		,														
Item		Response	Percen	St ongy Ag ee/ Very	Ag ee/	Nei her Ag ee no D sag ee/	D sag ee/	St ong y D sag ee/ Ve y Poo /	Percen	St ongy Ag ee/ Very	Ag ee/	Nei her Ag ee no D sag ee/	D sag ee/ Poo/	St ong y D sag ee/ Very	em Response	Do No Know/ No
Item	Item Yest	Type		Good/ Ve y Sa ed%	Ag eq/ Good/ Sa ed%	no D sag ee/ Fa / Ne he Sa ed no D a ed%	D sag ee/ Poo/ Da ed%	Ve y Da ed	Percen Nega ve	Ag ee/ Very Good/ Ve y Sa edN	Ag ee/ Good/ Sa edN	no D sag ee/ Fa / Ne he Sa ed no D a edN	Poo/ Da ed N	D sag ee/ Very Poo / Ve y D a edN	To a **	Know/ No Basis to udge N
1	*I am given a real opportunity to improve my skills in my organization.	Agree- disagree	72.3%	27.3%	44.9%	14.3%	9.5%	4.0%	13.4%	7,511	12,152	3,760	2,449	980	26,852	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree- disagree	69.2%	28.2%	41.1%	15.1%	10.5%	5.2%	15.6%	7,698	10,929	3,967	2,697	1,276	26,567	N/A
3	My work gives me a feeling of personal accomplishment. I know what is expected of me on the job.	disagree Agree-	75.1% 79.9%	30.8%	44.3%	14.0%	7.4%	3.5%	10.9%	8,282 8,031	11,849 13,280	3,662 2,986	1,923	906 680	26,622 26,577	N/A N/A
5	1 know what is expected of me on the job. This workload is reasonable.	disagree Agree-	53.7%	14.6%	49.9% 39.1%	16.2%	18.4%	11.7%	30.1%	3,878	10,413	4,299	5,034	3,177	26,801	N/A
6	*My takents are used well in the workplace.	Agree- disagree	65.1%	21.4%	43.8%	17.2%	11.4%	6.3%	17.7%	5,753	11,680	4,521	2,974	1,597	26,525	N/A
7	*! know how my work relates to the agency's goals.	Agree- disagree	84.8%	35.7%	49.1%	9.5%	3.5%	2.2%	5.7%	9,738	13,187	2,435	895	546	26,801	N/A
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree- disagree Agree-	69.2%	31.3%	37.9%	14.3%	9.2%	7.4%	16.5%	8,293 5,666	9,852	3,665 4.006	2,322	1,799 563	25,931 26,973	1,036 N/A
10	I have enough information to do my job well. I receive the training I need to do my job well.	disagree Agree-	73.8%	21.0%	52.8% 45.9%	14.9%	9.1%	2.1%	14.9%	5,866	14,264	5,248	2,985	911	26,973	N/A N/A
11	I am held accountable for the quality of work I produce.	disagree Agree-	86.4%	31.6%	54.8%	9.6%	3.1%	0.9%	4.0%	8,645	14,780	2,483	807	231	26,946	N/A
12	Continually changing work priorities make it hard for me to produce high quality work. (Note: This item is nepatively worked, so percent positive scores include "Strongly Dispares" or "Dispares" responses and percent nepative scores include "Strongly Agree" or	Agree- disagree,	28.9%	16.3%	27.6%	27.1%	23.7%	5.3%	43.9%	4,269	7,248	7,148	6,399	1,419	26,483	485
	"Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.)	negatively worded Agree-														
13	have a clear idea of how well I am doing my job. "The people I work with cooperate to get the job done.	disagree Agree-	74.0% 81.0%	21.5%	52.5% 43.3%	16.2%	7.6%	2.3%	9.8%	5,849	14,237	4,291 2,600	2,013 1,639	581 645	26,971 26,964	N/A N/A
16	*In my work unit, differences in performance are recognized in a meaningful way.	disagree Agree-	41.1%	8.6%	32.5%	29.7%	18.5%	10.7%	29.2%	2,083	7,777	6,908	4,296	2,418	23,482	3,472
17	Employees in my work unit share job knowledge.	Agree- disagree	80.1%	31.5%	48.5%	10.6%	6.2%	3.1%	9.3%	8,692	13,035	2,707	1,612	763	26,809	172
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree- disagree	79.7%	28.0%	51.7%	11.9%	6.0%	2.4%	8.4%	7,664	13,804	3,075	1,560	590	26,693	288
19	Employees in my work unit meet the needs of our customers.	never Always-	86.3% 86.3%	33.3% 43.4%	53.1%	11.4%	1.9%	0.3%	2.2%	8,683 11.406	13,669	2,762 2.626	416 525	73 114	25,603 25,706	1,081
20	Employees in my work unit contribute positively to my agency's performance. Employees in my work unit produce high-quality work.	never Always-	83.9%	43.4%	43.5%	13.0%	2.6%	0.5%	3.1%	10,797	11,055	3,220	578	108	26,054	587
22	Employees in my work unit adapt to changing priorities.	Always- never	79.9%	39.1%	40.8%	15.5%	3.7%	0.9%	4.6%	10,322	10,712	3,863	861	190	25,948	682
23	Now hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree- disagree	64.2%	17.1%	47.2%	22.9%	8.8%	4.0%	12.8%	3,976	10,768	5,046	1,976	834	22,600	4,367
24	can influence decisions in my work unit.	Agree- disagree	68.9%	21.7%	47.2%	18.0%	8.9%	4.1%	13.0%	6,058	12,723	4,793	2,348	1,044	26,966	N/A
25 26	I know what my work unit's goals are.	Agree- disagree Agree-	80.2% 55.8%	27.6%	52.6% 39.8%	12.0%	5.7%	2.2%	7.8%	7,622 4,233	14,135 10.395	3,133 6.001	1,512 3,483	550 1.866	26,952 25,978	N/A 980
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support). My work unit successfully manages disruptions to our work.	disagree Agree-	55.8% 67.3%	18.9%	39.8% 48.3%	23.2%	13.5%	7.5%	20.9%	4,233 5,052	10,395	5,028	3,483	1,866	25,978 26,155	980
28	Employees in my work unit consistently look for new ways to improve how they do their work.	disagree Agree- disagree	68.2%	20.9%	47.3%	20.6%	8.6%	2.6%	11.2%	5,578	12,374	5,237	2,150	610	25,949	817
29	Employees in my work unit incorporate new ideas into their work.	Agree- disagree	70.2%	21.2%	49.0%	19.3%	7.9%	2.5%	10.5%	5,585	12,704	4,853	1,952	602	25,696	729
30	Employees in my work unit approach change as an opportunity.	Agree- disagree Agree-	56.2%	16.1%	40.1%	28.1%	11.9%	3.8%	15.7%	4,193	10,381	7,144	2,972	901	25,591	845
31 32	Employees in my work unit consider customer needs a top priority. Employees in my work unit consistently look for ways to improve customer service.	Agree- disagree Agree-	74.3% 63.1%	29.5%	44.9%	17.7%	5.6%	2.4%	8.0% 10.8%	7,685 5,764	11,516 10,452	4,399 6,497	1,333	545 666	25,478 25,294	983 1,302
32	Employees in my work unit consistantly look for ways to improve customer service. Employees in my work unit support my need to balance my work and personal responsibilities.	disagree Agree-	74.4%	31.3%	40.9%	26.0%	6.0%	4.7%	10.8%	5,764 8,431	11,335	3,704	1,915	1,138	25,294	334
34	Employees in my work unit are typically under too much pressure to meet work goals. (Note: This item is negotively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negotive scores include "Strongly Agree" or	Agree disagree,	37.1%	10.7%	21.2%	31.0%	29.2%	8.0%	31.9%	2,728	5,461	7,903	7,637	2,093	25,822	848
35	Agrees" responses. Percent positive scores mean employees are typically not pressured to meet work goals.) Employees are recognized for providing high quality products and services.	negatively Agree-	59.5%	15.2%	44.3%	19.3%	13.4%	7.8%	21.3%	4,057	11,676	4,937	3,361	1,852	25,883	763
36	Employees are protected from health and safety hazards on the job.	disagree Agree- disagree	78.0%	29.7%	48.3%	11.6%	6.6%	3.8%	10.4%	7,971	12,660	2,942	1,600	898	26,071	580
37	My organization is successful at accomplishing its mission.	Agree- disagree	74.0%	21.8%	52.2%	16.0%	6.9%	3.1%	10.0%	5,892	13,719	4,014	1,703	720	26,048	578
38	I have a good understanding of my organization's priorities.	Agree- disagree	73.6%	22.8%	50.8%	15.1%	8.5%	2.8%	11.3%	6,260	13,562	3,952	2,157	699	26,630	N/A
39 40	My organization effectively adapts to changing government priorities. My organization has prepared me for potential physical security threats.	Agree- disagree Agree-	62.6% 59.0%	16.2%	46.4%	23.9%	9.5%	4.1% 5.6%	13.5%	4,262 3.845	12,055	6,030 5,419	2,396 3,513	965 1,324	25,708 25,885	942 628
41	wy organization nas prepared me nor potential physical security emeas. My organization has prepared me for potential cybersecurity threats.	disagree Agree-	84.1%	23.2%	60.9%	11.1%	3.3%	1.5%	4.8%	6,265	16,047	2,770	798	341	26,221	302
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	disagree Agree- disagree	52.9%	17.1%	35.8%	21.6%	14.0%	11.5%	25.5%	4,368	8,993	5,275	3,431	2,672	24,739	1,788
43	"I recommend my organization as a good place to work.	Agree- disagree	66.9%	25.7%	41.2%	19.4%	8.7%	4.9%	13.7%	6,966	11,076	5,028	2,256	1,216	26,542	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree- disagree	42.0%	13.0%	29.0%	27.6%	15.6%	14.8%	30.4%	3,154	7,197	6,823	3,887	3,493	24,554	1,992
45 46	My supervisor is committed to a workforce representative of all segments of society.	Agree- disagree Agree-	78.6%	39.1% 41.5%	39.5%	13.9%	4.0%	3.5%	7.5%	9,944	9,811	3,338	918	765 977	24,776 26.129	1,687 356
46	Supervisors in my work unit support employee development. My supervisor supports my need to balance work and other life issues.	disagree Agree-	79.6% 86.0%	53.4%	38.1%	8.2%	3.4%	2.5%	5.8%	14,407	8,486	1,995	839	582	26,309	336 N/A
48	My supervisor listens to what I have to say.	Agree- disagree	83.0%	49.3%	33.7%	8.9%	4.8%	3.2%	8.1%	13,154	8,788	2,215	1,218	765	26,140	N/A
49	My supervisor treats me with respect.	Agree- disagree	85.9%	54.3%	31.6%	7.8%	3.5%	2.8%	6.3%	14,544	8,244	1,931	872	671	26,262	N/A
50	I have trust and confidence in my supervisor. My supervisor holds me accountable for achieving results.	Agree- disagree Agree-	76.5% 86.1%	47.6% 45.9%	28.9%	12.2%	6.1%	5.2%	11.3%	12,649	7,586 10.557	3,126 2.621	1,545 551	1,255 260	26,161 26,291	N/A N/A
51 52	My supervisor hous me accountable for achieving results. Overall, how good a job do you feel is being done by your immediate supervisor?	disagree Good-	77.7%	49.7%	28.0%	13.4%	5.0%	3.9%	9.0%	13,341	7,442	3,426	1,234	945	26,388	N/A
53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree- disagree	69.2%	31.5%	37.7%	18.0%	8.7%	4.0%	12.8%	8,433	9,995	4,713	2,256	998	26,395	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree- disagree	73.2%	32.4%	40.8%	14.6%	7.6%	4.6%	12.2%	8,583	10,727	3,751	1,925	1,111	26,097	314
55 56	In my organization, senior leaders generate high levels of motivation and commitment in the worldorce.	Agree- disagree Agree-	44.0% 56.8%	12.8%	31.2%	25.5%	17.1% 9.5%	13.4% 9.8%	30.5% 19.3%	3,359 4,819	8,096 9,075	6,475 5,668	4,302 2,216	3,258 2,225	25,490 24,003	760 2,083
57	My organization's serior leaders maintain high standards of honesty and integrity. *Managers communicate the goals of the organization.	disagree Agree-	59.8%	19.5%	43.5%	21.1%	9.5%	8.1%	19.3%	4,310	11,434	5,309	2,216	1,920	25,785	374
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree- disagree	54.4%	16.0%	38.5%	21.7%	13.5%	10.4%	23.8%	4,161	9,962	5,413	3,374	2,481	25,391	703
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good- poor	62.0%	27.4%	34.5%	21.5%	8.5%	8.1%	16.5%	6,999	8,679	5,224	1,992	1,877	24,771	1,542
60	t have a high level of respect for my organization's senior leaders.	Agree- disagree Agree-	56.2%	20.2%	36.0%	24.4%	11.0%	8.4%	19.4%	5,243 5,320	9,320	6,244 5,442	2,811 1,950	2,083	25,701 23,878	490
61	Senior leaders demonstrate support for Work-Life programs. Manazement encouraes innovation.	disagree Agree-	61.4% 52.7%	21.5%	39.9%	23.5%	8.3%	6.9% 7.8%	15.2%	5,320 4,278	9,640 9,172	5,442 6,772	1,950 2,933	1,526	23,878	2,185 1,124
63	Management encourages innovation. Management makes effective changes to address challenges facing our organization.	disagree Agree- disagree	47.9%	14.7%	36.1%	27.5%	14.7%	10.3%	24.9%	3,744	8,341	6,730	3,646	2,433	24,894	1,124
64	Management involves employees in decisions that affect their work.	Agree- disagree	41.6%	12.6%	29.0%	26.2%	17.6%	14.6%	32.2%	3,215	7,364	6,510	4,442	3,498	25,029	1,116
65	*How satisfied are you with your involvement in decisions that affect your work?	dissatisfie sanshed	51.7%	14.7%	37.0%	25.4%	17.0%	6.0%	23.0%	3,933	9,641	6,573	4,352	1,508	26,007	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job?	dissatisfie dissatisfie	52.0% 56.2%	14.1%	38.0%	24.2%	17.2%	6.5% 7.0%	23.7%	3,738 4,817	10,014	6,195 5,918	4,354 3,385	1,617	25,918 25,945	N/A N/A
68	*How satched are you with the recognition you receive for doing a good job? *Considering everything, how satisfied are you with your job?	dissatisfie dissatisfie	68.1%	24.5%	43.6%	16.8%	10.4%	4.7%	15.1%	6,388	11,374	4,302	2,664	1,756	25,945	N/A N/A
69	Considering everything, how satisfied are you with your pay?	dissatisfie	53.7%	15.9%	37.8%	17.3%	18.3%	10.6%	28.9%	4,269	10,047	4,432	4,638	2,598	25,984	N/A
70	*Considering everything, how satisfied are you with your organization?	dissatisfie Agree-	61.5%	18.7%	42.8%	20.7%	12.2%	5.6%	17.8%	4,959	11,280	5,281	3,110	1,374	26,004	N/A
71	Ny organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	disagree Agree-	63.7%	22.6%	41.1%	21.6%	9.1%	5.6%	9.0%	5,581 7,778	9,986 9,896	5,063 4,301	2,152 1,172	1,244 860	24,026 24,007	2,028 2,056
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development). Thave similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	disagree Agree-	72.3%	31.4%	40.9%	18.7%	5.1% 9.9%	3.9% 8.5%	9.0%	7,778 6,384	9,896	4,301 3,787	2,426	2,029	24,007 25,234	2,056
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	disagree Agree- disagree	70.5%	29.1%	41.3%	15.7%	7.6%	6.2%	13.9%	7,344	10,304	3,724	1,814	1,429	24,615	1,355
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree- disagree	63.0%	24.7%	38.4%	18.3%	10.4%	8.2%	18.6%	6,149	9,377	4,333	2,433	1,855	24,147	1,866
76	Employees in my work unit treat me as a valued member of the team.	Agree- disagree Agree-	82.3%	37.6%	44.7%	10.9%	4.0%	2.7%	6.7%	9,871	11,532	2,717	978	666	25,764	204
77	Employees in my work unit make me feel I belong. Employees in my work unit care about me as a person.	disagree Agree-	78.2%	35.9% 35.9%	42.3% 41.6%	13.7%	4.6% 3.9%	3.4%	7.1%	9,393	10,921	3,458 3,828	1,138 938	819 751	25,729 25,295	212 651
78	Employees in mry work unit care about me as a person. I am comfortable expressing opinions that are different from other employees in mry work unit.	disagree Agree-	73.0%	26.5%	46.6%	13.2%	8.5%	5.3%	13.8%	6,912	11,983	3,274	2,115	1,299	25,583	263
80	In my work unit, people's differences are respected.	disagree Agree- disagree	73.8%	27.3%	46.5%	15.9%	6.3%	4.0%	10.2%	7,052	11,889	3,936	1,526	946	25,349	491
81	can be successful in my organization being myself.	Agree- disagree	74.1%	28.3%	45.8%	14.7%	6.5%	4.8%	11.3%	7,355	11,778	3,697	1,633	1,170	25,633	212
82	I can easily make a request of my organization to meet my accessibility needs.	Agree- disagree Agree-	73.3%	29.1%	44.2%	18.0%	5.0%	3.7%	8.6% 0.7%	4,521	6,692 5,506	2,587	705 692	520 543	15,025	10,772
83 84	My organization responds to my accessibility needs in a timely manner. My organization meets my accessibility needs.	disagree Agree-	70.2%	27.0%	39.7% 42.4%	23.6%	5.4%	4.2% 3.5%	9.7%	3,824 4,030	5,506 6,001	3,172 2,978	692 581	543 458	13,737	12,039
85	wy crypmiaton makes my accessioney needs. My job inspires me.	disagree Agree- disagree	64.1%	23.5%	40.6%	20.8%	10.4%	4.7%	15.1%	5,999	10,503	5,449	2,705	1,178	25,834	N/A
86	The work I do gives me a sense of accomplishment.	Agree- disagree	77.0%	30.2%	46.8%	13.0%	6.6%	3.3%	10.0%	7,720	12,064	3,372	1,730	842	25,728	N/A
87	I feel a strong personal attachment to my organization.	Agree- disagree Agree-	64.0%	27.7%	36.4%	21.0%	9.6%	5.4%	15.0%	7,187	9,404	5,432	2,477	1,344	25,844	N/A
88 89	i identify with the mission of my organization. It is important to me that my work contribute to the common good.	disagree Agree-	92.9%	35.0% 52.1%	45.4%	14.0% 5.7%	3.4%	2.2%	1.4%	9,080	11,726 10,550	3,607 1,438	846 164	531 169	25,790 25,876	N/A N/A
		disagree	32.374	-4.4%	Pot-1679	2.78		218			1				-,	1
	For the processing of the control of															
L	"Agree" responses. Results for these items should be interpreted with caution as these items have been flagged for review for 2023. For confidentiality purposes, a "—c" indicates that there are fewer than 4 responses to Questions 82, 83, or 84 and results are therefore suppressed.															
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