

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	67.2%	31.7%	35.5%	14.7%	12.2%	5.9%	18.1%	390	432	180	151	72	1,225	N/A
Agree-disagree	2	I have enough information to do my job well.	76.4%	30.6%	45.9%	11.5%	8.6%	3.5%	12.0%	372	563	140	107	44	1,226	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	63.2%	30.6%	32.6%	15.1%	12.9%	8.8%	21.7%	375	398	184	160	110	1,227	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	82.7%	49.4%	33.3%	10.5%	4.5%	2.3%	6.8%	610	406	128	57	28	1,229	N/A
Agree-disagree	5	I like the kind of work I do.	89.3%	57.7%	31.6%	6.9%	2.9%	0.9%	3.8%	711	387	85	36	11	1,230	N/A
Agree-disagree	6	I know what is expected of me on the job.	81.3%	42.4%	38.9%	10.5%	6.0%	2.2%	8.1%	514	478	130	75	27	1,224	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.8%	70.5%	26.3%	1.8%	0.6%	0.8%	1.5%	868	325	22	7	11	1,233	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	92.1%	58.6%	33.5%	6.0%	1.3%	0.6%	1.9%	721	412	73	16	8	1,230	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	44.3%	12.6%	31.7%	13.1%	22.5%	20.0%	42.6%	150	383	157	273	246	1,209	3
Agree-disagree	10	*My workload is reasonable.	56.0%	14.6%	41.4%	12.7%	18.0%	13.3%	31.3%	175	503	153	222	164	1,217	5
Agree-disagree	11	*My talents are used well in the workplace.	64.8%	24.8%	40.0%	15.1%	11.3%	8.8%	20.1%	298	477	179	136	108	1,198	8
Agree-disagree	12	*I know how my work relates to the agency's goals.	90.4%	47.7%	42.7%	5.6%	2.4%	1.6%	3.9%	586	523	70	29	20	1,228	1
Agree-disagree	13	The work I do is important.	93.8%	66.1%	27.7%	4.6%	1.0%	0.7%	1.7%	808	338	56	12	9	1,223	1
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	74.4%	29.5%	44.9%	11.0%	10.8%	3.8%	14.6%	361	549	136	133	48	1,227	1
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	75.2%	36.1%	39.1%	13.8%	6.1%	4.9%	11.0%	433	465	165	71	59	1,193	36
Agree-disagree	16	I am held accountable for achieving results.	87.7%	42.6%	45.1%	8.7%	2.2%	1.4%	3.6%	516	549	105	26	17	1,213	10
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	60.6%	31.5%	29.1%	20.0%	9.6%	9.8%	19.4%	371	338	229	111	115	1,164	63
Agree-disagree	18	My training needs are assessed.	50.2%	18.8%	31.4%	23.5%	17.2%	9.1%	26.2%	229	376	284	208	110	1,207	21
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).	77.6%	39.3%	38.3%	11.0%	6.2%	5.2%	11.4%	455	451	127	71	63	1,167	65
Agree-disagree	20	*The people I work with cooperate to get the job done.	79.3%	35.1%	44.2%	10.4%	7.0%	3.3%	10.3%	429	538	127	85	42	1,221	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	47.1%	13.7%	33.4%	25.3%	15.9%	11.7%	27.6%	159	385	287	182	136	1,149	72
Agree-disagree	22	Promotions in my work unit are based on merit.	47.2%	17.4%	29.8%	28.5%	11.5%	12.8%	24.3%	191	324	308	124	141	1,088	136
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	42.1%	13.3%	28.7%	29.8%	14.1%	14.0%	28.1%	141	304	312	150	150	1,057	164
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	46.6%	15.9%	30.7%	25.9%	15.5%	12.0%	27.5%	178	341	287	174	135	1,115	112
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	52.1%	18.0%	34.2%	23.7%	12.1%	12.1%	24.2%	196	366	255	132	132	1,081	142
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	81.8%	36.9%	44.9%	10.3%	4.0%	4.0%	8.0%	456	544	122	49	48	1,219	6
Agree-disagree	27	The skill level in my work unit has improved in the past year.	61.0%	25.6%	35.4%	27.2%	6.6%	5.3%	11.8%	296	407	306	75	62	1,146	76
Good-poor	28	How would you rate the overall quality of work done by your work unit?	86.7%	49.6%	37.1%	11.2%	1.2%	0.9%	2.1%	605	456	138	15	10	1,224	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.2%	40.3%	43.9%	9.6%	4.5%	1.7%	6.2%	487	533	117	55	21	1,213	11
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	52.6%	15.9%	36.7%	19.4%	16.1%	11.9%	28.0%	186	425	222	189	141	1,163	43
Agree-disagree	31	Employees are recognized for providing high quality products and services.	60.2%	19.1%	41.1%	16.2%	13.2%	10.4%	23.6%	225	478	190	157	123	1,173	37
Agree-disagree	32	Creativity and innovation are rewarded.	49.0%	15.8%	33.2%	22.9%	15.4%	12.7%	28.1%	183	375	260	179	147	1,144	56
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	34.9%	11.6%	23.3%	31.1%	19.2%	14.8%	34.1%	123	247	328	206	160	1,064	142

Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	65.3%	25.5%	39.8%	21.0%	6.8%	7.0%	13.8%	288	441	235	76	78	1,118	89
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	79.9%	31.1%	48.8%	12.3%	4.8%	3.0%	7.8%	371	578	144	57	36	1,186	22
Agree-disagree	36	My organization has prepared employees for potential security threats.	81.6%	31.7%	49.9%	9.7%	5.7%	3.0%	8.7%	376	591	116	70	36	1,189	14
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	58.8%	24.1%	34.7%	20.4%	9.4%	11.3%	20.8%	276	390	230	107	130	1,133	76
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.	70.6%	32.3%	38.3%	15.8%	6.0%	7.5%	13.6%	362	419	175	68	83	1,107	91
Agree-disagree	39	My agency is successful at accomplishing its mission.	75.8%	26.2%	49.6%	15.8%	5.3%	3.1%	8.4%	311	590	188	63	38	1,190	13
Agree-disagree	40	*I recommend my organization as a good place to work.	66.2%	28.1%	38.1%	19.6%	9.2%	5.1%	14.2%	337	462	232	113	61	1,205	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	46.1%	19.3%	26.8%	24.9%	14.8%	14.2%	29.0%	214	297	275	167	160	1,113	96
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	83.3%	53.4%	30.0%	7.9%	4.1%	4.6%	8.8%	643	357	93	49	55	1,197	8
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.3%	39.5%	28.8%	16.2%	8.1%	7.4%	15.5%	473	343	195	95	88	1,194	14
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	71.6%	39.8%	31.8%	13.7%	8.0%	6.7%	14.8%	476	377	161	96	80	1,190	16
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	76.4%	45.6%	30.8%	15.8%	3.1%	4.7%	7.8%	524	347	177	36	53	1,137	66
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	73.1%	40.6%	32.6%	12.6%	7.6%	6.7%	14.3%	490	388	149	91	81	1,199	5
Agree-disagree	47	Supervisors in my work unit support employee development.	72.5%	40.3%	32.2%	13.8%	7.2%	6.5%	13.7%	480	379	162	86	77	1,184	24
Agree-disagree	48	My supervisor listens to what I have to say.	80.8%	49.0%	31.8%	8.9%	6.0%	4.3%	10.3%	594	380	107	71	52	1,204	N/A
Agree-disagree	49	My supervisor treats me with respect.	83.9%	54.2%	29.7%	8.0%	4.0%	4.1%	8.1%	658	355	93	48	49	1,203	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	81.8%	46.0%	35.8%	8.5%	5.9%	3.7%	9.7%	558	426	103	71	45	1,203	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	73.0%	45.4%	27.6%	13.7%	5.6%	7.7%	13.4%	551	331	160	68	94	1,204	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	76.4%	51.8%	24.6%	13.2%	5.7%	4.7%	10.4%	623	295	157	68	57	1,200	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.0%	20.8%	28.2%	23.3%	15.3%	12.4%	27.7%	241	328	266	180	148	1,163	36
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	59.0%	26.0%	33.0%	22.1%	9.4%	9.6%	19.0%	289	363	242	103	109	1,106	96
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	73.0%	31.4%	41.6%	14.7%	6.4%	5.9%	12.2%	361	473	167	71	69	1,141	51
Agree-disagree	56	*Managers communicate the goals of the organization.	73.8%	29.0%	44.9%	13.8%	7.2%	5.2%	12.4%	343	526	163	85	63	1,180	17
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.7%	30.1%	44.6%	15.0%	6.2%	4.1%	10.3%	339	494	167	71	47	1,118	78
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	63.0%	25.9%	37.0%	15.8%	12.7%	8.6%	21.3%	298	424	181	147	101	1,151	49
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	64.5%	26.6%	37.9%	16.6%	10.5%	8.3%	18.9%	303	432	189	121	98	1,143	46
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	67.2%	38.3%	28.9%	19.2%	7.3%	6.4%	13.6%	427	322	212	81	71	1,113	87
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	61.6%	30.1%	31.5%	22.2%	8.7%	7.5%	16.2%	354	365	262	103	89	1,173	23
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	67.4%	31.9%	35.5%	21.1%	5.3%	6.2%	11.5%	345	384	230	58	68	1,085	114
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	56.9%	21.6%	35.3%	18.0%	17.0%	8.2%	25.1%	257	415	215	204	99	1,190	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.8%	22.5%	36.3%	18.0%	17.2%	6.0%	23.1%	268	429	216	208	72	1,193	N/A

Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	59.7%	26.3%	33.4%	19.2%	12.8%	8.2%	21.1%	315	395	231	154	99	1,194	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	51.8%	21.3%	30.4%	26.1%	14.0%	8.1%	22.1%	255	358	311	166	99	1,189	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	39.5%	16.0%	23.5%	26.8%	17.3%	16.3%	33.6%	191	278	318	208	195	1,190	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	56.3%	19.5%	36.8%	21.2%	14.2%	8.3%	22.5%	234	433	249	172	99	1,187	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	75.2%	30.4%	44.8%	11.8%	8.8%	4.2%	13.0%	362	531	140	107	51	1,191	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	66.3%	24.3%	42.0%	12.0%	14.3%	7.4%	21.7%	288	499	142	173	88	1,190	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	68.3%	25.3%	43.0%	15.7%	11.1%	4.9%	16.0%	299	507	187	132	59	1,184	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.

<b>72. Currently, in my work unit poor performers usually:</b>	<b>N</b>	<b>%</b>
Remain in the work unit and improve their performance over time	167	19.5%
Remain in the work unit and continue to underperform	348	39.5%
Leave the work unit - removed or transferred	83	9.6%
Leave the work unit - quit	24	2.8%
There are no poor performers in my work unit	245	28.6%
<b>Item Response Total</b>	<b>867</b>	<b>100.0%</b>
Do not know	319	--
<b>Total</b>	<b>1,186</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.



73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?	N	%
The shutdown had no impact on my working/pay status	66	5.6%
I did not work and did not receive pay until after the lapse ended	898	75.1%
I worked some of the shutdown but did not receive pay until after the lapse ended	135	11.6%
I worked for the entirety of the shutdown but did not receive pay until after the lapse ended	50	4.3%
Other, not listed above	39	3.4%
Total	1,188	100.0%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?	N	%
It had no impact	129	11.4%
A slightly negative impact	132	11.6%
A moderately negative impact	268	23.6%
A very negative impact	310	26.9%
An extremely negative impact	305	26.5%
Total	1,144	100.0%

If the response to item 74 was "It had no impact", item 75 was skipped.

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)	N	%
Unmanageable workload	532	52.0%
Missed deadlines	647	63.3%
Unrecoverable loss of work	269	26.3%
Reduced customer service	670	65.5%
Delayed work	889	87.3%
Reduced work quality	309	30.2%
Cutback of critical work	254	24.6%
Time lost in restarting work	737	72.7%
Unmet statutory requirements	230	22.4%
Other	163	16.0%
Total (percents will add to more than 100% because respondents could choose more than one response option)	1,013	--

76. Are you looking for another job because of the partial government shutdown?	N	%
I am looking for another job <b>specifically</b> because of the shutdown	23	2.0%
I am looking for another job, but the shutdown is <b>only one</b> of the reasons	112	9.4%
I am looking for another job, but the shutdown had <b>no influence</b> on that decision	156	13.3%
I am <b>not</b> looking for another job currently	881	75.3%
Total	1,172	100.0%

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.	N	%
Strongly Agree	382	33.3%
Agree	499	43.0%
Neither Agree nor Disagree	171	14.5%
Disagree	68	5.7%
Strongly Disagree	43	3.5%
Item Response Total	1,163	100.0%
No support required	22	--
Total	1,185	100.0%

Percentages are weighted to represent the Agency's population.



78. Please select the response below that BEST describes your current teleworking schedule.	2019		2018	
	N	%	N	%
I telework very infrequently, on an unscheduled or short-term basis	236	20.1%	261	19.3%
I telework, but only about 1 or 2 days per month	91	7.6%	139	10.2%
I telework 1 or 2 days per week	442	37.8%	465	34.9%
I telework 3 or 4 days per week	38	3.4%	52	4.0%
I telework every work day	22	1.9%	25	1.9%
I do not telework because I have to be physically present on the job	48	4.1%	65	4.7%
I do not telework because of technical issues that prevent me from teleworking	10	0.9%	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	89	7.6%	87	6.5%
I do not telework because I choose not to telework	196	16.7%	228	16.9%
<b>Total</b>	<b>1,172</b>	<b>100.0%</b>	<b>1,343</b>	<b>100.0%</b>

79. How satisfied are you with the Telework program in your agency?	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	391	39.5%	33.0%	478	45.2%	36.6%
Satisfied	355	35.9%	30.0%	358	33.4%	27.1%
Neither Satisfied nor Dissatisfied	147	14.9%	12.4%	139	13.2%	10.7%
Dissatisfied	52	5.2%	4.3%	44	4.1%	3.3%
Very Dissatisfied	45	4.6%	3.9%	43	4.1%	3.3%
<b>Item Response Total</b>	<b>990</b>	<b>100.0%</b>	<b>83.6%</b>	<b>1,062</b>	<b>100.0%</b>	<b>81.1%</b>
I choose not to participate in this program	99	--	8.2%	143	--	10.8%
This program is not available to me	84	--	7.3%	101	--	7.6%
I am unaware of this program	11	--	0.9%	6	--	0.5%
<b>Total</b>	<b>1,184</b>	<b>100.0%</b>	<b>100.0%</b>	<b>1,312</b>	<b>100.0%</b>	<b>100.0%</b>

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):	2019	
	N	%
Alternative Work Schedules	755	64.0%
Health and Wellness Programs	272	23.2%
Employee Assistance Program – EAP	86	7.5%
Child Care Programs	29	2.3%
Elder Care Programs	2	0.2%
None listed above	329	27.6%
<b>Total (percentages will add to more than 100% because respondents could choose more than one response option)</b>	<b>1,181</b>	<b>--</b>

Note: This item was not in the 2018 OPM FEVS.

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	520	52.4%	44.2%	566	50.3%	42.5%
Satisfied	333	33.5%	28.3%	404	35.7%	30.1%
Neither Satisfied nor Dissatisfied	98	9.8%	8.3%	118	10.6%	8.9%
Dissatisfied	27	2.8%	2.3%	19	1.7%	1.5%
Very Dissatisfied	15	1.5%	1.3%	19	1.7%	1.4%
<b>Item Response Total</b>	<b>993</b>	<b>100.0%</b>	<b>84.4%</b>	<b>1,126</b>	<b>100.0%</b>	<b>84.4%</b>
I choose not to participate in these programs	146	--	12.4%	182	--	13.8%
These programs are not available to me	35	--	2.8%	21	--	1.5%
I am unaware of these programs	6	--	0.4%	4	--	0.3%
<b>Total</b>	<b>1,180</b>	<b>100.0%</b>	<b>100.0%</b>	<b>1,333</b>	<b>100.0%</b>	<b>100.0%</b>

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	191	25.8%	16.6%	284	28.4%	21.5%
Satisfied	316	42.1%	27.1%	407	40.1%	30.5%
Neither Satisfied nor Dissatisfied	188	24.9%	16.0%	235	23.3%	17.7%
Dissatisfied	32	4.2%	2.7%	48	4.6%	3.5%
Very Dissatisfied	22	3.0%	1.9%	37	3.7%	2.8%
<b>Item Response Total</b>	<b>749</b>	<b>100.0%</b>	<b>64.2%</b>	<b>1,011</b>	<b>100.0%</b>	<b>76.0%</b>
I choose not to participate in these programs	201	--	16.9%	116	--	8.7%
These programs are not available to me	95	--	8.0%	107	--	7.8%
I am unaware of these programs	132	--	10.8%	104	--	7.6%
<b>Total</b>	<b>1,177</b>	<b>100.0%</b>	<b>100.0%</b>	<b>1,338</b>	<b>100.0%</b>	<b>100.0%</b>

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	90	16.3%	8.0%	175	21.1%	13.3%
Satisfied	173	31.0%	15.2%	257	30.7%	19.4%
Neither Satisfied nor Dissatisfied	277	48.7%	23.9%	368	43.7%	27.6%
Dissatisfied	15	2.5%	1.2%	20	2.4%	1.5%
Very Dissatisfied	8	1.5%	0.7%	18	2.2%	1.4%
<b>Item Response Total</b>	<b>563</b>	<b>100.0%</b>	<b>49.0%</b>	<b>838</b>	<b>100.0%</b>	<b>63.2%</b>
I choose not to participate in these programs	474	--	40.1%	349	--	26.0%
These programs are not available to me	22	--	1.8%	21	--	1.5%
I am unaware of these programs	110	--	9.0%	125	--	9.3%
<b>Total</b>	<b>1,169</b>	<b>100.0%</b>	<b>100.0%</b>	<b>1,333</b>	<b>100.0%</b>	<b>100.0%</b>

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	27	7.5%	2.4%	59	11.9%	4.5%
Satisfied	67	18.3%	5.8%	93	18.4%	7.0%
Neither Satisfied nor Dissatisfied	250	68.2%	21.5%	313	62.1%	23.5%
Dissatisfied	13	3.4%	1.1%	18	3.6%	1.4%
Very Dissatisfied	9	2.5%	0.8%	20	4.1%	1.5%
<b>Item Response Total</b>	<b>366</b>	<b>100.0%</b>	<b>31.4%</b>	<b>503</b>	<b>100.0%</b>	<b>37.9%</b>
I choose not to participate in these programs	405	--	34.3%	337	--	25.1%
These programs are not available to me	181	--	15.6%	227	--	16.9%
I am unaware of these programs	220	--	18.7%	269	--	20.1%
<b>Total</b>	<b>1,172</b>	<b>100.0%</b>	<b>100.0%</b>	<b>1,336</b>	<b>100.0%</b>	<b>100.0%</b>

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	15	5.1%	1.4%	42	9.9%	3.2%
Satisfied	35	11.9%	3.1%	58	13.5%	4.4%
Neither Satisfied nor Dissatisfied	242	79.0%	20.9%	300	69.1%	22.6%
Dissatisfied	8	2.6%	0.7%	16	3.7%	1.2%
Very Dissatisfied	4	1.3%	0.4%	16	3.8%	1.2%
<b>Item Response Total</b>	<b>304</b>	<b>100.0%</b>	<b>26.4%</b>	<b>432</b>	<b>100.0%</b>	<b>32.6%</b>
I choose not to participate in these programs	388	--	32.9%	298	--	22.2%
These programs are not available to me	165	--	14.2%	204	--	15.2%
I am unaware of these programs	311	--	26.5%	404	--	30.0%
<b>Total</b>	<b>1,168</b>	<b>100.0%</b>	<b>100.0%</b>	<b>1,338</b>	<b>100.0%</b>	<b>100.0%</b>

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.





## My Employment Demographics

<b>Where do you work?</b>	<b>%</b>
Headquarters	21.6%
Field	78.4%
Total	100.0%

<b>What is your supervisory status?</b>	<b>%</b>
Senior Leader	2.6%
Manager	5.5%
Supervisor	12.6%
Team Leader	5.8%
Non-Supervisor	73.5%
Total	100.0%

<b>What is your pay category/grade?</b>	<b>%</b>
Federal Wage System	0.0%
GS 1-6	7.4%
GS 7-12	45.2%
GS 13-15	44.9%
Senior Executive Service	2.0%
Senior Level (SL) or Scientific or Professional (ST)	0.1%
Other	0.5%
Total	100.0%

<b>What is your US military service status?</b>	<b>%</b>
No Prior Military Service	68.8%
Currently in National Guard or Reserves	2.1%
Retired	8.8%
Separated or Discharged	20.3%
Total	100.0%

<b>How long have you been with the Federal Government (excluding military service)?</b>	<b>%</b>
Less than 1 year	3.6%
1 to 3 years	6.9%
4 to 5 years	11.1%
6 to 10 years	17.4%
11 to 14 years	14.1%
15 to 20 years	13.0%
More than 20 years	34.0%
Total	100.0%

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>%</b>
Less than 1 year	9.6%
1 to 3 years	10.7%
4 to 5 years	13.6%
6 to 10 years	17.0%
11 to 14 years	10.8%
15 to 20 years	12.1%
More than 20 years	26.2%
Total	100.0%

<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>%</b>
No	67.0%
Yes, to retire	6.4%
Yes, to take another job within the Federal Government	17.4%

Yes, to take another job outside the Federal Government	4.0%
Yes, other	5.1%
Total	100.0%

<b><i>I am planning to retire:</i></b>	<b>%</b>
Within one year	4.8%
Between one and three years	9.4%
Between three and five years	10.9%
Five or more years	74.9%
Total	100.0%

## My Personal Demographics

<b><i>Are you of Hispanic, Latino, or Spanish origin?</i></b>	<b>%</b>
Yes	17.7%
No	82.3%
Total	100.0%

<b><i>Please select the racial category or categories with which you most closely identify.</i></b>	<b>%</b>
White	51.6%
Black or African American	35.8%
All other races	12.6%
Total	100.0%

<b><i>What is your age group?</i></b>	<b>%</b>
29 years and under	2.5%
30-39 years old	19.2%
40-49 years old	26.3%
50-59 years old	32.8%
60 years or older	19.2%
Total	100.0%

<b><i>What is the highest degree or level of education you have completed?</i></b>	<b>%</b>
Less than High School/ High School Diploma/ GED	2.3%
Certification/ Some College/ Associate's Degree	16.2%
Bachelor's Degree	29.9%
Advanced Degrees (Post Bachelor's Degree)	51.7%
Total	100.0%

<b><i>Are you an individual with a disability?</i></b>	<b>%</b>
Yes	36.1%
No	63.9%
Total	100.0%

<b><i>Are you:</i></b>	<b>%</b>
Male	39.8%
Female	60.2%
Total	100.0%

<b><i>Are you transgender?</i></b>	<b>%</b>
Yes	0.5%
No	99.5%
Total	100.0%

<b><i>Which one of the following do you consider yourself to be?</i></b>	<b>%</b>
Straight, that is not gay or lesbian	93.4%
Gay or Lesbian	3.6%

Bisexual	1.5%
Something else	1.4%
<hr/>	
Total	100.0%

Percentages for demographic questions are unweighted.

No suppression was applied to My Employment Demographics.



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	2019	1	*I am given a real opportunity to improve my skills in my organization.	67.2%	14.7%	18.1%	1,225	N/A
Agree-disagree	2019	2	I have enough information to do my job well.	76.4%	11.5%	12.0%	1,226	N/A
Agree-disagree	2019	3	I feel encouraged to come up with new and better ways of doing things.	63.2%	15.1%	21.7%	1,227	N/A
Agree-disagree	2019	4	My work gives me a feeling of personal accomplishment.	82.7%	10.5%	6.8%	1,229	N/A
Agree-disagree	2019	5	I like the kind of work I do.	89.3%	6.9%	3.8%	1,230	N/A
Agree-disagree	2019	6	I know what is expected of me on the job.	81.3%	10.5%	8.1%	1,224	N/A
Agree-disagree	2019	7	When needed I am willing to put in the extra effort to get a job done.	96.8%	1.8%	1.5%	1,233	N/A
Agree-disagree	2019	8	I am constantly looking for ways to do my job better.	92.1%	6.0%	1.9%	1,230	N/A
Agree-disagree	2019	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	44.3%	13.1%	42.6%	1,209	3
Agree-disagree	2019	10	*My workload is reasonable.	56.0%	12.7%	31.3%	1,217	5
Agree-disagree	2019	11	*My talents are used well in the workplace.	64.8%	15.1%	20.1%	1,198	8
Agree-disagree	2019	12	*I know how my work relates to the agency's goals.	90.4%	5.6%	3.9%	1,228	1
Agree-disagree	2019	13	The work I do is important.	93.8%	4.6%	1.7%	1,223	1
Agree-disagree	2019	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	74.4%	11.0%	14.6%	1,227	1
Agree-disagree	2019	15	My performance appraisal is a fair reflection of my performance.	75.2%	13.8%	11.0%	1,193	36
Agree-disagree	2019	16	I am held accountable for achieving results.	87.7%	8.7%	3.6%	1,213	10
Agree-disagree	2019	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	60.6%	20.0%	19.4%	1,164	63
Agree-disagree	2019	18	My training needs are assessed.	50.2%	23.5%	26.2%	1,207	21
Agree-disagree	2019	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	77.6%	11.0%	11.4%	1,167	65
Agree-disagree	2019	20	*The people I work with cooperate to get the job done.	79.3%	10.4%	10.3%	1,221	N/A
Agree-disagree	2019	21	My work unit is able to recruit people with the right skills.	47.1%	25.3%	27.6%	1,149	72
Agree-disagree	2019	22	Promotions in my work unit are based on merit.	47.2%	28.5%	24.3%	1,088	136
Agree-disagree	2019	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	42.1%	29.8%	28.1%	1,057	164
Agree-disagree	2019	24	*In my work unit, differences in performance are recognized in a meaningful way.	46.6%	25.9%	27.5%	1,115	112
Agree-disagree	2019	25	Awards in my work unit depend on how well employees perform their jobs.	52.1%	23.7%	24.2%	1,081	142
Agree-disagree	2019	26	Employees in my work unit share job knowledge with each other.	81.8%	10.3%	8.0%	1,219	6
Agree-disagree	2019	27	The skill level in my work unit has improved in the past year.	61.0%	27.2%	11.8%	1,146	76
Good-poor	2019	28	How would you rate the overall quality of work done by your work unit?	86.7%	11.2%	2.1%	1,224	N/A
Agree-disagree	2019	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.2%	9.6%	6.2%	1,213	11
Agree-disagree	2019	30	Employees have a feeling of personal empowerment with respect to work processes.	52.6%	19.4%	28.0%	1,163	43
Agree-disagree	2019	31	Employees are recognized for providing high quality products and services.	60.2%	16.2%	23.6%	1,173	37
Agree-disagree	2019	32	Creativity and innovation are rewarded.	49.0%	22.9%	28.1%	1,144	56
Agree-disagree	2019	33	Pay raises depend on how well employees perform their jobs.	34.9%	31.1%	34.1%	1,064	142
Agree-disagree	2019	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	65.3%	21.0%	13.8%	1,118	89
Agree-disagree	2019	35	Employees are protected from health and safety hazards on the job.	79.9%	12.3%	7.8%	1,186	22
Agree-disagree	2019	36	My organization has prepared employees for potential security threats.	81.6%	9.7%	8.7%	1,189	14
Agree-disagree	2019	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	58.8%	20.4%	20.8%	1,133	76
Agree-disagree	2019	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	70.6%	15.8%	13.6%	1,107	91
Agree-disagree	2019	39	My agency is successful at accomplishing its mission.	75.8%	15.8%	8.4%	1,190	13
Agree-disagree	2019	40	*I recommend my organization as a good place to work.	66.2%	19.6%	14.2%	1,205	N/A
Agree-disagree	2019	41	*I believe the results of this survey will be used to make my agency a better place to work.	46.1%	24.9%	29.0%	1,113	96
Agree-disagree	2019	42	My supervisor supports my need to balance work and other life issues.	83.3%	7.9%	8.8%	1,197	8
Agree-disagree	2019	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.3%	16.2%	15.5%	1,194	14
Agree-disagree	2019	44	Discussions with my supervisor about my performance are worthwhile.	71.6%	13.7%	14.8%	1,190	16
Agree-disagree	2019	45	My supervisor is committed to a workforce representative of all segments of society.	76.4%	15.8%	7.8%	1,137	66
Agree-disagree	2019	46	My supervisor provides me with constructive suggestions to improve my job performance.	73.1%	12.6%	14.3%	1,199	5
Agree-disagree	2019	47	Supervisors in my work unit support employee development.	72.5%	13.8%	13.7%	1,184	24
Agree-disagree	2019	48	My supervisor listens to what I have to say.	80.8%	8.9%	10.3%	1,204	N/A
Agree-disagree	2019	49	My supervisor treats me with respect.	83.9%	8.0%	8.1%	1,203	N/A
Agree-disagree	2019	50	In the last six months, my supervisor has talked with me about my performance.	81.8%	8.5%	9.7%	1,203	N/A
Agree-disagree	2019	51	I have trust and confidence in my supervisor.	73.0%	13.7%	13.4%	1,204	N/A
Good-poor	2019	52	Overall, how good a job do you feel is being done by your immediate supervisor?	76.4%	13.2%	10.4%	1,200	N/A
Agree-disagree	2019	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.0%	23.3%	27.7%	1,163	36
Agree-disagree	2019	54	My organization's senior leaders maintain high standards of honesty and integrity.	59.0%	22.1%	19.0%	1,106	96
Agree-disagree	2019	55	Supervisors work well with employees of different backgrounds.	73.0%	14.7%	12.2%	1,141	51
Agree-disagree	2019	56	*Managers communicate the goals of the organization.	73.8%	13.8%	12.4%	1,180	17
Agree-disagree	2019	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.7%	15.0%	10.3%	1,118	78
Agree-disagree	2019	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	63.0%	15.8%	21.3%	1,151	49
Agree-disagree	2019	59	Managers support collaboration across work units to accomplish work objectives.	64.5%	16.6%	18.9%	1,143	46

Good-poor	2019	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	67.2%	19.2%	13.6%	1,113	87
Agree-disagree	2019	61	I have a high level of respect for my organization's senior leaders.	61.6%	22.2%	16.2%	1,173	23
Agree-disagree	2019	62	Senior leaders demonstrate support for Work-Life programs.	67.4%	21.1%	11.5%	1,085	114
Satisfied-dissatisfied	2019	63	*How satisfied are you with your involvement in decisions that affect your work?	56.9%	18.0%	25.1%	1,190	N/A
Satisfied-dissatisfied	2019	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.8%	18.0%	23.1%	1,193	N/A
Satisfied-dissatisfied	2019	65	*How satisfied are you with the recognition you receive for doing a good job?	59.7%	19.2%	21.1%	1,194	N/A
Satisfied-dissatisfied	2019	66	How satisfied are you with the policies and practices of your senior leaders?	51.8%	26.1%	22.1%	1,189	N/A
Satisfied-dissatisfied	2019	67	How satisfied are you with your opportunity to get a better job in your organization?	39.5%	26.8%	33.6%	1,190	N/A
Satisfied-dissatisfied	2019	68	How satisfied are you with the training you receive for your present job?	56.3%	21.2%	22.5%	1,187	N/A
Satisfied-dissatisfied	2019	69	*Considering everything, how satisfied are you with your job?	75.2%	11.8%	13.0%	1,191	N/A
Satisfied-dissatisfied	2019	70	Considering everything, how satisfied are you with your pay?	66.3%	12.0%	21.7%	1,190	N/A
Satisfied-dissatisfied	2019	71	*Considering everything, how satisfied are you with your organization?	68.3%	15.7%	16.0%	1,184	N/A
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
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
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
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
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
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
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 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
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
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
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

\* 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
	2019	2019
Never	951	81.3%
Rarely	99	8.5%
Occasionally	79	6.7%
Frequently	15	1.3%
Very Frequently	25	2.2%
<b>Total</b>	<b>1,169</b>	<b>100.0%</b>

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

	# of Respondents	Percent
	2019	2019
Never	889	76.1%
Rarely	126	10.9%
Occasionally	105	9.1%
Frequently	22	1.9%
Very Frequently	23	2.1%
<b>Total</b>	<b>1,165</b>	<b>100.0%</b>

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

	# of Respondents	Percent
	2019	2019
Yes, with the human resources office	10	0.9%
Yes, with my union	22	1.9%
Yes, with an EEO Office	26	2.3%
Yes, with a representative of management	32	2.8%
No, I have not filed a complaint of workplace harassment	1,103	94.9%
<b>Total</b>	<b>1,162</b>	<b>--</b>



**4. My workplace harassment complaint was handled effectively.**

	<b># of Respondents</b>	<b>Percent</b>
	<b>2019</b>	<b>2019</b>
Strongly Agree	3	5.2%
Agree	13	22.5%
Neither Agree nor Disagree	17	27.8%
Disagree	11	17.7%
Strongly Disagree	16	26.8%
Total	60	100.0%

**5. Workplace harassment is taken seriously in the workplace.**

	<b># of Respondents</b>	<b>Percent</b>
	<b>2019</b>	<b>2019</b>
Strongly Agree	491	41.7%
Agree	350	30.1%
Neither Agree nor Disagree	203	17.2%
Disagree	78	6.6%
Strongly Disagree	53	4.4%
Total	1,175	100.0%

**6. Workplace harassment is taken seriously by supervisors and managers.**

	<b># of Respondents</b>	<b>Percent</b>
	<b>2019</b>	<b>2019</b>
Strongly Agree	498	42.2%
Agree	329	28.2%
Neither Agree nor Disagree	204	17.3%
Disagree	91	7.8%
Strongly Disagree	55	4.6%
Total	1,177	100.0%

**7. Workplace harassment is taken seriously by senior leadership.**

	<b># of Respondents</b>	<b>Percent</b>
	<b>2019</b>	<b>2019</b>
Strongly Agree	483	41.1%
Agree	322	27.7%
Neither Agree nor Disagree	228	19.2%
Disagree	77	6.6%
Strongly Disagree	63	5.4%
Total	1,173	100.0%

**8. I can file a workplace harassment claim without fear of retaliation.**

	<b># of Respondents</b>	<b>Percent</b>
	<b>2019</b>	<b>2019</b>
Strongly Agree	393	33.1%
Agree	280	24.0%
Neither Agree nor Disagree	285	24.3%
Disagree	113	9.6%
Strongly Disagree	107	9.0%
Total	1,178	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: 2019 OPM Federal Employee Viewpoint Survey

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

2019 Item Text and Response Options	2018 Item Text and Response Options
<p>(72) Currently, in my work unit poor performers usually:</p> <ul style="list-style-type: none"> <li>• Remain in the work unit and improve their performance over time</li> <li>• Remain in the work unit and continue to underperform</li> <li>• Leave the work unit - removed or transferred</li> <li>• Leave the work unit - quit</li> <li>• There are no poor performers in my work unit</li> <li>• Do not know</li> </ul>	Not in 2018 OPM FEVS
<p>(73) Which of the following best describes the impact of the partial government shutdown (December 22, 2018 – January 25, 2019) on your working/pay status?</p> <ul style="list-style-type: none"> <li>• The shutdown had no impact on my working/pay status</li> <li>• I did not work and did not receive pay until after the lapse ended</li> <li>• I worked some of the shutdown but did not receive pay until after the lapse ended</li> <li>• I worked for the entirety of the shutdown but did not receive pay until after the lapse ended</li> <li>• Other, not listed above</li> </ul>	Not in 2018 OPM FEVS
<p>(74) How was your everyday work impacted during (if you worked) or after the partial government shutdown?</p> <ul style="list-style-type: none"> <li>• It had no impact</li> <li>• A slightly negative impact</li> <li>• A moderately negative impact</li> <li>• A very negative impact</li> <li>• An extremely negative impact</li> </ul>	Not in 2018 OPM FEVS
<p>(75) In what ways did the partial government shutdown negatively affect your work? (Check all that apply)</p> <ul style="list-style-type: none"> <li>• Unmanageable workload</li> <li>• Missed deadlines</li> <li>• Unrecoverable loss of work</li> <li>• Reduced customer service</li> <li>• Delayed work</li> <li>• Reduced work quality</li> <li>• Cutback of critical work</li> <li>• Time lost in restarting work</li> <li>• Unmet statutory requirements</li> <li>• Other</li> </ul>	Not in 2018 OPM FEVS

<p>(76) Are you looking for another job because of the partial government shutdown?</p> <ul style="list-style-type: none"> <li>• I am looking for another job <b>specifically</b> because of the shutdown</li> <li>• I am looking for another job, but the shutdown is <b>only one</b> of the reasons</li> <li>• I am looking for another job, but the shutdown had <b>no influence</b> on that decision</li> <li>• I am <b>not</b> looking for another job currently</li> </ul>	<p>Not in 2018 OPM FEVS</p>
<p>(77) My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.</p> <ul style="list-style-type: none"> <li>• Strongly Agree</li> <li>• Agree</li> <li>• Neither Agree nor Disagree</li> <li>• Disagree</li> <li>• Strongly Disagree</li> <li>• No support required</li> </ul>	<p>Not in 2018 OPM FEVS</p>
<p>(79) How satisfied are you with the Telework program in your agency?</p> <ul style="list-style-type: none"> <li>• Very satisfied</li> <li>• Satisfied</li> <li>• Neither Satisfied nor Dissatisfied</li> <li>• Dissatisfied</li> <li>• Very Dissatisfied</li> <li>• I choose not to participate in this program</li> <li>• This program is not available to me</li> <li>• I am unaware of this program</li> </ul>	<p>(73) How satisfied are you with the following Work/Life programs in your agency? Telework</p> <ul style="list-style-type: none"> <li>• Very satisfied</li> <li>• Satisfied</li> <li>• Neither Satisfied nor Dissatisfied</li> <li>• Dissatisfied</li> <li>• Very Dissatisfied</li> <li>• I choose not to participate in these programs</li> <li>• These programs are not available to me</li> <li>• I am unaware of these programs</li> </ul>
<p>(80) Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):</p> <ul style="list-style-type: none"> <li>• <b>Alternative Work Schedules</b> (for example, compressed work schedule, flexible work schedule)</li> <li>• <b>Health and Wellness Programs</b> (for example, onsite exercise, flu vaccination, medical screening, CPR training, Health and wellness fair)</li> <li>• <b>Employee Assistance Program – EAP</b> (for example, short-term counseling, referral services, legal services, information services)</li> <li>• <b>Child Care Programs</b> (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)</li> <li>• <b>Elder Care Programs</b> (for example, elder/adult care, support groups, resources)</li> <li>• <b>None listed above</b></li> </ul>	<p>Not in 2018 OPM FEVS</p>
<p>(81-85) How satisfied are you with the following Work-Life programs in your agency?</p> <p>(81) Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)</p> <p>(83) Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)</p>	<p>(73-78) How satisfied are you with the following Work/Life programs in your agency?</p> <p>(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)</p> <p>(76) Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)</p>

<p>(84) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)</p> <p>(85) Elder Care Programs (for example, elder/adult care, support groups, resources)</p> <ul style="list-style-type: none"> <li>• Very satisfied</li> <li>• Satisfied</li> <li>• Neither Satisfied nor Dissatisfied</li> <li>• Dissatisfied</li> <li>• Very Dissatisfied</li> <li>• I choose not to participate in these programs</li> <li>• These programs are not available to me</li> <li>• I am unaware of these programs</li> </ul>	<p>(77) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)</p> <p>(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)</p> <ul style="list-style-type: none"> <li>• Very satisfied</li> <li>• Satisfied</li> <li>• Neither Satisfied nor Dissatisfied</li> <li>• Dissatisfied</li> <li>• Very Dissatisfied</li> <li>• I choose not to participate in these programs</li> <li>• These programs are not available to me</li> <li>• I am unaware of these programs</li> </ul>
<p>(87) What is your supervisory status?</p> <ul style="list-style-type: none"> <li>• Senior Leader: You are the head of a department/agency or a member of the immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment, and typically is a member of the Senior Executive Service or equivalent.</li> <li>• Manager: You are in a management position and supervise one or more supervisors.</li> <li>• Supervisor: You are a first-line supervisor who is responsible for employees' performance appraisals and leave approval.</li> <li>• Team Leader: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals.</li> <li>• Non-Supervisor : You do not supervise other employees.</li> </ul>	<p>(80) What is your supervisory status?</p> <ul style="list-style-type: none"> <li>• Non-Supervisor : You do not supervise other employees.</li> <li>• Team Leader: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals.</li> <li>• Supervisor: You are a first-line supervisor who is responsible for employees' performance appraisals and leave approval.</li> <li>• Manager: You are in a management position and supervise one or more supervisors.</li> <li>• Senior Leader: You are the head of a department/agency or a member of the immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment, and typically is a member of the Senior Executive Service or equivalent.</li> </ul>
<p>(91) How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</p> <ul style="list-style-type: none"> <li>• Less than 1 year</li> <li>• 1 to 3 years</li> <li>• 4 to 5 years</li> <li>• 6 to 10 years</li> <li>• 11 to 14 years</li> <li>• 15 to 20 years</li> <li>• More than 20 years</li> </ul>	<p>(87) How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</p> <ul style="list-style-type: none"> <li>• Less than 1 year</li> <li>• 1 to 3 years</li> <li>• 4 to 5 years</li> <li>• 6 to 10 years</li> <li>• 11 to 20 years</li> <li>• More than 20 years</li> </ul>
<p>(94) Are you of Hispanic, Latino, or Spanish origin?</p> <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	<p>(82) Are you Hispanic or Latino?</p> <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>