

2018

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Department of Energy

FIELD PERIOD	May 3 - June 14, 2018
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	8,624
NUMBER OF SURVEYS	12,499
RESPONSE RATE	69.0%

**44** items identified as **strengths** (65% positive or higher)

**1** item identified as **challenges** (35% negative or higher)

Engagement Index Score

2018 ENGAGEMENT INDEX  
**72%**

LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE
59%	81%	75%

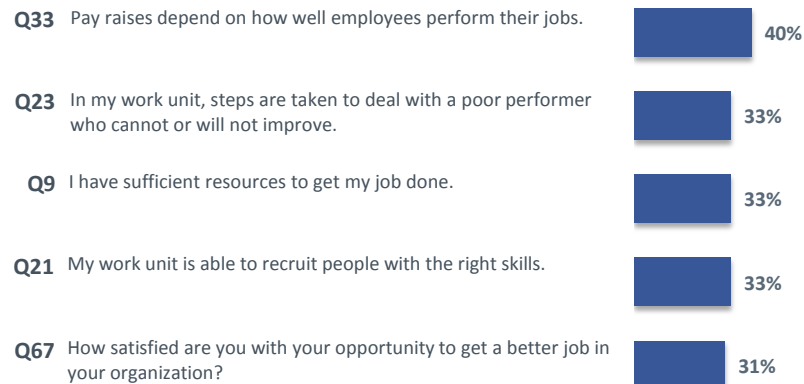
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



2018

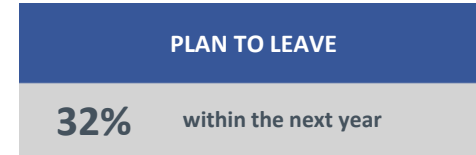
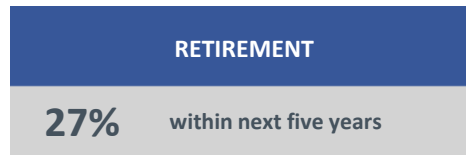
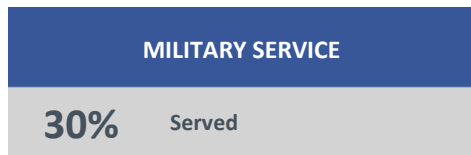
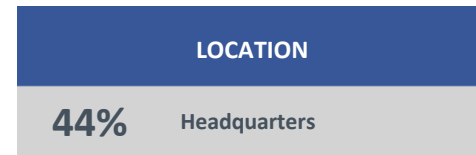
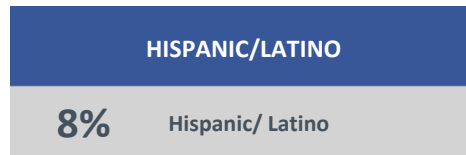
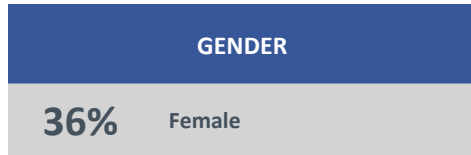
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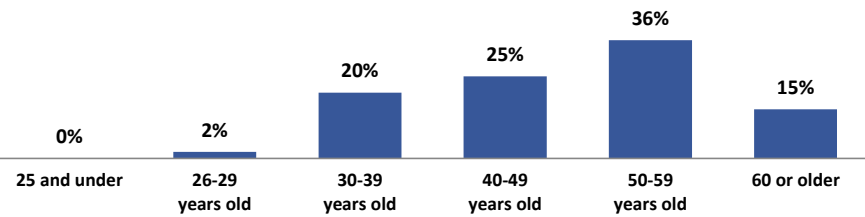
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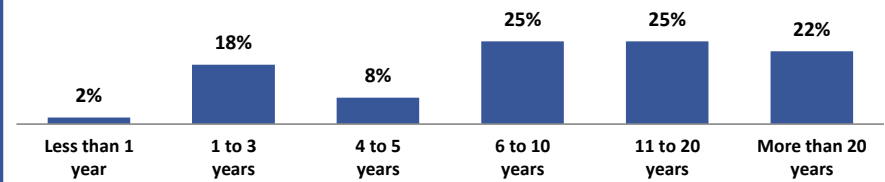
## Age Group

- Age Group
- Racial Category
- Education



## Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade



2018

# Federal Employee Viewpoint Survey

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Select: Largest Increases since 2017

## Largest Increases in Percent Positive since 2017

57

items increased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q29 My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71%	74%	75%	85%	+10
Q19 In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	57%	62%	65%	68%	+3
Q56 Managers communicate the goals of the organization.	58%	64%	66%	69%	+3
Q15 My performance appraisal is a fair reflection of my performance.	64%	69%	72%	75%	+3
Q71 Considering everything, how satisfied are you with your organization?	54%	61%	64%	66%	+2

Select: Largest Decreases since 2017

## Largest Decreases in Percent Positive since 2017

1

item decreased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q39 My agency is successful at accomplishing its mission.	75%	78%	81%	80%	-1

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.	72.8%	28.1%	44.7%	13.6%	9.7%	3.9%	13.6%	2,459	3,830	1,151	816	325	8,581	N/A
Agree-disagree	2	I have enough information to do my job well.	74.9%	22.8%	52.1%	13.1%	8.8%	3.2%	12.1%	1,981	4,464	1,105	758	275	8,583	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	68.1%	30.1%	38.0%	15.3%	10.9%	5.8%	16.6%	2,629	3,235	1,293	919	486	8,562	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	75.6%	33.0%	42.7%	13.4%	7.0%	4.0%	10.9%	2,876	3,649	1,139	593	339	8,596	N/A
Agree-disagree	5	I like the kind of work I do.	84.8%	41.4%	43.4%	10.2%	3.4%	1.6%	5.0%	3,584	3,712	870	286	135	8,587	N/A
Agree-disagree	6	I know what is expected of me on the job.	79.8%	32.6%	47.2%	10.6%	6.6%	3.0%	9.6%	2,818	4,032	904	572	254	8,580	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.3%	66.0%	30.3%	2.3%	0.6%	0.7%	1.4%	5,727	2,561	196	53	61	8,598	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	91.6%	50.1%	41.5%	6.8%	1.1%	0.6%	1.7%	4,353	3,537	575	92	48	8,605	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.3%	13.2%	38.1%	16.0%	21.1%	11.6%	32.7%	1,131	3,238	1,355	1,811	999	8,534	15
Agree-disagree	10	*My workload is reasonable.	62.3%	13.4%	48.9%	15.7%	14.8%	7.2%	22.0%	1,146	4,160	1,339	1,275	628	8,548	16
Agree-disagree	11	*My talents are used well in the workplace.	64.4%	20.2%	44.2%	15.4%	12.3%	7.9%	20.2%	1,751	3,763	1,301	1,047	662	8,524	32
Agree-disagree	12	*I know how my work relates to the agency's goals.	86.2%	37.1%	49.2%	8.1%	3.3%	2.4%	5.7%	3,227	4,171	688	281	200	8,567	21
Agree-disagree	13	The work I do is important.	89.8%	50.0%	39.9%	7.1%	1.8%	1.3%	3.0%	4,310	3,379	603	150	109	8,551	24
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	72.1%	27.4%	44.7%	12.7%	9.3%	5.9%	15.2%	2,377	3,801	1,088	809	504	8,579	26
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	74.7%	29.7%	45.0%	12.7%	7.0%	5.6%	12.6%	2,572	3,833	1,068	587	468	8,528	65
Agree-disagree	16	I am held accountable for achieving results.	85.3%	33.3%	52.0%	10.2%	2.9%	1.6%	4.5%	2,886	4,434	861	244	137	8,562	28
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	70.6%	33.4%	37.1%	14.6%	7.2%	7.6%	14.8%	2,817	3,056	1,174	585	609	8,241	344
Agree-disagree	18	My training needs are assessed.	58.8%	19.2%	39.5%	20.9%	13.7%	6.6%	20.3%	1,681	3,368	1,775	1,150	558	8,532	63

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).	67.6%	27.9%	39.7%	13.9%	11.1%	7.4%	18.5%	2,412	3,363	1,170	952	623	8,520	93
Agree-disagree	20	*The people I work with cooperate to get the job done.	82.6%	37.5%	45.2%	9.5%	5.5%	2.4%	7.9%	3,242	3,880	805	466	203	8,596	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	44.3%	10.6%	33.7%	23.2%	20.5%	12.1%	32.5%	898	2,814	1,912	1,702	1,008	8,334	261
Agree-disagree	22	Promotions in my work unit are based on merit.	43.2%	13.0%	30.2%	28.3%	14.9%	13.6%	28.4%	1,074	2,444	2,227	1,168	1,050	7,963	623
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.4%	9.5%	28.9%	28.7%	18.4%	14.6%	32.9%	740	2,225	2,159	1,394	1,087	7,605	980
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	41.8%	10.8%	31.0%	28.8%	18.2%	11.2%	29.4%	887	2,512	2,291	1,448	882	8,020	580
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	50.4%	13.9%	36.5%	25.7%	13.2%	10.7%	24.0%	1,140	2,946	2,026	1,046	834	7,992	596
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	80.5%	31.1%	49.4%	10.5%	5.5%	3.5%	9.0%	2,691	4,229	895	466	294	8,575	26
Agree-disagree	27	The skill level in my work unit has improved in the past year.	60.7%	21.2%	39.4%	25.8%	8.7%	4.9%	13.5%	1,791	3,284	2,121	718	397	8,311	271
Good-poor	28	How would you rate the overall quality of work done by your work unit?	89.0%	49.6%	39.4%	8.9%	1.4%	0.7%	2.0%	4,293	3,380	753	112	56	8,594	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.8%	36.8%	48.0%	9.4%	4.2%	1.6%	5.8%	3,158	4,091	787	359	137	8,532	63
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	52.6%	13.0%	39.6%	22.4%	16.1%	8.9%	25.0%	1,111	3,323	1,864	1,336	738	8,372	168
Agree-disagree	31	Employees are recognized for providing high quality products and services.	58.6%	15.7%	42.9%	20.7%	13.8%	6.9%	20.7%	1,352	3,614	1,715	1,147	564	8,392	152
Agree-disagree	32	Creativity and innovation are rewarded.	46.7%	13.5%	33.2%	28.3%	16.1%	8.9%	25.0%	1,148	2,773	2,323	1,318	726	8,288	225
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	28.9%	7.9%	21.0%	31.2%	23.3%	16.6%	39.9%	652	1,699	2,457	1,830	1,285	7,923	613
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	60.6%	19.8%	40.7%	25.9%	7.1%	6.4%	13.5%	1,599	3,228	2,033	564	492	7,916	624
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	85.7%	35.4%	50.3%	8.9%	3.2%	2.1%	5.4%	3,040	4,231	739	268	174	8,452	98
Agree-disagree	36	My organization has prepared employees for potential security threats.	83.5%	29.3%	54.2%	10.8%	4.0%	1.7%	5.7%	2,524	4,570	899	333	140	8,466	77
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.2%	24.0%	38.1%	19.6%	9.3%	9.0%	18.3%	1,982	3,068	1,548	743	709	8,050	491

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.	73.3%	31.3%	42.1%	15.9%	5.1%	5.6%	10.8%	2,496	3,270	1,212	388	422	7,788	741
Agree-disagree	39	My agency is successful at accomplishing its mission.	80.0%	27.2%	52.8%	14.4%	4.0%	1.6%	5.6%	2,342	4,434	1,185	331	134	8,426	124
Agree-disagree	40	*I recommend my organization as a good place to work.	70.2%	27.2%	43.0%	16.9%	8.3%	4.6%	12.8%	2,363	3,670	1,430	698	386	8,547	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	46.3%	16.1%	30.3%	25.2%	15.4%	13.1%	28.5%	1,346	2,479	2,031	1,246	1,035	8,137	412
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	89.1%	55.2%	33.8%	5.8%	2.7%	2.4%	5.1%	4,734	2,863	482	226	195	8,500	41
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.2%	39.9%	36.4%	12.9%	6.3%	4.6%	10.9%	3,450	3,065	1,064	527	384	8,490	40
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	72.3%	35.5%	36.8%	14.7%	7.4%	5.6%	13.0%	3,052	3,103	1,231	621	467	8,474	59
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	75.9%	38.8%	37.0%	18.2%	2.9%	3.0%	5.9%	3,063	2,879	1,396	218	231	7,787	740
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.5%	32.6%	37.9%	16.8%	7.9%	4.8%	12.7%	2,807	3,212	1,406	668	402	8,495	46
Agree-disagree	47	Supervisors in my work unit support employee development.	77.9%	38.8%	39.1%	12.6%	5.4%	4.2%	9.5%	3,327	3,293	1,047	441	342	8,450	88
Agree-disagree	48	My supervisor listens to what I have to say.	83.9%	47.8%	36.1%	8.7%	4.5%	2.9%	7.4%	4,122	3,059	726	375	244	8,526	N/A
Agree-disagree	49	My supervisor treats me with respect.	86.9%	54.0%	33.0%	7.1%	3.3%	2.7%	6.0%	4,648	2,784	596	277	224	8,529	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	90.4%	49.9%	40.6%	4.7%	3.2%	1.6%	4.8%	4,299	3,434	394	266	137	8,530	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	76.4%	45.8%	30.6%	12.3%	6.3%	5.0%	11.3%	3,948	2,596	1,032	534	413	8,523	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.0%	48.9%	29.1%	14.3%	4.3%	3.4%	7.7%	4,195	2,470	1,214	358	279	8,516	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	46.9%	13.8%	33.1%	23.9%	17.3%	12.0%	29.3%	1,181	2,779	1,978	1,439	983	8,360	132
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	58.4%	20.8%	37.5%	23.1%	9.7%	8.9%	18.6%	1,696	3,003	1,818	758	686	7,961	531
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	71.6%	24.9%	46.7%	18.4%	5.5%	4.6%	10.0%	2,038	3,745	1,445	428	357	8,013	459

Agree-disagree	56	*Managers communicate the goals of the organization.	68.6%	21.8%	46.8%	16.8%	8.5%	6.1%	14.6%	1,859	3,925	1,394	717	503	8,398	76
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.7%	21.7%	45.0%	20.3%	7.8%	5.2%	13.0%	1,761	3,610	1,611	620	409	8,011	482
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.7%	19.9%	40.9%	19.3%	11.9%	8.1%	20.0%	1,675	3,402	1,578	974	659	8,288	205
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	65.2%	22.0%	43.2%	19.0%	9.1%	6.7%	15.9%	1,850	3,582	1,534	749	542	8,257	213
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.5%	29.2%	36.2%	21.1%	7.1%	6.3%	13.4%	2,398	2,951	1,697	581	498	8,125	357
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	57.4%	22.2%	35.2%	22.9%	11.2%	8.5%	19.7%	1,893	2,961	1,905	931	694	8,384	93
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	68.6%	26.8%	41.8%	20.8%	6.3%	4.3%	10.7%	2,148	3,275	1,608	495	331	7,857	625
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	60.0%	19.2%	40.8%	19.6%	14.9%	5.5%	20.4%	1,657	3,462	1,644	1,243	462	8,468	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	57.5%	18.0%	39.4%	21.4%	15.2%	5.9%	21.1%	1,560	3,344	1,791	1,272	500	8,467	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	59.9%	19.9%	40.0%	21.0%	12.8%	6.2%	19.1%	1,721	3,381	1,765	1,075	517	8,459	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	49.5%	14.1%	35.4%	27.9%	14.9%	7.8%	22.7%	1,219	3,016	2,332	1,242	649	8,458	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	39.5%	13.2%	26.4%	29.3%	18.3%	12.9%	31.2%	1,145	2,229	2,468	1,531	1,075	8,448	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	62.0%	20.0%	42.0%	21.9%	10.9%	5.2%	16.1%	1,732	3,553	1,832	904	433	8,454	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	73.6%	25.4%	48.1%	14.3%	8.3%	3.8%	12.1%	2,181	4,065	1,208	701	317	8,472	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	69.5%	23.6%	45.8%	14.9%	10.3%	5.3%	15.6%	2,029	3,875	1,244	867	442	8,457	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	66.3%	20.5%	45.8%	18.2%	10.4%	5.1%	15.5%	1,759	3,864	1,512	871	423	8,429	N/A

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.



<b>72. Please select the response below that BEST describes your current teleworking schedule.</b>	<b>N</b>	<b>%</b>
I telework very infrequently, on an unscheduled or short-term basis	2,621	30.3%
I telework, but only about 1 or 2 days per month	990	11.6%
I telework 1 or 2 days per week	1,587	19.0%
I telework 3 or 4 days per week	138	1.6%
I telework every work day	86	1.0%
I do not telework because I have to be physically present on the job	1,062	13.1%
I do not telework because of technical issues that prevent me from teleworking	188	2.3%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	498	6.0%
I do not telework because I choose not to telework	1,276	14.9%
<b>Total</b>	<b>8,446</b>	<b>100.0%</b>

<b>73. How satisfied are you with the following Work/Life programs in your agency? Telework</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	2,401	36.7%	28.8%
Satisfied	2,381	36.6%	28.5%
Neither Satisfied nor Dissatisfied	1,061	16.6%	12.7%
Dissatisfied	395	6.3%	4.7%
Very Dissatisfied	243	3.8%	2.9%
<b>Item Response Total</b>	<b>6,481</b>	<b>100.0%</b>	<b>77.7%</b>
I choose not to participate in these programs	747	--	9.0%
These programs are not available to me	1,049	--	12.6%
I am unaware of these programs	67	--	0.8%
<b>Total</b>	<b>8,344</b>	<b>100.0%</b>	<b>100.0%</b>

<b>74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	3,337	48.4%	39.9%
Satisfied	2,513	37.0%	30.0%
Neither Satisfied nor Dissatisfied	690	10.2%	8.2%
Dissatisfied	179	2.7%	2.1%
Very Dissatisfied	108	1.7%	1.3%
<b>Item Response Total</b>	<b>6,827</b>	<b>100.0%</b>	<b>81.6%</b>
I choose not to participate in these programs	922	--	11.0%
These programs are not available to me	511	--	6.1%
I am unaware of these programs	111	--	1.3%
<b>Total</b>	<b>8,371</b>	<b>100.0%</b>	<b>100.0%</b>

<b>75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	2,103	28.8%	24.9%
Satisfied	3,317	45.9%	39.2%
Neither Satisfied nor Dissatisfied	1,366	19.2%	16.2%
Dissatisfied	293	4.0%	3.5%
Very Dissatisfied	154	2.1%	1.8%
<b>Item Response Total</b>	<b>7,233</b>	<b>100.0%</b>	<b>85.6%</b>

I choose not to participate in these programs	756	--	8.9%
These programs are not available to me	246	--	2.9%
I am unaware of these programs	219	--	2.6%
<b>Total</b>	<b>8,454</b>	<b>100.0%</b>	<b>100.0%</b>

<b>76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	1,042	19.6%	12.3%
Satisfied	1,901	36.0%	22.5%
Neither Satisfied nor Dissatisfied	2,095	40.0%	24.8%
Dissatisfied	138	2.6%	1.6%
Very Dissatisfied	96	1.9%	1.1%
<b>Item Response Total</b>	<b>5,272</b>	<b>100.0%</b>	<b>62.4%</b>
I choose not to participate in these programs	2,438	--	28.8%
These programs are not available to me	92	--	1.1%
I am unaware of these programs	650	--	7.7%
<b>Total</b>	<b>8,452</b>	<b>100.0%</b>	<b>100.0%</b>

<b>77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	489	15.0%	5.8%
Satisfied	729	22.7%	8.6%
Neither Satisfied nor Dissatisfied	1,751	54.9%	20.7%
Dissatisfied	125	3.9%	1.5%
Very Dissatisfied	111	3.5%	1.3%
<b>Item Response Total</b>	<b>3,205</b>	<b>100.0%</b>	<b>37.9%</b>
I choose not to participate in these programs	3,395	--	40.2%
These programs are not available to me	922	--	10.9%
I am unaware of these programs	932	--	11.0%
<b>Total</b>	<b>8,454</b>	<b>100.0%</b>	<b>100.0%</b>

<b>78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	302	11.2%	3.6%
Satisfied	434	16.3%	5.1%
Neither Satisfied nor Dissatisfied	1,805	67.4%	21.4%
Dissatisfied	78	3.0%	0.9%
Very Dissatisfied	54	2.1%	0.6%
<b>Item Response Total</b>	<b>2,673</b>	<b>100.0%</b>	<b>31.6%</b>
I choose not to participate in these programs	3,290	--	38.9%
These programs are not available to me	833	--	9.9%
I am unaware of these programs	1,655	--	19.6%
<b>Total</b>	<b>8,451</b>	<b>100.0%</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.



<b>Where do you work?</b>	<b>%</b>
Headquarters	44.3%
Field	55.7%
Total	100.0%

<b>What is your supervisory status?</b>	<b>%</b>
Non-Supervisor	66.3%
Team Leader	13.1%
Supervisor	12.8%
Manager	5.0%
Senior Leader	2.8%
Total	100.0%

<b>Are you:</b>	<b>%</b>
Male	63.9%
Female	36.1%
Total	100.0%

<b>Are you Hispanic or Latino?</b>	<b>%</b>
Yes	7.8%
No	92.2%
Total	100.0%

<b>Please select the racial category or categories with which you most closely identify.</b>	<b>%</b>
American Indian or Alaska Native	1.3%
Asian	4.1%
Black or African American	8.1%
Native Hawaiian or Other Pacific Islander	0.4%
White	82.2%
Two or more races	3.9%
Total	100.0%

<b><i>What is the highest degree or level of education you have completed?</i></b>	<b><i>%</i></b>
Less than High School	0.0%
High School Diploma/GED or equivalent	2.6%
Trade or Technical Certificate	3.0%
Some College (no degree)	9.2%
Associate's Degree (e.g., AA, AS)	5.7%
Bachelor's Degree (e.g., BA, BS)	35.1%
Master's Degree (e.g., MA, MS, MBA)	35.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	9.2%
<b>Total</b>	<b>100.0%</b>

<b><i>What is your pay category/grade?</i></b>	<b><i>%</i></b>
Federal Wage System	4.2%
GS 1-6	0.4%
GS 7-12	19.9%
GS 13-15	61.3%
Senior Executive Service	3.5%
Senior Level (SL) or Scientific or Professional (ST)	0.6%
Other	10.0%
<b>Total</b>	<b>100.0%</b>

<b><i>How long have you been with the Federal Government (excluding military service)?</i></b>	<b><i>%</i></b>
Less than 1 year	0.9%
1 to 3 years	9.8%
4 to 5 years	5.0%
6 to 10 years	23.6%
11 to 14 years	13.8%
15 to 20 years	16.1%
More than 20 years	30.7%
<b>Total</b>	<b>100.0%</b>

<b><i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i></b>	<b>%</b>
Less than 1 year	1.5%
1 to 3 years	18.0%
4 to 5 years	8.0%
6 to 10 years	24.9%
11 to 20 years	25.4%
More than 20 years	22.1%
<b>Total</b>	<b>100.0%</b>

<b><i>Are you considering leaving your organization within the next year, and if so, why?</i></b>	<b>%</b>
No	68.4%
Yes, to retire	6.6%
Yes, to take another job within the Federal Government	14.8%
Yes, to take another job outside the Federal Government	5.5%
Yes, other	4.8%
<b>Total</b>	<b>100.0%</b>

<b><i>I am planning to retire:</i></b>	<b>%</b>
Within one year	4.0%
Between one and three years	11.5%
Between three and five years	11.9%
Five or more years	72.6%
<b>Total</b>	<b>100.0%</b>

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

<b><i>Which one of the following do you consider yourself to be?</i></b>	<b>%</b>
--	----------

Straight, that is not gay or lesbian	94.7%
Gay or Lesbian	1.8%
Bisexual	0.9%
Something else	2.5%
<b>Total</b>	<b>100.0%</b>

***What is your US military service status?*** %

No Prior Military Service	70.4%
Currently in National Guard or Reserves	1.5%
Retired	9.0%
Separated or Discharged	19.1%
<b>Total</b>	<b>100.0%</b>

***Are you an individual with a disability?*** %

Yes	12.6%
No	87.4%
<b>Total</b>	<b>100.0%</b>

***What is your age group?*** %

25 and under	0.4%
26-29 years old	2.2%
30-39 years old	20.2%
40-49 years old	25.4%
50-59 years old	36.3%
60 years or older	15.5%
<b>Total</b>	<b>100.0%</b>

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	2018	1	*I am given a real opportunity to improve my skills in my organization.	72.8%	13.6%	13.6%	8,581	N/A
Agree-disagree	2018	2	I have enough information to do my job well.	74.9%	13.1%	12.1%	8,583	N/A
Agree-disagree	2018	3	I feel encouraged to come up with new and better ways of doing things.	68.1%	15.3%	16.6%	8,562	N/A
Agree-disagree	2018	4	My work gives me a feeling of personal accomplishment.	75.6%	13.4%	10.9%	8,596	N/A
Agree-disagree	2018	5	I like the kind of work I do.	84.8%	10.2%	5.0%	8,587	N/A
Agree-disagree	2018	6	I know what is expected of me on the job.	79.8%	10.6%	9.6%	8,580	N/A
Agree-disagree	2018	7	When needed I am willing to put in the extra effort to get a job done.	96.3%	2.3%	1.4%	8,598	N/A
Agree-disagree	2018	8	I am constantly looking for ways to do my job better.	91.6%	6.8%	1.7%	8,605	N/A
Agree-disagree	2018	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.3%	16.0%	32.7%	8,534	15
Agree-disagree	2018	10	*My workload is reasonable.	62.3%	15.7%	22.0%	8,548	16
Agree-disagree	2018	11	*My talents are used well in the workplace.	64.4%	15.4%	20.2%	8,524	32
Agree-disagree	2018	12	*I know how my work relates to the agency's goals.	86.2%	8.1%	5.7%	8,567	21
Agree-disagree	2018	13	The work I do is important.	89.8%	7.1%	3.0%	8,551	24
Agree-disagree	2018	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	72.1%	12.7%	15.2%	8,579	26
Agree-disagree	2018	15	My performance appraisal is a fair reflection of my performance.	74.7%	12.7%	12.6%	8,528	65
Agree-disagree	2018	16	I am held accountable for achieving results.	85.3%	10.2%	4.5%	8,562	28
Agree-disagree	2018	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	70.6%	14.6%	14.8%	8,241	344
Agree-disagree	2018	18	My training needs are assessed.	58.8%	20.9%	20.3%	8,532	63
Agree-disagree	2018	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	67.6%	13.9%	18.5%	8,520	93
Agree-disagree	2018	20	*The people I work with cooperate to get the job done.	82.6%	9.5%	7.9%	8,596	N/A
Agree-disagree	2018	21	My work unit is able to recruit people with the right skills.	44.3%	23.2%	32.5%	8,334	261
Agree-disagree	2018	22	Promotions in my work unit are based on merit.	43.2%	28.3%	28.4%	7,963	623
Agree-disagree	2018	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.4%	28.7%	32.9%	7,605	980
Agree-disagree	2018	24	*In my work unit, differences in performance are recognized in a meaningful way.	41.8%	28.8%	29.4%	8,020	580
Agree-disagree	2018	25	Awards in my work unit depend on how well employees perform their jobs.	50.4%	25.7%	24.0%	7,992	596
Agree-disagree	2018	26	Employees in my work unit share job knowledge with each other.	80.5%	10.5%	9.0%	8,575	26
Agree-disagree	2018	27	The skill level in my work unit has improved in the past year.	60.7%	25.8%	13.5%	8,311	271
Good-poor	2018	28	How would you rate the overall quality of work done by your work unit?	89.0%	8.9%	2.0%	8,594	N/A
Agree-disagree	2018	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.8%	9.4%	5.8%	8,532	63
Agree-disagree	2018	30	Employees have a feeling of personal empowerment with respect to work processes.	52.6%	22.4%	25.0%	8,372	168
Agree-disagree	2018	31	Employees are recognized for providing high quality products and services.	58.6%	20.7%	20.7%	8,392	152
Agree-disagree	2018	32	Creativity and innovation are rewarded.	46.7%	28.3%	25.0%	8,288	225

Agree-disagree	2018	33	Pay raises depend on how well employees perform their jobs.	28.9%	31.2%	39.9%	7,923	613
Agree-disagree	2018	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	60.6%	25.9%	13.5%	7,916	624
Agree-disagree	2018	35	Employees are protected from health and safety hazards on the job.	85.7%	8.9%	5.4%	8,452	98
Agree-disagree	2018	36	My organization has prepared employees for potential security threats.	83.5%	10.8%	5.7%	8,466	77
Agree-disagree	2018	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.2%	19.6%	18.3%	8,050	491
Agree-disagree	2018	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	73.3%	15.9%	10.8%	7,788	741
Agree-disagree	2018	39	My agency is successful at accomplishing its mission.	80.0%	14.4%	5.6%	8,426	124
Agree-disagree	2018	40	*I recommend my organization as a good place to work.	70.2%	16.9%	12.8%	8,547	N/A
Agree-disagree	2018	41	*I believe the results of this survey will be used to make my agency a better place to work.	46.3%	25.2%	28.5%	8,137	412
Agree-disagree	2018	42	My supervisor supports my need to balance work and other life issues.	89.1%	5.8%	5.1%	8,500	41
Agree-disagree	2018	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.2%	12.9%	10.9%	8,490	40
Agree-disagree	2018	44	Discussions with my supervisor about my performance are worthwhile.	72.3%	14.7%	13.0%	8,474	59
Agree-disagree	2018	45	My supervisor is committed to a workforce representative of all segments of society.	75.9%	18.2%	5.9%	7,787	740
Agree-disagree	2018	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.5%	16.8%	12.7%	8,495	46
Agree-disagree	2018	47	Supervisors in my work unit support employee development.	77.9%	12.6%	9.5%	8,450	88
Agree-disagree	2018	48	My supervisor listens to what I have to say.	83.9%	8.7%	7.4%	8,526	N/A
Agree-disagree	2018	49	My supervisor treats me with respect.	86.9%	7.1%	6.0%	8,529	N/A
Agree-disagree	2018	50	In the last six months, my supervisor has talked with me about my performance.	90.4%	4.7%	4.8%	8,530	N/A
Agree-disagree	2018	51	I have trust and confidence in my supervisor.	76.4%	12.3%	11.3%	8,523	N/A
Good-poor	2018	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.0%	14.3%	7.7%	8,516	N/A
Agree-disagree	2018	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	46.9%	23.9%	29.3%	8,360	132
Agree-disagree	2018	54	My organization's senior leaders maintain high standards of honesty and integrity.	58.4%	23.1%	18.6%	7,961	531
Agree-disagree	2018	55	Supervisors work well with employees of different backgrounds.	71.6%	18.4%	10.0%	8,013	459
Agree-disagree	2018	56	*Managers communicate the goals of the organization.	68.6%	16.8%	14.6%	8,398	76
Agree-disagree	2018	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.7%	20.3%	13.0%	8,011	482
Agree-disagree	2018	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.7%	19.3%	20.0%	8,288	205
Agree-disagree	2018	59	Managers support collaboration across work units to accomplish work objectives.	65.2%	19.0%	15.9%	8,257	213
Good-poor	2018	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.5%	21.1%	13.4%	8,125	357
Agree-disagree	2018	61	I have a high level of respect for my organization's senior leaders.	57.4%	22.9%	19.7%	8,384	93
Agree-disagree	2018	62	Senior leaders demonstrate support for Work/Life programs.	68.6%	20.8%	10.7%	7,857	625
Satisfied-dissatisfied	2018	63	*How satisfied are you with your involvement in decisions that affect your work?	60.0%	19.6%	20.4%	8,468	N/A
Satisfied-dissatisfied	2018	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	57.5%	21.4%	21.1%	8,467	N/A
Satisfied-dissatisfied	2018	65	*How satisfied are you with the recognition you receive for doing a good job?	59.9%	21.0%	19.1%	8,459	N/A

Satisfied-dissatisfied	2018	66	How satisfied are you with the policies and practices of your senior leaders?	49.5%	27.9%	22.7%	8,458	N/A
Satisfied-dissatisfied	2018	67	How satisfied are you with your opportunity to get a better job in your organization?	39.5%	29.3%	31.2%	8,448	N/A
Satisfied-dissatisfied	2018	68	How satisfied are you with the training you receive for your present job?	62.0%	21.9%	16.1%	8,454	N/A
Satisfied-dissatisfied	2018	69	*Considering everything, how satisfied are you with your job?	73.6%	14.3%	12.1%	8,472	N/A
Satisfied-dissatisfied	2018	70	Considering everything, how satisfied are you with your pay?	69.5%	14.9%	15.6%	8,457	N/A
Satisfied-dissatisfied	2018	71	*Considering everything, how satisfied are you with your organization?	66.3%	18.2%	15.5%	8,429	N/A
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	71.1%	13.9%	15.0%	8,576	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	72.7%	13.7%	13.6%	8,561	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	66.1%	15.4%	18.6%	8,518	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	73.7%	13.6%	12.7%	8,543	N/A
Agree-disagree	2017	5	I like the kind of work I do.	84.0%	10.5%	5.5%	8,530	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	79.1%	11.1%	9.7%	8,521	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	96.2%	2.3%	1.5%	8,547	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	90.9%	7.3%	1.8%	8,549	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.1%	16.6%	32.3%	8,554	19
Agree-disagree	2017	10	*My workload is reasonable.	62.1%	16.0%	21.9%	8,530	16
Agree-disagree	2017	11	*My talents are used well in the workplace.	62.9%	15.8%	21.4%	8,428	38
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	84.8%	8.8%	6.5%	8,511	36
Agree-disagree	2017	13	The work I do is important.	88.9%	7.6%	3.5%	8,489	32
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.6%	13.1%	15.3%	8,527	19
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	72.1%	13.8%	14.1%	8,457	107
Agree-disagree	2017	16	I am held accountable for achieving results.	84.0%	11.3%	4.7%	8,505	38
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.0%	15.5%	15.5%	8,180	364
Agree-disagree	2017	18	My training needs are assessed.	57.4%	21.2%	21.4%	8,503	63
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).	64.8%	14.4%	20.8%	8,420	164
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	82.1%	9.7%	8.2%	8,572	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	43.6%	23.1%	33.3%	8,303	274
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	42.4%	27.8%	29.8%	7,903	658
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36.4%	28.9%	34.8%	7,556	997
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	40.7%	28.4%	30.9%	7,960	582
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	49.9%	25.0%	25.1%	7,909	630
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	80.2%	10.4%	9.4%	8,516	28
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	60.7%	25.5%	13.8%	8,287	273
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	88.8%	9.0%	2.2%	8,565	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.0%	15.0%	10.0%	8,371	143

Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	50.8%	23.4%	25.7%	8,310	197
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	57.1%	21.7%	21.1%	8,314	177
Agree-disagree	2017	32	Creativity and innovation are rewarded.	46.4%	27.5%	26.0%	8,222	261
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	28.2%	29.7%	42.1%	7,779	693
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).	61.4%	25.2%	13.4%	7,875	605
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	85.8%	8.6%	5.6%	8,400	98
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	82.9%	10.7%	6.4%	8,385	70
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	61.0%	19.5%	19.4%	7,986	499
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.	72.3%	16.4%	11.3%	7,732	726
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	80.6%	14.1%	5.3%	8,353	145
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	68.6%	17.5%	13.9%	8,509	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.	44.9%	25.3%	29.8%	8,039	474
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	88.1%	6.4%	5.6%	8,478	33
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.4%	13.6%	12.0%	8,456	33
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	70.7%	14.8%	14.5%	8,413	60
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	73.7%	19.2%	7.0%	7,706	766
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.8%	16.9%	14.4%	8,439	35
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	76.0%	13.1%	10.9%	8,393	97
Agree-disagree	2017	48	My supervisor listens to what I have to say.	82.8%	8.6%	8.6%	8,493	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	86.2%	7.4%	6.4%	8,465	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	89.8%	4.9%	5.3%	8,479	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	75.1%	12.7%	12.2%	8,489	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	77.4%	13.8%	8.8%	8,492	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	44.9%	24.1%	31.0%	8,291	172
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	57.2%	23.3%	19.5%	7,934	516
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	71.6%	17.9%	10.5%	8,005	414
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	66.0%	17.0%	17.0%	8,359	77
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.1%	20.3%	13.6%	7,926	497
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.0%	19.0%	21.0%	8,244	203
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	64.1%	18.2%	17.7%	8,244	202
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.4%	21.2%	14.4%	8,105	355
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	55.3%	23.8%	20.9%	8,337	120
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	66.9%	21.1%	12.0%	7,736	722
Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	59.0%	20.3%	20.7%	8,445	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?	56.7%	21.1%	22.2%	8,435	N/A
Satisfied -dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	57.6%	22.6%	19.8%	8,420	N/A
Satisfied -dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	47.3%	29.3%	23.4%	8,415	N/A
Satisfied -dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	38.1%	29.7%	32.2%	8,422	N/A
Satisfied -dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	59.6%	22.0%	18.4%	8,415	N/A
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	71.5%	15.1%	13.3%	8,430	N/A
Satisfied -dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	68.1%	14.7%	17.2%	8,445	N/A
Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	63.8%	18.9%	17.3%	8,439	N/A
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	70.0%	13.9%	16.1%	8,065	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	71.6%	14.0%	14.4%	8,021	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	64.1%	15.8%	20.1%	7,974	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	73.4%	13.5%	13.1%	8,016	N/A
Agree-disagree	2016	5	I like the kind of work I do.	83.6%	10.6%	5.8%	7,996	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	76.8%	12.3%	10.8%	7,995	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	95.7%	2.7%	1.6%	8,020	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	89.8%	7.8%	2.4%	8,029	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.9%	15.3%	32.8%	8,039	15
Agree-disagree	2016	10	*My workload is reasonable.	59.4%	16.2%	24.4%	8,001	15
Agree-disagree	2016	11	*My talents are used well in the workplace.	60.6%	15.9%	23.5%	7,864	33
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	83.4%	9.7%	6.9%	7,992	24
Agree-disagree	2016	13	The work I do is important.	88.1%	8.0%	3.9%	7,939	26
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.0%	13.4%	16.5%	8,013	20
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	68.9%	14.5%	16.6%	7,932	98
Agree-disagree	2016	16	I am held accountable for achieving results.	82.5%	11.8%	5.7%	7,975	33
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.7%	15.7%	18.6%	7,678	333
Agree-disagree	2016	18	My training needs are assessed.	55.1%	21.9%	23.0%	7,965	61
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).	61.6%	15.4%	23.0%	7,930	134
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	80.5%	10.2%	9.3%	8,062	N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	47.2%	22.4%	30.4%	7,791	261
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	41.1%	27.2%	31.7%	7,423	599
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.1%	29.1%	36.8%	7,126	906
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	36.9%	28.4%	34.8%	7,545	491
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	44.5%	25.2%	30.3%	7,450	568
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	78.0%	10.9%	11.0%	8,010	29

Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	58.5%	26.2%	15.3%	7,732	305
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	86.9%	10.4%	2.7%	8,050	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	73.9%	14.9%	11.2%	7,834	143
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	47.9%	22.9%	29.2%	7,788	183
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	51.7%	22.8%	25.5%	7,786	163
Agree-disagree	2016	32	Creativity and innovation are rewarded.	41.5%	28.2%	30.3%	7,684	249
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	24.0%	28.9%	47.1%	7,323	609
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).	59.2%	26.1%	14.7%	7,381	583
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	84.7%	9.6%	5.8%	7,848	94
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	81.9%	10.8%	7.3%	7,869	65
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.6%	19.9%	22.5%	7,478	470
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.	69.0%	17.0%	14.0%	7,236	673
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	77.9%	15.6%	6.6%	7,796	159
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	65.9%	18.1%	16.0%	7,965	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.	42.7%	25.5%	31.8%	7,467	506
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	86.0%	7.6%	6.4%	7,943	30
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.1%	14.1%	13.7%	7,919	29
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	67.3%	16.4%	16.3%	7,848	66
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	71.0%	20.8%	8.2%	7,131	806
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	66.1%	18.1%	15.7%	7,903	33
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	73.8%	14.2%	11.9%	7,851	106
Agree-disagree	2016	48	My supervisor listens to what I have to say.	80.8%	9.7%	9.5%	7,958	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	84.4%	8.4%	7.1%	7,932	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	88.8%	5.4%	5.7%	7,946	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	72.8%	13.0%	14.2%	7,949	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.8%	15.4%	9.8%	7,951	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42.3%	23.3%	34.3%	7,834	109
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.9%	23.1%	23.0%	7,509	417
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	65.5%	21.0%	13.5%	7,359	505
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	63.7%	18.2%	18.1%	7,818	65
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	63.8%	21.1%	15.1%	7,390	501
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	55.0%	20.8%	24.2%	7,714	201
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	59.9%	20.1%	20.0%	7,711	208
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	61.8%	22.2%	16.0%	7,586	339
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	52.6%	23.7%	23.7%	7,848	73

Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	64.4%	21.9%	13.7%	7,408	535
Satisfied -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	55.8%	20.1%	24.0%	7,914	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?	54.4%	21.3%	24.3%	7,892	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	53.3%	22.1%	24.6%	7,881	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	44.7%	28.0%	27.4%	7,885	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	37.7%	28.5%	33.7%	7,888	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	59.2%	22.6%	18.2%	7,889	N/A
Satisfied -dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	68.9%	16.0%	15.1%	7,893	N/A
Satisfied -dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	65.3%	15.4%	19.2%	7,891	N/A
Satisfied -dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	60.5%	19.7%	19.8%	7,903	N/A
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	64.9%	15.5%	19.5%	8,455	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	69.3%	15.1%	15.6%	8,413	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	58.3%	18.0%	23.8%	8,336	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	69.1%	14.9%	16.0%	8,410	N/A
Agree-disagree	2015	5	I like the kind of work I do.	81.5%	12.1%	6.5%	8,326	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	74.8%	12.8%	12.4%	8,391	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	95.7%	2.6%	1.6%	8,423	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	89.3%	8.3%	2.3%	8,439	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	48.0%	16.2%	35.9%	8,420	24
Agree-disagree	2015	10	*My workload is reasonable.	56.3%	17.1%	26.7%	8,404	13
Agree-disagree	2015	11	*My talents are used well in the workplace.	56.3%	16.5%	27.2%	8,152	34
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	81.2%	10.8%	8.0%	8,384	28
Agree-disagree	2015	13	The work I do is important.	86.5%	9.1%	4.4%	8,297	20
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	69.3%	13.4%	17.3%	8,403	17
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	64.2%	15.5%	20.3%	8,319	94
Agree-disagree	2015	16	I am held accountable for achieving results.	81.1%	12.1%	6.8%	8,373	32
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.5%	17.0%	21.5%	8,050	367
Agree-disagree	2015	18	My training needs are assessed.	50.9%	23.2%	25.9%	8,370	62
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).	57.1%	15.6%	27.3%	8,313	139
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	77.2%	12.0%	10.7%	8,453	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	42.1%	23.5%	34.5%	8,163	293
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	36.7%	27.1%	36.2%	7,864	546
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	30.4%	28.0%	41.6%	7,565	860



Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	32.1%	28.0%	39.9%	7,894	539
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	39.1%	25.9%	35.0%	7,854	571
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	75.1%	12.9%	12.1%	8,400	29
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	52.1%	29.8%	18.1%	8,155	286
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	85.1%	12.0%	2.8%	8,443	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	70.5%	16.3%	13.2%	8,207	170
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	41.4%	24.8%	33.8%	8,178	189
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	45.6%	24.9%	29.5%	8,178	169
Agree-disagree	2015	32	Creativity and innovation are rewarded.	35.0%	29.9%	35.1%	8,069	260
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	21.3%	28.1%	50.6%	7,743	562
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).	56.4%	27.0%	16.7%	7,679	676
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	82.5%	10.5%	7.0%	8,251	107
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	81.6%	11.3%	7.2%	8,277	67
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	52.2%	22.3%	25.6%	7,810	518
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.	66.1%	17.8%	16.2%	7,585	724
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	74.8%	17.6%	7.7%	8,175	184
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	60.0%	21.0%	18.9%	8,368	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.	35.7%	27.9%	36.4%	7,732	645
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	84.3%	8.2%	7.5%	8,337	29
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.2%	16.0%	15.8%	8,332	24
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	62.1%	18.1%	19.8%	8,240	62
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	66.8%	23.5%	9.7%	7,467	870
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	61.1%	19.9%	19.0%	8,304	31
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	68.5%	16.3%	15.2%	8,234	116
Agree-disagree	2015	48	My supervisor listens to what I have to say.	77.7%	11.4%	10.9%	8,354	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	81.8%	9.6%	8.6%	8,331	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	86.6%	6.9%	6.4%	8,333	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	67.8%	15.9%	16.3%	8,346	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.9%	17.3%	11.8%	8,343	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	35.9%	24.7%	39.4%	8,213	119
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	48.5%	24.6%	26.9%	7,845	482
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	60.2%	24.2%	15.6%	7,645	601
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	58.0%	20.2%	21.9%	8,230	63
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	58.0%	24.4%	17.6%	7,707	565
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	49.5%	22.0%	28.6%	8,079	218
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	54.1%	22.1%	23.8%	8,083	230

Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	56.0%	24.2%	19.8%	7,960	359
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	48.1%	25.5%	26.4%	8,228	82
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	58.5%	25.0%	16.5%	7,662	649
Satisfied -dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	51.2%	22.4%	26.4%	8,295	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?	48.4%	23.2%	28.4%	8,285	N/A
Satisfied -dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	47.5%	24.5%	28.0%	8,284	N/A
Satisfied -dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	38.5%	30.2%	31.3%	8,271	N/A
Satisfied -dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	32.2%	29.9%	37.9%	8,277	N/A
Satisfied -dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	53.8%	24.8%	21.4%	8,277	N/A
Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	64.1%	18.2%	17.7%	8,270	N/A
Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	62.8%	16.9%	20.3%	8,287	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	54.1%	22.6%	23.3%	8,293	N/A
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	60.7%	17.1%	22.2%	6,507	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	67.8%	15.1%	17.0%	6,448	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	56.7%	17.5%	25.9%	6,409	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	66.6%	15.4%	18.0%	6,458	N/A
Agree-disagree	2014	5	I like the kind of work I do.	80.0%	12.5%	7.5%	6,390	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	73.3%	13.4%	13.4%	6,443	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	95.4%	2.7%	1.9%	6,465	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	89.2%	8.8%	2.0%	6,485	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	46.9%	15.6%	37.5%	6,483	18
Agree-disagree	2014	10	*My workload is reasonable.	54.9%	17.3%	27.8%	6,442	12
Agree-disagree	2014	11	*My talents are used well in the workplace.	53.8%	16.7%	29.5%	6,267	26
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	79.8%	11.5%	8.6%	6,439	23
Agree-disagree	2014	13	The work I do is important.	85.9%	9.2%	4.9%	6,387	21
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	67.4%	14.7%	17.9%	6,472	19
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	60.9%	17.2%	21.8%	6,395	83
Agree-disagree	2014	16	I am held accountable for achieving results.	79.2%	13.6%	7.2%	6,446	26
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	59.2%	18.0%	22.8%	6,205	267
Agree-disagree	2014	18	My training needs are assessed.	46.1%	23.6%	30.3%	6,429	54
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).	55.3%	16.4%	28.3%	6,407	95
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	75.0%	13.4%	11.6%	6,499	N/A

Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	36.9%	24.5%	38.6%	6,261	237
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	34.4%	28.0%	37.6%	6,020	456
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	29.7%	27.7%	42.6%	5,865	613
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	28.6%	29.1%	42.3%	6,138	342
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	34.9%	27.2%	37.9%	5,976	491
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	72.9%	13.7%	13.4%	6,463	22
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	49.1%	30.4%	20.5%	6,273	221
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	83.5%	13.9%	2.6%	6,490	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68.6%	17.8%	13.6%	6,299	135
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	38.4%	24.5%	37.0%	6,297	124
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	41.9%	24.8%	33.3%	6,277	137
Agree-disagree	2014	32	Creativity and innovation are rewarded.	32.0%	29.5%	38.5%	6,241	168
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	19.1%	27.1%	53.7%	5,982	402
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).	54.5%	28.3%	17.2%	5,917	497
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	80.8%	11.8%	7.4%	6,319	86
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	74.6%	15.3%	10.2%	6,311	95
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	50.5%	22.2%	27.4%	6,039	368
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.	63.6%	18.8%	17.6%	5,830	546
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	72.7%	19.1%	8.2%	6,277	121
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	57.1%	22.4%	20.5%	6,413	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.	31.3%	29.7%	39.1%	5,856	566
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	82.9%	9.2%	7.9%	6,366	44
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	65.2%	16.9%	17.9%	6,360	40
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	59.2%	18.7%	22.1%	6,305	55
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	65.1%	25.0%	9.9%	5,674	716
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	58.2%	21.0%	20.8%	6,357	33
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	64.8%	18.2%	17.1%	6,303	96
Agree-disagree	2014	48	My supervisor listens to what I have to say.	75.2%	12.5%	12.3%	6,400	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	79.8%	10.8%	9.4%	6,385	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	84.5%	7.1%	8.4%	6,381	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	64.8%	16.9%	18.3%	6,392	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.1%	18.7%	13.2%	6,390	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	32.4%	24.7%	42.9%	6,282	89
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	45.4%	25.0%	29.6%	6,034	336
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	60.4%	23.0%	16.6%	5,903	403
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	56.0%	21.0%	23.0%	6,283	71
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	54.9%	26.0%	19.1%	5,882	466

Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	46.3%	24.2%	29.5%	6,153	198
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	51.8%	23.5%	24.7%	6,171	182
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	52.7%	27.0%	20.3%	6,042	318
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	44.3%	25.3%	30.4%	6,300	63
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	54.2%	27.4%	18.4%	5,763	593
Satisfied -dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	48.3%	23.3%	28.5%	6,333	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?	44.6%	23.5%	31.9%	6,324	N/A
Satisfied -dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	42.5%	26.1%	31.5%	6,300	N/A
Satisfied -dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	35.8%	30.7%	33.5%	6,311	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	29.3%	29.8%	40.9%	6,304	N/A
Satisfied -dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	50.0%	25.0%	25.0%	6,310	N/A
Satisfied -dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	60.2%	20.6%	19.3%	6,312	N/A
Satisfied -dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	60.2%	17.7%	22.1%	6,326	N/A
Satisfied -dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	49.8%	23.6%	26.5%	6,318	N/A
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	62.3%	16.7%	20.9%	6,699	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	68.9%	15.8%	15.4%	6,663	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	60.0%	16.9%	23.1%	6,617	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	68.5%	16.0%	15.5%	6,665	N/A
Agree-disagree	2013	5	I like the kind of work I do.	81.0%	12.6%	6.5%	6,625	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	74.2%	14.5%	11.3%	6,638	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	96.2%	2.2%	1.6%	6,664	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	89.5%	8.7%	1.7%	6,684	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	47.6%	17.8%	34.6%	6,692	10
Agree-disagree	2013	10	*My workload is reasonable.	58.5%	17.1%	24.4%	6,657	7
Agree-disagree	2013	11	*My talents are used well in the workplace.	55.4%	17.7%	26.9%	6,494	37
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	81.0%	10.8%	8.2%	6,646	28
Agree-disagree	2013	13	The work I do is important.	86.9%	8.9%	4.2%	6,597	24
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.1%	14.1%	15.8%	6,673	14
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	63.2%	17.5%	19.3%	6,609	70
Agree-disagree	2013	16	I am held accountable for achieving results.	80.3%	13.2%	6.5%	6,647	27
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.7%	17.5%	19.7%	6,392	285
Agree-disagree	2013	18	My training needs are assessed.	49.1%	23.2%	27.7%	6,624	63

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).	57.8%	16.1%	26.2%	6,599	96
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	76.3%	12.9%	10.8%	6,696	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	42.2%	25.3%	32.5%	6,490	201
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	36.7%	28.3%	35.0%	6,248	418
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.4%	27.0%	41.6%	6,055	611
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	30.7%	28.4%	40.9%	6,362	321
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	36.7%	26.8%	36.6%	6,275	402
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	73.3%	14.1%	12.6%	6,655	21
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	52.5%	28.9%	18.6%	6,460	223
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	84.9%	12.1%	2.9%	6,683	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.2%	16.9%	11.9%	6,479	115
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	42.1%	24.8%	33.1%	6,471	126
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	46.1%	24.5%	29.5%	6,484	95
Agree-disagree	2013	32	Creativity and innovation are rewarded.	35.8%	29.6%	34.7%	6,437	151
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	19.1%	28.7%	52.2%	6,140	425
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).	58.8%	26.4%	14.8%	6,178	418
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	85.5%	9.5%	5.0%	6,521	70
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	78.8%	14.2%	7.0%	6,502	73
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	53.7%	21.2%	25.1%	6,234	357
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.	67.3%	17.5%	15.1%	5,931	633
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	75.9%	16.9%	7.3%	6,456	128
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	60.7%	21.9%	17.3%	6,591	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.	34.1%	29.2%	36.7%	6,047	551
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	83.6%	9.3%	7.1%	6,533	31
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.3%	16.1%	16.6%	6,548	19
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	61.1%	19.2%	19.7%	6,498	40
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	65.4%	25.0%	9.6%	5,920	632
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	60.7%	20.3%	19.0%	6,523	23
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	66.9%	17.5%	15.6%	6,496	52
Agree-disagree	2013	48	My supervisor listens to what I have to say.	77.1%	11.9%	11.0%	6,559	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	80.5%	10.5%	8.9%	6,540	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	85.8%	7.1%	7.1%	6,551	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	67.6%	16.4%	16.0%	6,547	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	69.8%	18.4%	11.8%	6,551	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	38.4%	26.4%	35.2%	6,487	38
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.9%	22.5%	23.6%	6,313	202
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	61.8%	22.7%	15.5%	6,175	312

Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	58.4%	21.0%	20.6%	6,475	37
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	59.5%	23.6%	16.9%	6,163	342
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.3%	22.5%	26.2%	6,367	139
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	56.1%	21.8%	22.0%	6,370	132
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	57.6%	23.6%	18.8%	6,254	241
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	49.7%	23.9%	26.4%	6,453	46
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	58.8%	24.7%	16.5%	6,019	482
Satisfied-dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	51.7%	22.9%	25.4%	6,486	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?	48.4%	23.1%	28.5%	6,480	N/A
Satisfied-dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	45.8%	25.7%	28.5%	6,461	N/A
Satisfied-dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	40.7%	29.5%	29.7%	6,465	N/A
Satisfied-dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	32.7%	30.3%	37.0%	6,459	N/A
Satisfied-dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	50.1%	25.9%	24.0%	6,469	N/A
Satisfied-dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	63.9%	19.2%	16.9%	6,464	N/A
Satisfied-dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	60.9%	17.0%	22.1%	6,468	N/A
Satisfied-dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	55.6%	21.8%	22.6%	6,480	N/A
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	65.8%	15.8%	18.4%	6,461	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	71.7%	14.2%	14.2%	6,448	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	60.9%	17.4%	21.7%	6,426	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	70.7%	14.0%	15.3%	6,449	N/A
Agree-disagree	2012	5	I like the kind of work I do.	82.8%	10.7%	6.5%	6,421	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	75.2%	13.1%	11.7%	6,408	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	96.8%	2.0%	1.2%	6,444	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	90.8%	7.6%	1.6%	6,448	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.3%	16.6%	32.1%	6,437	19
Agree-disagree	2012	10	*My workload is reasonable.	60.7%	16.7%	22.6%	6,437	10
Agree-disagree	2012	11	*My talents are used well in the workplace.	56.9%	16.3%	26.8%	6,340	42
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	82.4%	10.1%	7.5%	6,412	24
Agree-disagree	2012	13	The work I do is important.	87.5%	8.5%	3.9%	6,394	19
Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.6%	13.1%	15.3%	6,432	17
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	63.8%	16.7%	19.5%	6,377	76

Agree-disagree	2012	16	I am held accountable for achieving results.	81.9%	12.1%	6.0%	6,413	27
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.9%	17.9%	19.2%	6,124	307
Agree-disagree	2012	18	My training needs are assessed.	50.6%	22.7%	26.7%	6,388	67
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).	57.6%	15.7%	26.7%	6,352	103
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	76.5%	12.6%	10.9%	6,455	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	45.5%	24.6%	29.9%	6,240	215
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	37.5%	27.1%	35.3%	6,051	396
Agree-disagree	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	30.4%	27.7%	41.9%	5,856	584
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	32.0%	27.8%	40.3%	6,070	375
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	39.6%	25.3%	35.1%	6,064	378
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	74.1%	13.0%	12.9%	6,429	20
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	54.1%	28.1%	17.8%	6,227	223
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	86.0%	11.5%	2.6%	6,439	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	73.2%	16.0%	10.7%	6,244	105
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	44.8%	24.4%	30.8%	6,238	126
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	49.6%	23.2%	27.2%	6,235	116
Agree-disagree	2012	32	Creativity and innovation are rewarded.	39.5%	27.8%	32.7%	6,187	157
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	21.5%	28.4%	50.1%	5,951	396
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).	60.8%	25.3%	13.9%	5,946	395
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	85.9%	9.3%	4.8%	6,282	66
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	80.5%	13.0%	6.5%	6,274	80
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	53.7%	21.3%	25.0%	5,993	354
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.	67.9%	17.8%	14.3%	5,778	551
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	77.5%	15.9%	6.6%	6,214	115
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	63.6%	19.8%	16.6%	6,342	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.	35.8%	31.1%	33.1%	5,710	634
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	83.1%	8.9%	8.0%	6,293	32
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.6%	15.9%	16.5%	6,294	21
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	61.3%	18.4%	20.2%	6,250	51
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	66.0%	24.6%	9.4%	5,690	619
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	60.8%	20.0%	19.2%	6,269	34
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	67.6%	16.9%	15.4%	6,223	75
Agree-disagree	2012	48	My supervisor listens to what I have to say.	76.9%	11.8%	11.3%	6,304	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	80.5%	10.3%	9.2%	6,298	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	86.1%	6.6%	7.3%	6,294	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	66.4%	17.0%	16.6%	6,299	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	69.5%	18.6%	11.9%	6,295	N/A

Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	40.5%	25.6%	33.9%	6,209	54
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	55.3%	22.0%	22.6%	6,091	169
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	63.5%	21.6%	14.9%	5,955	291
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	61.2%	19.8%	19.0%	6,210	37
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.0%	23.1%	14.9%	5,906	344
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	52.7%	21.6%	25.7%	6,114	135
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	58.1%	20.8%	21.1%	6,117	128
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	58.7%	23.2%	18.0%	6,028	221
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	51.0%	23.2%	25.8%	6,200	46
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	59.6%	23.5%	16.9%	5,785	452
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	53.0%	22.6%	24.4%	6,229	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?	48.2%	23.6%	28.2%	6,221	N/A
Satisfied -dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	48.4%	23.3%	28.2%	6,210	N/A
Satisfied -dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	40.9%	30.2%	29.0%	6,213	N/A
Satisfied -dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	34.6%	30.0%	35.5%	6,206	N/A
Satisfied -dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	53.7%	23.9%	22.4%	6,214	N/A
Satisfied -dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	65.6%	17.6%	16.9%	6,205	N/A
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	62.7%	17.0%	20.4%	6,209	N/A
Satisfied -dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	56.7%	22.6%	20.7%	6,204	N/A
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	65.7%	15.9%	18.3%	5,611	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	71.0%	15.0%	14.0%	5,597	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	60.1%	18.0%	21.9%	5,598	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	68.9%	15.6%	15.6%	5,602	N/A
Agree-disagree	2011	5	I like the kind of work I do.	81.9%	11.5%	6.5%	5,603	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	73.5%	14.3%	12.2%	5,590	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	96.7%	2.2%	1.2%	5,600	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	90.5%	7.6%	1.9%	5,592	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	50.8%	17.8%	31.5%	5,592	14
Agree-disagree	2011	10	*My workload is reasonable.	59.4%	16.8%	23.8%	5,590	11
Agree-disagree	2011	11	*My talents are used well in the workplace.	55.4%	16.8%	27.8%	5,531	59
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	80.5%	11.4%	8.1%	5,561	33



Agree-disagree	2011	13	The work I do is important.	86.8%	8.8%	4.4%	5,562	30
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.6%	13.7%	15.7%	5,583	18
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	63.4%	16.5%	20.1%	5,524	78
Agree-disagree	2011	16	I am held accountable for achieving results.	81.5%	13.0%	5.4%	5,561	27
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.3%	17.9%	19.8%	5,334	263
Agree-disagree	2011	18	My training needs are assessed.	48.3%	24.0%	27.7%	5,497	76
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).	59.8%	15.0%	25.2%	5,527	68
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	76.8%	12.5%	10.6%	5,301	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	45.3%	24.8%	29.9%	5,408	194
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	37.0%	28.1%	35.0%	5,246	351
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.2%	29.0%	42.8%	5,133	470
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	32.5%	29.6%	37.9%	5,319	283
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	40.5%	26.0%	33.5%	5,266	326
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	72.6%	14.0%	13.4%	5,567	27
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	53.8%	29.4%	16.8%	5,420	164
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	82.9%	14.1%	2.9%	5,587	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	72.7%	16.2%	11.1%	5,423	101
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	44.5%	25.7%	29.8%	5,402	121
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	50.1%	24.2%	25.6%	5,449	75
Agree-disagree	2011	32	Creativity and innovation are rewarded.	38.9%	29.8%	31.4%	5,391	120
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	22.9%	29.2%	47.9%	5,196	326
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).	60.6%	25.4%	14.0%	5,209	309
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	86.2%	8.8%	5.0%	5,466	50
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	80.7%	13.4%	5.9%	5,457	50
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	52.1%	22.5%	25.4%	5,255	255
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.	67.0%	18.5%	14.6%	5,073	428
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	78.0%	15.8%	6.2%	5,415	79
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	63.1%	20.7%	16.2%	5,500	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.	37.1%	31.1%	31.8%	5,080	430
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	81.7%	10.1%	8.2%	5,450	37
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	66.0%	17.4%	16.6%	5,461	19
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	59.8%	19.9%	20.3%	5,448	33
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	65.4%	24.8%	9.7%	4,982	488
Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	59.8%	20.7%	19.5%	5,451	22
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	66.9%	17.8%	15.4%	5,419	46
Agree-disagree	2011	48	My supervisor listens to what I have to say.	75.9%	12.4%	11.7%	5,473	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	80.3%	10.3%	9.4%	5,458	N/A

Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	83.3%	7.5%	9.2%	5,468	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	65.7%	17.2%	17.1%	5,438	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.1%	19.2%	12.7%	5,454	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	39.0%	26.4%	34.6%	5,382	48
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.6%	22.9%	23.5%	5,267	161
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	61.2%	22.9%	16.0%	5,220	214
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	60.3%	19.8%	19.9%	5,382	36
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.5%	22.5%	15.0%	5,153	270
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.9%	21.8%	26.4%	5,302	123
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	55.4%	22.4%	22.2%	5,261	134
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	54.1%	25.1%	20.8%	5,254	161
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	49.4%	23.7%	26.9%	5,374	40
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	54.6%	25.4%	20.0%	5,007	406
Satisfied -dissatisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	51.3%	23.5%	25.2%	5,399	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?	47.6%	24.2%	28.2%	5,404	N/A
Satisfied -dissatisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	49.3%	24.5%	26.3%	5,399	N/A
Satisfied -dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	40.3%	29.2%	30.5%	5,391	N/A
Satisfied -dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	34.3%	29.7%	35.9%	5,400	N/A
Satisfied -dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?	53.2%	24.6%	22.2%	5,396	N/A
Satisfied -dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?	65.5%	17.8%	16.7%	5,384	N/A
Satisfied -dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?	66.8%	16.6%	16.6%	5,395	N/A
Satisfied -dissatisfied	2011	71	*Considering everything, how satisfied are you with your organization?	57.3%	21.1%	21.6%	5,384	N/A

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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

## 2018 Federal Employee Viewpoint Survey Item Changes

2018 Item Text and Response Options	2017 Item Text and Response Options
(12) I know how my work relates to the agency's goals.	(12) I know how my work relates to the agency's goals and priorities.
(29) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
(56) Managers communicate the goals of the organization.	(56) Managers communicate the goals and priorities of the organization.
Item removed from 2018 FEVS	(72) Have you been notified whether or not you are eligible to telework? <ul style="list-style-type: none"> <li>• Yes, I was notified that I was eligible to telework</li> <li>• Yes, I was notified that I was not eligible to telework</li> <li>• No, I was not notified of my telework eligibility</li> <li>• Not sure if I was notified of my telework eligibility</li> </ul>
(72) Please select the response below that BEST describes your current teleworking schedule. <ul style="list-style-type: none"> <li>• I telework very infrequently, on an unscheduled or short-term basis</li> <li>• I telework, but only about 1 or 2 days per month</li> <li>• I telework 1 or 2 days per week</li> <li>• I telework 3 or 4 days per week</li> <li>• I telework every work day</li> <li>• I do not telework because I have to be physically present on the job (e.g. Law Enforcement Officers, Park Rangers, Security Personnel)</li> <li>• I do not telework because of technical issues (e.g. connectivity, inadequate equipment) that prevent me from teleworking</li> <li>• I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework</li> <li>• I do not telework because I choose not to telework</li> </ul>	(73) Please select the response below that BEST describes your current teleworking situation. <ul style="list-style-type: none"> <li>• I telework 3 or more days per week</li> <li>• I telework 1 or 2 days per week</li> <li>• I telework, but no more than 1 or 2 days per month</li> <li>• I telework very infrequently, on an unscheduled or short-term basis</li> <li>• I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel)</li> <li>• I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking</li> <li>• I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework</li> <li>• I do not telework because I choose not to telework</li> </ul>

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

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

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

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

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