

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.	68.18%	26.63%	41.55%	15.78%	10.84%	5.20%	16.04%	138	211	77	53	25	504	N/A
Agree -disagree	2	I have enough information to do my job well.	71.64%	21.77%	49.87%	15.84%	6.97%	5.55%	12.52%	110	252	78	33	27	500	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	62.43%	26.05%	36.38%	18.58%	10.79%	8.20%	18.99%	131	184	91	54	39	499	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	72.75%	30.63%	42.12%	14.38%	8.20%	4.67%	12.87%	157	211	71	40	22	501	N/A
Agree -disagree	5	I like the kind of work I do.	82.23%	40.73%	41.51%	11.43%	4.14%	2.19%	6.34%	207	205	55	21	10	498	N/A
Agree -disagree	6	I know what is expected of me on the job.	78.59%	36.96%	41.63%	11.20%	5.27%	4.95%	10.22%	186	207	54	26	24	497	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	97.77%	65.42%	32.35%	1.33%	0.23%	0.67%	0.90%	330	160	6	1	3	500	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	93.63%	51.18%	42.45%	5.29%	0.68%	0.40%	1.09%	260	207	26	3	2	498	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	63.09%	15.80%	47.28%	13.97%	16.13%	6.82%	22.94%	80	238	71	81	34	504	0
Agree -disagree	10	*My workload is reasonable.	67.53%	17.94%	49.58%	17.71%	9.78%	4.98%	14.77%	90	249	89	48	25	501	0
Agree -disagree	11	*My talents are used well in the workplace.	62.52%	21.15%	41.37%	15.75%	12.37%	9.36%	21.74%	106	202	75	60	45	488	5
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	82.92%	33.85%	49.07%	10.90%	3.66%	2.52%	6.18%	170	242	53	18	12	495	4
Agree -disagree	13	The work I do is important.	90.04%	47.19%	42.84%	7.30%	1.79%	0.87%	2.66%	239	209	35	8	4	495	3
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	80.16%	35.94%	44.22%	13.01%	4.26%	2.56%	6.82%	184	221	65	21	13	504	0
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	77.91%	31.18%	46.73%	12.22%	5.47%	4.40%	9.87%	159	228	60	27	21	495	7
Agree -disagree	16	I am held accountable for achieving results.	85.51%	35.08%	50.43%	11.34%	1.67%	1.48%	3.15%	179	247	55	8	7	496	4

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Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	66.45%	33.93%	32.52%	16.57%	7.14%	9.83%	16.97%	166	153	79	35	45	478	25
Agree -disagree	18	My training needs are assessed.	59.84%	19.41%	40.43%	21.51%	12.83%	5.82%	18.64%	99	204	104	61	28	496	5
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).	73.86%	29.50%	44.36%	12.60%	8.92%	4.61%	13.54%	150	217	61	43	22	493	10
Agree -disagree	20	*The people I work with cooperate to get the job done.	76.99%	32.64%	44.35%	13.05%	6.27%	3.69%	9.96%	167	222	64	32	18	503	N/A
Agree -disagree	21	My work unit is able to recruit people with the right skills.	50.27%	13.43%	36.85%	25.07%	14.18%	10.47%	24.65%	68	178	123	69	53	491	11
Agree -disagree	22	Promotions in my work unit are based on merit.	45.82%	16.74%	29.09%	27.06%	10.95%	16.17%	27.11%	83	138	128	51	74	474	29
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.17%	9.53%	25.64%	27.88%	19.48%	17.47%	36.95%	44	117	128	87	76	452	48
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	40.79%	11.43%	29.35%	31.29%	16.17%	11.75%	27.92%	56	142	150	74	54	476	27
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	50.39%	15.80%	34.59%	27.07%	10.40%	12.14%	22.55%	77	162	126	50	54	469	28
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	76.06%	28.82%	47.23%	12.79%	6.82%	4.34%	11.16%	146	235	63	34	21	499	0
Agree -disagree	27	The skill level in my work unit has improved in the past year.	66.60%	25.73%	40.88%	23.38%	6.15%	3.86%	10.01%	129	200	113	29	18	489	11
Good -poor	28	How would you rate the overall quality of work done by your work unit?	87.41%	52.25%	35.17%	10.35%	1.00%	1.23%	2.24%	265	176	51	5	6	503	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	74.87%	20.00%	54.88%	17.35%	5.37%	2.41%	7.77%	101	271	85	26	12	495	2
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	52.23%	15.78%	36.45%	28.09%	12.43%	7.25%	19.68%	79	178	137	61	35	490	7
Agree -disagree	31	Employees are recognized for providing high quality products and services.	54.62%	15.00%	39.62%	22.85%	15.45%	7.09%	22.53%	77	193	110	74	34	488	7
Agree -disagree	32	Creativity and innovation are rewarded.	42.81%	12.96%	29.84%	31.48%	15.81%	9.91%	25.72%	64	142	149	73	46	474	13
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	32.01%	9.43%	22.59%	32.10%	18.08%	17.80%	35.89%	44	104	147	82	80	457	30

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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).	69.51%	25.40%	44.11%	21.37%	4.38%	4.75%	9.12%	123	211	101	20	22	477	17
Agree -disagree	35	Employees are protected from health and safety hazards on the job.	84.82%	34.36%	50.46%	10.76%	2.95%	1.47%	4.42%	169	247	51	14	7	488	8
Agree -disagree	36	My organization has prepared employees for potential security threats.	76.37%	27.37%	49.00%	14.95%	4.98%	3.71%	8.68%	135	243	72	25	18	493	2
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	59.13%	23.29%	35.84%	18.70%	10.40%	11.77%	22.17%	114	169	88	48	54	473	22
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.	71.57%	29.60%	41.97%	15.17%	6.71%	6.55%	13.26%	138	194	69	31	30	462	32
Agree -disagree	39	My agency is successful at accomplishing its mission.	79.26%	28.06%	51.20%	15.11%	3.46%	2.17%	5.62%	139	248	74	16	10	487	6
Agree -disagree	40	*I recommend my organization as a good place to work.	72.46%	33.00%	39.46%	17.05%	5.68%	4.81%	10.49%	168	193	84	28	23	496	N/A
Agree -disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	46.63%	19.95%	26.68%	25.52%	14.31%	13.54%	27.85%	92	119	117	63	60	451	46
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	87.15%	53.67%	33.47%	6.34%	2.13%	4.38%	6.51%	268	164	32	10	21	495	0
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	71.62%	42.55%	29.07%	16.25%	5.53%	6.60%	12.13%	215	141	78	27	31	492	2
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	70.63%	37.81%	32.82%	16.16%	6.28%	6.93%	13.21%	188	158	78	31	32	487	6
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	76.43%	43.47%	32.96%	16.70%	1.93%	4.94%	6.87%	205	153	77	9	22	466	30
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	66.06%	33.72%	32.34%	20.27%	7.05%	6.63%	13.67%	170	158	99	34	31	492	2
Agree -disagree	47	Supervisors in my work unit support employee development.	74.63%	38.10%	36.52%	14.54%	4.84%	6.00%	10.84%	191	177	71	23	28	490	5
Agree -disagree	48	My supervisor listens to what I have to say.	81.52%	48.20%	33.32%	8.86%	6.31%	3.31%	9.62%	242	164	43	31	16	496	N/A
Agree -disagree	49	My supervisor treats me with respect.	85.44%	53.65%	31.79%	6.38%	3.79%	4.39%	8.18%	267	156	31	18	21	493	N/A

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Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	82.74%	45.94%	36.80%	8.34%	5.11%	3.81%	8.92%	229	180	42	25	18	494	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	74.88%	44.95%	29.93%	13.56%	5.25%	6.31%	11.56%	226	148	66	26	30	496	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.59%	50.08%	24.51%	15.69%	5.00%	4.73%	9.73%	249	122	77	25	22	495	N/A
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	41.79%	12.72%	29.07%	26.31%	17.02%	14.88%	31.90%	63	141	127	81	70	482	12
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.30%	19.42%	33.89%	25.63%	8.27%	12.79%	21.07%	93	157	116	38	58	462	33
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	68.90%	24.84%	44.06%	19.68%	5.16%	6.26%	11.42%	120	208	91	23	28	470	22
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	60.22%	18.83%	41.39%	19.29%	11.47%	9.02%	20.50%	94	200	93	55	42	484	9
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	59.00%	20.11%	38.89%	24.74%	8.43%	7.83%	16.26%	94	180	112	38	35	459	33
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	53.63%	17.59%	36.04%	22.27%	11.13%	12.97%	24.10%	85	172	104	53	59	473	18
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	55.99%	19.32%	36.66%	20.74%	10.20%	13.07%	23.27%	95	175	100	49	60	479	15
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.34%	30.89%	33.44%	19.30%	7.79%	8.57%	16.36%	148	156	91	37	39	471	24
Agree -disagree	61	I have a high level of respect for my organization's senior leaders.	56.05%	23.68%	32.37%	23.18%	10.80%	9.97%	20.77%	118	155	112	51	47	483	11
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	62.93%	26.78%	36.15%	22.02%	7.14%	7.91%	15.05%	123	162	98	32	34	449	47
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	58.94%	21.18%	37.76%	20.87%	14.35%	5.84%	20.19%	109	184	101	71	27	492	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	49.62%	16.73%	32.88%	22.68%	17.30%	10.40%	27.70%	84	162	110	84	49	489	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	63.10%	23.73%	39.37%	20.01%	10.41%	6.48%	16.89%	120	191	97	50	31	489	N/A

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Satisfied -dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	44.95%	15.30%	29.65%	28.98%	17.45%	8.62%	26.07%	77	147	140	86	41	491	N/A
Satisfied -dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	40.15%	13.64%	26.50%	28.19%	19.93%	11.74%	31.67%	69	131	135	96	55	486	N/A
Satisfied -dissatisfied	68	How satisfied are you with the training you receive for your present job?	61.45%	20.68%	40.77%	22.21%	10.74%	5.60%	16.34%	104	202	106	51	26	489	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	72.27%	30.00%	42.27%	14.93%	8.43%	4.37%	12.80%	152	203	73	40	20	488	N/A
Satisfied -dissatisfied	70	Considering everything, how satisfied are you with your pay?	63.32%	24.75%	38.58%	18.28%	13.14%	5.26%	18.40%	125	187	89	64	24	489	N/A
Satisfied -dissatisfied	71	*Considering everything, how satisfied are you with your organization?	63.45%	24.13%	39.32%	22.44%	8.56%	5.55%	14.11%	121	193	108	42	26	490	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	78.66%	40.29%	38.37%	10.29%	5.19%	5.86%	11.05%	96	94	25	12	13	240	4
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	91.73%	48.32%	43.41%	3.77%	2.77%	1.73%	4.50%	141	125	11	8	5	290	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)	78.28%	31.77%	46.51%	16.83%	4.35%	0.54%	4.89%	63	90	33	8	1	195	9
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	77.59%	22.68%	54.91%	18.40%	2.77%	1.23%	4.00%	22	52	17	3	1	95	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)	45.82%	12.86%	32.96%	54.18%	0.00%	0.00%	0.00%	1	3	4	0	0	8	1
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	60.84%	19.57%	41.27%	39.16%	0.00%	0.00%	0.00%	1	2	2	0	0	5	2

* 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.