

Item	Item Text	Index	Performance Dimension	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total**	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	Agree-disagree	75%	30%	45%	13%	8%	3%	12%	11,100	16,183	4,487	2,890	1,108	35,768	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	72%	31%	41%	15%	9%	5%	14%	11,210	14,470	5,000	3,219	1,533	35,432	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	77%	33%	44%	13%	6%	3%	10%	11,924	15,547	4,594	2,271	1,120	35,456	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	81%	32%	49%	11%	6%	3%	8%	11,391	17,380	3,764	2,060	846	35,441	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	55%	16%	39%	16%	18%	11%	29%	5,618	13,792	5,697	6,610	3,975	35,692	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	68%	24%	44%	16%	11%	6%	16%	8,488	15,618	5,547	3,801	1,941	35,395	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	85%	38%	48%	9%	3%	2%	5%	13,670	16,992	3,245	1,140	665	35,712	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	71%	34%	37%	14%	8%	7%	15%	11,947	12,901	4,673	2,811	2,180	34,512	1,252
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	74%	20%	53%	15%	9%	2%	11%	7,339	19,154	5,235	3,297	801	35,826	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	67%	21%	46%	18%	11%	3%	14%	7,647	16,513	6,437	3,977	1,155	35,549	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	Agree-disagree	85%	31%	54%	10%	3%	1%	5%	11,342	19,259	3,375	1,205	466	35,647	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	77%	27%	50%	14%	7%	2%	9%	9,724	17,806	5,002	2,288	790	35,610	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	77%	30%	47%	13%	7%	3%	10%	11,103	16,688	4,497	2,309	1,195	35,792	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	68%	22%	46%	18%	9%	5%	14%	8,230	16,530	6,209	3,303	1,548	35,820	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	83%	40%	42%	10%	5%	2%	7%	14,953	15,179	3,285	1,784	680	35,881	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	Agree-disagree	45%	11%	34%	29%	17%	9%	26%	3,454	10,947	9,115	5,235	2,802	31,511	4,327
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	82%	35%	47%	11%	5%	2%	8%	12,785	16,712	3,548	1,841	807	35,693	203
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	81%	31%	50%	11%	5%	2%	7%	11,394	17,840	3,801	1,803	708	35,546	352
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	87%	36%	52%	11%	2%	0%	2%	12,544	17,791	3,411	512	99	34,357	1,393
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	87%	46%	41%	11%	2%	1%	3%	16,208	14,293	3,416	604	157	34,678	736
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	85%	44%	41%	12%	2%	0%	3%	15,680	14,525	4,001	682	143	35,031	686
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	80%	42%	38%	15%	4%	1%	5%	14,921	13,459	4,922	1,258	273	34,833	805
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	Agree-disagree	66%	19%	46%	22%	8%	4%	12%	6,190	14,424	6,574	2,523	1,149	30,870	4,828
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	75%	27%	48%	15%	7%	3%	10%	10,164	16,966	5,188	2,523	900	35,741	N/A
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	82%	33%	50%	11%	5%	2%	7%	11,883	17,707	3,752	1,838	554	35,734	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	61%	20%	41%	21%	12%	6%	18%	7,297	14,337	7,181	4,070	2,001	34,886	850
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	70%	23%	47%	18%	8%	4%	12%	8,135	16,462	6,281	2,747	1,299	34,859	899
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	71%	24%	47%	19%	8%	2%	10%	8,574	16,372	6,316	2,665	763	34,755	823
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	72%	24%	48%	18%	8%	2%	10%	8,581	16,715	5,925	2,483	725	34,429	773
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	60%	19%	41%	26%	11%	4%	15%	6,752	13,983	8,734	3,676	1,150	34,295	924
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	76%	32%	44%	17%	5%	2%	7%	11,176	15,102	5,222	1,683	668	34,151	1,083
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	66%	25%	41%	24%	7%	3%	10%	8,640	14,044	8,152	2,289	790	33,915	1,496
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	77%	36%	41%	14%	5%	4%	9%	13,006	14,627	4,457	1,789	1,353	35,232	314
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	62%	18%	44%	19%	12%	7%	19%	6,488	15,634	3,372	4,036	2,074	34,604	894
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	80%	33%	48%	11%	5%	3%	8%	11,826	16,495	6,776	1,657	855	34,609	890
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	76%	26%	50%	15%	6%	3%	9%	9,282	17,726	4,967	2,008	862	34,845	633
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	75%	27%	49%	14%	8%	2%	10%	9,701	17,298	5,011	2,654	843	35,507	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	Agree-disagree	74%	28%	46%	16%	7%	3%	10%	9,700	15,291	4,828	1,946	988	32,753	2,567
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	58%	17%	41%	21%	14%	7%	21%	6,047	13,964	7,132	4,720	2,095	33,958	434
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	50%	13%	37%	24%	17%	10%	26%	4,481	12,615	8,002	5,858	3,214	34,170	748
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	61%	16%	45%	26%	9%	4%	13%	5,556	15,307	8,421	2,986	1,309	33,579	1,253
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	66%	19%	47%	20%	10%	4%	14%	6,808	16,131	6,419	3,214	1,371	34,443	814
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	82%	25%	57%	13%	3%	2%	5%	8,785	19,973	4,256	1,048	477	34,539	426
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	56%	20%	36%	22%	12%	11%	23%	6,823	12,183	7,149	3,916	3,449	33,520	1,759
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	71%	29%	41%	17%	8%	4%	12%	10,683	14,674	5,883	2,738	1,377	35,355	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	Agree-disagree	49%	18%	32%	25%	14%	12%	25%	5,854	10,591	8,435	4,540	3,811	33,323	2,172
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	81%	43%	38%	10%	5%	4%	8%	15,363	13,063	3,200	1,517	1,136	34,399	202
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	87%	57%	31%	7%	3%	2%	5%	20,614	10,552	2,314	1,018	749	35,247	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	84%	52%	31%	9%	4%	3%	8%	18,907	10,836	2,924	1,472	996	35,135	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	87%	57%	30%	8%	3%	6%	10%	20,589	10,250	2,492	1,044	895	35,270	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	78%	51%	28%	11%	6%	5%	11%	18,235	9,604	3,822	1,956	1,573	35,190	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	88%	50%	38%	9%	2%	1%	3%	17,973	13,159	3,016	701	400	35,249	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	Good-poor	78%	49%	29%	13%	5%	3%	8%	17,796	10,234	4,524	1,589	1,102	35,245	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	72%	35%	36%	17%	8%	4%	11%	12,697	12,794	5,875	2,654	1,236	35,256	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	75%	36%	39%	14%	7%	4%	11%	13,066	13,546	4,722	2,318	1,315	34,967	317
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	47%	15%	32%	26%	16%	12%	28%	5,178	11,042	8,731	5,366	3,883	34,200	933
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	60%	22%	38%	23%	8%	9%	17%	7,269	12,491	7,321	2,649	2,617	32,347	2,578
59	*Managers communicate the goals of the organization. Managers promote communication among different work units (for example, about projects, goals, needed resources).	Employee Engagement: Leaders Lead	N/A	Agree-disagree	63%	19%	44%	20%	10%	7%	17%	6,654	15,489	6,814	3,460	2,203	34,620	443
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N/A	Foundations: Communication	Agree-disagree	58%	18%	40%	21%	12%	9%	21%	6,356	13,625	7,051	4,123	2,931	34,086	818
61	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Good-poor	65%	30%	35%	21%	8%	7%	15%	10,317	11,627	6,703	2,506	2,103	33,256	1,821
62	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	63%	23%	40%	23%	8%	6%	14%	7,827	13,031	7,141	2,502	1,220	32,321	2,654
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	56%	19%	37%	26%	11%	7%	18%	6,631	12,697	8,649	3,575	2,212	33,764	1,250
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	51%	17%	34%	26%	13%	9%	22%	5,795	11,570	8,704	4,467	2,932	33,688	1,492
66	Management involves employees in decisions that affect their work.	N/A	Employee															

73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	66%	25%	41%	21%	8%	5%	13%	8,302	13,564	6,623	2,597	1,507	32,593	2,387
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	73%	33%	40%	19%	5%	4%	8%	11,081	13,114	5,893	1,491	1,063	32,642	2,360
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	Agree-disagree	68%	27%	41%	16%	9%	8%	17%	9,488	13,948	5,066	3,009	2,451	33,962	944
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	72%	32%	41%	15%	7%	6%	12%	10,934	13,483	4,918	2,207	1,744	33,286	1,552
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	65%	27%	38%	18%	9%	7%	17%	9,260	12,495	5,671	3,014	2,272	32,712	2,207
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	79%	34%	45%	14%	4%	3%	7%	12,115	15,430	4,533	1,431	925	34,434	315
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	79%	35%	44%	15%	4%	2%	6%	12,225	14,864	4,860	1,177	785	33,911	686
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	75%	30%	44%	13%	7%	5%	12%	10,699	15,292	4,463	2,403	1,561	34,418	308
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	77%	31%	46%	15%	5%	3%	9%	11,017	15,564	4,782	1,639	1,110	34,112	572
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	77%	32%	45%	14%	5%	4%	9%	11,214	15,414	4,598	1,840	1,362	34,428	300
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	75%	31%	44%	17%	4%	3%	7%	6,821	9,024	3,446	864	577	20,732	5,698
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	69%	29%	40%	23%	5%	3%	8%	5,783	7,521	4,272	822	591	18,989	7,312
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	72%	30%	42%	21%	4%	3%	7%	6,117	8,156	3,944	701	512	19,430	6,604
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	67%	26%	41%	19%	9%	4%	13%	9,073	14,173	6,787	3,257	1,414	34,704	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	78%	33%	45%	12%	6%	3%	9%	11,406	15,757	4,297	2,153	1,053	34,666	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	66%	30%	36%	20%	9%	5%	14%	10,458	12,536	6,960	3,153	1,675	34,782	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	81%	37%	44%	14%	3%	2%	5%	13,065	15,317	4,705	1,015	611	34,713	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	93%	54%	39%	6%	1%	1%	1%	18,913	13,552	1,879	231	226	34,801	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)
 ** Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs."
 Percentages are weighted to represent the Agency's population.
 For confidentiality purposes, a "-" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: Department of the Interior AES Report, 2023 OPM Federal Employee Viewpoint Survey