

Core Survey

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.	66.29%	26.92%	39.37%	15.30%	10.08%	8.33%	18.41%	104	147	53	37	32	373	N/A
Agree -disagree	2	I have enough information to do my job well.	68.22%	23.97%	44.25%	14.36%	10.40%	7.02%	17.42%	91	155	52	40	25	363	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	61.15%	23.94%	37.21%	12.62%	13.47%	12.76%	26.23%	96	134	42	47	49	368	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	69.56%	27.61%	41.95%	14.14%	9.07%	7.23%	16.30%	109	150	48	35	26	368	N/A
Agree -disagree	5	*I like the kind of work I do.	85.21%	40.40%	44.81%	8.66%	3.65%	2.48%	6.13%	155	158	32	14	10	369	N/A
Agree -disagree	6	I know what is expected of me on the job.	71.49%	31.77%	39.72%	12.45%	9.58%	6.48%	16.06%	115	144	43	38	24	364	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.72%	66.50%	29.22%	2.34%	0.74%	1.20%	1.94%	250	107	8	3	4	372	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	93.50%	53.59%	39.91%	3.78%	1.03%	1.70%	2.72%	201	142	14	4	6	367	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	60.72%	19.97%	40.76%	12.44%	14.38%	12.46%	26.84%	75	152	45	55	44	371	1
Agree -disagree	10	*My workload is reasonable.	65.69%	15.91%	49.78%	10.80%	11.80%	11.71%	23.50%	61	175	41	46	41	364	1
Agree -disagree	11	*My talents are used well in the workplace.	59.02%	17.22%	41.79%	13.54%	11.87%	15.57%	27.44%	68	150	45	41	56	360	3
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	80.76%	36.65%	44.12%	11.31%	2.87%	5.06%	7.93%	133	155	42	12	18	360	5
Agree -disagree	13	*The work I do is important.	88.40%	51.25%	37.15%	7.03%	1.81%	2.76%	4.57%	184	138	28	7	10	367	1
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	76.22%	35.33%	40.88%	13.14%	6.16%	4.49%	10.65%	135	149	46	22	17	369	2
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	68.46%	31.54%	36.92%	14.38%	10.12%	7.05%	17.16%	121	133	48	36	26	364	8
Agree -disagree	16	I am held accountable for achieving results.	80.36%	32.34%	48.02%	12.76%	4.16%	2.72%	6.88%	122	176	45	14	9	366	3

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Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.73%	28.42%	34.31%	12.58%	8.78%	15.91%	24.69%	102	123	46	33	56	360	10
Agree -disagree	18	*My training needs are assessed.	62.56%	20.93%	41.63%	18.09%	9.75%	9.60%	19.35%	81	152	61	36	36	366	4
Agree -disagree	19	*In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	69.15%	27.64%	41.51%	14.47%	9.08%	7.31%	16.38%	108	143	50	33	29	363	9
Agree -disagree	20	*The people I work with cooperate to get the job done.	72.32%	27.85%	44.47%	12.38%	7.60%	7.70%	15.30%	104	166	44	28	30	372	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	47.21%	12.26%	34.95%	22.25%	16.96%	13.58%	30.54%	49	130	78	59	47	363	10
Agree -disagree	22	*Promotions in my work unit are based on merit.	44.97%	14.74%	30.24%	22.30%	10.20%	22.53%	32.73%	54	110	74	36	73	347	21
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.72%	8.37%	23.35%	27.69%	14.95%	25.64%	40.59%	30	83	90	52	80	335	35
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	33.64%	10.42%	23.22%	28.41%	17.60%	20.36%	37.95%	39	86	95	55	67	342	26
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	42.68%	14.45%	28.23%	23.29%	14.74%	19.29%	34.03%	51	103	76	49	63	342	27
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	71.93%	26.50%	45.43%	11.47%	9.79%	6.80%	16.60%	97	166	42	37	26	368	3
Agree -disagree	27	The skill level in my work unit has improved in the past year.	58.50%	19.51%	38.99%	22.68%	8.50%	10.33%	18.82%	71	140	80	29	39	359	13
Good -poor	28	How would you rate the overall quality of work done by your work unit?	80.55%	41.00%	39.55%	13.06%	3.24%	3.14%	6.39%	158	144	47	13	11	373	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	67.23%	17.63%	49.60%	18.76%	8.27%	5.74%	14.01%	67	182	67	30	21	367	5
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	45.90%	10.85%	35.05%	23.41%	18.24%	12.45%	30.69%	44	126	80	67	46	363	6
Agree -disagree	31	Employees are recognized for providing high quality products and services.	48.28%	12.09%	36.18%	22.49%	15.93%	13.30%	29.24%	48	134	77	56	47	362	7
Agree -disagree	32	*Creativity and innovation are rewarded.	37.11%	12.30%	24.81%	26.71%	18.69%	17.49%	36.18%	49	91	91	64	61	356	11
Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	25.27%	6.75%	18.52%	28.84%	20.97%	24.92%	45.89%	25	70	98	67	82	342	27

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Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	66.89%	27.09%	39.80%	20.87%	5.39%	6.85%	12.24%	95	142	70	18	24	349	17
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	80.21%	35.46%	44.75%	13.37%	3.37%	3.04%	6.42%	130	171	44	10	10	365	3
Agree -disagree	36	*My organization has prepared employees for potential security threats.	74.42%	25.35%	49.07%	17.02%	4.73%	3.84%	8.57%	95	176	63	19	14	367	4
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	54.21%	20.53%	33.68%	17.35%	11.34%	17.10%	28.44%	77	122	54	39	59	351	21
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.	66.23%	30.12%	36.11%	12.70%	7.50%	13.57%	21.07%	104	120	41	26	43	334	31
Agree -disagree	39	My agency is successful at accomplishing its mission.	67.80%	24.04%	43.76%	22.63%	4.60%	4.98%	9.57%	87	160	78	17	18	360	11
Agree -disagree	40	I recommend my organization as a good place to work.	64.73%	24.92%	39.81%	16.26%	10.33%	8.68%	19.01%	96	138	64	40	33	371	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	38.74%	13.67%	25.07%	25.62%	15.93%	19.72%	35.64%	51	90	85	57	63	346	26
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	83.17%	49.59%	33.58%	6.63%	4.24%	5.96%	10.20%	186	125	22	16	23	372	0
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	69.61%	36.82%	32.79%	10.18%	9.85%	10.36%	20.21%	145	114	37	34	38	368	2
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	62.49%	32.74%	29.75%	15.40%	11.59%	10.53%	22.11%	129	102	56	42	37	366	2
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	69.72%	35.31%	34.40%	16.36%	5.83%	8.10%	13.92%	132	116	54	21	28	351	20
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	61.85%	30.67%	31.18%	17.29%	10.33%	10.54%	20.87%	121	110	62	38	38	369	1
Agree -disagree	47	*Supervisors in my work unit support employee development.	69.42%	35.60%	33.82%	14.06%	7.16%	9.35%	16.52%	138	119	48	27	35	367	3
Agree -disagree	48	My supervisor listens to what I have to say.	74.97%	40.27%	34.70%	10.98%	6.39%	7.65%	14.05%	160	120	39	25	28	372	N/A

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Agree -disagree	49	My supervisor treats me with respect.	75.37%	47.27%	28.10%	10.46%	5.96%	8.21%	14.17%	179	105	36	22	28	370	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	81.76%	41.68%	40.08%	6.28%	5.96%	5.99%	11.95%	159	145	22	22	23	371	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	65.51%	39.91%	25.60%	11.05%	11.18%	12.26%	23.43%	154	91	40	39	43	367	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	69.42%	41.95%	27.47%	13.60%	7.50%	9.48%	16.98%	163	100	47	27	34	371	N/A
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	38.10%	9.97%	28.13%	23.17%	19.99%	18.74%	38.73%	42	101	81	68	70	362	8
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	48.39%	16.48%	31.92%	21.68%	9.77%	20.16%	29.93%	61	112	73	32	69	347	22
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	57.47%	18.41%	39.06%	22.86%	4.65%	15.02%	19.66%	68	132	73	17	49	339	26
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	54.27%	14.08%	40.18%	19.69%	10.69%	15.35%	26.04%	55	143	69	38	56	361	5
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	52.84%	13.52%	39.32%	23.92%	10.24%	13.00%	23.24%	51	131	84	31	46	343	26
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	48.06%	12.80%	35.26%	21.20%	14.93%	15.81%	30.74%	52	124	73	53	56	358	10
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	50.43%	14.67%	35.76%	23.13%	12.49%	13.95%	26.44%	57	129	79	44	51	360	8
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	60.51%	25.24%	35.27%	19.06%	8.45%	11.98%	20.43%	95	120	65	30	42	352	18
Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	48.82%	19.33%	29.48%	24.40%	11.94%	14.84%	26.78%	76	109	85	43	55	368	2
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	64.95%	23.24%	41.71%	17.18%	8.47%	9.40%	17.87%	91	145	61	26	33	356	14
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	54.16%	14.67%	39.49%	19.81%	17.62%	8.40%	26.02%	61	144	66	65	31	367	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	41.02%	10.81%	30.21%	23.09%	20.33%	15.56%	35.89%	45	113	81	72	57	368	N/A

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Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	52.68%	17.44%	35.24%	18.96%	14.83%	13.53%	28.37%	70	129	65	54	50	368	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	41.60%	10.37%	31.23%	26.51%	17.66%	14.24%	31.90%	43	116	95	61	51	366	N/A
Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	37.56%	9.91%	27.65%	26.94%	15.48%	20.02%	35.50%	42	100	94	57	73	366	N/A
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	59.39%	18.52%	40.87%	20.13%	11.69%	8.79%	20.48%	73	152	68	42	32	367	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	66.86%	23.51%	43.35%	15.03%	11.39%	6.72%	18.11%	95	149	52	42	27	365	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	61.75%	18.75%	43.01%	14.79%	14.30%	9.15%	23.46%	77	158	52	47	31	365	N/A
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	58.44%	16.42%	42.02%	18.93%	11.76%	10.87%	22.63%	69	143	68	45	41	366	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	79.81%	45.77%	34.04%	5.30%	8.16%	6.72%	14.88%	100	73	13	16	11	213	1
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	91.21%	55.16%	36.05%	4.73%	2.90%	1.15%	4.06%	120	81	10	5	3	219	5
Satisfied -dissatisfied	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	80.78%	34.45%	46.32%	16.16%	2.51%	0.55%	3.06%	54	68	24	3	1	150	4
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	79.60%	26.64%	52.96%	12.08%	8.31%	0.00%	8.31%	20	35	8	4	0	67	9
Satisfied -dissatisfied	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	82.76%	45.19%	37.57%	17.24%	0.00%	0.00%	0.00%	2	2	1	0	0	5	4
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	85.61%	30.88%	54.72%	14.39%	0.00%	0.00%	0.00%	2	4	1	0	0	7	3

* AES prescribed items

** 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.