

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.	69.5%	22.3%	47.1%	15.2%	8.5%	6.8%	15.3%	163	341	110	62	49	725	N/A
Agree-disagree	2	I have enough information to do my job well.	71.3%	20.5%	50.8%	16.0%	9.4%	3.3%	12.7%	149	368	116	68	24	725	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	61.6%	23.0%	38.6%	21.6%	9.7%	7.1%	16.8%	166	278	155	70	51	720	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	69.2%	27.3%	42.0%	17.4%	8.8%	4.5%	13.4%	198	304	127	64	33	726	N/A
Agree-disagree	5	I like the kind of work I do.	83.1%	35.6%	47.5%	11.3%	3.7%	1.9%	5.6%	258	345	82	27	14	726	N/A
Agree-disagree	6	I know what is expected of me on the job.	82.7%	36.5%	46.2%	9.6%	4.6%	3.0%	7.7%	264	334	69	34	22	723	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.7%	65.4%	30.3%	3.0%	0.5%	0.7%	1.2%	475	221	22	4	5	727	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	91.3%	48.6%	42.7%	7.2%	0.8%	0.7%	1.5%	352	311	52	6	5	726	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	60.3%	17.3%	43.0%	15.6%	14.9%	9.2%	24.2%	125	312	113	109	67	726	1
Agree-disagree	10	*My workload is reasonable.	71.5%	17.8%	53.8%	12.6%	10.5%	5.4%	15.9%	128	389	91	76	39	723	1
Agree-disagree	11	*My talents are used well in the workplace.	61.4%	17.9%	43.4%	18.0%	12.4%	8.2%	20.7%	129	312	128	89	59	717	6
Agree-disagree	12	*I know how my work relates to the agency's goals.	84.0%	34.6%	49.5%	11.0%	2.6%	2.3%	4.9%	250	358	80	19	17	724	3
Agree-disagree	13	The work I do is important.	89.1%	48.9%	40.2%	8.1%	1.2%	1.5%	2.8%	352	290	59	9	11	721	6
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	82.0%	35.7%	46.4%	11.2%	4.1%	2.6%	6.7%	259	337	82	30	19	727	3
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	78.3%	36.2%	42.1%	11.8%	6.1%	3.7%	9.9%	262	305	85	44	27	723	7
Agree-disagree	16	I am held accountable for achieving results.	86.4%	35.7%	50.8%	10.2%	1.7%	1.8%	3.4%	259	369	74	12	13	727	1

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Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.2%	31.9%	36.3%	13.8%	9.9%	8.1%	18.0%	225	255	97	70	57	704	23
Agree-disagree	18	My training needs are assessed.	59.8%	18.6%	41.2%	21.0%	11.4%	7.7%	19.1%	135	297	152	83	56	723	6
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).	77.6%	34.5%	43.1%	9.8%	7.7%	4.9%	12.5%	249	311	71	55	35	721	5
Agree-disagree	20	*The people I work with cooperate to get the job done.	79.0%	32.8%	46.2%	11.7%	6.5%	2.7%	9.3%	239	338	85	48	20	730	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	46.2%	10.6%	35.6%	26.7%	16.5%	10.6%	27.1%	74	247	186	115	74	696	30
Agree-disagree	22	Promotions in my work unit are based on merit.	47.5%	14.7%	32.8%	27.0%	10.8%	14.7%	25.5%	101	224	184	74	100	683	45
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.4%	11.6%	26.8%	32.5%	13.3%	15.8%	29.2%	76	175	211	87	104	653	72
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	46.1%	12.7%	33.4%	30.7%	12.9%	10.3%	23.2%	86	226	207	87	70	676	51
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	56.9%	16.0%	40.8%	24.0%	10.0%	9.2%	19.2%	109	277	163	68	62	679	47
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	76.2%	27.5%	48.7%	13.3%	5.4%	5.1%	10.5%	200	353	96	39	37	725	2
Agree-disagree	27	The skill level in my work unit has improved in the past year.	62.4%	19.6%	42.8%	25.4%	6.1%	6.1%	12.2%	139	302	180	43	43	707	16
Good-poor	28	How would you rate the overall quality of work done by your work unit?	86.2%	52.0%	34.2%	11.3%	1.8%	0.7%	2.5%	378	248	82	13	5	726	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.5%	39.9%	44.6%	10.8%	3.2%	1.5%	4.7%	288	322	78	23	11	722	5
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	54.6%	13.0%	41.6%	23.8%	13.7%	7.9%	21.7%	90	288	164	96	55	693	24
Agree-disagree	31	Employees are recognized for providing high quality products and services.	54.1%	15.7%	38.4%	24.3%	15.0%	6.6%	21.6%	109	268	169	104	46	696	23
Agree-disagree	32	Creativity and innovation are rewarded.	43.9%	13.5%	30.4%	32.2%	15.0%	8.8%	23.9%	92	206	219	102	60	679	36
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	32.0%	8.5%	23.5%	34.4%	21.1%	12.5%	33.6%	57	158	230	142	84	671	45

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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).	63.4%	20.9%	42.6%	24.0%	6.7%	5.9%	12.5%	143	291	164	45	40	683	39
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	85.0%	31.1%	53.9%	12.0%	1.7%	1.2%	2.9%	222	385	86	12	9	714	10
Agree-disagree	36	My organization has prepared employees for potential security threats.	75.1%	22.2%	52.9%	16.7%	5.3%	2.8%	8.1%	159	377	119	38	20	713	6
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	60.4%	20.4%	40.0%	19.2%	9.8%	10.6%	20.4%	141	276	132	67	73	689	33
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.	70.9%	29.6%	41.4%	17.0%	5.5%	6.7%	12.1%	198	276	113	37	44	668	54
Agree-disagree	39	My agency is successful at accomplishing its mission.	78.8%	26.8%	52.1%	16.0%	3.1%	2.1%	5.2%	190	370	113	22	15	710	12
Agree-disagree	40	*I recommend my organization as a good place to work.	70.8%	28.5%	42.3%	19.0%	5.5%	4.7%	10.2%	206	306	137	40	34	723	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	43.4%	15.0%	28.4%	30.1%	14.9%	11.6%	26.5%	96	182	194	97	75	644	79
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	88.2%	52.7%	35.6%	5.5%	3.6%	2.7%	6.3%	379	256	39	26	19	719	2
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.6%	36.4%	38.2%	13.9%	6.8%	4.8%	11.5%	263	275	99	49	34	720	2
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	74.2%	38.4%	35.7%	14.4%	6.2%	5.2%	11.4%	277	257	104	45	37	720	2
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	77.4%	40.3%	37.1%	16.8%	2.7%	3.1%	5.9%	272	250	113	18	21	674	48
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	71.2%	33.6%	37.7%	15.9%	7.2%	5.7%	12.9%	242	270	114	52	41	719	3
Agree-disagree	47	Supervisors in my work unit support employee development.	73.4%	36.8%	36.6%	15.2%	5.5%	5.9%	11.3%	264	262	109	39	42	716	5
Agree-disagree	48	My supervisor listens to what I have to say.	83.3%	48.4%	34.9%	9.6%	4.6%	2.5%	7.1%	350	253	69	33	18	723	N/A
Agree-disagree	49	My supervisor treats me with respect.	87.3%	53.6%	33.7%	8.7%	1.7%	2.4%	4.0%	387	243	63	12	17	722	N/A

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Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	84.9%	44.9%	40.0%	7.1%	4.8%	3.2%	8.0%	325	289	51	35	23	723	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	76.3%	45.9%	30.4%	13.0%	5.7%	5.0%	10.7%	331	219	94	41	36	721	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.0%	50.7%	27.3%	14.7%	3.8%	3.5%	7.2%	364	197	106	27	25	719	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	44.1%	12.5%	31.6%	25.7%	18.1%	12.1%	30.2%	87	222	180	128	85	702	18
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	52.2%	17.2%	35.0%	27.4%	10.4%	10.0%	20.4%	116	236	185	70	68	675	44
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	68.1%	25.5%	42.6%	20.9%	7.0%	4.0%	11.0%	173	290	142	47	27	679	35
Agree-disagree	56	*Managers communicate the goals of the organization.	59.2%	17.6%	41.6%	21.2%	12.1%	7.6%	19.6%	123	293	148	85	53	702	14
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	61.9%	18.9%	43.0%	24.5%	7.0%	6.6%	13.6%	126	288	164	47	44	669	50
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	53.5%	16.6%	37.0%	22.6%	14.1%	9.7%	23.8%	114	256	157	98	67	692	25
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	57.2%	17.9%	39.3%	22.8%	11.1%	8.9%	20.0%	123	272	158	77	61	691	28
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.2%	27.0%	38.2%	19.0%	8.1%	7.7%	15.8%	185	263	131	56	53	688	30
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	52.9%	22.1%	30.8%	26.8%	12.1%	8.1%	20.2%	156	219	191	86	58	710	9
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	57.0%	20.7%	36.3%	26.0%	8.9%	8.2%	17.0%	139	245	175	60	55	674	44
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	59.8%	19.2%	40.6%	22.1%	13.8%	4.3%	18.1%	138	293	158	99	31	719	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	48.8%	13.9%	34.9%	23.6%	19.6%	8.0%	27.6%	100	250	169	141	58	718	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	60.3%	21.9%	38.4%	24.1%	10.5%	5.1%	15.6%	157	276	172	75	37	717	N/A

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Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	45.3%	12.9%	32.5%	29.3%	18.8%	6.6%	25.4%	91	231	208	134	47	711	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	38.0%	10.9%	27.1%	29.4%	18.9%	13.7%	32.6%	78	194	209	134	98	713	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	58.0%	16.6%	41.4%	21.3%	12.7%	8.0%	20.7%	119	296	152	91	57	715	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	71.1%	24.0%	47.1%	16.7%	8.2%	3.9%	12.1%	172	338	119	59	28	716	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	62.7%	18.0%	44.7%	17.2%	14.6%	5.4%	20.1%	130	320	122	104	38	714	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	63.9%	17.5%	46.4%	21.4%	10.3%	4.4%	14.7%	125	331	153	74	31	714	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.