree-disagree	2018	20	*The people I work with cooperate to get the job done.	75.2%	14.2%	10.6%	1,372	N/A
Agree-disagree	2018	21	My work unit is able to recruit people with the right skills.	43.7%	28.2%	28.1%	1,281	90
Agree-disagree	2018	22	Promotions in my work unit are based on merit.	42.6%	29.4%	28.0%	1,233	138
Agree-disagree	2018	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.3%	29.4%	31.3%	1,184	182
Agree-disagree	2018	24	*In my work unit, differences in performance are recognized in a meaningful way.	46.0%	24.6%	29.4%	1,266	107
Agree-disagree	2018	25	Awards in my work unit depend on how well employees perform their jobs.	51.1%	21.7%	27.1%	1,257	118
Agree-disagree	2018	26	Employees in my work unit share job knowledge with each other.	79.7%	10.8%	9.5%	1,365	7
Agree-disagree	2018	27	The skill level in my work unit has improved in the past year.	59.4%	27.8%	12.8%	1,298	71
Good-poor	2018	28	How would you rate the overall quality of work done by your work unit?	86.0%	11.6%	2.4%	1,374	N/A
Agree-disagree	2018	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.3%	10.1%	5.6%	1,356	21
Agree-disagree	2018	30	Employees have a feeling of personal empowerment with respect to work processes.	50.0%	19.4%	30.6%	1,327	36
Agree-disagree	2018	31	Employees are recognized for providing high quality products and services.	57.3%	18.3%	24.4%	1,332	34
Agree-disagree	2018	32	Creativity and innovation are rewarded.	46.7%	24.3%	29.0%	1,285	71
Agree-disagree	2018	33	Pay raises depend on how well employees perform their jobs.	33.0%	30.7%	36.3%	1,223	143
Agree-disagree	2018	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	63.9%	21.3%	14.9%	1,288	79
Agree-disagree	2018	35	Employees are protected from health and safety hazards on the job.	78.8%	12.3%	8.9%	1,338	34
Agree-disagree	2018	36	My organization has prepared employees for potential security threats.	81.6%	9.9%	8.4%	1,356	12
Agree-disagree	2018	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	55.7%	20.7%	23.6%	1,274	92
Agree-disagree	2018	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	65.5%	19.0%	15.5%	1,251	102
Agree-disagree	2018	39	My agency is successful at accomplishing its mission.	75.1%	16.8%	8.1%	1,340	27
Agree-disagree	2018	40	*I recommend my organization as a good place to work.	64.7%	20.8%	14.5%	1,368	N/A
Agree-disagree	2018	41	*I believe the results of this survey will be used to make my agency a better place to work.	47.0%	25.0%	28.0%	1,245	123
Agree-disagree	2018	42	My supervisor supports my need to balance work and other life issues.	82.3%	8.9%	8.8%	1,353	9
Agree-disagree	2018	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.3%	17.5%	15.2%	1,354	11
Agree-disagree	2018	44	Discussions with my supervisor about my performance are worthwhile.	69.0%	16.4%	14.7%	1,352	11
Agree-disagree	2018	45	My supervisor is committed to a workforce representative of all segments of society.	74.1%	17.1%	8.8%	1,269	96
Agree-disagree	2018	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.5%	15.7%	13.8%	1,354	6
Agree-disagree	2018	47	Supervisors in my work unit support employee development.	71.5%	15.2%	13.3%	1,342	22
Agree-disagree	2018	48	My supervisor listens to what I have to say.	80.1%	9.8%	10.0%	1,359	N/A
Agree-disagree	2018	49	My supervisor treats me with respect.	83.9%	7.5%	8.6%	1,363	N/A
Agree-disagree	2018	50	In the last six months, my supervisor has talked with me about my performance.	85.3%	7.4%	7.3%	1,361	N/A
Agree-disagree	2018	51	I have trust and confidence in my supervisor.	70.5%	14.5%	15.1%	1,358	N/A
Good-poor	2018	52	Overall, how good a job do you feel is being done by your immediate supervisor?	73.8%	15.7%	10.5%	1,357	N/A
Agree-disagree	2018	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.8%	22.3%	28.9%	1,321	34

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Agree-disagree	2018	54	My organization's senior leaders maintain high standards of honesty and integrity.	54.7%	23.7%	21.6%	1,264	96
Agree-disagree	2018	55	Supervisors work well with employees of different backgrounds.	71.3%	16.7%	12.0%	1,289	59
Agree-disagree	2018	56	*Managers communicate the goals of the organization.	73.2%	14.3%	12.6%	1,335	16
Agree-disagree	2018	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	73.6%	17.2%	9.2%	1,282	71
Agree-disagree	2018	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	61.3%	18.3%	20.5%	1,313	43
Agree-disagree	2018	59	Managers support collaboration across work units to accomplish work objectives.	61.5%	19.0%	19.4%	1,300	44
Good-poor	2018	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	66.8%	19.3%	14.0%	1,261	93
Agree-disagree	2018	61	I have a high level of respect for my organization's senior leaders.	60.5%	21.6%	17.9%	1,332	20
Agree-disagree	2018	62	Senior leaders demonstrate support for Work/Life programs.	64.7%	22.2%	13.2%	1,242	112
Satisfied-dissatisfied	2018	63	*How satisfied are you with your involvement in decisions that affect your work?	54.4%	19.4%	26.2%	1,343	N/A
Satisfied-dissatisfied	2018	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.7%	21.5%	19.8%	1,348	N/A
Satisfied-dissatisfied	2018	65	*How satisfied are you with the recognition you receive for doing a good job?	60.9%	16.5%	22.5%	1,344	N/A
Satisfied-dissatisfied	2018	66	How satisfied are you with the policies and practices of your senior leaders?	51.1%	25.5%	23.4%	1,343	N/A
Satisfied-dissatisfied	2018	67	How satisfied are you with your opportunity to get a better job in your organization?	38.7%	26.5%	34.8%	1,343	N/A
Satisfied-dissatisfied	2018	68	How satisfied are you with the training you receive for your present job?	55.9%	22.6%	21.5%	1,346	N/A
Satisfied-dissatisfied	2018	69	*Considering everything, how satisfied are you with your job?	72.2%	12.1%	15.7%	1,347	N/A
Satisfied-dissatisfied	2018	70	Considering everything, how satisfied are you with your pay?	64.6%	13.8%	21.7%	1,350	N/A
Satisfied-dissatisfied	2018	71	*Considering everything, how satisfied are you with your organization?	65.1%	17.9%	17.0%	1,333	N/A
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	67.6%	14.7%	17.6%	1,412	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	76.4%	11.8%	11.8%	1,410	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	60.5%	16.8%	22.7%	1,397	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	80.8%	10.0%	9.2%	1,410	N/A
Agree-disagree	2017	5	I like the kind of work I do.	88.1%	7.4%	4.5%	1,399	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	78.3%	11.0%	10.7%	1,403	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	95.4%	2.6%	2.0%	1,409	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	91.6%	6.6%	1.8%	1,409	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	38.6%	13.1%	48.3%	1,408	3
Agree-disagree	2017	10	*My workload is reasonable.	46.8%	15.3%	38.0%	1,408	3
Agree-disagree	2017	11	*My talents are used well in the workplace.	59.8%	17.0%	23.2%	1,384	5
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	88.7%	6.7%	4.6%	1,409	1
Agree-disagree	2017	13	The work I do is important.	94.0%	3.8%	2.2%	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.	75.5%	10.4%	14.1%	1,402	2
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	68.3%	16.3%	15.3%	1,373	41
Agree-disagree	2017	16	I am held accountable for achieving results.	88.0%	9.4%	2.6%	1,387	12
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	58.8%	19.2%	22.0%	1,349	49
Agree-disagree	2017	18	My training needs are assessed.	51.6%	23.8%	24.6%	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 performance levels (for example, Fully Successful, Outstanding).	69.9%	14.6%	15.5%	1,370	44
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	77.3%	12.3%	10.4%	1,413	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	39.2%	26.5%	34.3%	1,316	98
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	41.6%	28.0%	30.4%	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.	37.4%	30.0%	32.6%	1,236	175
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.0%	25.9%	31.2%	1,288	122
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	50.2%	23.3%	26.5%	1,283	120
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	79.2%	10.8%	10.1%	1,398	16
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	58.4%	28.3%	13.3%	1,314	93
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	85.8%	12.3%	1.9%	1,413	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	74.8%	14.7%	10.5%	1,377	28
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	50.2%	22.0%	27.8%	1,368	45
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	57.8%	19.3%	22.9%	1,375	35
Agree-disagree	2017	32	Creativity and innovation are rewarded.	44.3%	26.9%	28.8%	1,343	60
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	32.2%	30.2%	37.6%	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).	65.8%	21.6%	12.6%	1,334	73
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	80.3%	11.5%	8.3%	1,376	27
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	81.5%	10.2%	8.4%	1,395	9

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Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.1%	20.1%	22.8%	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.	68.6%	17.5%	13.9%	1,285	114
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	76.0%	15.7%	8.3%	1,370	32
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	65.7%	19.6%	14.7%	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.	50.1%	22.4%	27.5%	1,278	136
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	83.0%	8.1%	9.0%	1,404	8
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.0%	16.9%	15.1%	1,402	8
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	69.0%	15.5%	15.5%	1,388	15
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	75.1%	16.2%	8.7%	1,327	83
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.9%	14.7%	14.4%	1,393	5
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	73.1%	14.5%	12.4%	1,380	27
Agree-disagree	2017	48	My supervisor listens to what I have to say.	79.6%	9.7%	10.7%	1,414	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	83.0%	9.2%	7.8%	1,406	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	78.6%	10.5%	10.8%	1,406	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	71.5%	13.6%	14.9%	1,412	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.6%	15.3%	10.1%	1,411	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.2%	21.4%	29.3%	1,379	33
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	58.7%	22.0%	19.3%	1,318	88
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	72.5%	15.9%	11.6%	1,354	48
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	73.7%	13.9%	12.4%	1,377	23
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.8%	14.5%	10.7%	1,306	95
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	62.3%	17.7%	20.0%	1,359	49
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	64.8%	17.3%	17.9%	1,348	60
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.9%	19.7%	14.4%	1,318	91
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	62.2%	20.3%	17.4%	1,396	17
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	65.4%	21.1%	13.4%	1,298	117
Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	54.2%	20.8%	24.9%	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?	58.1%	20.1%	21.8%	1,414	N/A
Satisfied -dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	56.9%	20.9%	22.2%	1,405	N/A
Satisfied -dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	53.0%	24.3%	22.8%	1,404	N/A
Satisfied -dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	37.2%	25.4%	37.4%	1,411	N/A
Satisfied -dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	55.3%	22.2%	22.5%	1,407	N/A
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	71.5%	14.8%	13.6%	1,403	N/A
Satisfied -dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	62.5%	15.0%	22.5%	1,405	N/A
Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	64.6%	17.8%	17.6%	1,409	N/A
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	66.8%	14.9%	18.3%	1,504	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	77.3%	11.2%	11.5%	1,498	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	60.8%	15.6%	23.6%	1,469	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	81.1%	11.1%	7.8%	1,491	N/A
Agree-disagree	2016	5	I like the kind of work I do.	88.5%	8.2%	3.4%	1,486	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	80.5%	10.4%	9.1%	1,485	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	96.2%	2.6%	1.2%	1,501	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	91.7%	7.0%	1.2%	1,497	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	39.0%	13.8%	47.2%	1,499	3
Agree-disagree	2016	10	*My workload is reasonable.	47.8%	15.6%	36.6%	1,492	2
Agree-disagree	2016	11	*My talents are used well in the workplace.	61.2%	16.0%	22.8%	1,440	5
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	89.7%	6.5%	3.8%	1,486	3
Agree-disagree	2016	13	The work I do is important.	94.1%	3.8%	2.1%	1,455	2
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.8%	12.5%	16.7%	1,493	4
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	74.6%	12.1%	13.3%	1,472	31
Agree-disagree	2016	16	I am held accountable for achieving results.	87.3%	8.6%	4.1%	1,479	12
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	55.8%	21.3%	22.9%	1,424	73
Agree-disagree	2016	18	My training needs are assessed.	51.6%	23.2%	25.2%	1,479	18

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Agree-disagree	2016	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	73.5%	11.4%	15.1%	1,453	54
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	72.8%	14.3%	12.9%	1,503	N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	41.1%	26.8%	32.1%	1,406	96
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	36.6%	30.4%	33.0%	1,333	166
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.9%	29.1%	37.0%	1,303	191
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	39.9%	25.9%	34.2%	1,390	111
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	45.8%	24.9%	29.3%	1,332	157
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	78.4%	10.6%	11.0%	1,487	13
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	57.8%	27.4%	14.8%	1,388	114
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	84.9%	12.3%	2.8%	1,504	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.8%	14.6%	13.6%	1,451	32
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	48.6%	23.4%	28.0%	1,440	47
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	53.2%	20.8%	26.0%	1,433	50
Agree-disagree	2016	32	Creativity and innovation are rewarded.	41.5%	26.7%	31.8%	1,413	70
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	27.8%	30.8%	41.4%	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).	67.0%	18.9%	14.2%	1,397	84
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	79.0%	12.1%	8.9%	1,443	37
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	80.1%	10.8%	9.0%	1,465	15
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	48.7%	25.3%	26.0%	1,380	99
Agree-disagree	2016	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	63.8%	18.4%	17.8%	1,335	130
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	73.8%	16.5%	9.7%	1,461	21
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	64.8%	19.8%	15.4%	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.	49.8%	21.7%	28.5%	1,350	136
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	81.8%	9.4%	8.8%	1,481	4
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.2%	15.9%	15.9%	1,471	9
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	69.4%	16.1%	14.5%	1,459	11
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	74.8%	16.6%	8.6%	1,370	109
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	69.9%	14.9%	15.2%	1,468	4
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	70.9%	16.1%	13.0%	1,455	24
Agree-disagree	2016	48	My supervisor listens to what I have to say.	80.0%	10.3%	9.7%	1,482	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	84.9%	7.2%	7.8%	1,475	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	85.0%	6.3%	8.6%	1,480	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	72.3%	13.0%	14.7%	1,477	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	75.1%	14.3%	10.6%	1,480	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.7%	20.5%	30.8%	1,437	29
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	54.2%	22.0%	23.8%	1,381	84
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	69.1%	16.6%	14.2%	1,390	67
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	72.3%	12.6%	15.1%	1,437	20
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	70.7%	16.9%	12.4%	1,384	80
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.5%	18.1%	23.4%	1,425	39
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	60.2%	17.2%	22.6%	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?	65.4%	18.7%	16.0%	1,371	95
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	60.7%	19.4%	19.9%	1,448	15
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	64.6%	20.4%	15.0%	1,371	98
Satisfied -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	55.3%	20.3%	24.3%	1,465	N/A
Satisfied -dissatisfied	2016	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.2%	18.4%	21.4%	1,452	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	54.3%	22.0%	23.7%	1,455	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	49.5%	25.5%	24.9%	1,451	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	34.7%	28.8%	36.6%	1,458	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	54.2%	22.2%	23.6%	1,453	N/A
Satisfied -dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	72.1%	13.6%	14.2%	1,463	N/A
Satisfied -dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	61.1%	13.5%	25.4%	1,459	N/A

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Satisfied -dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	64.0%	16.6%	19.4%	1,463	N/A
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	61.4%	17.2%	21.4%	1,244	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	75.4%	13.4%	11.3%	1,235	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	53.8%	18.6%	27.6%	1,226	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	81.4%	9.2%	9.4%	1,241	N/A
Agree-disagree	2015	5	I like the kind of work I do.	89.1%	7.2%	3.7%	1,227	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	80.2%	9.4%	10.4%	1,229	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	96.1%	2.5%	1.4%	1,241	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	91.2%	6.8%	2.0%	1,236	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	38.4%	16.4%	45.2%	1,240	3
Agree-disagree	2015	10	*My workload is reasonable.	48.7%	13.7%	37.6%	1,238	3
Agree-disagree	2015	11	*My talents are used well in the workplace.	58.0%	15.8%	26.2%	1,191	3
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	89.1%	5.1%	5.8%	1,234	6
Agree-disagree	2015	13	The work I do is important.	94.1%	4.3%	1.6%	1,222	3
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	72.1%	11.3%	16.6%	1,232	6
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	73.6%	10.4%	16.0%	1,219	21
Agree-disagree	2015	16	I am held accountable for achieving results.	85.6%	9.0%	5.4%	1,225	7
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.1%	20.2%	28.7%	1,180	55
Agree-disagree	2015	18	My training needs are assessed.	46.3%	22.5%	31.2%	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 performance levels (for example, Fully Successful, Outstanding).	70.8%	11.3%	17.8%	1,196	48
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	71.9%	13.0%	15.0%	1,240	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	44.8%	26.1%	29.2%	1,157	82
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	37.8%	28.1%	34.1%	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.	33.7%	29.0%	37.4%	1,069	170
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	37.3%	26.7%	36.0%	1,139	99
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	44.2%	22.8%	33.0%	1,124	114
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	75.3%	11.0%	13.7%	1,228	9
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	56.0%	29.1%	14.9%	1,148	96
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	85.7%	11.5%	2.8%	1,239	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.0%	15.5%	13.4%	1,196	35
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	43.6%	23.2%	33.2%	1,192	42
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	49.4%	19.4%	31.2%	1,179	49
Agree-disagree	2015	32	Creativity and innovation are rewarded.	37.0%	25.8%	37.1%	1,156	64
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	27.3%	28.2%	44.4%	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).	59.6%	22.3%	18.1%	1,156	74
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	75.7%	13.8%	10.5%	1,199	32
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	74.9%	13.2%	11.9%	1,202	23
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	46.2%	22.1%	31.6%	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.	58.9%	20.9%	20.2%	1,105	114
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	73.8%	16.4%	9.8%	1,206	25
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	61.1%	20.7%	18.2%	1,231	N/A
Agree-disagree	2015	41	*I believe the results of this survey will be used to make my agency a better place to work.	44.3%	23.9%	31.8%	1,095	138
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	79.0%	10.5%	10.5%	1,221	9
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	63.2%	17.9%	18.9%	1,221	4
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	66.0%	16.2%	17.8%	1,201	14
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	71.6%	18.1%	10.3%	1,142	82
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.6%	17.0%	17.4%	1,220	2
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	66.1%	17.3%	16.6%	1,211	19
Agree-disagree	2015	48	My supervisor listens to what I have to say.	76.4%	11.6%	12.0%	1,223	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	79.6%	9.6%	10.8%	1,219	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	81.7%	7.8%	10.5%	1,220	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	67.6%	15.5%	16.9%	1,218	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	71.2%	17.9%	10.9%	1,222	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43.7%	20.3%	36.0%	1,198	23
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	51.1%	22.0%	26.9%	1,146	75
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	63.2%	19.4%	17.4%	1,159	51
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	65.8%	15.6%	18.6%	1,197	17
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.6%	18.0%	15.4%	1,131	79
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	52.9%	19.6%	27.4%	1,165	54

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Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	55.3%	19.0%	25.8%	1,160	61
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	62.9%	20.0%	17.1%	1,159	61
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	58.8%	19.0%	22.2%	1,209	11
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	60.2%	22.3%	17.5%	1,133	90
Satisfied-dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	50.1%	22.9%	27.0%	1,221	N/A
Satisfied-dissatisfied	2015	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	55.0%	20.0%	25.0%	1,217	N/A
Satisfied-dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	52.7%	20.6%	26.7%	1,213	N/A
Satisfied-dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	46.4%	25.8%	27.7%	1,216	N/A
Satisfied-dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	35.6%	23.2%	41.2%	1,213	N/A
Satisfied-dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	52.4%	22.3%	25.3%	1,210	N/A
Satisfied-dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	71.4%	13.5%	15.1%	1,213	N/A
Satisfied-dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	63.0%	13.3%	23.7%	1,218	N/A
Satisfied-dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	61.9%	18.9%	19.3%	1,217	N/A
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	58.9%	17.9%	23.3%	1,126	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	75.1%	12.9%	12.0%	1,121	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	53.7%	15.3%	31.0%	1,107	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	78.5%	12.2%	9.3%	1,120	N/A
Agree-disagree	2014	5	I like the kind of work I do.	89.8%	6.8%	3.4%	1,099	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	78.3%	9.6%	12.1%	1,109	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	95.5%	3.0%	1.5%	1,125	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	90.3%	8.0%	1.7%	1,121	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	36.0%	14.9%	49.1%	1,121	3
Agree-disagree	2014	10	*My workload is reasonable.	44.3%	14.3%	41.4%	1,112	1
Agree-disagree	2014	11	*My talents are used well in the workplace.	56.4%	15.7%	27.9%	1,074	4
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	86.3%	8.2%	5.5%	1,115	1
Agree-disagree	2014	13	The work I do is important.	94.3%	4.0%	1.7%	1,095	3
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.2%	12.4%	17.4%	1,122	3
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	71.0%	13.7%	15.2%	1,107	13
Agree-disagree	2014	16	I am held accountable for achieving results.	86.2%	10.0%	3.8%	1,100	11
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.3%	22.5%	28.2%	1,068	52
Agree-disagree	2014	18	My training needs are assessed.	43.6%	24.7%	31.7%	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).	69.6%	13.7%	16.8%	1,096	28
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	69.8%	13.5%	16.7%	1,123	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	36.8%	29.2%	33.9%	1,055	71
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	33.5%	31.7%	34.8%	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.	30.5%	30.9%	38.6%	978	140
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	31.2%	26.6%	42.1%	1,036	84
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	38.9%	23.9%	37.2%	1,017	104
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	73.7%	12.6%	13.7%	1,118	4
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	49.4%	30.5%	20.1%	1,046	75
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	83.1%	13.3%	3.6%	1,119	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	70.2%	15.7%	14.1%	1,095	19
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	41.6%	23.0%	35.4%	1,089	28
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	44.8%	22.6%	32.6%	1,084	27
Agree-disagree	2014	32	Creativity and innovation are rewarded.	33.7%	26.3%	40.0%	1,064	43
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	21.2%	29.3%	49.5%	1,000	106
Agree-disagree	2014	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	56.8%	23.5%	19.7%	1,031	83
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	73.6%	15.9%	10.5%	1,074	31
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	75.5%	12.7%	11.8%	1,086	18
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	45.1%	22.4%	32.5%	1,025	85
Agree-disagree	2014	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	58.5%	20.2%	21.3%	1,005	95
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	68.4%	18.4%	13.2%	1,079	24
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	57.8%	22.0%	20.2%	1,110	N/A

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Agree-disagree	2014	41	*I believe the results of this survey will be used to make my agency a better place to work.	39.5%	24.1%	36.4%	978	136
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	78.3%	9.6%	12.2%	1,102	10
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	60.1%	17.1%	22.8%	1,100	8
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	60.7%	17.3%	22.0%	1,082	15
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	68.4%	18.7%	12.9%	1,016	86
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	62.7%	18.1%	19.2%	1,098	7
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	62.3%	19.4%	18.3%	1,081	20
Agree-disagree	2014	48	My supervisor listens to what I have to say.	75.1%	11.1%	13.8%	1,104	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	78.9%	9.9%	11.2%	1,101	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	78.9%	9.5%	11.6%	1,098	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	64.3%	15.6%	20.1%	1,099	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.3%	17.1%	12.6%	1,100	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	40.6%	20.7%	38.8%	1,073	28
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	48.2%	24.0%	27.9%	1,025	70
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	63.7%	18.4%	17.9%	1,033	58
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	64.7%	13.7%	21.6%	1,081	13
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.6%	17.5%	15.9%	1,020	74
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.6%	16.9%	31.5%	1,052	43
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	53.2%	18.5%	28.4%	1,050	44
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	59.8%	19.2%	21.0%	1,039	56
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	53.2%	21.4%	25.4%	1,081	13
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	55.1%	25.7%	19.2%	1,002	93
Satisfied -dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	49.0%	20.4%	30.6%	1,089	N/A
Satisfied -dissatisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	48.4%	22.2%	29.4%	1,083	N/A
Satisfied -dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	46.6%	21.9%	31.5%	1,085	N/A
Satisfied -dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	44.1%	25.8%	30.1%	1,083	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	31.3%	25.5%	43.2%	1,082	N/A
Satisfied -dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	47.5%	24.5%	27.9%	1,079	N/A
Satisfied -dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	67.0%	14.4%	18.6%	1,077	N/A
Satisfied -dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	60.5%	13.9%	25.6%	1,076	N/A
Satisfied -dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	56.8%	19.9%	23.2%	1,087	N/A
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	55.0%	18.3%	26.7%	1,176	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	74.1%	13.9%	12.1%	1,172	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	51.8%	17.5%	30.7%	1,159	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	77.4%	11.6%	11.0%	1,174	N/A
Agree-disagree	2013	5	I like the kind of work I do.	87.2%	7.7%	5.1%	1,154	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	77.5%	11.0%	11.5%	1,156	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	95.3%	2.6%	2.1%	1,174	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	90.6%	7.9%	1.5%	1,179	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	29.7%	13.8%	56.5%	1,174	3
Agree-disagree	2013	10	*My workload is reasonable.	44.7%	14.8%	40.5%	1,169	2
Agree-disagree	2013	11	*My talents are used well in the workplace.	56.2%	14.4%	29.4%	1,127	7
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	86.9%	6.7%	6.3%	1,162	7
Agree-disagree	2013	13	The work I do is important.	93.1%	4.8%	2.1%	1,160	4
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	69.0%	12.3%	18.6%	1,173	5
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	70.1%	11.7%	18.2%	1,168	9
Agree-disagree	2013	16	I am held accountable for achieving results.	85.9%	9.9%	4.2%	1,161	8
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.2%	22.9%	27.9%	1,116	53
Agree-disagree	2013	18	My training needs are assessed.	40.3%	24.1%	35.7%	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).	70.2%	12.7%	17.2%	1,153	26
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	71.0%	14.0%	15.0%	1,176	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	29.7%	26.4%	43.9%	1,116	64
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	31.6%	31.5%	36.9%	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.	31.6%	29.1%	39.4%	1,030	138
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	30.4%	27.8%	41.8%	1,096	81

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Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	35.4%	24.4%	40.2%	1,081	89
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	73.4%	12.0%	14.6%	1,166	7
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	51.0%	32.0%	17.1%	1,100	73
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	85.2%	12.3%	2.5%	1,177	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	69.7%	16.9%	13.4%	1,145	22
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	40.9%	23.5%	35.6%	1,125	42
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	44.0%	21.5%	34.5%	1,144	24
Agree-disagree	2013	32	Creativity and innovation are rewarded.	32.0%	27.4%	40.7%	1,103	58
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	18.0%	29.6%	52.3%	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).	54.2%	25.7%	20.0%	1,096	72
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	72.6%	15.6%	11.9%	1,133	33
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	69.4%	16.5%	14.2%	1,140	21
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	43.5%	23.5%	33.0%	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.	58.4%	21.5%	20.1%	1,060	102
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	70.1%	17.0%	12.9%	1,138	27
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	58.2%	22.4%	19.5%	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.	37.4%	26.3%	36.3%	1,020	148
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	78.0%	11.1%	10.9%	1,162	6
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	61.1%	18.3%	20.6%	1,159	7
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	63.2%	17.8%	19.0%	1,156	8
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	69.1%	19.7%	11.1%	1,074	87
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	63.0%	18.0%	19.0%	1,159	4
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	64.9%	17.5%	17.6%	1,148	17
Agree-disagree	2013	48	My supervisor listens to what I have to say.	75.0%	12.9%	12.1%	1,164	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	80.3%	9.5%	10.2%	1,164	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	79.6%	8.5%	11.9%	1,157	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	65.8%	17.1%	17.1%	1,157	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.4%	16.9%	12.7%	1,153	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	37.9%	22.2%	39.9%	1,141	13
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	49.6%	21.0%	29.3%	1,101	53
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	60.6%	19.1%	20.4%	1,108	48
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	66.8%	14.6%	18.6%	1,149	5
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	68.6%	16.3%	15.2%	1,087	67
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50.7%	19.9%	29.3%	1,120	39
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	54.2%	19.1%	26.8%	1,105	47
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	59.3%	18.9%	21.8%	1,098	57
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	54.9%	19.0%	26.1%	1,137	19
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	57.5%	23.7%	18.8%	1,054	100
Satisfied -dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	47.3%	21.0%	31.7%	1,153	N/A
Satisfied -dissatisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	50.9%	19.4%	29.7%	1,148	N/A
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	45.8%	20.2%	34.0%	1,142	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	41.9%	26.1%	32.0%	1,148	N/A
Satisfied -dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	25.8%	27.2%	46.9%	1,151	N/A
Satisfied -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	44.8%	24.3%	30.9%	1,150	N/A
Satisfied -dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	67.7%	14.3%	18.1%	1,147	N/A
Satisfied -dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	51.4%	14.4%	34.2%	1,153	N/A
Satisfied -dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	57.8%	18.3%	24.0%	1,150	N/A
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	61.1%	16.7%	22.2%	1,262	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	74.4%	11.8%	13.8%	1,262	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	53.7%	17.5%	28.8%	1,255	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	80.7%	10.4%	8.9%	1,256	N/A
Agree-disagree	2012	5	I like the kind of work I do.	87.2%	8.5%	4.3%	1,251	N/A

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Agree-disagree	2012	6	I know what is expected of me on the job.	79.0%	10.0%	11.0%	1,252	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	96.9%	2.0%	1.2%	1,260	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	92.1%	6.8%	1.2%	1,260	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	34.1%	12.5%	53.4%	1,254	4
Agree-disagree	2012	10	*My workload is reasonable.	45.8%	13.0%	41.2%	1,253	1
Agree-disagree	2012	11	*My talents are used well in the workplace.	56.2%	15.1%	28.7%	1,234	8
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	87.4%	6.7%	5.8%	1,253	3
Agree-disagree	2012	13	The work I do is important.	94.3%	3.8%	1.9%	1,252	2
Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.5%	12.9%	15.6%	1,254	5
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	70.7%	11.9%	17.4%	1,243	15
Agree-disagree	2012	16	I am held accountable for achieving results.	87.9%	9.0%	3.1%	1,243	7
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.5%	21.4%	27.1%	1,195	57
Agree-disagree	2012	18	My training needs are assessed.	45.8%	23.2%	31.0%	1,245	16
Agree-disagree	2012	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	68.8%	13.4%	17.8%	1,230	31
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	71.9%	11.0%	17.1%	1,261	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	34.7%	25.3%	40.1%	1,169	89
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	36.8%	28.2%	35.0%	1,144	113
Agree-disagree	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.5%	27.7%	38.8%	1,102	148
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	35.6%	23.2%	41.2%	1,175	78
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	41.4%	23.2%	35.4%	1,175	79
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	74.5%	11.7%	13.9%	1,246	7
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	53.9%	29.9%	16.1%	1,187	68
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	84.4%	12.5%	3.1%	1,255	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	72.3%	14.7%	13.0%	1,218	19
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	43.5%	23.2%	33.2%	1,205	32
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	48.2%	20.5%	31.4%	1,211	27
Agree-disagree	2012	32	Creativity and innovation are rewarded.	35.2%	27.9%	36.9%	1,193	42
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	23.2%	31.2%	45.6%	1,128	104
Agree-disagree	2012	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	59.1%	25.1%	15.8%	1,164	73
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	75.9%	15.0%	9.1%	1,204	32
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	74.1%	13.9%	12.0%	1,211	23
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	45.7%	22.8%	31.5%	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.	62.3%	19.3%	18.5%	1,129	104
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	71.9%	17.9%	10.2%	1,210	24
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	62.7%	19.1%	18.2%	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.	44.5%	25.6%	29.9%	1,093	142
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	79.8%	10.0%	10.2%	1,217	13
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	61.8%	16.8%	21.4%	1,226	7
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	65.5%	14.9%	19.6%	1,217	8
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	70.6%	18.3%	11.1%	1,153	75
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.7%	16.5%	17.8%	1,231	2
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	68.1%	16.4%	15.5%	1,210	21
Agree-disagree	2012	48	My supervisor listens to what I have to say.	75.0%	11.7%	13.3%	1,233	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	80.9%	7.9%	11.3%	1,232	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	81.7%	8.2%	10.0%	1,231	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	67.1%	15.2%	17.7%	1,231	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	71.1%	16.0%	13.0%	1,232	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	41.9%	24.2%	33.9%	1,213	11
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	52.1%	23.9%	24.0%	1,175	52
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	64.4%	18.4%	17.2%	1,178	44
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	68.6%	14.9%	16.5%	1,213	8
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	71.8%	15.3%	12.9%	1,171	51
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.7%	19.4%	28.9%	1,194	29
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	53.0%	19.5%	27.5%	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?	60.2%	20.4%	19.4%	1,159	63
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	57.6%	19.5%	22.9%	1,211	12
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	56.9%	24.6%	18.5%	1,124	98
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	49.7%	21.5%	28.9%	1,212	N/A

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Satisfied -dissatisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	51.1%	22.8%	26.0%	1,211	N/A
Satisfied -dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	50.8%	18.2%	31.0%	1,210	N/A
Satisfied -dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	45.0%	26.1%	28.9%	1,205	N/A
Satisfied -dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	29.8%	28.1%	42.1%	1,209	N/A
Satisfied -dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	49.9%	23.0%	27.0%	1,207	N/A
Satisfied -dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	70.9%	13.7%	15.4%	1,205	N/A
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	58.9%	15.2%	25.9%	1,204	N/A
Satisfied -dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	63.1%	15.9%	21.0%	1,206	N/A
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	60.0%	17.4%	22.6%	1,250	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	73.3%	13.8%	12.9%	1,249	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	52.1%	20.1%	27.8%	1,248	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	79.3%	10.4%	10.3%	1,244	N/A
Agree-disagree	2011	5	I like the kind of work I do.	88.3%	7.3%	4.4%	1,247	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	78.9%	10.5%	10.6%	1,246	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	96.5%	2.2%	1.3%	1,248	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	92.3%	6.3%	1.5%	1,245	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.8%	14.5%	47.8%	1,241	8
Agree-disagree	2011	10	*My workload is reasonable.	44.0%	15.6%	40.4%	1,242	7
Agree-disagree	2011	11	*My talents are used well in the workplace.	58.0%	16.4%	25.5%	1,238	9
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	88.6%	6.6%	4.8%	1,244	4
Agree-disagree	2011	13	The work I do is important.	94.5%	4.3%	1.1%	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.	67.8%	13.3%	18.9%	1,243	6
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	69.8%	12.4%	17.8%	1,225	24
Agree-disagree	2011	16	I am held accountable for achieving results.	87.1%	9.1%	3.7%	1,246	4
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.3%	22.8%	27.9%	1,187	61
Agree-disagree	2011	18	My training needs are assessed.	44.1%	23.9%	32.0%	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).	70.2%	11.8%	18.0%	1,221	29
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	72.3%	13.4%	14.3%	1,199	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	44.0%	25.2%	30.8%	1,185	65
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	37.2%	28.6%	34.1%	1,145	102
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.5%	29.9%	34.6%	1,101	149
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.2%	26.9%	35.0%	1,154	94
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	45.3%	22.9%	31.7%	1,137	107
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	74.7%	14.2%	11.2%	1,237	6
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	57.8%	30.2%	11.9%	1,154	84
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	83.8%	13.5%	2.7%	1,244	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	72.2%	15.3%	12.4%	1,201	29
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	44.6%	24.2%	31.2%	1,190	39
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	51.4%	19.8%	28.7%	1,196	35
Agree-disagree	2011	32	Creativity and innovation are rewarded.	37.4%	27.9%	34.7%	1,175	53
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	26.1%	30.0%	43.9%	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).	56.6%	24.2%	19.2%	1,148	82
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	72.7%	15.7%	11.6%	1,197	33
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	68.0%	18.6%	13.5%	1,199	27
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	42.9%	26.5%	30.6%	1,160	73
Agree-disagree	2011	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	61.7%	19.4%	19.0%	1,125	105
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	73.1%	18.0%	8.9%	1,200	25
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	62.6%	20.6%	16.8%	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.	42.4%	29.2%	28.4%	1,099	128
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	75.8%	10.9%	13.4%	1,209	8
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	60.8%	19.8%	19.4%	1,206	8
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	64.6%	16.4%	18.9%	1,201	14
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	69.9%	19.8%	10.3%	1,135	80
Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.1%	17.0%	17.9%	1,208	7
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	65.0%	17.6%	17.5%	1,180	29

Trend Core Survey

Agree-disagree	2011	48	My supervisor listens to what I have to say.	72.7%	12.7%	14.6%	1,213	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	77.3%	9.4%	13.4%	1,207	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	82.6%	7.3%	10.2%	1,211	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	64.4%	16.6%	18.9%	1,207	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.9%	17.0%	14.1%	1,211	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	41.3%	25.4%	33.2%	1,188	14
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	51.5%	25.4%	23.1%	1,142	59
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	62.2%	19.8%	17.9%	1,157	45
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	68.1%	14.5%	17.5%	1,178	16
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	70.6%	17.6%	11.9%	1,136	63
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	52.3%	21.3%	26.4%	1,169	31
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	53.3%	20.3%	26.4%	1,150	45
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	58.5%	21.9%	19.6%	1,134	63
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	57.1%	20.9%	22.0%	1,186	14
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	56.6%	24.3%	19.1%	1,096	103
Satisfied -dissatisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	50.8%	22.0%	27.2%	1,192	N/A
Satisfied -dissatisfied	2011	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	52.1%	24.1%	23.8%	1,191	N/A
Satisfied -dissatisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	51.2%	21.0%	27.8%	1,187	N/A
Satisfied -dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	45.5%	27.5%	27.0%	1,182	N/A
Satisfied -dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	32.1%	28.0%	39.9%	1,193	N/A
Satisfied -dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?	48.0%	24.2%	27.8%	1,188	N/A
Satisfied -dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?	70.4%	16.1%	13.5%	1,186	N/A
Satisfied -dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?	61.5%	14.3%	24.3%	1,188	N/A
Satisfied -dissatisfied	2011	71	*Considering everything, how satisfied are you with your organization?	62.7%	18.7%	18.6%	1,190	N/A

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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

Agency-Specific Questions

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

	# of Respondents	Percent
	2018	2018
Never	1,045	78.9%
Rarely	113	8.5%
Occasionally	98	7.4%
Frequently	43	3.2%
Very Frequently	27	2.0%
Total	1,326	100.0%

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

	# of Respondents	Percent
	2018	2018
Never	1,013	76.5%
Rarely	117	8.9%
Occasionally	117	8.9%
Frequently	45	3.4%
Very Frequently	32	2.4%
Total	1,324	100.0%

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

	# of Respondents	Percent
	2018	2018
Yes, with the human resources office	11	0.9%
Yes, with my union	25	1.9%
Yes, with an EEO Office	30	2.2%
Yes, with a representative of management	41	3.1%
No, I have not filed a complaint of workplace harassment	1,250	94.8%
Total	1,357	--

4. My workplace harassment complaint was handled effectively.

	# of Respondents	Percent
	2018	2018
Strongly Agree	7	10.2%
Agree	8	11.8%
Neither Agree nor Disagree	12	17.3%
Disagree	14	20.8%
Strongly Disagree	28	39.9%
Total	69	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey

2018 Federal Employee Viewpoint Survey Item Changes

2018 Item Text and Response Options	2017 Item Text and Response Options
(12) I know how my work relates to the agency's goals.	(12) I know how my work relates to the agency's goals and priorities.
(29) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
(56) Managers communicate the goals of the organization.	(56) Managers communicate the goals and priorities of the organization.
Item removed from 2018 FEVS	(72) Have you been notified whether or not you are eligible to telework? <ul style="list-style-type: none"> • 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
(72) Please select the response below that BEST describes your current teleworking schedule. <ul style="list-style-type: none"> • I telework very infrequently, on an unscheduled or short-term basis • I telework, but only about 1 or 2 days per month • I telework 1 or 2 days per week • I telework 3 or 4 days per week • I telework every work day • I do not telework because I have to be physically present on the job (e.g. Law Enforcement Officers, Park Rangers, Security Personnel) • I do not telework because of technical issues (e.g. connectivity, inadequate equipment) that prevent me from teleworking • I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework • I do not telework because I choose not to telework 	(73) Please select the response below that BEST describes your current teleworking situation. <ul style="list-style-type: none"> • 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, on an unscheduled or short-term basis • I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel) • I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking • I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework • I do not telework because I choose not to telework

<p>(73-78) How satisfied are you with the following Work/Life programs in your agency? Note: 2017 FEVS items 74-84 were combined (participation - satisfaction); new response scale for these items is displayed below item 78.</p>	<p>(74-78) Do you participate in the following Work/Life programs? Note: Response scale for these items is displayed below item 78.</p>	<p>(79-84) How satisfied are you with the following Work/Life programs in your agency? Note: Response scale for these items is displayed below item 84.</p>
(73) Telework	N/A	(79) Telework
(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)	(74) Alternative Work Schedules (AWS)	(80) Alternative Work Schedules (AWS)
(75) Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)	(75) Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	(81) Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)
(76) Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)	(76) Employee Assistance Program (EAP)	(82) Employee Assistance Program (EAP)
(77) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)	(77) Child Care Programs (for example, daycare, parenting classes, parenting support groups)	(83) Child Care Programs (for example, daycare, parenting classes, parenting support groups)
(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)	(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)	(84) Elder Care Programs (for example, elder/adult care, support groups, speakers)
<ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in these programs • These programs are not available to me • I am unaware of these programs 	<ul style="list-style-type: none"> • Yes • No • Not available to me 	<ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • No Basis to Judge
<p>(90) Are you transgender?</p> <ul style="list-style-type: none"> • Yes • No 	Not a separate item in 2017 FEVS	

(91) Which one of the following do you consider yourself to be?

- Straight, that is not gay or lesbian
- Gay or Lesbian
- Bisexual
- Something else

(96) Do you consider yourself to be one or more of the following? (Mark all that apply)

- Heterosexual or Straight
- Gay or Lesbian
- Bisexual
- Transgender
- I prefer not to say