

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.	67.64%	26.26%	41.38%	14.75%	11.28%	6.34%	17.62%	374	584	208	158	88	1,412	N/A
Agree -disagree	2	I have enough information to do my job well.	76.42%	26.50%	49.92%	11.75%	8.23%	3.60%	11.82%	376	704	165	116	49	1,410	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	60.54%	27.09%	33.45%	16.75%	13.62%	9.08%	22.70%	383	465	233	190	126	1,397	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	80.77%	45.40%	35.37%	10.01%	5.57%	3.65%	9.22%	646	496	140	77	51	1,410	N/A
Agree -disagree	5	I like the kind of work I do.	88.07%	54.08%	33.98%	7.38%	2.75%	1.80%	4.55%	762	472	102	38	25	1,399	N/A
Agree -disagree	6	I know what is expected of me on the job.	78.35%	36.34%	42.01%	10.96%	6.82%	3.87%	10.69%	512	588	153	96	54	1,403	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.44%	70.33%	25.11%	2.60%	1.18%	0.78%	1.96%	996	350	36	16	11	1,409	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	91.59%	56.08%	35.51%	6.60%	1.17%	0.65%	1.81%	795	497	92	16	9	1,409	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	38.63%	10.87%	27.76%	13.08%	25.29%	23.00%	48.29%	152	387	185	359	325	1,408	3
Agree -disagree	10	*My workload is reasonable.	46.77%	12.11%	34.66%	15.26%	19.93%	18.04%	37.97%	171	487	216	280	254	1,408	3
Agree -disagree	11	*My talents are used well in the workplace.	59.81%	21.61%	38.19%	16.98%	12.96%	10.26%	23.21%	302	529	234	178	141	1,384	5
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	88.68%	43.14%	45.54%	6.72%	2.41%	2.19%	4.60%	612	638	95	34	30	1,409	1
Agree -disagree	13	The work I do is important.	93.95%	64.18%	29.78%	3.81%	1.16%	1.08%	2.24%	896	412	53	16	15	1,392	2
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	75.53%	30.65%	44.89%	10.38%	9.11%	4.98%	14.08%	432	628	145	128	69	1,402	2
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	68.31%	32.18%	36.13%	16.35%	7.32%	8.02%	15.34%	446	494	225	99	109	1,373	41
Agree -disagree	16	I am held accountable for achieving results.	88.01%	38.99%	49.02%	9.37%	1.37%	1.25%	2.62%	545	676	130	19	17	1,387	12
Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	58.78%	28.24%	30.54%	19.25%	10.01%	11.96%	21.97%	388	411	257	134	159	1,349	49
Agree -disagree	18	My training needs are assessed.	51.62%	18.84%	32.78%	23.83%	15.72%	8.83%	24.55%	265	458	329	219	121	1,392	17
Agree -disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	69.90%	31.32%	38.58%	14.59%	8.24%	7.26%	15.50%	433	528	198	113	98	1,370	44
Agree -disagree	20	*The people I work with cooperate to get the job done.	77.34%	29.57%	47.78%	12.28%	8.20%	2.17%	10.37%	422	673	172	116	30	1,413	N/A
Agree -disagree	21	My work unit is able to recruit people with the right skills.	39.22%	12.02%	27.20%	26.45%	20.14%	14.18%	34.32%	160	359	344	267	186	1,316	98
Agree -disagree	22	Promotions in my work unit are based on merit.	41.61%	14.14%	27.46%	28.04%	14.48%	15.88%	30.36%	185	354	356	181	200	1,276	133
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.38%	10.98%	26.40%	29.98%	17.24%	15.40%	32.64%	140	328	366	213	189	1,236	175
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	42.96%	12.93%	30.03%	25.89%	18.70%	12.46%	31.16%	171	388	331	240	158	1,288	122
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	50.23%	15.68%	34.55%	23.29%	13.29%	13.19%	26.48%	206	443	299	169	166	1,283	120
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	79.15%	33.00%	46.15%	10.78%	5.69%	4.38%	10.07%	468	645	148	78	59	1,398	16
Agree -disagree	27	The skill level in my work unit has improved in the past year.	58.38%	23.55%	34.83%	28.28%	8.53%	4.81%	13.34%	314	459	368	111	62	1,314	93
Good -poor	28	How would you rate the overall quality of work done by your work unit?	85.84%	48.72%	37.12%	12.28%	1.22%	0.66%	1.87%	692	523	172	17	9	1,413	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	74.79%	21.15%	53.64%	14.68%	7.79%	2.75%	10.53%	293	739	200	107	38	1,377	28

Core Survey

Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	50.24%	14.80%	35.45%	21.96%	17.18%	10.62%	27.80%	206	486	297	235	144	1,368	45
Agree -disagree	31	Employees are recognized for providing high quality products and services.	57.80%	16.93%	40.87%	19.27%	14.26%	8.67%	22.93%	237	562	264	195	117	1,375	35
Agree -disagree	32	Creativity and innovation are rewarded.	44.30%	14.43%	29.87%	26.93%	16.98%	11.79%	28.77%	198	400	359	229	157	1,343	60
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	32.22%	8.46%	23.76%	30.20%	19.93%	17.66%	37.59%	107	296	374	249	219	1,245	158
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	65.80%	24.72%	41.08%	21.64%	6.58%	5.98%	12.56%	335	548	286	87	78	1,334	73
Agree -disagree	35	Employees are protected from health and safety hazards on the job.	80.25%	27.91%	52.35%	11.49%	5.29%	2.96%	8.26%	389	718	157	72	40	1,376	27
Agree -disagree	36	My organization has prepared employees for potential security threats.	81.45%	28.72%	52.73%	10.18%	4.96%	3.41%	8.37%	404	733	140	70	48	1,395	9
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.06%	21.69%	35.37%	20.11%	9.76%	13.06%	22.82%	291	467	261	127	171	1,317	84
Agree -disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	68.62%	29.20%	39.42%	17.52%	5.59%	8.28%	13.86%	381	505	222	71	106	1,285	114
Agree -disagree	39	My agency is successful at accomplishing its mission.	75.97%	25.81%	50.16%	15.74%	5.87%	2.43%	8.29%	356	685	216	80	33	1,370	32
Agree -disagree	40	*I recommend my organization as a good place to work.	65.69%	26.31%	39.38%	19.58%	8.36%	6.37%	14.73%	374	557	273	117	89	1,410	N/A
Agree -disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	50.11%	20.23%	29.88%	22.40%	13.77%	13.72%	27.49%	262	381	285	175	175	1,278	136
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	82.96%	49.65%	33.31%	8.09%	4.02%	4.93%	8.95%	702	465	113	56	68	1,404	8
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.02%	37.36%	30.66%	16.90%	7.69%	7.38%	15.08%	528	430	235	107	102	1,402	8
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	68.99%	36.92%	32.07%	15.53%	7.53%	7.95%	15.48%	515	446	214	104	109	1,388	15
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	75.15%	43.60%	31.55%	16.15%	3.95%	4.75%	8.70%	584	418	211	52	62	1,327	83
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.87%	36.77%	34.10%	14.71%	7.13%	7.30%	14.43%	516	473	204	100	100	1,393	5
Agree -disagree	47	Supervisors in my work unit support employee development.	73.08%	38.81%	34.26%	14.53%	5.57%	6.82%	12.39%	540	473	198	76	93	1,380	27
Agree -disagree	48	My supervisor listens to what I have to say.	79.65%	47.75%	31.89%	9.68%	6.40%	4.27%	10.67%	681	448	135	90	60	1,414	N/A
Agree -disagree	49	My supervisor treats me with respect.	82.95%	52.13%	30.82%	9.24%	4.30%	3.51%	7.81%	739	430	128	60	49	1,406	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	78.65%	41.62%	37.02%	10.52%	7.95%	2.88%	10.83%	590	517	148	111	40	1,406	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	71.52%	44.73%	26.79%	13.58%	6.94%	7.96%	14.90%	637	377	190	97	111	1,412	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.60%	49.20%	25.40%	15.33%	4.89%	5.18%	10.07%	698	357	215	68	73	1,411	N/A
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.22%	19.11%	30.11%	21.43%	15.53%	13.82%	29.35%	266	414	295	214	190	1,379	33
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	58.71%	24.13%	34.57%	21.97%	8.67%	10.66%	19.32%	322	456	288	113	139	1,318	88
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	72.51%	29.99%	42.52%	15.90%	5.88%	5.71%	11.59%	412	574	213	79	76	1,354	48
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	73.70%	26.52%	47.18%	13.88%	6.96%	5.45%	12.41%	370	648	190	95	74	1,377	23
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.85%	26.60%	48.25%	14.45%	5.48%	5.22%	10.70%	353	628	187	71	67	1,306	95

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

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	1,107	78.54%
Yes, I was notified that I was not eligible to telework.	121	8.74%
No, I was not notified of my telework eligibility.	99	7.23%
Not sure if I was notified of my telework eligibility.	77	5.49%
Total	1,404	100.00%

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	65	4.70%
I telework 1 or 2 days per week.	498	35.68%
I telework, but no more than 1 or 2 days per month.	131	9.27%
I telework very infrequently.	233	16.40%
I do not telework because I have to be physically present on the job.	77	5.60%
I do not telework because I have technical issues.	16	1.15%
I do not telework because I did not receive approval to do so.	96	6.99%
I do not telework because I choose not to telework.	284	20.22%
Total	1,400	100.00%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	811	57.93%
No	548	38.72%
Not available to me	47	3.35%
Total	1,406	100.00%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	308	22.25%
No	918	65.51%
Not available to me	173	12.24%
Total	1,399	100.00%

76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	208	15.15%
No	1,150	82.66%
Not available to me	30	2.19%
Total	1,388	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	19	1.38%
No	1,044	74.72%
Not available to me	335	23.90%
Total	1,398	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	19	1.39%
No	1,055	75.60%
Not available to me	323	23.01%
Total	1,397	100.00%

Percentages are weighted to represent the Agency's population.

Where do you work?	N	%
Headquarters	289	20.58%
Field	1,115	79.42%
Total	1,404	100.00%

What is your supervisory status?	N	%
Non-Supervisor	1,052	75.36%
Team Leader	78	5.59%
Supervisor	166	11.89%
Manager	75	5.37%
Senior Leader	25	1.79%
Total	1,396	100.00%

Are you:	N	%
Male	516	37.86%
Female	847	62.14%
Total	1,363	100.00%

Are you Hispanic or Latino?	N	%
Yes	231	17.28%
No	1,106	82.72%
Total	1,337	100.00%

Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	17	1.32%
Asian	59	4.59%
Black or African American	501	38.96%
Native Hawaiian or Other Pacific Islander	5	0.39%
White	652	50.70%
Two or more races	52	4.04%
Total	1,286	100.00%

What is the highest degree or level of education you have completed?	N	%
Less than High School	1	0.07%
High School Diploma/GED or equivalent	33	2.41%
Trade or Technical Certificate	19	1.39%
Some College (no degree)	156	11.38%
Associate's Degree (e.g., AA, AS)	81	5.91%
Bachelor's Degree (e.g., BA, BS)	423	30.85%
Master's Degree (e.g., MA, MS, MBA)	266	19.40%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	392	28.59%
Total	1,371	100.00%

What is your pay category/grade?	N	%
Federal Wage System	0	0.00%
GS 1-6	120	8.71%
GS 7-12	633	45.94%
GS 13-15	597	43.32%
Senior Executive Service	23	1.67%
Senior Level (SL) or Scientific or Professional (ST)	0	0.00%
Other	5	0.36%
Total	1,378	100.00%

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	14	1.02%
1 to 3 years	155	11.24%
4 to 5 years	52	3.77%
6 to 10 years	327	23.71%
11 to 14 years	107	7.76%
15 to 20 years	209	15.16%
More than 20 years	515	37.35%
Total	1,379	100.00%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	27	1.97%
1 to 3 years	253	18.48%
4 to 5 years	34	2.48%
6 to 10 years	366	26.73%
11 to 20 years	323	23.59%
More than 20 years	366	26.73%
Total	1,369	100.00%

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	942	68.31%
Yes, to retire	98	7.11%
Yes, to take another job within the Federal Government	226	16.39%
Yes, to take another job outside the Federal Government	45	3.26%
Yes, other	68	4.93%
Total	1,379	100.00%

I am planning to retire:	N	%
Within one year	60	4.42%
Between one and three years	171	12.59%
Between three and five years	124	9.13%
Five or more years	1,003	73.86%
Total	1,358	100.00%

Self-Identify as:	N	%
Heterosexual or Straight	1,144	85.44%
Gay, Lesbian, Bisexual, or Transgender	60	4.48%
I prefer not to say	135	10.08%
Total	1,339	100.00%

What is your US military service status?	N	%
No Prior Military Service	921	68.53%
Currently in National Guard or Reserves	25	1.86%
Retired	125	9.30%
Separated or Discharged	273	20.31%
Total	1,344	100.00%

Are you an individual with a disability?	N	%
Yes	488	35.91%
No	871	64.09%
Total	1,359	100.00%

Demographics

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

Percentages for demographic questions are unweighted.

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	67.64%	14.75%	17.62%	1,412	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	76.42%	11.75%	11.82%	1,410	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	60.54%	16.75%	22.70%	1,397	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	80.77%	10.01%	9.22%	1,410	N/A
Agree-disagree	2017	5	I like the kind of work I do.	88.07%	7.38%	4.55%	1,399	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	78.35%	10.96%	10.69%	1,403	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	95.44%	2.60%	1.96%	1,409	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	91.59%	6.60%	1.81%	1,409	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	38.63%	13.08%	48.29%	1,408	3
Agree-disagree	2017	10	*My workload is reasonable.	46.77%	15.26%	37.97%	1,408	3
Agree-disagree	2017	11	*My talents are used well in the workplace.	59.81%	16.98%	23.21%	1,384	5
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	88.68%	6.72%	4.60%	1,409	1
Agree-disagree	2017	13	The work I do is important.	93.95%	3.81%	2.24%	1,392	2
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	75.53%	10.38%	14.08%	1,402	2
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	68.31%	16.35%	15.34%	1,373	41
Agree-disagree	2017	16	I am held accountable for achieving results.	88.01%	9.37%	2.62%	1,387	12
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	58.78%	19.25%	21.97%	1,349	49
Agree-disagree	2017	18	My training needs are assessed.	51.62%	23.83%	24.55%	1,392	17
Agree-disagree	2017	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	69.90%	14.59%	15.50%	1,370	44
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	77.34%	12.28%	10.37%	1,413	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	39.22%	26.45%	34.32%	1,316	98
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	41.61%	28.04%	30.36%	1,276	133
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.38%	29.98%	32.64%	1,236	175
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	42.96%	25.89%	31.16%	1,288	122
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	50.23%	23.29%	26.48%	1,283	120
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	79.15%	10.78%	10.07%	1,398	16
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	58.38%	28.28%	13.34%	1,314	93
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	85.84%	12.28%	1.87%	1,413	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	74.79%	14.68%	10.53%	1,377	28
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	50.24%	21.96%	27.80%	1,368	45
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	57.80%	19.27%	22.93%	1,375	35
Agree-disagree	2017	32	Creativity and innovation are rewarded.	44.30%	26.93%	28.77%	1,343	60
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	32.22%	30.20%	37.59%	1,245	158
Agree-disagree	2017	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	65.80%	21.64%	12.56%	1,334	73
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	80.25%	11.49%	8.26%	1,376	27
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	81.45%	10.18%	8.37%	1,395	9
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.06%	20.11%	22.82%	1,317	84
Agree-disagree	2017	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	68.62%	17.52%	13.86%	1,285	114
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	75.97%	15.74%	8.29%	1,370	32
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	65.69%	19.58%	14.73%	1,410	N/A
Agree-disagree	2017	41	*I believe the results of this survey will be used to make my agency a better place to work.	50.11%	22.40%	27.49%	1,278	136
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	82.96%	8.09%	8.95%	1,404	8
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.02%	16.90%	15.08%	1,402	8
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	68.99%	15.53%	15.48%	1,388	15
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	75.15%	16.15%	8.70%	1,327	83
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.87%	14.71%	14.43%	1,393	5
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	73.08%	14.53%	12.39%	1,380	27
Agree-disagree	2017	48	My supervisor listens to what I have to say.	79.65%	9.68%	10.67%	1,414	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	82.95%	9.24%	7.81%	1,406	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	78.65%	10.52%	10.83%	1,406	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	71.52%	13.58%	14.90%	1,412	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.60%	15.33%	10.07%	1,411	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.22%	21.43%	29.35%	1,379	33

Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	58.71%	21.97%	19.32%	1,318	88
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	72.51%	15.90%	11.59%	1,354	48
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	73.70%	13.88%	12.41%	1,377	23
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.85%	14.45%	10.70%	1,306	95
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	62.32%	17.70%	19.98%	1,359	49
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	64.82%	17.27%	17.91%	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?	65.92%	19.71%	14.36%	1,318	91
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	62.23%	20.32%	17.44%	1,396	17
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	65.44%	21.14%	13.42%	1,298	117
Satisfied-dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	54.25%	20.84%	24.92%	1,410	N/A
Satisfied-dissatisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.13%	20.11%	21.76%	1,414	N/A
Satisfied-dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	56.88%	20.94%	22.17%	1,405	N/A
Satisfied-dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	52.98%	24.27%	22.75%	1,404	N/A
Satisfied-dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	37.16%	25.43%	37.41%	1,411	N/A
Satisfied-dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	55.32%	22.15%	22.53%	1,407	N/A
Satisfied-dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	71.50%	14.85%	13.65%	1,403	N/A
Satisfied-dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	62.46%	15.02%	22.52%	1,405	N/A
Satisfied-dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	64.61%	17.80%	17.59%	1,409	N/A
Satisfied-dissatisfied	2017	79	How satisfied are you with the following Work/Life programs in your agency? Telework	83.73%	9.04%	7.22%	921	17
Satisfied-dissatisfied	2017	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.92%	5.06%	2.03%	793	12
Satisfied-dissatisfied	2017	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	84.37%	13.94%	1.69%	295	22
Satisfied-dissatisfied	2017	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	81.11%	14.00%	4.89%	203	27
Satisfied-dissatisfied	2017	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	59.91%	40.09%	0.00%	22	11
Satisfied-dissatisfied	2017	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	60.31%	35.27%	4.42%	25	9
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	66.81%	14.94%	18.25%	1,504	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	77.30%	11.24%	11.46%	1,498	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	60.82%	15.62%	23.57%	1,469	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	81.09%	11.09%	7.82%	1,491	N/A
Agree-disagree	2016	5	I like the kind of work I do.	88.46%	8.18%	3.37%	1,486	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	80.47%	10.44%	9.08%	1,485	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	96.23%	2.55%	1.21%	1,501	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	91.73%	7.03%	1.24%	1,497	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	39.02%	13.75%	47.23%	1,499	3
Agree-disagree	2016	10	*My workload is reasonable.	47.79%	15.57%	36.64%	1,492	2
Agree-disagree	2016	11	*My talents are used well in the workplace.	61.18%	16.00%	22.82%	1,440	5
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	89.68%	6.49%	3.82%	1,486	3
Agree-disagree	2016	13	The work I do is important.	94.08%	3.85%	2.07%	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.	70.78%	12.48%	16.75%	1,493	4
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	74.58%	12.14%	13.28%	1,472	31
Agree-disagree	2016	16	I am held accountable for achieving results.	87.27%	8.58%	4.15%	1,479	12
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	55.79%	21.34%	22.87%	1,424	73
Agree-disagree	2016	18	My training needs are assessed.	51.57%	23.20%	25.23%	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).	73.49%	11.39%	15.12%	1,453	54
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	72.78%	14.29%	12.93%	1,503	N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	41.08%	26.80%	32.12%	1,406	96
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	36.57%	30.42%	33.00%	1,333	166
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.92%	29.11%	36.96%	1,303	191
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	39.90%	25.95%	34.16%	1,390	111
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	45.78%	24.88%	29.34%	1,332	157
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	78.38%	10.64%	10.99%	1,487	13

Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	57.81%	27.43%	14.76%	1,388	114
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	84.93%	12.30%	2.77%	1,504	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.76%	14.59%	13.64%	1,451	32
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	48.56%	23.39%	28.05%	1,440	47
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	53.17%	20.81%	26.02%	1,433	50
Agree-disagree	2016	32	Creativity and innovation are rewarded.	41.49%	26.73%	31.78%	1,413	70
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	27.85%	30.79%	41.36%	1,317	157
Agree-disagree	2016	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	66.96%	18.86%	14.18%	1,397	84
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	78.96%	12.10%	8.94%	1,443	37
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	80.14%	10.81%	9.05%	1,465	15
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	48.75%	25.26%	25.99%	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.	63.80%	18.35%	17.85%	1,335	130
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	73.78%	16.50%	9.72%	1,461	21
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	64.84%	19.77%	15.39%	1,480	N/A
Agree-disagree	2016	41	*I believe the results of this survey will be used to make my agency a better place to work.	49.80%	21.68%	28.52%	1,350	136
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	81.82%	9.41%	8.77%	1,481	4
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.21%	15.87%	15.92%	1,471	9
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	69.35%	16.13%	14.52%	1,459	11
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	74.77%	16.59%	8.64%	1,370	109
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	69.87%	14.93%	15.19%	1,468	4
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	70.89%	16.07%	13.03%	1,455	24
Agree-disagree	2016	48	My supervisor listens to what I have to say.	80.01%	10.27%	9.72%	1,482	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	84.91%	7.24%	7.85%	1,475	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	85.05%	6.31%	8.64%	1,480	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	72.29%	13.04%	14.67%	1,477	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	75.10%	14.33%	10.58%	1,480	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.67%	20.49%	30.84%	1,437	29
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	54.17%	22.03%	23.80%	1,381	84
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	69.15%	16.62%	14.23%	1,390	67
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	72.26%	12.59%	15.15%	1,437	20
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	70.66%	16.94%	12.40%	1,384	80
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.50%	18.13%	23.37%	1,425	39
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	60.18%	17.20%	22.61%	1,410	53
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.37%	18.68%	15.95%	1,371	95
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	60.67%	19.38%	19.94%	1,448	15
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	64.61%	20.40%	14.99%	1,371	98
Satisfied -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	55.32%	20.35%	24.33%	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?	60.16%	18.43%	21.41%	1,452	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	54.32%	21.98%	23.70%	1,455	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	49.53%	25.53%	24.93%	1,451	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	34.66%	28.76%	36.57%	1,458	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	54.18%	22.22%	23.60%	1,453	N/A
Satisfied -dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	72.13%	13.63%	14.23%	1,463	N/A
Satisfied -dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	61.07%	13.53%	25.40%	1,459	N/A
Satisfied -dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	64.00%	16.61%	19.39%	1,463	N/A
Satisfied -dissatisfied	2016	79	How satisfied are you with the following Work/Life programs in your agency? Telework	82.90%	10.23%	6.87%	878	28
Satisfied -dissatisfied	2016	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	93.26%	5.01%	1.73%	827	17
Satisfied -dissatisfied	2016	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	84.97%	12.40%	2.63%	311	26

Satisfied -dissatisfied	2016	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	79.89%	16.18%	3.93%	194	50
Satisfied -dissatisfied	2016	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	70.03%	24.86%	5.11%	22	13
Satisfied -dissatisfied	2016	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	54.22%	41.83%	3.96%	26	14
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	61.38%	17.22%	21.40%	1,244	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	75.38%	13.36%	11.26%	1,235	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	53.83%	18.62%	27.55%	1,226	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	81.40%	9.20%	9.40%	1,241	N/A
Agree-disagree	2015	5	I like the kind of work I do.	89.14%	7.16%	3.70%	1,227	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	80.23%	9.42%	10.35%	1,229	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	96.10%	2.48%	1.41%	1,241	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	91.25%	6.79%	1.96%	1,236	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	38.39%	16.36%	45.25%	1,240	3
Agree-disagree	2015	10	*My workload is reasonable.	48.69%	13.66%	37.64%	1,238	3
Agree-disagree	2015	11	*My talents are used well in the workplace.	58.03%	15.78%	26.19%	1,191	3
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	89.11%	5.08%	5.80%	1,234	6
Agree-disagree	2015	13	The work I do is important.	94.11%	4.28%	1.62%	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.	72.06%	11.33%	16.61%	1,232	6
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	73.62%	10.36%	16.02%	1,219	21
Agree-disagree	2015	16	I am held accountable for achieving results.	85.57%	9.05%	5.38%	1,225	7
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.10%	20.24%	28.66%	1,180	55
Agree-disagree	2015	18	My training needs are assessed.	46.29%	22.49%	31.22%	1,226	17
Agree-disagree	2015	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	70.84%	11.32%	17.83%	1,196	48
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	71.91%	13.05%	15.04%	1,240	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	44.75%	26.09%	29.16%	1,157	82
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	37.82%	28.12%	34.06%	1,123	110
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.66%	28.97%	37.36%	1,069	170
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	37.34%	26.65%	36.00%	1,139	99
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	44.22%	22.75%	33.03%	1,124	114
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	75.28%	11.03%	13.69%	1,228	9
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	56.00%	29.13%	14.87%	1,148	96
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	85.68%	11.53%	2.79%	1,239	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.02%	15.53%	13.45%	1,196	35
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	43.56%	23.25%	33.19%	1,192	42
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	49.42%	19.36%	31.22%	1,179	49
Agree-disagree	2015	32	Creativity and innovation are rewarded.	37.02%	25.85%	37.13%	1,156	64
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	27.35%	28.23%	44.42%	1,090	144
Agree-disagree	2015	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	59.65%	22.26%	18.09%	1,156	74
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	75.74%	13.79%	10.47%	1,199	32
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	74.90%	13.21%	11.89%	1,202	23
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	46.24%	22.11%	31.65%	1,127	95
Agree-disagree	2015	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	58.91%	20.87%	20.21%	1,105	114
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	73.79%	16.44%	9.77%	1,206	25
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	61.07%	20.68%	18.25%	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.	44.29%	23.91%	31.80%	1,095	138
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	79.00%	10.50%	10.51%	1,221	9
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	63.20%	17.88%	18.92%	1,221	4
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	66.00%	16.18%	17.82%	1,201	14
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	71.57%	18.12%	10.31%	1,142	82
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.56%	17.03%	17.41%	1,220	2
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	66.06%	17.34%	16.60%	1,211	19
Agree-disagree	2015	48	My supervisor listens to what I have to say.	76.37%	11.61%	12.01%	1,223	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	79.58%	9.64%	10.78%	1,219	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	81.65%	7.82%	10.52%	1,220	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	67.64%	15.49%	16.87%	1,218	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	71.24%	17.88%	10.88%	1,222	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43.73%	20.29%	35.98%	1,198	23
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	51.05%	22.03%	26.92%	1,146	75
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	63.22%	19.38%	17.40%	1,159	51
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	65.79%	15.59%	18.61%	1,197	17

Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.64%	17.99%	15.37%	1,131	79
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	52.94%	19.63%	27.43%	1,165	54
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	55.26%	18.98%	25.76%	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?	62.91%	20.01%	17.09%	1,159	61
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	58.76%	19.00%	22.24%	1,209	11
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	60.19%	22.33%	17.48%	1,133	90
Satisfied -dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	50.08%	22.91%	27.01%	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?	55.03%	19.96%	25.01%	1,217	N/A
Satisfied -dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	52.70%	20.60%	26.70%	1,213	N/A
Satisfied -dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	46.43%	25.82%	27.75%	1,216	N/A
Satisfied -dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	35.60%	23.16%	41.24%	1,213	N/A
Satisfied -dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	52.38%	22.34%	25.29%	1,210	N/A
Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	71.38%	13.49%	15.13%	1,213	N/A
Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	63.00%	13.33%	23.67%	1,218	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	61.85%	18.89%	19.26%	1,217	N/A
Satisfied -dissatisfied	2015	79	How satisfied are you with the following Work/Life programs in your agency? Telework	80.75%	9.67%	9.58%	734	17
Satisfied -dissatisfied	2015	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.03%	5.36%	2.61%	659	18
Satisfied -dissatisfied	2015	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	79.04%	15.60%	5.36%	230	27
Satisfied -dissatisfied	2015	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	75.20%	18.76%	6.04%	164	34
Satisfied -dissatisfied	2015	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	75.42%	19.59%	4.99%	20	20
Satisfied -dissatisfied	2015	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	68.34%	28.37%	3.29%	28	16
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	58.88%	17.87%	23.25%	1,126	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	75.13%	12.85%	12.02%	1,121	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	53.72%	15.32%	30.96%	1,107	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	78.53%	12.18%	9.28%	1,120	N/A
Agree-disagree	2014	5	I like the kind of work I do.	89.84%	6.78%	3.39%	1,099	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	78.26%	9.65%	12.10%	1,109	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	95.46%	3.01%	1.53%	1,125	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	90.32%	7.98%	1.70%	1,121	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	35.99%	14.89%	49.12%	1,121	3
Agree-disagree	2014	10	*My workload is reasonable.	44.28%	14.28%	41.44%	1,112	1
Agree-disagree	2014	11	*My talents are used well in the workplace.	56.35%	15.72%	27.92%	1,074	4
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	86.29%	8.21%	5.50%	1,115	1
Agree-disagree	2014	13	The work I do is important.	94.30%	3.96%	1.74%	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.	70.17%	12.41%	17.42%	1,122	3
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	71.00%	13.75%	15.25%	1,107	13
Agree-disagree	2014	16	I am held accountable for achieving results.	86.15%	10.03%	3.82%	1,100	11
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.26%	22.53%	28.22%	1,068	52
Agree-disagree	2014	18	My training needs are assessed.	43.58%	24.75%	31.67%	1,105	20
Agree-disagree	2014	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	69.56%	13.65%	16.79%	1,096	28
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	69.85%	13.45%	16.70%	1,123	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	36.85%	29.24%	33.91%	1,055	71
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	33.51%	31.66%	34.84%	1,013	102
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	30.53%	30.87%	38.60%	978	140
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	31.23%	26.63%	42.14%	1,036	84
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	38.87%	23.94%	37.19%	1,017	104
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	73.66%	12.61%	13.73%	1,118	4
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	49.45%	30.45%	20.10%	1,046	75
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	83.10%	13.34%	3.56%	1,119	N/A

Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	70.19%	15.71%	14.10%	1,095	19
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	41.61%	23.00%	35.39%	1,089	28
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	44.78%	22.65%	32.57%	1,084	27
Agree-disagree	2014	32	Creativity and innovation are rewarded.	33.72%	26.30%	39.98%	1,064	43
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	21.23%	29.27%	49.50%	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).	56.84%	23.50%	19.66%	1,031	83
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	73.62%	15.88%	10.50%	1,074	31
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	75.49%	12.75%	11.77%	1,086	18
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	45.08%	22.40%	32.52%	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.	58.50%	20.22%	21.28%	1,005	95
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	68.39%	18.38%	13.22%	1,079	24
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	57.82%	22.01%	20.17%	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.	39.49%	24.12%	36.39%	978	136
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	78.29%	9.55%	12.16%	1,102	10
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	60.11%	17.08%	22.81%	1,100	8
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	60.68%	17.28%	22.04%	1,082	15
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	68.35%	18.71%	12.94%	1,016	86
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	62.74%	18.11%	19.15%	1,098	7
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	62.28%	19.40%	18.32%	1,081	20
Agree-disagree	2014	48	My supervisor listens to what I have to say.	75.10%	11.06%	13.85%	1,104	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	78.88%	9.91%	11.21%	1,101	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	78.87%	9.48%	11.65%	1,098	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	64.29%	15.56%	20.15%	1,099	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.25%	17.14%	12.61%	1,100	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	40.55%	20.67%	38.77%	1,073	28
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	48.18%	23.96%	27.87%	1,025	70
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	63.70%	18.41%	17.89%	1,033	58
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	64.69%	13.73%	21.58%	1,081	13
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.58%	17.54%	15.89%	1,020	74
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.62%	16.90%	31.48%	1,052	43
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	53.16%	18.47%	28.37%	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?	59.83%	19.21%	20.96%	1,039	56
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	53.22%	21.39%	25.40%	1,081	13
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	55.11%	25.70%	19.19%	1,002	93
Satisfied -dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	48.97%	20.40%	30.63%	1,089	N/A
Satisfied -dissatisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	48.43%	22.18%	29.39%	1,083	N/A
Satisfied -dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	46.57%	21.92%	31.51%	1,085	N/A
Satisfied -dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	44.11%	25.80%	30.10%	1,083	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	31.27%	25.53%	43.19%	1,082	N/A
Satisfied -dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	47.55%	24.54%	27.91%	1,079	N/A
Satisfied -dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	67.00%	14.39%	18.61%	1,077	N/A
Satisfied -dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	60.51%	13.86%	25.63%	1,076	N/A
Satisfied -dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	56.84%	19.94%	23.22%	1,087	N/A
Satisfied -dissatisfied	2014	79	How satisfied are you with the following Work/Life programs in your agency? Telework	75.61%	12.49%	11.90%	643	22
Satisfied -dissatisfied	2014	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	90.80%	5.51%	3.69%	595	13
Satisfied -dissatisfied	2014	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	77.52%	17.86%	4.62%	244	22
Satisfied -dissatisfied	2014	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	71.63%	26.47%	1.90%	160	33

Satisfied -dissatisfied	2014	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	58.02%	38.30%	3.69%	26	15
Satisfied -dissatisfied	2014	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	68.97%	22.13%	8.90%	28	8
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	55.02%	18.27%	26.71%	1,176	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	74.05%	13.87%	12.08%	1,172	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	51.83%	17.48%	30.69%	1,159	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	77.37%	11.59%	11.04%	1,174	N/A
Agree-disagree	2013	5	I like the kind of work I do.	87.19%	7.67%	5.13%	1,154	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	77.49%	10.96%	11.55%	1,156	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	95.28%	2.57%	2.15%	1,174	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	90.57%	7.94%	1.49%	1,179	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	29.71%	13.83%	56.46%	1,174	3
Agree-disagree	2013	10	*My workload is reasonable.	44.70%	14.75%	40.55%	1,169	2
Agree-disagree	2013	11	*My talents are used well in the workplace.	56.22%	14.36%	29.42%	1,127	7
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	86.91%	6.74%	6.35%	1,162	7
Agree-disagree	2013	13	The work I do is important.	93.11%	4.82%	2.07%	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.	69.05%	12.35%	18.61%	1,173	5
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	70.12%	11.71%	18.17%	1,168	9
Agree-disagree	2013	16	I am held accountable for achieving results.	85.88%	9.90%	4.22%	1,161	8
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.17%	22.91%	27.91%	1,116	53
Agree-disagree	2013	18	My training needs are assessed.	40.25%	24.05%	35.69%	1,161	14
Agree-disagree	2013	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	70.15%	12.67%	17.18%	1,153	26
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	70.97%	14.02%	15.01%	1,176	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	29.68%	26.44%	43.88%	1,116	64
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	31.62%	31.48%	36.90%	1,077	95
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.58%	29.06%	39.36%	1,030	138
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	30.41%	27.77%	41.82%	1,096	81
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	35.38%	24.43%	40.19%	1,081	89
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	73.44%	12.00%	14.56%	1,166	7
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	50.98%	31.96%	17.06%	1,100	73
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	85.25%	12.26%	2.50%	1,177	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	69.69%	16.89%	13.42%	1,145	22
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	40.88%	23.50%	35.62%	1,125	42
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	44.02%	21.50%	34.48%	1,144	24
Agree-disagree	2013	32	Creativity and innovation are rewarded.	31.96%	27.39%	40.65%	1,103	58
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	18.04%	29.63%	52.34%	1,062	94
Agree-disagree	2013	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	54.25%	25.74%	20.01%	1,096	72
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	72.57%	15.56%	11.86%	1,133	33
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	69.36%	16.49%	14.15%	1,140	21
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	43.48%	23.49%	33.04%	1,094	71
Agree-disagree	2013	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	58.40%	21.54%	20.06%	1,060	102
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	70.12%	17.00%	12.89%	1,138	27
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	58.16%	22.37%	19.47%	1,171	N/A
Agree-disagree	2013	41	*I believe the results of this survey will be used to make my agency a better place to work.	37.39%	26.29%	36.32%	1,020	148
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	77.98%	11.08%	10.94%	1,162	6
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	61.10%	18.26%	20.64%	1,159	7
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	63.25%	17.76%	18.99%	1,156	8
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	69.14%	19.71%	11.15%	1,074	87
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	63.03%	17.98%	18.99%	1,159	4
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	64.90%	17.49%	17.61%	1,148	17
Agree-disagree	2013	48	My supervisor listens to what I have to say.	74.97%	12.90%	12.13%	1,164	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	80.34%	9.51%	10.15%	1,164	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	79.57%	8.48%	11.95%	1,157	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	65.85%	17.06%	17.09%	1,157	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.40%	16.94%	12.65%	1,153	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	37.92%	22.22%	39.85%	1,141	13
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	49.64%	21.04%	29.32%	1,101	53
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	60.57%	19.06%	20.37%	1,108	48
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	66.81%	14.58%	18.61%	1,149	5
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	68.55%	16.27%	15.18%	1,087	67

Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50.75%	19.91%	29.34%	1,120	39
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	54.19%	19.06%	26.75%	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?	59.31%	18.94%	21.75%	1,098	57
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	54.90%	18.95%	26.14%	1,137	19
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	57.45%	23.71%	18.84%	1,054	100
Satisfied -dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	47.27%	21.03%	31.70%	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?	50.90%	19.37%	29.73%	1,148	N/A
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	45.79%	20.17%	34.04%	1,142	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	41.90%	26.08%	32.02%	1,148	N/A
Satisfied -dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	25.82%	27.24%	46.94%	1,151	N/A
Satisfied -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	44.80%	24.33%	30.88%	1,150	N/A
Satisfied -dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	67.66%	14.29%	18.05%	1,147	N/A
Satisfied -dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	51.36%	14.39%	34.25%	1,153	N/A
Satisfied -dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	57.78%	18.26%	23.97%	1,150	N/A
Satisfied -dissatisfied	2013	79	How satisfied are you with the following Work/Life programs in your agency? Telework	78.10%	13.25%	8.65%	645	18
Satisfied -dissatisfied	2013	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.96%	4.60%	2.44%	653	9
Satisfied -dissatisfied	2013	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	77.91%	17.85%	4.24%	259	26
Satisfied -dissatisfied	2013	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	76.87%	20.23%	2.90%	144	34
Satisfied -dissatisfied	2013	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	71.09%	25.81%	3.11%	27	10
Satisfied -dissatisfied	2013	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	57.29%	42.71%	0.00%	17	5
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	61.10%	16.67%	22.23%	1,262	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	74.41%	11.76%	13.83%	1,262	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	53.73%	17.49%	28.78%	1,255	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	80.65%	10.43%	8.91%	1,256	N/A
Agree-disagree	2012	5	I like the kind of work I do.	87.20%	8.47%	4.34%	1,251	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	78.97%	10.03%	11.00%	1,252	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	96.86%	1.95%	1.18%	1,260	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	92.07%	6.76%	1.16%	1,260	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	34.08%	12.53%	53.39%	1,254	4
Agree-disagree	2012	10	*My workload is reasonable.	45.81%	12.98%	41.21%	1,253	1
Agree-disagree	2012	11	*My talents are used well in the workplace.	56.21%	15.10%	28.68%	1,234	8
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	87.44%	6.72%	5.84%	1,253	3
Agree-disagree	2012	13	The work I do is important.	94.33%	3.80%	1.87%	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.	71.49%	12.93%	15.58%	1,254	5
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	70.71%	11.88%	17.41%	1,243	15
Agree-disagree	2012	16	I am held accountable for achieving results.	87.86%	9.03%	3.11%	1,243	7
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.52%	21.43%	27.05%	1,195	57
Agree-disagree	2012	18	My training needs are assessed.	45.77%	23.22%	31.02%	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).	68.81%	13.41%	17.78%	1,230	31
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	71.88%	11.04%	17.08%	1,261	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	34.69%	25.26%	40.05%	1,169	89
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	36.81%	28.22%	34.98%	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.	33.47%	27.74%	38.79%	1,102	148
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	35.59%	23.24%	41.17%	1,175	78
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	41.43%	23.17%	35.40%	1,175	79
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	74.45%	11.65%	13.90%	1,246	7
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	53.94%	29.95%	16.11%	1,187	68
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	84.45%	12.46%	3.09%	1,255	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	72.30%	14.75%	12.95%	1,218	19
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	43.55%	23.24%	33.21%	1,205	32

Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	48.16%	20.47%	31.37%	1,211	27
Agree-disagree	2012	32	Creativity and innovation are rewarded.	35.18%	27.92%	36.90%	1,193	42
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	23.22%	31.19%	45.59%	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).	59.11%	25.10%	15.79%	1,164	73
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	75.90%	15.01%	9.08%	1,204	32
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	74.14%	13.87%	12.00%	1,211	23
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	45.70%	22.79%	31.51%	1,155	81
Agree-disagree	2012	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	62.27%	19.28%	18.45%	1,129	104
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	71.90%	17.89%	10.21%	1,210	24
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	62.70%	19.10%	18.20%	1,237	N/A
Agree-disagree	2012	41	*I believe the results of this survey will be used to make my agency a better place to work.	44.50%	25.56%	29.94%	1,093	142
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	79.80%	10.00%	10.20%	1,217	13
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	61.81%	16.81%	21.38%	1,226	7
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	65.45%	14.93%	19.62%	1,217	8
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	70.61%	18.30%	11.09%	1,153	75
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.69%	16.55%	17.76%	1,231	2
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	68.09%	16.42%	15.49%	1,210	21
Agree-disagree	2012	48	My supervisor listens to what I have to say.	75.01%	11.73%	13.26%	1,233	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	80.85%	7.87%	11.27%	1,232	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	81.74%	8.21%	10.05%	1,231	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	67.10%	15.25%	17.65%	1,231	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	71.07%	15.98%	12.95%	1,232	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	41.92%	24.16%	33.93%	1,213	11
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	52.12%	23.86%	24.02%	1,175	52
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	64.36%	18.41%	17.24%	1,178	44
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	68.60%	14.93%	16.47%	1,213	8
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	71.84%	15.30%	12.85%	1,171	51
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.74%	19.37%	28.89%	1,194	29
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	53.03%	19.49%	27.48%	1,186	35
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	60.18%	20.39%	19.43%	1,159	63
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	57.64%	19.50%	22.86%	1,211	12
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	56.94%	24.55%	18.51%	1,124	98
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	49.67%	21.47%	28.86%	1,212	N/A
Satisfied -dissatisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	51.15%	22.82%	26.03%	1,211	N/A
Satisfied -dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	50.84%	18.21%	30.95%	1,210	N/A
Satisfied -dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	44.98%	26.09%	28.93%	1,205	N/A
Satisfied -dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	29.81%	28.09%	42.10%	1,209	N/A
Satisfied -dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	49.94%	23.04%	27.01%	1,207	N/A
Satisfied -dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	70.87%	13.75%	15.39%	1,205	N/A
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	58.88%	15.18%	25.94%	1,204	N/A
Satisfied -dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	63.12%	15.89%	20.98%	1,206	N/A
Satisfied -dissatisfied	2012	79	How satisfied are you with the following Work/Life programs in your agency? Telework	78.71%	12.08%	9.21%	650	15
Satisfied -dissatisfied	2012	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.25%	5.22%	2.53%	659	11
Satisfied -dissatisfied	2012	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	77.35%	18.69%	3.96%	287	24
Satisfied -dissatisfied	2012	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	77.94%	20.29%	1.77%	164	36
Satisfied -dissatisfied	2012	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	71.24%	28.76%	0.00%	18	8

Satisfied -dissatisfied	2012	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	65.57%	34.43%	0.00%	23	13
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	59.96%	17.43%	22.62%	1,250	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	73.31%	13.75%	12.94%	1,249	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	52.11%	20.14%	27.76%	1,248	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	79.29%	10.42%	10.29%	1,244	N/A
Agree-disagree	2011	5	I like the kind of work I do.	88.30%	7.31%	4.40%	1,247	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	78.90%	10.48%	10.62%	1,246	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	96.50%	2.17%	1.34%	1,248	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	92.27%	6.27%	1.46%	1,245	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.76%	14.49%	47.76%	1,241	8
Agree-disagree	2011	10	*My workload is reasonable.	44.02%	15.61%	40.37%	1,242	7
Agree-disagree	2011	11	*My talents are used well in the workplace.	58.02%	16.44%	25.53%	1,238	9
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	88.63%	6.58%	4.78%	1,244	4
Agree-disagree	2011	13	The work I do is important.	94.54%	4.31%	1.14%	1,242	1
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	67.81%	13.31%	18.88%	1,243	6
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	69.81%	12.36%	17.83%	1,225	24
Agree-disagree	2011	16	I am held accountable for achieving results.	87.14%	9.14%	3.73%	1,246	4
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.31%	22.83%	27.86%	1,187	61
Agree-disagree	2011	18	My training needs are assessed.	44.14%	23.88%	31.98%	1,215	23
Agree-disagree	2011	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	70.19%	11.79%	18.02%	1,221	29
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	72.28%	13.38%	14.34%	1,199	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	43.96%	25.23%	30.82%	1,185	65
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	37.24%	28.64%	34.12%	1,145	102
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.52%	29.91%	34.56%	1,101	149
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.18%	26.85%	34.96%	1,154	94
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	45.33%	22.93%	31.74%	1,137	107
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	74.66%	14.17%	11.17%	1,237	6
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	57.84%	30.24%	11.91%	1,154	84
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	83.84%	13.51%	2.66%	1,244	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	72.24%	15.35%	12.41%	1,201	29
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	44.62%	24.23%	31.15%	1,190	39
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	51.43%	19.83%	28.74%	1,196	35
Agree-disagree	2011	32	Creativity and innovation are rewarded.	37.41%	27.91%	34.68%	1,175	53
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	26.15%	29.97%	43.89%	1,113	116
Agree-disagree	2011	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	56.59%	24.22%	19.18%	1,148	82
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	72.71%	15.74%	11.55%	1,197	33
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	67.97%	18.56%	13.47%	1,199	27
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	42.89%	26.51%	30.60%	1,160	73
Agree-disagree	2011	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	61.66%	19.35%	18.99%	1,125	105
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	73.14%	17.96%	8.90%	1,200	25
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	62.65%	20.59%	16.76%	1,220	N/A
Agree-disagree	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	42.41%	29.20%	28.39%	1,099	128
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	75.75%	10.86%	13.39%	1,209	8
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	60.85%	19.78%	19.37%	1,206	8
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	64.65%	16.42%	18.94%	1,201	14
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	69.87%	19.85%	10.28%	1,135	80
Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.14%	17.00%	17.86%	1,208	7
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	64.95%	17.56%	17.49%	1,180	29
Agree-disagree	2011	48	My supervisor listens to what I have to say.	72.74%	12.65%	14.61%	1,213	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	77.27%	9.38%	13.35%	1,207	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	82.56%	7.26%	10.17%	1,211	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	64.44%	16.63%	18.93%	1,207	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.94%	17.00%	14.06%	1,211	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	41.34%	25.44%	33.22%	1,188	14
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	51.52%	25.40%	23.09%	1,142	59
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	62.22%	19.83%	17.94%	1,157	45
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	68.07%	14.47%	17.46%	1,178	16
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	70.58%	17.56%	11.85%	1,136	63
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	52.31%	21.26%	26.42%	1,169	31

Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	53.26%	20.33%	26.40%	1,150	45
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	58.45%	21.94%	19.60%	1,134	63
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	57.13%	20.90%	21.97%	1,186	14
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	56.58%	24.33%	19.09%	1,096	103
Satisfied-dissatisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	50.79%	21.98%	27.23%	1,192	N/A
Satisfied-dissatisfied	2011	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	52.09%	24.12%	23.79%	1,191	N/A
Satisfied-dissatisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	51.16%	21.04%	27.80%	1,187	N/A
Satisfied-dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	45.50%	27.52%	26.98%	1,182	N/A
Satisfied-dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	32.09%	27.98%	39.93%	1,193	N/A
Satisfied-dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?	48.00%	24.16%	27.84%	1,188	N/A
Satisfied-dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?	70.43%	16.07%	13.50%	1,186	N/A
Satisfied-dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?	61.46%	14.27%	24.27%	1,188	N/A
Satisfied-dissatisfied	2011	71	*Considering everything, how satisfied are you with your organization?	62.73%	18.66%	18.61%	1,190	N/A
Satisfied-dissatisfied	2011	79	How satisfied are you with the following Work/Life programs in your agency? Telework	78.92%	11.66%	9.42%	552	23
Satisfied-dissatisfied	2011	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.20%	3.68%	4.13%	642	5
Satisfied-dissatisfied	2011	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	76.29%	16.74%	6.97%	279	28
Satisfied-dissatisfied	2011	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	75.97%	20.88%	3.16%	132	16
Satisfied-dissatisfied	2011	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	63.07%	36.93%	0.00%	10	8
Satisfied-dissatisfied	2011	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	62.81%	25.94%	11.25%	13	11
Agree-disagree	2010	1	*I am given a real opportunity to improve my skills in my organization.	54.71%	17.73%	27.55%	1,086	N/A
Agree-disagree	2010	2	I have enough information to do my job well.	72.25%	13.94%	13.81%	1,085	N/A
Agree-disagree	2010	3	I feel encouraged to come up with new and better ways of doing things.	50.66%	18.98%	30.36%	1,080	N/A
Agree-disagree	2010	4	My work gives me a feeling of personal accomplishment.	79.82%	9.74%	10.45%	1,088	N/A
Agree-disagree	2010	5	I like the kind of work I do.	89.41%	6.52%	4.07%	1,086	N/A
Agree-disagree	2010	6	I know what is expected of me on the job.	79.65%	9.20%	11.16%	1,078	N/A
Agree-disagree	2010	7	When needed I am willing to put in the extra effort to get a job done.	96.10%	2.31%	1.59%	1,087	N/A
Agree-disagree	2010	8	I am constantly looking for ways to do my job better.	91.37%	6.21%	2.42%	1,084	N/A
Agree-disagree	2010	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.77%	15.22%	47.01%	1,076	8
Agree-disagree	2010	10	*My workload is reasonable.	45.66%	13.13%	41.21%	1,075	10
Agree-disagree	2010	11	*My talents are used well in the workplace.	55.02%	16.42%	28.56%	1,066	15
Agree-disagree	2010	12	*I know how my work relates to the agency's goals and priorities.	85.95%	7.95%	6.10%	1,079	8
Agree-disagree	2010	13	The work I do is important.	93.61%	4.75%	1.65%	1,078	2
Agree-disagree	2010	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	65.28%	13.47%	21.25%	1,075	11
Agree-disagree	2010	15	My performance appraisal is a fair reflection of my performance.	68.91%	12.80%	18.29%	1,058	28
Agree-disagree	2010	16	I am held accountable for achieving results.	86.30%	9.00%	4.69%	1,070	11
Agree-disagree	2010	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.56%	21.36%	29.08%	1,014	68
Agree-disagree	2010	18	My training needs are assessed.	39.20%	26.11%	34.69%	1,054	26
Agree-disagree	2010	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	70.03%	10.54%	19.43%	1,056	28
Agree-disagree	2010	20	*The people I work with cooperate to get the job done.	71.32%	11.74%	16.94%	1,057	N/A
Agree-disagree	2010	21	My work unit is able to recruit people with the right skills.	43.45%	28.26%	28.29%	1,026	59
Agree-disagree	2010	22	Promotions in my work unit are based on merit.	34.35%	26.37%	39.28%	1,000	86
Agree-disagree	2010	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.98%	28.47%	39.54%	969	114
Agree-disagree	2010	24	*In my work unit, differences in performance are recognized in a meaningful way.	33.21%	27.09%	39.69%	1,010	76
Agree-disagree	2010	25	Awards in my work unit depend on how well employees perform their jobs.	41.72%	24.44%	33.84%	1,001	82
Agree-disagree	2010	26	Employees in my work unit share job knowledge with each other.	72.60%	13.86%	13.54%	1,073	13
Agree-disagree	2010	27	The skill level in my work unit has improved in the past year.	52.79%	30.57%	16.64%	1,016	65
Good-poor	2010	28	How would you rate the overall quality of work done by your work unit?	83.57%	13.20%	3.23%	1,084	N/A
Agree-disagree	2010	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	67.80%	17.08%	15.12%	1,039	29
Agree-disagree	2010	30	Employees have a feeling of personal empowerment with respect to work processes.	42.12%	22.53%	35.36%	1,029	43
Agree-disagree	2010	31	Employees are recognized for providing high quality products and services.	48.17%	20.65%	31.19%	1,031	37
Agree-disagree	2010	32	Creativity and innovation are rewarded.	34.47%	26.53%	39.00%	1,018	48

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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

72. Have you been notified whether or not you are eligible to telework?	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,404	1,452	1,211	1,082	--	--	--
Yes, I was notified that I was eligible to telework.	78.54%	74.74%	71.04%	69.95%	--	--	--
Yes, I was notified that I was not eligible to telework.	8.74%	8.51%	10.60%	9.44%	--	--	--
No, I was not notified of my telework eligibility.	7.23%	10.14%	11.33%	13.68%	--	--	--
Not sure if I was notified of my telework eligibility.	5.49%	6.61%	7.03%	6.93%	--	--	--
Total	100.00%	100.00%	100.00%	100.00%	--	--	--

73. Please select the response below that BEST describes your current teleworking situation.	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,400	1,447	1,210	1,077	1,142	1,198	1,173
I telework 3 or more days per week.	4.70%	3.34%	3.06%	1.82%	1.32%	1.61%	0.90%
I telework 1 or 2 days per week.	35.68%	33.87%	31.66%	31.77%	30.12%	27.80%	26.82%
I telework, but no more than 1 or 2 days per month.	9.27%	8.70%	9.31%	10.46%	8.50%	9.67%	3.85%
I telework very infrequently.	16.40%	15.92%	17.51%	16.93%	17.43%	15.49%	16.20%
I do not telework because I have to be physically present on the job.	5.60%	6.13%	6.42%	6.98%	8.00%	9.31%	11.14%
I do not telework because I have technical issues.	1.15%	1.96%	1.27%	2.24%	2.02%	2.80%	3.18%
I do not telework because I did not receive approval to do so.	6.99%	10.13%	11.95%	10.90%	13.42%	13.09%	17.76%
I do not telework because I choose not to telework.	20.22%	19.95%	18.81%	18.90%	19.18%	20.23%	20.16%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,406	1,447	1,208	1,077	1,145	1,205	1,187
Yes	57.93%	58.11%	56.42%	56.40%	57.69%	55.46%	54.53%
No	38.72%	38.90%	39.55%	40.96%	37.22%	39.57%	40.12%
Not available to me	3.35%	2.99%	4.03%	2.64%	5.10%	4.98%	5.35%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,399	1,442	1,206	1,070	1,132	1,200	1,180
Yes	22.25%	22.54%	20.85%	23.43%	23.88%	25.79%	25.10%
No	65.51%	61.50%	63.66%	62.71%	58.93%	63.23%	64.65%
Not available to me	12.24%	15.96%	15.48%	13.87%	17.19%	10.98%	10.25%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

76. Do you participate in the following Work/Life programs? Employee Assistance Program	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,388	1,426	1,196	1,061	1,131	1,195	1,182
Yes	15.15%	14.85%	15.00%	16.43%	14.25%	15.80%	12.28%
No	82.66%	81.21%	82.01%	81.37%	83.05%	81.22%	85.07%
Not available to me	2.19%	3.94%	2.99%	2.20%	2.70%	2.98%	2.64%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,398	1,448	1,204	1,073	1,143	1,204	1,179
Yes	1.38%	1.39%	2.30%	2.24%	2.44%	1.91%	0.76%
No	74.72%	74.19%	71.15%	75.66%	71.15%	76.06%	77.75%
Not available to me	23.90%	24.41%	26.56%	22.10%	26.41%	22.03%	21.49%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	2017	2016	2015	2014	2013	2012	2011
Number of respondents	1,397	1,449	1,204	1,079	1,147	1,200	1,178
Yes	1.39%	1.83%	2.74%	2.46%	1.51%	2.28%	1.06%
No	75.60%	73.74%	71.48%	74.81%	71.92%	75.90%	76.91%
Not available to me	23.01%	24.43%	25.79%	22.73%	26.57%	21.82%	22.03%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Percentages are weighted to represent the Agency's population.

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

Agency-Specific Questions

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

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

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

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

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

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

4. My workplace harassment complaint was handled effectively.

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

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey