

2019



Annual Employee Survey (AES) Report

Department of Energy

FIELD PERIOD	May 16 - June 27, 2019
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	8,565
NUMBER OF SURVEYS	11,921
RESPONSE RATE	71.8%

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

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

Engagement Index Score

2019 ENGAGEMENT INDEX

72%

LEADERS LEAD

60%

SUPERVISORS

81%

INTRINSIC WORK EXPERIENCE

75%

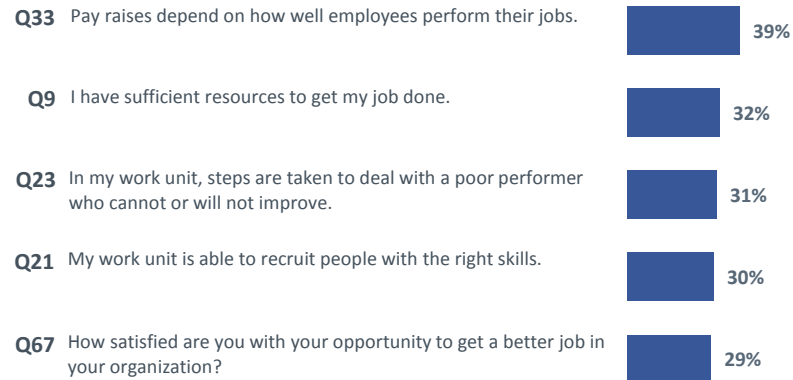
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative

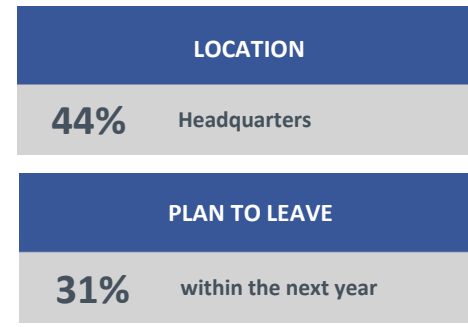
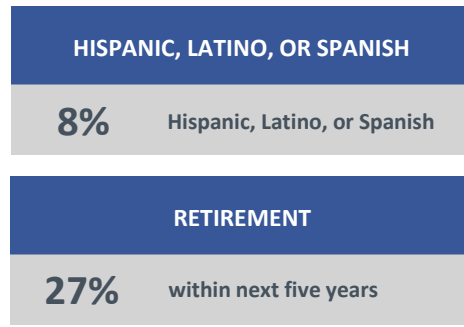
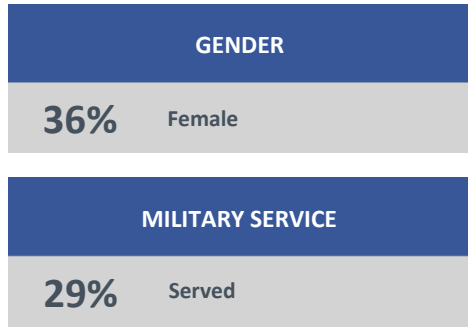


2019



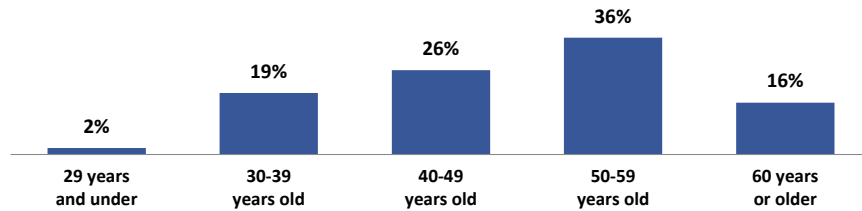
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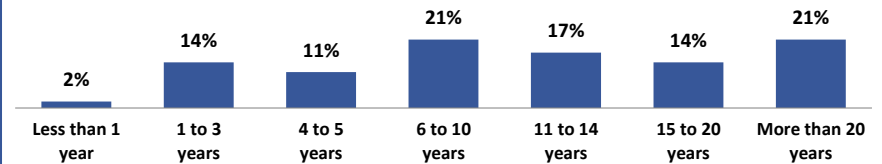
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

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





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Select: Largest Increases since 2018 ▼

Largest Increases in Percent Positive since 2018

36 items increased since 2018

	2016	2017	2018	2019	Percentage Point Change
Q21 My work unit is able to recruit people with the right skills.	47%	44%	44%	48%	+4
Q25 Awards in my work unit depend on how well employees perform their jobs.	45%	50%	50%	53%	+3
Q67 How satisfied are you with your opportunity to get a better job in your organization?	38%	38%	40%	42%	+2
Q18 My training needs are assessed.	55%	57%	59%	61%	+2
Q32 Creativity and innovation are rewarded.	41%	46%	47%	49%	+2

Select: Largest Decreases since 2018 ▼

Largest Decreases in Percent Positive since 2018

5 items decreased since 2018

	2016	2017	2018	2019	Percentage Point Change
Q69 Considering everything, how satisfied are you with your job?	69%	72%	74%	73%	-1
Q42 My supervisor supports my need to balance work and other life issues.	86%	88%	89%	88%	-1
Q29 My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	74%	75%	85%	84%	-1
Q15 My performance appraisal is a fair reflection of my performance.	69%	72%	75%	74%	-1
Q36 My organization has prepared employees for potential security threats.	82%	83%	84%	83%	-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.	74.5%	30.1%	44.4%	12.1%	8.9%	4.5%	13.4%	2,593	3,784	1,020	748	376	8,521	N/A
Agree-disagree	2	I have enough information to do my job well.	74.6%	24.1%	50.5%	13.0%	9.1%	3.3%	12.4%	2,075	4,295	1,107	777	273	8,527	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	68.3%	31.1%	37.2%	14.5%	10.9%	6.3%	17.2%	2,674	3,161	1,222	921	523	8,501	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	76.0%	34.7%	41.3%	12.8%	7.1%	4.0%	11.2%	2,982	3,521	1,082	610	341	8,536	N/A
Agree-disagree	5	I like the kind of work I do.	85.1%	43.0%	42.2%	9.8%	3.4%	1.7%	5.1%	3,674	3,587	826	290	146	8,523	N/A
Agree-disagree	6	I know what is expected of me on the job.	80.4%	33.2%	47.2%	10.4%	6.3%	3.0%	9.2%	2,847	4,014	876	537	249	8,523	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.4%	66.8%	29.6%	2.3%	0.6%	0.7%	1.3%	5,722	2,508	191	50	59	8,530	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	91.9%	51.3%	40.5%	6.4%	1.1%	0.6%	1.7%	4,403	3,455	543	94	53	8,548	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	52.8%	14.8%	38.0%	15.0%	19.9%	12.2%	32.1%	1,267	3,219	1,275	1,690	1,042	8,493	8
Agree-disagree	10	*My workload is reasonable.	61.7%	15.1%	46.6%	15.1%	15.3%	7.9%	23.2%	1,296	3,945	1,273	1,313	676	8,503	12
Agree-disagree	11	*My talents are used well in the workplace.	64.5%	22.1%	42.4%	14.8%	12.5%	8.2%	20.7%	1,882	3,585	1,244	1,056	684	8,451	27
Agree-disagree	12	*I know how my work relates to the agency's goals.	86.2%	38.6%	47.5%	8.4%	3.3%	2.2%	5.5%	3,316	4,038	702	278	182	8,516	18
Agree-disagree	13	The work I do is important.	90.7%	51.8%	38.9%	6.3%	1.8%	1.3%	3.0%	4,410	3,306	530	149	107	8,502	23
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	73.3%	29.4%	43.9%	11.9%	9.4%	5.4%	14.8%	2,527	3,722	1,000	798	465	8,512	25
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	74.3%	31.4%	43.0%	12.8%	7.2%	5.6%	12.9%	2,675	3,623	1,073	605	465	8,441	88
Agree-disagree	16	I am held accountable for achieving results.	86.3%	34.8%	51.5%	9.4%	2.8%	1.5%	4.3%	2,984	4,363	787	237	127	8,498	24
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	70.8%	35.8%	35.0%	13.9%	7.8%	7.5%	15.3%	3,002	2,886	1,123	634	599	8,244	282
Agree-disagree	18	My training needs are assessed.	61.4%	21.9%	39.4%	19.7%	12.5%	6.4%	18.9%	1,880	3,346	1,660	1,058	532	8,476	59

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).	67.8%	29.1%	38.7%	13.8%	10.8%	7.6%	18.4%	2,465	3,254	1,154	912	629	8,414	120
Agree-disagree	20	*The people I work with cooperate to get the job done.	83.3%	38.8%	44.5%	9.2%	5.1%	2.3%	7.5%	3,322	3,791	783	439	195	8,530	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	47.6%	12.3%	35.3%	21.9%	19.2%	11.3%	30.5%	1,027	2,921	1,797	1,586	937	8,268	246
Agree-disagree	22	Promotions in my work unit are based on merit.	45.3%	15.1%	30.2%	27.1%	14.6%	13.0%	27.6%	1,214	2,399	2,122	1,143	1,008	7,886	622
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.4%	10.8%	28.6%	29.2%	17.4%	14.0%	31.4%	829	2,172	2,192	1,302	1,043	7,538	954
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.2%	11.7%	31.5%	28.7%	16.8%	11.4%	28.1%	943	2,506	2,261	1,326	891	7,927	583
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	52.9%	15.2%	37.7%	24.3%	12.5%	10.3%	22.8%	1,224	2,988	1,916	981	796	7,905	607
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	81.4%	33.1%	48.4%	9.8%	5.5%	3.3%	8.8%	2,824	4,094	816	467	274	8,475	25
Agree-disagree	27	The skill level in my work unit has improved in the past year.	61.9%	23.0%	38.9%	25.1%	8.1%	4.8%	13.0%	1,921	3,194	2,063	668	393	8,239	255
Good-poor	28	How would you rate the overall quality of work done by your work unit?	88.7%	51.3%	37.5%	9.2%	1.4%	0.8%	2.1%	4,389	3,185	768	114	63	8,519	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.3%	37.8%	46.6%	9.7%	4.4%	1.6%	6.0%	3,204	3,933	811	370	131	8,449	71
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	54.7%	14.5%	40.2%	20.9%	15.8%	8.6%	24.4%	1,221	3,340	1,716	1,310	708	8,295	176
Agree-disagree	31	Employees are recognized for providing high quality products and services.	59.4%	17.5%	41.9%	20.2%	13.2%	7.2%	20.4%	1,476	3,489	1,676	1,086	585	8,312	159
Agree-disagree	32	Creativity and innovation are rewarded.	49.2%	15.3%	33.9%	26.5%	15.5%	8.8%	24.3%	1,273	2,793	2,169	1,261	711	8,207	230
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	31.0%	8.6%	22.4%	30.4%	21.0%	17.6%	38.6%	681	1,769	2,375	1,633	1,361	7,819	641
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	62.0%	21.1%	40.9%	24.4%	7.2%	6.4%	13.6%	1,686	3,219	1,905	560	488	7,858	610
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	86.1%	36.0%	50.1%	8.6%	3.1%	2.2%	5.3%	3,069	4,183	716	256	173	8,397	80
Agree-disagree	36	My organization has prepared employees for potential security threats.	83.3%	29.8%	53.5%	10.6%	3.8%	2.2%	6.0%	2,536	4,468	875	316	179	8,374	85
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.4%	24.7%	37.7%	18.8%	9.8%	9.0%	18.8%	2,014	3,025	1,482	770	710	8,001	461

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.	73.7%	32.7%	41.0%	14.9%	5.3%	6.0%	11.4%	2,583	3,190	1,135	407	455	7,770	670
Agree-disagree	39	My agency is successful at accomplishing its mission.	81.6%	28.7%	52.9%	13.1%	3.5%	1.8%	5.3%	2,416	4,409	1,071	291	151	8,338	131
Agree-disagree	40	*I recommend my organization as a good place to work.	70.5%	29.3%	41.2%	16.6%	8.8%	4.1%	12.9%	2,503	3,502	1,397	735	339	8,476	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	48.3%	17.1%	31.1%	23.7%	15.1%	12.9%	28.0%	1,412	2,546	1,923	1,223	1,034	8,138	344
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	88.3%	56.4%	31.9%	6.3%	2.8%	2.6%	5.4%	4,798	2,680	524	226	216	8,444	29
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.3%	41.9%	34.5%	12.4%	6.8%	4.5%	11.3%	3,558	2,898	1,030	570	372	8,428	35
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	73.1%	37.0%	36.1%	13.8%	7.8%	5.3%	13.1%	3,138	3,020	1,152	644	441	8,395	59
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	75.8%	40.4%	35.5%	17.5%	3.4%	3.3%	6.7%	3,161	2,745	1,343	256	247	7,752	697
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	71.4%	34.1%	37.3%	15.3%	8.5%	4.8%	13.3%	2,891	3,140	1,285	705	401	8,422	38
Agree-disagree	47	Supervisors in my work unit support employee development.	78.3%	40.7%	37.6%	12.3%	5.0%	4.5%	9.5%	3,434	3,149	1,012	408	368	8,371	88
Agree-disagree	48	My supervisor listens to what I have to say.	83.7%	48.4%	35.4%	8.0%	5.3%	3.0%	8.2%	4,120	2,975	674	435	248	8,452	N/A
Agree-disagree	49	My supervisor treats me with respect.	87.1%	53.9%	33.2%	6.5%	3.8%	2.7%	6.4%	4,584	2,789	541	313	223	8,450	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	89.9%	49.8%	40.1%	5.0%	3.2%	1.8%	5.1%	4,253	3,363	415	274	150	8,455	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	76.7%	47.0%	29.7%	12.1%	6.1%	5.1%	11.2%	3,995	2,508	1,016	507	424	8,450	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.2%	50.4%	27.8%	13.9%	4.6%	3.2%	7.9%	4,267	2,362	1,167	382	269	8,447	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47.9%	14.9%	33.0%	22.7%	17.2%	12.1%	29.3%	1,256	2,750	1,876	1,423	992	8,297	123
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	58.8%	21.4%	37.4%	22.9%	9.1%	9.2%	18.3%	1,729	2,980	1,798	717	712	7,936	480
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	72.5%	26.0%	46.5%	17.0%	5.6%	4.9%	10.5%	2,104	3,709	1,339	436	374	7,962	433
Agree-disagree	56	*Managers communicate the goals of the organization.	69.1%	22.2%	46.9%	16.4%	8.2%	6.3%	14.5%	1,880	3,915	1,358	686	511	8,350	60

Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	68.4%	22.2%	46.1%	18.9%	7.1%	5.6%	12.7%	1,803	3,681	1,495	567	438	7,984	422
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	62.4%	21.1%	41.3%	18.4%	10.9%	8.2%	19.2%	1,766	3,403	1,507	897	668	8,241	183
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	66.5%	22.9%	43.6%	17.1%	9.3%	7.1%	16.4%	1,899	3,577	1,395	747	575	8,193	183
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	66.3%	30.9%	35.4%	20.2%	7.1%	6.4%	13.5%	2,513	2,872	1,633	563	508	8,089	328
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	57.7%	22.7%	35.0%	23.1%	11.2%	8.0%	19.2%	1,921	2,916	1,908	927	655	8,327	93
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	68.9%	28.6%	40.4%	19.8%	6.6%	4.7%	11.3%	2,271	3,176	1,539	515	361	7,862	557
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	60.6%	20.6%	40.0%	18.7%	14.6%	6.1%	20.7%	1,742	3,373	1,561	1,218	507	8,401	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	59.3%	19.4%	39.9%	19.9%	14.5%	6.3%	20.8%	1,656	3,345	1,650	1,212	528	8,391	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	59.6%	21.2%	38.4%	20.8%	13.0%	6.6%	19.6%	1,802	3,226	1,739	1,081	543	8,391	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	50.5%	15.1%	35.4%	27.3%	14.9%	7.3%	22.2%	1,293	2,980	2,266	1,243	603	8,385	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	42.4%	14.8%	27.6%	28.1%	17.5%	11.9%	29.5%	1,259	2,311	2,352	1,464	988	8,374	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	63.7%	22.2%	41.5%	21.3%	10.3%	4.7%	15.0%	1,879	3,491	1,771	867	385	8,393	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	72.6%	28.3%	44.4%	15.1%	8.6%	3.7%	12.3%	2,387	3,729	1,255	720	303	8,394	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	70.5%	25.9%	44.6%	14.1%	10.4%	5.0%	15.4%	2,185	3,741	1,182	874	407	8,389	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	66.2%	22.4%	43.8%	18.3%	10.6%	4.9%	15.5%	1,891	3,671	1,519	883	395	8,359	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.

72. Currently, in my work unit poor performers usually:	N	%
Remain in the work unit and improve their performance over time	1,146	16.9%
Remain in the work unit and continue to underperform	3,187	47.5%
Leave the work unit - removed or transferred	582	8.6%
Leave the work unit - quit	151	2.2%
There are no poor performers in my work unit	1,654	24.8%
Item Response Total	6,720	100.0%
Do not know	1,674	--
Total	8,394	100.0%

Percentages are weighted to represent the Agency's population.

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?	N	%
The shutdown had no impact on my working/pay status	8,165	97.3%
I did not work and did not receive pay until after the lapse ended	5	0.1%
I worked some of the shutdown but did not receive pay until after the lapse ended	4	0.0%
I worked for the entirety of the shutdown but did not receive pay until after the lapse ended	24	0.3%
Other, not listed above	194	2.3%
Total	8,392	100.0%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?	N	%
It had no impact	5,731	68.8%
A slightly negative impact	1,556	18.4%
A moderately negative impact	792	9.3%
A very negative impact	203	2.4%
An extremely negative impact	92	1.1%
Total	8,374	100.0%

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

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)	N	%
Unmanageable workload	147	5.8%
Missed deadlines	604	23.2%
Unrecoverable loss of work	169	6.6%
Reduced customer service	811	31.4%
Delayed work	1,553	60.1%
Reduced work quality	309	12.0%
Cutback of critical work	332	12.9%
Time lost in restarting work	493	19.0%
Unmet statutory requirements	154	6.0%
Other	1,050	40.9%
Total (percents will add to more than 100% because respondents could choose more than one response option)	2,574	--

76. Are you looking for another job because of the partial government shutdown?	N	%
I am looking for another job specifically because of the shutdown	53	0.6%
I am looking for another job, but the shutdown is only one of the reasons	311	3.7%
I am looking for another job, but the shutdown had no influence on that decision	1,637	19.8%
I am not looking for another job currently	6,333	75.9%
Total	8,334	100.0%

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.	N	%
Strongly Agree	1,610	33.6%
Agree	1,956	41.5%
Neither Agree nor Disagree	982	20.8%
Disagree	116	2.4%
Strongly Disagree	77	1.7%
Item Response Total	4,741	100.0%
No support required	3,623	--

Total

8,364 100.0%

Percentages are weighted to represent the Agency's population.

78. Please select the response below that BEST describes your current teleworking schedule.	2019		2018		17,483
	N	%	N	%	
I telework very infrequently, on an unscheduled or short-term basis	2,457	28.8%	2,621	30.3%	
I telework, but only about 1 or 2 days per month	1,055	12.5%	990	11.6%	
I telework 1 or 2 days per week	1,745	20.9%	1,587	19.0%	
I telework 3 or 4 days per week	178	2.1%	138	1.6%	
I telework every work day	109	1.3%	86	1.0%	
I do not telework because I have to be physically present on the job	988	12.4%	1,062	13.1%	
I do not telework because of technical issues that prevent me from teleworking	163	2.0%	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	445	5.4%	498	6.0%	
I do not telework because I choose not to telework	1,234	14.7%	1,276	14.9%	
Total	8,374	100.0%	8,446	100.0%	

79. How satisfied are you with the Telework program in your agency?	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	2,354	34.7%	27.7%	2,401	36.7%	28.3%
Satisfied	2,519	37.3%	29.8%	2,381	36.6%	28.2%
Neither Satisfied nor Dissatisfied	1,074	16.1%	12.8%	1,061	16.6%	12.8%
Dissatisfied	511	7.7%	6.1%	395	6.3%	4.8%
Very Dissatisfied	275	4.2%	3.4%	243	3.8%	3.0%
Item Response Total	6,733	100.0%	79.8%	6,481	100.0%	77.1%
I choose not to participate in this program	653	--	7.8%	747	--	8.8%
This program is not available to me	930	--	11.7%	1,049	--	13.2%
I am unaware of this program	65	--	0.8%	67	--	0.8%
Total	8,381	100.0%	100.0%	8,344	100.0%	100.0%

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):	2019	
	N	%
Alternative Work Schedules	4,949	59.1%
Health and Wellness Programs	2,777	33.0%
Employee Assistance Program – EAP	558	6.7%
Child Care Programs	249	2.9%
Elder Care Programs	33	0.4%
None listed above	2,317	28.1%
Total (percents will add to more than 100% because respondents could choose more than one response option)	8,338	--

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

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	3,298	48.7%	39.0%	3,337	48.4%	39.4%
Satisfied	2,388	35.7%	28.6%	2,513	37.0%	30.1%
Neither Satisfied nor Dissatisfied	767	11.6%	9.3%	690	10.2%	8.3%
Dissatisfied	155	2.3%	1.8%	179	2.7%	2.2%
Very Dissatisfied	107	1.6%	1.3%	108	1.7%	1.4%
Item Response Total	6,715	100.0%	80.1%	6,827	100.0%	81.4%
I choose not to participate in these programs	962	--	11.4%	922	--	10.9%
These programs are not available to me	551	--	6.7%	511	--	6.3%
I am unaware of these programs	137	--	1.7%	111	--	1.4%
Total	8,365	100.0%	100.0%	8,371	100.0%	100.0%

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %

Very Satisfied	1,630	26.2%	19.3%	2,103	28.8%	24.7%
Satisfied	2,687	43.9%	32.4%	3,317	45.9%	39.3%
Neither Satisfied nor Dissatisfied	1,375	22.6%	16.7%	1,366	19.2%	16.4%
Dissatisfied	324	5.3%	3.9%	293	4.0%	3.5%
Very Dissatisfied	123	2.0%	1.5%	154	2.1%	1.8%
Item Response Total	6,139	100.0%	73.9%	7,233	100.0%	85.7%
I choose not to participate in these programs	1,465	--	17.5%	756	--	8.8%
These programs are not available to me	437	--	5.3%	246	--	3.0%
I am unaware of these programs	277	--	3.4%	219	--	2.6%
Total	8,318	100.0%	100.0%	8,454	100.0%	100.0%

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	660	16.5%	8.0%	1,042	19.6%	12.3%
Satisfied	1,196	29.9%	14.4%	1,901	36.0%	22.6%
Neither Satisfied nor Dissatisfied	1,946	49.1%	23.7%	2,095	40.0%	25.0%
Dissatisfied	108	2.6%	1.3%	138	2.6%	1.6%
Very Dissatisfied	78	1.9%	0.9%	96	1.9%	1.2%
Item Response Total	3,988	100.0%	48.3%	5,272	100.0%	62.6%
I choose not to participate in these programs	3,715	--	44.2%	2,438	--	28.5%
These programs are not available to me	125	--	1.6%	92	--	1.1%
I am unaware of these programs	493	--	6.0%	650	--	7.8%
Total	8,321	100.0%	100.0%	8,452	100.0%	100.0%

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	324	12.5%	3.9%	489	15.0%	5.7%
Satisfied	479	18.7%	5.8%	729	22.7%	8.7%
Neither Satisfied nor Dissatisfied	1,619	63.7%	19.8%	1,751	54.9%	21.0%
Dissatisfied	70	2.7%	0.8%	125	3.9%	1.5%
Very Dissatisfied	63	2.4%	0.8%	111	3.5%	1.3%
Item Response Total	2,555	100.0%	31.1%	3,205	100.0%	38.2%
I choose not to participate in these programs	4,208	--	50.2%	3,395	--	39.7%
These programs are not available to me	860	--	10.3%	922	--	11.0%
I am unaware of these programs	686	--	8.3%	932	--	11.1%
Total	8,309	100.0%	100.0%	8,454	100.0%	100.0%

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	189	8.9%	2.3%	302	11.2%	3.6%
Satisfied	264	12.4%	3.2%	434	16.3%	5.2%
Neither Satisfied nor Dissatisfied	1,612	76.3%	19.8%	1,805	67.4%	21.6%
Dissatisfied	24	1.1%	0.3%	78	3.0%	0.9%
Very Dissatisfied	27	1.3%	0.3%	54	2.1%	0.7%
Item Response Total	2,116	100.0%	26.0%	2,673	100.0%	32.1%
I choose not to participate in these programs	4,138	--	49.5%	3,290	--	38.4%
These programs are not available to me	769	--	9.2%	833	--	9.9%
I am unaware of these programs	1,269	--	15.4%	1,655	--	19.7%
Total	8,292	100.0%	100.0%	8,451	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

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

My Employment Demographics

<i>Where do you work?</i>	%
Headquarters	44.2%
Field	55.8%
Total	100.0%

<i>What is your supervisory status?</i>	%
Senior Leader	2.8%
Manager	5.8%
Supervisor	12.5%
Team Leader	14.6%
Non-Supervisor	64.2%
Total	100.0%

<i>What is your pay category/grade?</i>	%
Federal Wage System	4.2%
GS 1-6	0.4%
GS 7-12	18.7%
GS 13-15	62.5%
Senior Executive Service	3.3%
Senior Level (SL) or Scientific or Professional (ST)	0.6%
Other	10.2%
Total	100.0%

<i>What is your US military service status?</i>	%
No Prior Military Service	71.3%
Currently in National Guard or Reserves	1.4%
Retired	8.5%
Separated or Discharged	18.9%
Total	100.0%

<i>How long have you been with the Federal Government (excluding military service)?</i>	%
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Trend Core Survey

Less than 1 year	1.1%
1 to 3 years	7.9%
4 to 5 years	6.7%
6 to 10 years	20.1%
11 to 14 years	17.2%
15 to 20 years	16.8%
More than 20 years	30.3%
Total	100.0%

<i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i>	%
Less than 1 year	2.5%
1 to 3 years	14.3%
4 to 5 years	10.8%
6 to 10 years	21.1%
11 to 14 years	16.6%
15 to 20 years	13.6%
More than 20 years	21.0%
Total	100.0%

<i>Are you considering leaving your organization within the next year, and if so, why?</i>	%
No	68.5%
Yes, to retire	6.5%
Yes, to take another job within the Federal Government	15.6%
Yes, to take another job outside the Federal Government	5.2%
Yes, other	4.2%
Total	100.0%

<i>I am planning to retire:</i>	%
Within one year	4.2%
Between one and three years	11.7%
Between three and five years	11.4%
Five or more years	72.6%
Total	100.0%

My Personal Demographics

<i>Are you of Hispanic, Latino, or Spanish origin?</i>	%
Yes	8.4%
No	91.6%
Total	100.0%

<i>Please select the racial category or categories with which you most closely identify.</i>	%
White	81.7%
Black or African American	7.9%
All other races	10.4%
Total	100.0%

<i>What is your age group?</i>	%
29 years and under	2.4%
30-39 years old	19.5%
40-49 years old	26.0%
50-59 years old	36.0%
60 years or older	16.2%
Total	100.0%

<i>What is the highest degree or level of education you have completed?</i>	%
Less than High School/ High School Diploma/ GED	2.5%
Certification/ Some College/ Associate's Degree	17.7%
Bachelor's Degree	35.9%
Advanced Degrees (Post Bachelor's Degree)	43.8%
Total	100.0%

<i>Are you an individual with a disability?</i>	%
Yes	11.7%
No	88.3%
Total	100.0%

Trend Core Survey

Are you:	%
Male	64.2%
Female	35.8%
<hr/>	
Total	100.0%

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

Which one of the following do you consider yourself to be?	%
Straight, that is not gay or lesbian	94.9%
Gay or Lesbian	1.8%
Bisexual	1.0%
Something else	2.2%
<hr/>	
Total	100.0%

Percentages for demographic questions are unweighted.

No suppression was applied to My Employment Demographics.

Trend Core Survey

Agree-disagree	2019	1	*I am given a real opportunity to improve my skills in my organization.	74.5%	12.1%	13.4%	8,521	N/A
Agree-disagree	2019	2	I have enough information to do my job well.	74.6%	13.0%	12.4%	8,527	N/A
Agree-disagree	2019	3	I feel encouraged to come up with new and better ways of doing things.	68.3%	14.5%	17.2%	8,501	N/A
Agree-disagree	2019	4	My work gives me a feeling of personal accomplishment.	76.0%	12.8%	11.2%	8,536	N/A
Agree-disagree	2019	5	I like the kind of work I do.	85.1%	9.8%	5.1%	8,523	N/A
Agree-disagree	2019	6	I know what is expected of me on the job.	80.4%	10.4%	9.2%	8,523	N/A
Agree-disagree	2019	7	When needed I am willing to put in the extra effort to get a job done.	96.4%	2.3%	1.3%	8,530	N/A
Agree-disagree	2019	8	I am constantly looking for ways to do my job better.	91.9%	6.4%	1.7%	8,548	N/A
Agree-disagree	2019	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	52.8%	15.0%	32.1%	8,493	8
Agree-disagree	2019	10	*My workload is reasonable.	61.7%	15.1%	23.2%	8,503	12
Agree-disagree	2019	11	*My talents are used well in the workplace.	64.5%	14.8%	20.7%	8,451	27
Agree-disagree	2019	12	*I know how my work relates to the agency's goals.	86.2%	8.4%	5.5%	8,516	18
Agree-disagree	2019	13	The work I do is important.	90.7%	6.3%	3.0%	8,502	23
Agree-disagree	2019	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	73.3%	11.9%	14.8%	8,512	25
Agree-disagree	2019	15	My performance appraisal is a fair reflection of my performance.	74.3%	12.8%	12.9%	8,441	88
Agree-disagree	2019	16	I am held accountable for achieving results.	86.3%	9.4%	4.3%	8,498	24
Agree-disagree	2019	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	70.8%	13.9%	15.3%	8,244	282
Agree-disagree	2019	18	My training needs are assessed.	61.4%	19.7%	18.9%	8,476	59
Agree-disagree	2019	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	67.8%	13.8%	18.4%	8,414	120
Agree-disagree	2019	20	*The people I work with cooperate to get the job done.	83.3%	9.2%	7.5%	8,530	N/A
Agree-disagree	2019	21	My work unit is able to recruit people with the right skills.	47.6%	21.9%	30.5%	8,268	246
Agree-disagree	2019	22	Promotions in my work unit are based on merit.	45.3%	27.1%	27.6%	7,886	622
Agree-disagree	2019	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.4%	29.2%	31.4%	7,538	954
Agree-disagree	2019	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.2%	28.7%	28.1%	7,927	583
Agree-disagree	2019	25	Awards in my work unit depend on how well employees perform their jobs.	52.9%	24.3%	22.8%	7,905	607
Agree-disagree	2019	26	Employees in my work unit share job knowledge with each other.	81.4%	9.8%	8.8%	8,475	25
Agree-disagree	2019	27	The skill level in my work unit has improved in the past year.	61.9%	25.1%	13.0%	8,239	255
Good-poor	2019	28	How would you rate the overall quality of work done by your work unit?	88.7%	9.2%	2.1%	8,519	N/A
Agree-disagree	2019	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.3%	9.7%	6.0%	8,449	71
Agree-disagree	2019	30	Employees have a feeling of personal empowerment with respect to work processes.	54.7%	20.9%	24.4%	8,295	176
Agree-disagree	2019	31	Employees are recognized for providing high quality products and services.	59.4%	20.2%	20.4%	8,312	159
Agree-disagree	2019	32	Creativity and innovation are rewarded.	49.2%	26.5%	24.3%	8,207	230
Agree-disagree	2019	33	Pay raises depend on how well employees perform their jobs.	31.0%	30.4%	38.6%	7,819	641
Agree-disagree	2019	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	62.0%	24.4%	13.6%	7,858	610
Agree-disagree	2019	35	Employees are protected from health and safety hazards on the job.	86.1%	8.6%	5.3%	8,397	80
Agree-disagree	2019	36	My organization has prepared employees for potential security threats.	83.3%	10.6%	6.0%	8,374	85
Agree-disagree	2019	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.4%	18.8%	18.8%	8,001	461
Agree-disagree	2019	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	73.7%	14.9%	11.4%	7,770	670

Trend Core Survey

Agree-disagree	2019	39	My agency is successful at accomplishing its mission.	81.6%	13.1%	5.3%	8,338	131
Agree-disagree	2019	40	*I recommend my organization as a good place to work.	70.5%	16.6%	12.9%	8,476	N/A
Agree-disagree	2019	41	*I believe the results of this survey will be used to make my agency a better place to work.	48.3%	23.7%	28.0%	8,138	344
Agree-disagree	2019	42	My supervisor supports my need to balance work and other life issues.	88.3%	6.3%	5.4%	8,444	29
Agree-disagree	2019	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.3%	12.4%	11.3%	8,428	35
Agree-disagree	2019	44	Discussions with my supervisor about my performance are worthwhile.	73.1%	13.8%	13.1%	8,395	59
Agree-disagree	2019	45	My supervisor is committed to a workforce representative of all segments of society.	75.8%	17.5%	6.7%	7,752	697
Agree-disagree	2019	46	My supervisor provides me with constructive suggestions to improve my job performance.	71.4%	15.3%	13.3%	8,422	38
Agree-disagree	2019	47	Supervisors in my work unit support employee development.	78.3%	12.3%	9.5%	8,371	88
Agree-disagree	2019	48	My supervisor listens to what I have to say.	83.7%	8.0%	8.2%	8,452	N/A
Agree-disagree	2019	49	My supervisor treats me with respect.	87.1%	6.5%	6.4%	8,450	N/A
Agree-disagree	2019	50	In the last six months, my supervisor has talked with me about my performance.	89.9%	5.0%	5.1%	8,455	N/A
Agree-disagree	2019	51	I have trust and confidence in my supervisor.	76.7%	12.1%	11.2%	8,450	N/A
Good-poor	2019	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.2%	13.9%	7.9%	8,447	N/A
Agree-disagree	2019	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47.9%	22.7%	29.3%	8,297	123
Agree-disagree	2019	54	My organization's senior leaders maintain high standards of honesty and integrity.	58.8%	22.9%	18.3%	7,936	480
Agree-disagree	2019	55	Supervisors work well with employees of different backgrounds.	72.5%	17.0%	10.5%	7,962	433
Agree-disagree	2019	56	*Managers communicate the goals of the organization.	69.1%	16.4%	14.5%	8,350	60
Agree-disagree	2019	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	68.4%	18.9%	12.7%	7,984	422
Agree-disagree	2019	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	62.4%	18.4%	19.2%	8,241	183
Agree-disagree	2019	59	Managers support collaboration across work units to accomplish work objectives.	66.5%	17.1%	16.4%	8,193	183
Good-poor	2019	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	66.3%	20.2%	13.5%	8,089	328
Agree-disagree	2019	61	I have a high level of respect for my organization's senior leaders.	57.7%	23.1%	19.2%	8,327	93
Agree-disagree	2019	62	Senior leaders demonstrate support for Work-Life programs.	68.9%	19.8%	11.3%	7,862	557
Satisfied-dissatisfied	2019	63	*How satisfied are you with your involvement in decisions that affect your work?	60.6%	18.7%	20.7%	8,401	N/A
Satisfied-dissatisfied	2019	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	59.3%	19.9%	20.8%	8,391	N/A
Satisfied-dissatisfied	2019	65	*How satisfied are you with the recognition you receive for doing a good job?	59.6%	20.8%	19.6%	8,391	N/A
Satisfied-dissatisfied	2019	66	How satisfied are you with the policies and practices of your senior leaders?	50.5%	27.3%	22.2%	8,385	N/A
Satisfied-dissatisfied	2019	67	How satisfied are you with your opportunity to get a better job in your organization?	42.4%	28.1%	29.5%	8,374	N/A
Satisfied-dissatisfied	2019	68	How satisfied are you with the training you receive for your present job?	63.7%	21.3%	15.0%	8,393	N/A
Satisfied-dissatisfied	2019	69	*Considering everything, how satisfied are you with your job?	72.6%	15.1%	12.3%	8,394	N/A
Satisfied-dissatisfied	2019	70	Considering everything, how satisfied are you with your pay?	70.5%	14.1%	15.4%	8,389	N/A

Trend Core Survey

Satisfied-dissatisfied	2019	71	*Considering everything, how satisfied are you with your organization?	66.2%	18.3%	15.5%	8,359	N/A
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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

Trend Core Survey

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

Trend Core Survey

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

Trend Core Survey

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

Trend Core Survey

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

* 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.

Office of Personnel Management Federal Employee Viewpoint Survey

2019 Item Text and Response Options	2018 Item Text and Response Options
<p>(72) Currently, in my work unit poor performers usually:</p> <ul style="list-style-type: none"> • Remain in the work unit and improve their performance over time • Remain in the work unit and continue to underperform • Leave the work unit - removed or transferred • Leave the work unit - quit • There are no poor performers in my work unit • Do not know 	Not in 2018 OPM FEVS
<p>(73) Which of the following best describes the impact of the partial government shutdown (December 22, 2018 – January 25, 2019) on your working/pay status?</p> <ul style="list-style-type: none"> • The shutdown had no impact on my working/pay status • I did not work and did not receive pay until after the lapse ended • I worked some of the shutdown but did not receive pay until after the lapse ended • I worked for the entirety of the shutdown but did not receive pay until after the lapse ended • Other, not listed above 	Not in 2018 OPM FEVS
<p>(74) How was your everyday work impacted during (if you worked) or after the partial government shutdown?</p> <ul style="list-style-type: none"> • It had no impact • A slightly negative impact • A moderately negative impact • A very negative impact • An extremely negative impact 	Not in 2018 OPM FEVS
<p>(75) In what ways did the partial government shutdown negatively affect your work? (Check all that apply)</p> <ul style="list-style-type: none"> • Unmanageable workload • Missed deadlines • Unrecoverable loss of work • Reduced customer service • Delayed work • Reduced work quality • Cutback of critical work • Time lost in restarting work • Unmet statutory requirements • Other 	Not in 2018 OPM FEVS
<p>(76) Are you looking for another job because of the partial government shutdown?</p> <ul style="list-style-type: none"> • I am looking for another job specifically because of the shutdown • I am looking for another job, but the shutdown is only one of the reasons • I am looking for another job, but the shutdown had no influence on that decision • I am not looking for another job currently 	Not in 2018 OPM FEVS

<p>(77) My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.</p> <ul style="list-style-type: none"> • Strongly Agree • Agree • Neither Agree nor Disagree • Disagree • Strongly Disagree • No support required 	<p>Not in 2018 OPM FEVS</p>
<p>(79) How satisfied are you with the Telework program in your agency?</p> <ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in this program • This program is not available to me • I am unaware of this program 	<p>(73) How satisfied are you with the following Work/Life programs in your agency? Telework</p> <ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in these programs • These programs are not available to me • I am unaware of these programs
<p>(80) Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):</p> <ul style="list-style-type: none"> • Alternative Work Schedules (for example, compressed work schedule, flexible work schedule) • Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, Health and wellness fair) • Employee Assistance Program – EAP (for example, short-term counseling, referral services, legal services, information services) • Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) • Elder Care Programs (for example, elder/adult care, support groups, resources) • None listed above 	<p>Not in 2018 OPM FEVS</p>
<p>(81-85) How satisfied are you with the following Work-Life programs in your agency?</p> <p>(81) Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)</p> <p>(83) Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)</p> <p>(84) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)</p> <p>(85) Elder Care Programs (for example, elder/adult care, support groups, resources)</p>	<p>(73-78) How satisfied are you with the following Work/Life programs in your agency?</p> <p>(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)</p> <p>(76) Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)</p> <p>(77) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)</p> <p>(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)</p>

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