1 1 1 1 2 9.35 4.37 1.38 4.30 1.39 4.30 1.39 2 1	ltem	item Text	Response Type	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	ltem Response Total** N	Do Not Know/ No Basis to Judge N
1 1	1			72.5%	28.1%	44.5%	14.2%	9.3%	4.0%	13.3%	4,202	6,163	1,870	1,191	502	13,928	N/A
1 Non- Base and processing a finiting of processing second processing and processing second processing and processing second processing and processing second processing and processing second processing seconds. Applies and processing second processing second processing seconds. Second processing second processing second second processing second second processing second second processing second processing second procesprocespectal procesprocespectal processing second proces	2	I feel encouraged to come up with new and better	Agree-	60.7%	20.5%	40.2%			E 2%						679	13,837	N/A
4 Dates while sepacted or ex the jub. dage 11.9% 41.8% 1.0% 5.7% 2.2% 1.6% 4.7%	3	My work gives me a feeling of personal	Agree-														
5 Ny work water is reasonable. Agree Agree Agree For the service of t	4			75.0%	32.3%	42.7%	13.5%	7.5%	4.0%	11.5%	4,670	5,901	1,826	976	521	13,894	N/A
endage 64.7% 12.1% 42.0% 11.8% 11.80%	5	*My workload is reasonable	-	80.7%	31.9%	48.8%	10.8%	5.7%	2.8%	8.4%	4,705	6,703	1,403	744	364	13,919	N/A
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$			disagree	54.7%	12.1%	42.6%	13.8%	18.0%	13.6%	31.5%	1,835	5,985	1,859	2,410	1,802	13,891	27
Image Bange Borgs Alt/R Solve Solve <th< td=""><td></td><td></td><td></td><td>66.7%</td><td>20.5%</td><td>46.2%</td><td>14.8%</td><td>11.6%</td><td>6.9%</td><td>18.5%</td><td>2,989</td><td>6,316</td><td>1,999</td><td>1,498</td><td>873</td><td>13,675</td><td>33</td></th<>				66.7%	20.5%	46.2%	14.8%	11.6%	6.9%	18.5%	2,989	6,316	1,999	1,498	873	13,675	33
8 * Trans dicking a supported volation of any law, not argue and the part of the part	7	*I know how my work relates to the agency's goals.	-	85.0%	34.7%	50.4%	9.0%	3.7%	2.2%	6.0%	5,052	6,932	1,123	466	277	13,850	38
9 The people work with cooperate to get the jo done. Agree- the people work with steps are taken is due with poor. Agree- agree- the people work with steps are taken is due with poor. Agree- agree- the people work with steps are taken is due with poor. Agree- agree- the people work with the people relation to all with poor. Agree- agree- the people work with the people relation to all with poor. Agree- agree with people with	8		-	66.4%	20.8%	36.6%	15.6%	9.0%	9.1%	18.0%	4 281	4 935	2 050	1 1 2 0	1,145	13,540	410
10 Imp work unit, steps ze taken to delu with ago Agree 40% 11.8% 31.7% 27.5% 15.1% 12.2% 1.6% 3.80% 1.5% 2.20 1.772 12 Imp work unit, differences in performance and information and	9	*The people I work with cooperate to get the job	Agree-														
12 1 my work unit, differences in performance as particle in availability with an ameningful way. Aprice answingful way. Aprice answ	10		-	83.2%	40.5%	42.6%	9.1%	5.8%	1.9%	7.7%	6,019	5,803	1,156	/40	243	13,961	N/A
lencepsized in a meaningful way. disagree disagree disagree 32.76 1.97 24.06 15.56 7.46 22.96 1.873 4.933 2.979 1.782 1 My work unit has the joberstwart backedge and disagree Agree disagree 30.745 50.56 10.345 6.245 2.38 8.55 4.515 6.633 1.220 771 14 ford/opers in my work unit combine broke bro	12		-	43.6%	11.8%	31.7%	27.5%	16.1%	12.8%	28.9%	1,542	3,802	3,210	1,774	1,351	11,679	2,282
Image: state in the point of the sparse sparse of the sparse of the sparse of the sparse of		recognized in a meaningful way.	disagree	52.5%	13.9%	38.7%	24.6%	15.5%	7.4%	22.9%	1,873	4,953	2,979	1,787	864	12,456	1,480
14 Employees in my work unit needs of our customers. Aways-new B 7,3% 55,3% 52,0% 10.7% 1.8% 0.3% 2.0% 5,024 6,93 1.28 200 15 Employees in my work unit contribute positively to my gency, spectroman. Aways-new B 6,7% 45.2% 41.6% 10.9% 1.8% 0.5% 2.3% 6,64 5,500 1.30 204 16 Employees in my work unit adapt to changing priorities. Aways-new Waves-new B 0.6% 41.2% 39.4% 14.2% 4.3% 0.9% 5.2% 5.913 5.346 1.767 498 18 Employees in my work unit successfully collaborate. Aways-new B 0.6% 41.2% 3.94% 1.68% 5.06% 1.2% 6.5% 5.01 1.668 2.24 6.25% 1.18 6.3% 1.12% 6.3% 5.10 6.51 1.668 2.28 6.12% 5.10 6.51 1.68 2.24 6.3% 1.16% 6.3% 3.17% 5.06 5.31 1.248 6.128 5.13 5.24 5.14 6.3%	13		-														
Lotationers. employees arrow work unit contribute possibility of a may servery performance. Box 78 53.35 52.0% 1.0% 1.8% 0.3% 2.0% 5.0.4 6.9.3 1.289 2000 5: employees in my work unit addate high-quality event. Always-never 86.6% 42.5% 42.1% 12.5% 2.4% 0.5% 2.3% 6.54 5.06 1.00 2.04 10 employees in my work unit addate to changing endores in my work unit active our gals. Always-never 80.6% 42.2% 29.4% 1.0% 2.2% 5.91 5.311 2.148 677 10 employees in my work unit active our gals. Always-never 88.2% 3.6% 4.83% 1.15% 6.3% 5.2% 5.311 2.148 677 20 employees are recedent of moball and addity employees are recedent for meally and addity maysency is accessful at accomplishing its mission. Agree- 46.2% 2.4% 4.2% 1.6.3% 1.11% 6.3% 3.6% 4.0% 1.6.1% 5.0% 1.4.4% 4.200 5.522 2.0.30 1.1.18 21	14	Employees in my work unit meet the needs of our	Always-never	81.2%	30.7%	50.6%	10.3%	6.2%	2.3%	8.5%		6,893	1,321	791	295	13,815	132
n magency performance. B6.7% 45.2% 41.6% 10.9% 1.9% 0.9% 2.3% 6.45% 5.10 1.007 204 16 Employees in my work unit adapt to changing work. Avarysneer 84.6% 42.5% 42.1% 12.5% 2.4% 0.5% 2.9% 6.512 5.968 1.068 2.81 18 Employees in my work unit adapt to changing my ork unit accessfully collaborte. Awaysneer 76.4% 32.6% 32.8% 16.8% 5.6% 1.2% 6.8% 5.505 5.311 2.143 6.77 20 Employees in my work unit active curgaois. Awaysneer 76.4% 2.3% 1.16.8% 5.1% 5.102 5.515 5.512 1.686 2.88 21 Employees are my work unit active curgaois. Awaysneer 82.2% 3.4% 4.28% 1.37% 3.6% 9.7% 5.150 5.57 1.458 7.15 22 Employees are protected from health and stelf Agree 78.5% 4.6.4% 4.0.0% 1.2% 3.6%	15		Always-never	87.3%	35.3%	52.0%	10.7%	1.8%	0.3%	2.0%	5,024	6,913	1,289	200	31	13,457	477
		my agency's performance.		86.7%	45.2%	41.6%	10.9%	1.8%	0.5%	2.3%	6,454	5,510	1,307	204	62	13,537	272
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		work.		84.6%	42.5%	42.1%	12.5%	2.4%	0.5%	2.9%	6,125	5,696	1,508	281	54	13,664	228
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	17		Always-never	80.6%	41.2%	39.4%	14.2%	4.3%	0.9%	5.2%	5,913	5,346	1,767	498	104	13,628	251
19 Employees in my work unit achieve our goals. Awaysnew 34 3% 43 4% 43 3% 13.7% 2.6% 0.6% 3.2% 5.120 6.519 1.668 2.88 20 Employees are recognized for providing high quality products and services. Agree- diagree 66.2% 23.4% 42.8% 16.3% 11.1% 6.3% 17.4% 3.402 5.815 2.112 1.388 21 Employees are protected from health and safety hazards on the job. Agree- diagree 74.5% 26.8% 47.8% 16.1% 6.5% 2.8% 9.3% 4.108 6.516 1.950 75.3 22 My agency is successful at accomplishing its mission. Agree- diagree 74.6% 26.8% 47.8% 16.1% 6.5% 2.8% 9.3% 4.108 6.516 1.950 75.33 23 I recommend my organization as a good place to wrk. Agree- disagree 76.9% 27.7% 40.2% 17.7% 9.4% 5.0% 1.44% 4.230 5.522 2.308 1.111% 24 Treportion progenizatio	18	Employees in my work unit successfully collaborate.	Always-never	76 4%	27.6%	20 00/	16.9%	E 6%	1.2%	C 90/	5 505	E 211	2 1/2	677	153	13,789	151
20 Employees are receptized for providing high quality Agree- diagree 66.2% 23.4% 42.8% 16.3% 17.4% 3.492 5.815 5.112 1.388 21 Employees are protected from health and safety havards on the job. Agree- diagree 78.5% 34.6% 44.0% 11.8% 6.1% 3.6% 9.7% 5.100 5.877 1.488 715 22 My agency is successful at accomplishing its mission wrk. Agree- diagree 76.6% 22.8% 47.8% 16.1% 6.5% 2.8% 9.3% 4.108 6.516 1.950 752 23 'irccommend my organization as a good place to make my agency abetre place to work. diagree 67.9% 27.7% 40.2% 17.7% 9.4% 5.0% 14.4% 4.230 5.522 2.308 1.181 24 '1 believe the results of this survey will be used to make my agency abetre place to work. diagree 39.9% 12.9% 27.0% 27.9% 17.3% 14.8% 32.2% 18.88 3.599 3.518 2.106 25 My supervisor is committed to a work force diagree Agree- representative of all segments of soldely. Agree- representative of all seg	19	Employees in my work unit achieve our goals.	Always-never														
21 Employees are protected from health and safety hazards on the job. Agree- disagree 78.5% 34.6% 44.0% 11.8% 6.1% 3.6% 9.7% 5,150 5,878 1.458 715 22 My agency is successful at accomplishing its mission. Agree- disagree 74.6% 26.8% 47.8% 16.1% 6.5% 2.8% 9.3% 4.108 6.516 1.950 75.3 23 *1 recomment my organization as a good place to work. Agree- disagree 67.9% 27.7% 40.2% 17.7% 9.4% 5.0% 14.4% 4.230 5.522 2.308 1,181 24 *1 believe the results of this survey will be used to make my agency a better place to work. Agree- disagree 78.5% 45.5% 33.0% 14.7% 3.8% 3.0% 6.8% 6.249 4,197 1.779 436 26 My supervisor is committed to a work/ree dreer logressoria my own und support employee Agree- dreer 6.1% 32.6% 14.7% 3.8% 3.0% 6.8% 6.249 4,197 1.779 436 27 Supervisor is more num und support employee Agree- disagree 79.6% 44.6% </td <td>20</td> <td>Employees are recognized for providing high quality</td> <td>Agree-</td> <td>83.2%</td> <td>34.9%</td> <td>48.3%</td> <td>13.7%</td> <td>2.6%</td> <td>0.6%</td> <td>3.2%</td> <td>5,120</td> <td>6,519</td> <td>1,668</td> <td>288</td> <td>62</td> <td>13,657</td> <td>281</td>	20	Employees are recognized for providing high quality	Agree-	83.2%	34.9%	48.3%	13.7%	2.6%	0.6%	3.2%	5,120	6,519	1,668	288	62	13,657	281
hazards on the job. disagree 78.5% 34.6% 44.0% 11.8% 6.1% 3.6% 9.7% 5,150 5,878 1,458 715 22 My agency is successful at accomplishing its mission. work. Agree- disagree 74.6% 26.8% 47.8% 16.1% 6.5% 2.8% 9.3% 4,108 6,516 1,950 753 23 *1 recommend my organization as a good place to make my agency a better place to work disagree Agree- disagree 77.7% 40.2% 17.7% 9.4% 5.0% 14.4% 4.20 5.522 2.308 1,181 24 *1 believe the results of this survey will be used to make my agency a better place to work disagree 87.7% 54.2% 31.4% 7.3% 3.9% 3.2% 7.0% 7.0% 4.185 91.0 480 4.165 91.0 480 4.165 91.0 480 4.165 91.0 480 4.165 91.0 480 4.165 91.0 480 4.165 91.0 480 4.165 91.0 480 4.165 91.0	21			66.2%	23.4%	42.8%	16.3%	11.1%	6.3%	17.4%	3,492	5,815	2,112	1,383	771	13,573	287
Low disagree 74.6% 26.8% 47.8% 16.1% 6.5% 2.8% 9.3% 4,108 6,516 1,950 753 23 *I recommend my organization as a good place to make my agency a better place to work. Agree- disagree 67.9% 27.7% 40.2% 17.7% 9.4% 5.0% 14.4% 4,230 5,522 2,308 1,181 24 *1 believe the results of this survey will be used to make my agency a better place to work. Agree- disagree 30.9% 12.9% 27.0% 27.9% 17.3% 14.4% 4,230 5,522 2,308 1,181 25 My supervisor supports my neet to balance work and dagree Agree- representative of all segments of society. 43.88 1.4% 7.3% 3.9% 3.2% 7.0% 7.786 4.185 910 480 26 My supervisor isommitted to a workforce representative of all segments of society. 43.89 45.5% 33.0% 14.7% 3.8% 9.4% 6.449 4.696 1.377 685 27 Supervisor istems work nut support employee development. Agree- di		hazards on the job.	disagree	78.5%	34.6%	44.0%	11.8%	6.1%	3.6%	9.7%	5,150	5,878	1,458	715	405	13,606	267
work. disagree 67.9% 27.7% 40.2% 17.7% 9.4% 5.0% 14.4% 4.230 5.522 2,308 1,181 24 Theleiven the results of this survey will build to make my agency a better place to work. Agree- disagree 39.9% 12.9% 27.0% 27.9% 17.3% 14.8% 32.2% 1,858 3,599 3,518 2,106 25 My supervisors my need to balance work and other life issues. Agree- disagree 45.7% 54.2% 31.4% 7.3% 3.9% 3.2% 7.0% 7,786 4,185 910 480 26 My supervisor is committed to a workforce representative of all segments of social disagree 78.5% 43.0% 14.7% 3.8% 3.0% 6.8% 6,249 4,197 7,79 4,382 4.36 4.392 4.36 4.392 4.36 4.392 4.36 4.392 4.36 4.392 4.36 4.392 4.392 4.392 4.392 4.392 4.392 4.392 4.39 4.36 4.39 4.392 4.392 4			disagree	74.6%	26.8%	47.8%	16.1%	6.5%	2.8%	9.3%	4,108	6,516	1,950	753	322	13,649	242
make my agency a better place to work. disagree 39.9% 12.9% 27.0% 27.9% 17.3% 14.8% 32.2% 1,858 3,599 3,518 2,106 25 My supervisor supports my need to balance work and other file issues. Agree- representative of all segments of society. Agree- disagree 54.2% 31.4% 7.3% 3.9% 3.2% 7.0% 7,786 4,185 91.0 400 26 My supervisor is committed to a workforce representative of all segments of society. Agree- disagree 7.6% 44.6% 35.0% 11.0% 5.7% 3.8% 9.4% 6,449 4,696 1,377 685 28 My supervisor listens to what l have to say. Agree- disagree 86.0% 50.2% 32.8% 8.8% 5.3% 2.9% 8.3% 7,177 4.392 1,134 686 29 My supervisor treats me with respect. Agree- disagree 86.0% 55.8% 30.2% 7.6% 3.6% 2.8% 6.4% 7,941 4,010 986 446 30 I have trusts me with resp	23			67.9%	27.7%	40.2%	17.7%	9.4%	5.0%	14.4%	4,230	5,522	2,308	1,181	625	13,866	N/A
25 My supervisor supports my need to balance work and dgree- disagree 85,7% 54,2% 31,4% 7,3% 3.9% 3.2% 7,0% 7,786 4,185 910 480 26 My supervisor is committed to a workforce representative of all segments of society. disagree 78,5% 45,5% 33,0% 14,7% 3.8% 3.0% 6.8% 6,249 4,197 1,779 436 27 Supervisor is my work unit support employee disagree 79,6% 44,6% 35,0% 11,0% 5,7% 3.8% 9,4% 6,449 4,696 1,377 685 28 My supervisor istens to what I have to say. Agree- disagree 83,0% 50,2% 32,8% 8,8% 5,3% 2,9% 8,3% 7,177 4,392 1,134 686 29 My supervisor treats me with respect. Agree- disagree 86,0% 55,8% 30,2% 7,6% 3,6% 2,8% 6,4% 7,914 4,010 986 446 30 I have trust and confidence in my supervisor. Agree- disagree 75,6% 48,5% 27,1% 12,6% 6,6%	24			39.9%	12.9%	27.0%	27.9%	17 3%	14.8%	32.2%	1 858	3 599	3 518	2 106	1,709	12,790	1,078
26 My supervisor is committed to a workforce representative of all segments of society. Agree-disagree 78.5% 45.5% 33.0% 14.7% 3.8% 3.0% 6.8% 6.249 4,197 1,779 44.6 27 Supervisors in my work unit support employee Agree-disagree 79.6% 44.6% 35.0% 11.0% 5.7% 3.8% 9.4% 6.449 4,696 1,377 685 28 My supervisor listens to what I have to say. Agree-disagree 83.0% 50.2% 32.8% 8.8% 5.3% 2.9% 8.3% 7,177 4,392 1,134 686 29 My supervisor treats me with respect. Agree-disagree 75.6% 48.5% 27.1% 12.6% 6.6% 5.2% 11.8% 6,910 3,700 1,616 872 30 I have trust and confidence in my supervisor. Agree-disagree 75.6% 48.5% 27.1% 12.6% 6.6% 5.2% 11.8% 6,910 3,700 1,616 872 31 Overall, how good a job do you feel is being done by Good-poor 77.3% 48.5% 28.8% 13.8% 5.5% <td< td=""><td>25</td><td>My supervisor supports my need to balance work and</td><td>Agree-</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	25	My supervisor supports my need to balance work and	Agree-														
27 Supervisors in my work unit support employee development. Agree- disagree 79.6% 44.6% 35.0% 11.0% 5.7% 3.8% 9.4% 6,449 4,666 1,377 685 28 My supervisor listens to what I have to say. Agree- disagree 83.0% 50.2% 32.8% 8.8% 5.3% 2.9% 8.3% 7,177 4,392 1,134 686 29 My supervisor treats me with respect. Agree- disagree 86.0% 55.8% 30.2% 7.6% 3.6% 2.8% 6.4% 7,941 4,010 986 4466 30 I have trust and confidence in my supervisor. Agree- disagree 75.6% 48.5% 27.1% 12.6% 6.6% 5.2% 11.8% 6,910 3,700 1,616 872 31 Overall, how good a job do you feel is being done by your immediate supervisor? Good-poor 77.3% 48.5% 28.8% 13.8% 5.5% 3.4% 8.9% 7,011 3,891 1,755 693 32 In my organization, senior leaders generate high levels of	26	My supervisor is committed to a workforce	Agree-												397	13,758	67
28 My supervisor listens to what I have to say. Agree- disagree Agree- disagree So.2% 32.8% 8.8% 5.3% 2.9% 8.3% 7,177 4,392 1,134 686 29 My supervisor treats me with respect. Agree- disagree 86.0% 55.8% 30.2% 7.6% 3.6% 2.8% 6.4% 7,941 4,010 986 446 30 I have trust and confidence in my supervisor. Agree- disagree 75.6% 48.5% 27.1% 12.6% 6.6% 5.2% 11.8% 6.910 3,700 1,616 872 31 Overall, how good a job do you feel is being done by your immediate supervisor? God-poor 77.3% 48.5% 28.8% 13.8% 5.5% 3.4% 8.9% 7,011 3,891 1,755 693 32 In my organization, senior leaders generate high levels of motivation and commitment in the disagree 42.7% 12.1% 30.5% 25.8% 18.5% 13.1% 31.6% 1,837 4,294 3,348 2,287 33 My organization senior leaders gener	27			78.5%	45.5%	33.0%	14.7%	3.8%	3.0%	6.8%	6,249	4,197	1,779	436	357	13,018	794
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	28			79.6%	44.6%	35.0%	11.0%	5.7%	3.8%	9.4%	6,449	4,696	1,377	685	461	13,668	145
Image: Note of the series of the se			disagree	83.0%	50.2%	32.8%	8.8%	5.3%	2.9%	8.3%	7,177	4,392	1,134	686	375	13,764	N/A
Image: Note of a constraint of the second of the second				86.0%	55.8%	30.2%	7.6%	3.6%	2.8%	6.4%	7,941	4,010	986	446	368	13,751	N/A
31 Overall, how good a job do you feel is being done by your immediate supervisor? Good-poor your immediate supervisor? 77.3% 48.5% 28.8% 13.8% 5.5% 3.4% 8.9% 7,011 3,891 1,755 693 32 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 42.7% 12.1% 30.5% 25.8% 18.5% 13.1% 31.6% 1,837 4,294 348 2,287 33 My organization's senior leaders maintain high starter disagree Agree- disagree 55.2% 18.5% 18.5% 10.5% 9.6% 20.2% 2,670 4,686 2,989 1,212 34 "Managers communicate the goals of the organization. Agree- disagree 16.5% 44.5% 20.0% 11.4% 7.6% 19.0% 2,465 6.09 2,249 1,426 35 Managers promote communicate the goals of the organization. Agree- disagree 16.5% 44.5% 20.0% 11.4% 7.6% 19.0% 2,465 6.09 1,426 36 Overall, how good a job do you feel is being done by Good-poor 16.6% 38.8% 20.2% 14.3%	30	I have trust and confidence in my supervisor.		75.6%	48.5%	27.1%	12.6%	6.6%	5.2%	11.8%	6,910	3,700	1,616	872	659	13,757	N/A
32 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. Agree-disarce 42.7% 12.1% 30.5% 25.8% 18.5% 13.1% 31.6% 1,837 4,294 3,348 2,287 33 My organization's senior leaders maintain high standards of honesty and integrity. Agree-disagree 55.2% 18.9% 36.4% 24.6% 10.5% 9.6% 20.2% 2,670 4,686 2,989 1,212 34 *Managers communicate the goals of the organization Agree-disagree 60.9% 16.5% 44.5% 20.0% 11.4% 7.6% 19.0% 2,465 6,099 2,549 1,426 35 Managers promote communication among different needed resources). Agree-disagree Agree-disagree 60.9% 16.6% 38.8% 20.2% 14.3% 10.0% 24.3% 2,465 6,099 2,549 1,426 36 Overall, how good a job do you feel is being done by Good-poor 55.4% 16.6% 38.8% 20.2% 14.3% 10.0% 24.3% 2,465 5,285 2,613 1,776	31														433	13,783	N/A
workforce. 42.7% 12.1% 30.5% 25.8% 18.5% 13.1% 31.6% 1,837 4,294 3,348 2,287 33 My organization's senior leaders maintain high standards of honesty and integrity. Agree- disagree 55.2% 18.9% 36.4% 24.6% 10.5% 9.6% 20.2% 2,670 4,686 2,989 1,212 34 "Managers communicate the goals of the organization. Agree- disagree 60.9% 16.5% 44.5% 20.0% 11.4% 7.6% 19.0% 2,465 6,099 2,549 1,426 35 Managers promote communication among different work units (for example, about projects, goals, needed resources). Agree- disagree 16.6% 38.8% 20.2% 14.3% 10.0% 24.3% 2,465 5,285 2,613 1,776 36 Overall, how good a job do you feel is being done by Good-poor 16.6% 38.8% 20.2% 14.3% 10.0% 24.3% 2,465 5,285 2,613 1,776	32	In my organization, senior leaders generate high									.,011	5,051	1,.55	000		_0,.00	
standards of honesty and integrity. disagree 55.2% 18.9% 36.4% 24.6% 10.5% 9.6% 20.2% 2,670 4,686 2,989 1,212 34 *Managers communicate the goals of the organization. Agree- disagree 60.9% 16.5% 44.5% 20.0% 11.4% 7.6% 19.0% 2,465 6,09 1,426 35 Managers promote communication among different work units (for example, about projects, goals, needed resources). Agree- disagree 16.6% 38.8% 20.2% 14.3% 10.0% 24.3% 2,465 5,285 2,549 1,476 36 Overall, how good a job do you feel is being done by Good-poor 16.6% 38.8% 20.2% 14.3% 10.0% 24.3% 2,465 5,285 2,613 1,776		workforce.	-	42.7%	12.1%	30.5%	25.8%	18.5%	13.1%	31.6%	1,837	4,294	3,348	2,287	1,596	13,362	336
34 *Managers communicate the goals of the organization. Agree-organization. Agre				55.2%	18.9%	36.4%	24.6%	10.5%	9.6%	20.2%	2,670	4,686	2,989	1,212	1,121	12,678	976
35 Managers promote communication among different work units (for example, about projects, goals, needed resources). Agree-disagree Agree-disagree 16.6% 38.8% 20.2% 14.3% 10.0% 24.3% 2,465 5,285 2,613 1,776 36 Overall, how good a job do you feel is being done by Good-poor 6		*Managers communicate the goals of the	Agree-	60.9%	16.5%	44.5%	20.0%	11.4%	7.6%	19.0%	2.465	6.099	2.549	1.426	954	13,493	157
36 Overall, how good a job do you feel is being done by Good-poor		Managers promote communication among different work units (for example, about projects, goals,	Agree-												1,229	13,368	289
	36	Overall, how good a job do you feel is being done by the manager directly above your immediate	Good-poor														
supervisor? 62.6% 27.8% 34.8% 21.7% 8.7% 7.1% 15.7% 3,823 4,469 2,628 1,010 37 I have a high level of respect for my organization's Agree-	37	I have a high level of respect for my organization's													823	12,753	875
senior leaders. disagree 52.9% 19.2% 33.6% 25.5% 12.1% 9.5% 21.6% 2,836 4,564 3,270 1,502 38 Senior leaders demonstrate support for Work-Life Agree- <td< td=""><td>38</td><td></td><td></td><td>52.9%</td><td>19.2%</td><td>33.6%</td><td>25.5%</td><td>12.1%</td><td>9.5%</td><td>21.6%</td><td>2,836</td><td>4,564</td><td>3,270</td><td>1,502</td><td>1,156</td><td>13,328</td><td>291</td></td<>	38			52.9%	19.2%	33.6%	25.5%	12.1%	9.5%	21.6%	2,836	4,564	3,270	1,502	1,156	13,328	291
30 *How satisfied are you with your involvement in Satisfied- Satisfied- 22.0% 39.5% 23.4% 8.3% 6.9% 15.2% 3,131 4,956 2,691 927		programs.	disagree	61.4%	22.0%	39.5%	23.4%	8.3%	6.9%	15.2%	3,131	4,956	2,691	927	733	12,438	1,178
decisions that affect your work? dissatisfied 58.1% 18.5% 39.6% 21.0% 15.2% 5.8% 20.9% 2,705 5,421 2,720 1,955		decisions that affect your work?	dissatisfied	58.1%	18.5%	39.6%	21.0%	15.2%	5.8%	20.9%	2,705	5,421	2,720	1,955	725	13,526	N/A
40 *How satisfied are you with the information you Satisfied- receive from management on what's going on in your dissatisfied	40																
organization? 55.3% 16.2% 39.1% 21.6% 16.6% 6.5% 23.1% 2,422 5,363 2,783 2,088 41 *How satisfied are you with the recognition you Satisfied-	41		Satisfied-	55.3%	16.2%	39.1%	21.6%	16.6%	6.5%	23.1%	2,422	5,363	2,783	2,088	815	13,471	N/A
receive for doing a good job? dissatisfied 61.9% 23.1% 38.9% 19.3% 12.4% 6.3% 18.7% 3,401 5,283 2,494 1,560		receive for doing a good job?	dissatisfied	61.9%	23.1%	38.9%	19.3%	12.4%	6.3%	18.7%	3,401	5,283	2,494	1,560	753	13,491	N/A
42 *Considering everything, how satisfied are you with your job? Satisfied-dissatisfied 69.4% 25.3% 44.1% 15.4% 10.4% 4.8% 15.2% 3,660 5,906 1,982 1,314		your job?	dissatisfied	69.4%	25.3%	44.1%	15.4%	10.4%	4.8%	15.2%	3,660	5,906	1,982	1,314	582	13,444	N/A
43 Considering everything, how satisfied are you with your pay? Satisfied disatisfied 60.5% 20.0% 40.6% 15.8% 16.1% 7.5% 23.7% 2,993 5,686 2,027 1,964	43			60.5%	20.0%	40.6%	15.8%	16.1%	7.5%	23.7%	2,993	5,686	2,027	1,964	838	13,508	N/A
44 *Considering everything, how satisfied are you with your organization? Satisfied- dissatisfied 18.8% 42.9% 19.9% 12.9% 5.5% 18.4% 2,849 5,875 2,529 1,591	44			61.7%	18.8%	42.9%	19.9%	12 9%	5.5%	18.4%	2 849	5 875	2 529	1 501	671	13,515	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C) ** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge" Percentages are weighted to represent the Agency's population. Source: Department of the Interior AES Report, 2021 OPM Federal Employee Viewpoint Survey