

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.	68.63%	23.67%	44.97%	14.79%	11.51%	5.07%	16.58%	6,307	11,648	3,757	2,882	1,242	25,836	N/A
Agree -disagree	2	I have enough information to do my job well.	70.13%	18.19%	51.95%	15.24%	11.21%	3.42%	14.63%	4,803	13,442	3,813	2,819	848	25,725	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	64.90%	25.50%	39.40%	16.52%	12.02%	6.55%	18.58%	6,671	10,173	4,143	2,999	1,609	25,595	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	74.82%	31.61%	43.21%	13.76%	7.32%	4.09%	11.41%	8,315	11,111	3,450	1,813	998	25,687	N/A
Agree -disagree	5	I like the kind of work I do.	86.04%	41.96%	44.08%	9.47%	3.08%	1.41%	4.49%	10,851	11,236	2,382	762	339	25,570	N/A
Agree -disagree	6	I know what is expected of me on the job.	77.89%	28.96%	48.93%	12.37%	6.89%	2.85%	9.74%	7,521	12,541	3,117	1,724	716	25,619	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.91%	62.05%	33.86%	2.67%	0.74%	0.68%	1.42%	16,171	8,577	640	177	166	25,731	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	91.45%	47.84%	43.61%	7.24%	0.87%	0.45%	1.31%	12,454	11,147	1,818	216	107	25,742	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	41.94%	9.18%	32.75%	15.77%	24.77%	17.52%	42.29%	2,403	8,522	4,010	6,406	4,417	25,758	35
Agree -disagree	10	*My workload is reasonable.	50.56%	9.12%	41.44%	17.58%	20.02%	11.84%	31.86%	2,382	10,675	4,473	5,143	3,013	25,686	21
Agree -disagree	11	*My talents are used well in the workplace.	61.50%	17.06%	44.44%	16.34%	13.66%	8.50%	22.16%	4,400	11,297	4,060	3,374	2,063	25,194	85
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	83.23%	31.27%	51.96%	10.28%	4.10%	2.39%	6.49%	8,204	13,264	2,534	1,017	572	25,591	91
Agree -disagree	13	The work I do is important.	90.67%	48.37%	42.30%	6.80%	1.53%	1.00%	2.53%	12,454	10,734	1,686	371	243	25,488	61
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	69.66%	23.60%	46.06%	14.07%	10.50%	5.77%	16.28%	6,189	11,820	3,542	2,679	1,433	25,663	82
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	70.51%	24.03%	46.48%	15.15%	8.38%	5.97%	14.35%	6,231	11,849	3,764	2,067	1,435	25,346	417
Agree -disagree	16	I am held accountable for achieving results.	82.49%	27.62%	54.86%	12.14%	3.58%	1.79%	5.37%	7,205	14,019	3,020	865	429	25,538	128
Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63.42%	25.76%	37.66%	17.51%	9.13%	9.94%	19.07%	6,498	9,287	4,237	2,202	2,374	24,598	1,119
Agree -disagree	18	My training needs are assessed.	55.13%	15.33%	39.80%	22.09%	14.39%	8.39%	22.78%	4,029	10,249	5,580	3,642	2,043	25,543	173
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).	71.01%	25.03%	45.98%	13.84%	9.43%	5.72%	15.15%	6,429	11,617	3,482	2,400	1,403	25,331	516
Agree -disagree	20	*The people I work with cooperate to get the job done.	75.97%	29.08%	46.88%	12.80%	8.09%	3.15%	11.24%	7,665	12,092	3,216	2,037	778	25,788	N/A
Agree -disagree	21	My work unit is able to recruit people with the right skills.	40.33%	8.34%	32.00%	24.16%	22.15%	13.36%	35.51%	2,182	8,217	5,990	5,544	3,249	25,182	640
Agree -disagree	22	Promotions in my work unit are based on merit.	39.41%	9.85%	29.57%	28.89%	16.39%	15.31%	31.70%	2,493	7,284	6,867	3,864	3,511	24,019	1,708
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	32.78%	6.83%	25.95%	28.76%	20.50%	17.96%	38.46%	1,678	6,225	6,657	4,734	4,045	23,339	2,382
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	37.48%	7.83%	29.66%	29.62%	19.50%	13.40%	32.90%	1,976	7,322	7,092	4,653	3,098	24,141	1,622
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	48.86%	11.78%	37.09%	24.08%	14.09%	12.97%	27.06%	2,911	9,026	5,644	3,292	2,928	23,801	1,880
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	74.68%	23.98%	50.70%	13.13%	7.51%	4.68%	12.18%	6,321	13,046	3,258	1,873	1,155	25,653	95
Agree -disagree	27	The skill level in my work unit has improved in the past year.	57.83%	17.95%	39.89%	26.93%	9.45%	5.79%	15.24%	4,579	10,063	6,653	2,300	1,376	24,971	816
Good -poor	28	How would you rate the overall quality of work done by your work unit?	84.47%	43.86%	40.62%	12.54%	2.10%	0.89%	2.99%	11,656	10,382	3,036	505	212	25,791	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	70.04%	15.28%	54.75%	17.35%	9.36%	3.26%	12.62%	3,951	13,812	4,230	2,299	761	25,053	397
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	48.84%	10.80%	38.03%	25.01%	17.82%	8.33%	26.15%	2,773	9,558	6,094	4,365	2,009	24,799	636
Agree -disagree	31	Employees are recognized for providing high quality products and services.	53.23%	13.18%	40.06%	22.87%	15.42%	8.48%	23.90%	3,396	10,116	5,560	3,724	2,004	24,800	553
Agree -disagree	32	Creativity and innovation are rewarded.	43.16%	11.46%	31.69%	28.90%	17.51%	10.43%	27.94%	2,924	7,961	7,012	4,198	2,426	24,521	817
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	24.35%	5.44%	18.90%	30.45%	24.59%	20.61%	45.20%	1,309	4,501	7,106	5,736	4,667	23,319	1,972
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	58.29%	16.35%	41.94%	26.29%	8.57%	6.85%	15.42%	3,998	10,140	6,217	2,032	1,561	23,948	1,436
Agree -disagree	35	Employees are protected from health and safety hazards on the job.	80.23%	24.49%	55.75%	11.96%	4.72%	3.09%	7.81%	6,327	14,026	2,886	1,139	703	25,081	289
Agree -disagree	36	My organization has prepared employees for potential security threats.	71.27%	18.16%	53.12%	16.75%	8.03%	3.95%	11.98%	4,637	13,363	4,108	1,962	923	24,993	335

Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	56.86%	18.61%	38.25%	21.29%	11.07%	10.79%	21.85%	4,653	9,273	5,021	2,614	2,498	24,059	1,295
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.	70.46%	25.84%	44.62%	17.29%	5.66%	6.59%	12.25%	6,253	10,467	3,899	1,281	1,458	23,358	1,976
Agree -disagree	39	My agency is successful at accomplishing its mission.	72.72%	19.94%	52.77%	17.99%	6.09%	3.20%	9.30%	5,221	13,255	4,344	1,435	753	25,008	402
Agree -disagree	40	*I recommend my organization as a good place to work.	68.08%	25.47%	42.61%	18.81%	8.53%	4.57%	13.10%	6,720	10,845	4,659	2,100	1,086	25,410	N/A
Agree -disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	38.08%	12.07%	26.01%	28.34%	17.99%	15.59%	33.58%	2,916	6,225	6,625	4,161	3,466	23,393	2,071
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	83.75%	44.94%	38.81%	8.69%	3.97%	3.59%	7.56%	11,562	9,729	2,139	976	864	25,270	119
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	70.50%	32.71%	37.79%	15.56%	8.15%	5.80%	13.95%	8,465	9,482	3,858	2,023	1,399	25,227	142
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	66.82%	29.56%	37.27%	17.32%	8.80%	7.06%	15.85%	7,494	9,293	4,264	2,171	1,702	24,924	315
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	70.53%	31.91%	38.62%	20.43%	4.43%	4.61%	9.04%	7,568	8,966	4,675	994	1,020	23,223	2,096
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	63.27%	26.10%	37.16%	19.89%	10.14%	6.70%	16.84%	6,670	9,364	4,944	2,535	1,636	25,149	146
Agree -disagree	47	Supervisors in my work unit support employee development.	71.07%	30.62%	40.45%	15.48%	7.21%	6.24%	13.45%	7,826	10,130	3,776	1,746	1,484	24,962	370
Agree -disagree	48	My supervisor listens to what I have to say.	78.67%	40.29%	38.38%	11.05%	6.47%	3.81%	10.28%	10,389	9,674	2,726	1,624	934	25,347	N/A
Agree -disagree	49	My supervisor treats me with respect.	82.74%	45.67%	37.07%	9.45%	4.20%	3.61%	7.81%	11,721	9,273	2,350	1,062	886	25,292	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	81.63%	38.05%	43.59%	8.71%	6.58%	3.08%	9.65%	9,802	10,978	2,121	1,649	746	25,296	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	69.86%	38.00%	31.86%	15.42%	7.85%	6.87%	14.72%	9,787	8,051	3,827	1,958	1,695	25,318	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	71.93%	40.72%	31.21%	16.90%	6.54%	4.63%	11.17%	10,473	7,898	4,219	1,611	1,129	25,330	N/A
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	37.82%	9.24%	28.59%	26.90%	20.37%	14.91%	35.28%	2,353	7,150	6,567	4,927	3,521	24,518	722
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	49.83%	14.22%	35.60%	25.99%	12.02%	12.16%	24.18%	3,458	8,424	5,990	2,749	2,721	23,342	1,862
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	66.68%	18.51%	48.17%	21.34%	6.42%	5.57%	11.98%	4,489	11,390	4,890	1,447	1,235	23,451	1,572
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	57.40%	13.80%	43.60%	21.22%	12.54%	8.84%	21.38%	3,532	10,905	5,154	3,032	2,091	24,714	387
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	56.01%	13.80%	42.21%	25.39%	10.78%	7.82%	18.60%	3,289	9,838	5,761	2,418	1,734	23,040	2,046
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	52.39%	13.69%	38.71%	21.93%	14.70%	10.98%	25.68%	3,459	9,562	5,262	3,515	2,593	24,391	765
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	57.74%	15.65%	42.09%	21.13%	11.68%	9.45%	21.13%	3,938	10,347	5,050	2,778	2,210	24,323	826
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	58.16%	23.46%	34.70%	24.00%	9.69%	8.15%	17.84%	5,706	8,273	5,622	2,222	1,859	23,682	1,499
Agree -disagree	61	I have a high level of respect for my organization's senior leaders.	49.29%	16.66%	32.62%	27.13%	13.31%	10.27%	23.58%	4,221	8,123	6,642	3,233	2,420	24,639	532
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	58.72%	19.13%	39.60%	25.58%	9.03%	6.67%	15.70%	4,480	9,007	5,627	1,945	1,410	22,469	2,727
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	55.32%	15.74%	39.58%	21.64%	16.83%	6.22%	23.05%	4,084	9,988	5,350	4,163	1,506	25,091	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	49.85%	12.39%	37.46%	23.02%	19.05%	8.08%	27.13%	3,222	9,515	5,696	4,681	1,947	25,061	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	53.00%	15.81%	37.19%	23.63%	15.33%	8.04%	23.37%	4,080	9,424	5,807	3,743	1,919	24,973	N/A
Satisfied -dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	40.58%	9.47%	31.10%	32.10%	18.10%	9.22%	27.32%	2,460	7,908	7,966	4,462	2,220	25,016	N/A
Satisfied -dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	36.68%	10.25%	26.43%	28.73%	19.83%	14.76%	34.59%	2,636	6,660	7,205	4,906	3,598	25,005	N/A
Satisfied -dissatisfied	68	How satisfied are you with the training you receive for your present job?	55.93%	15.29%	40.64%	23.06%	13.71%	7.30%	21.01%	3,939	10,288	5,666	3,348	1,737	24,978	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	69.51%	23.14%	46.37%	16.49%	9.60%	4.40%	14.00%	5,956	11,634	4,045	2,352	1,049	25,036	N/A
Satisfied -dissatisfied	70	Considering everything, how satisfied are you with your pay?	62.63%	18.84%	43.79%	16.52%	14.08%	6.77%	20.84%	4,904	11,048	4,026	3,463	1,611	25,052	N/A

Satisfied -dissatisfied	71	*Considering everything, how satisfied are you with your organization?	60.79%	16.77%	44.02%	20.87%	12.42%	5.92%	18.34%	4,385	11,142	5,117	3,002	1,406	25,052	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	80.46%	38.15%	42.31%	12.35%	5.17%	2.03%	7.19%	4,972	5,395	1,531	647	243	12,788	271
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	91.20%	47.64%	43.56%	6.17%	1.81%	0.82%	2.64%	5,744	5,119	695	204	94	11,856	163
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)	77.50%	25.99%	51.50%	17.21%	4.12%	1.17%	5.29%	1,840	3,522	1,140	266	72	6,840	324
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	76.68%	25.75%	50.93%	18.82%	3.38%	1.12%	4.50%	1,185	2,329	827	153	53	4,547	452
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)	67.49%	31.02%	36.47%	26.78%	4.00%	1.73%	5.74%	107	125	98	14	7	351	191
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	67.56%	31.56%	36.00%	30.39%	1.44%	0.60%	2.04%	88	97	85	5	2	277	195

* 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.