

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.	68.8%	24.6%	44.2%	14.4%	11.8%	5.0%	16.8%	7,071	12,509	3,961	3,245	1,336	28,122	N/A
Agree-disagree	2	I have enough information to do my job well.	69.2%	18.3%	51.0%	15.4%	11.9%	3.5%	15.4%	5,208	14,377	4,271	3,286	964	28,106	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	64.2%	25.7%	38.5%	16.5%	12.7%	6.6%	19.2%	7,336	10,851	4,580	3,470	1,772	28,009	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	75.0%	31.9%	43.1%	13.5%	7.3%	4.2%	11.5%	9,085	12,147	3,768	2,028	1,145	28,173	N/A
Agree-disagree	5	I like the kind of work I do.	86.1%	42.4%	43.7%	9.2%	3.2%	1.4%	4.7%	11,953	12,310	2,587	910	383	28,143	N/A
Agree-disagree	6	I know what is expected of me on the job.	77.8%	29.9%	47.9%	12.1%	7.0%	3.1%	10.0%	8,472	13,539	3,360	1,948	841	28,160	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.2%	62.9%	33.3%	2.6%	0.7%	0.6%	1.2%	17,900	9,276	689	176	156	28,197	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	92.1%	50.0%	42.1%	6.6%	0.8%	0.5%	1.3%	14,210	11,812	1,837	229	133	28,221	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	40.5%	9.8%	30.7%	15.4%	25.5%	18.6%	44.1%	2,778	8,683	4,266	7,163	5,157	28,047	46
Agree-disagree	10	*My workload is reasonable.	49.8%	9.7%	40.2%	17.4%	20.2%	12.6%	32.7%	2,730	11,283	4,827	5,708	3,516	28,064	27
Agree-disagree	11	*My talents are used well in the workplace.	61.8%	17.5%	44.3%	16.2%	13.4%	8.6%	22.0%	4,948	12,420	4,471	3,715	2,317	27,871	76
Agree-disagree	12	*I know how my work relates to the agency's goals.	83.8%	32.1%	51.6%	9.7%	4.0%	2.5%	6.5%	9,185	14,467	2,681	1,098	680	28,111	71
Agree-disagree	13	The work I do is important.	90.6%	49.0%	41.6%	6.7%	1.7%	1.0%	2.7%	13,785	11,668	1,859	472	281	28,065	71
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.0%	24.3%	45.7%	14.3%	9.8%	5.8%	15.7%	6,929	12,894	3,966	2,756	1,609	28,154	71
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	71.8%	25.6%	46.1%	14.2%	8.0%	6.0%	14.0%	7,290	12,933	3,907	2,191	1,598	27,919	276
Agree-disagree	16	I am held accountable for achieving results.	82.9%	28.8%	54.0%	11.7%	3.6%	1.8%	5.4%	8,240	15,150	3,205	992	484	28,071	107
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.3%	25.9%	36.4%	17.0%	10.1%	10.6%	20.7%	7,196	9,902	4,530	2,712	2,825	27,165	1,022

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Agree-disagree	18	My training needs are assessed.	54.5%	16.1%	38.5%	22.2%	15.0%	8.3%	23.2%	4,606	10,884	6,176	4,159	2,230	28,055	165
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).	72.6%	27.7%	45.0%	12.7%	8.9%	5.7%	14.7%	7,782	12,530	3,514	2,493	1,564	27,883	350
Agree-disagree	20	*The people I work with cooperate to get the job done.	76.6%	30.9%	45.7%	12.2%	8.0%	3.2%	11.2%	8,885	12,911	3,360	2,210	870	28,236	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	41.1%	8.8%	32.2%	24.4%	21.5%	13.0%	34.5%	2,450	8,986	6,634	5,889	3,474	27,433	760
Agree-disagree	22	Promotions in my work unit are based on merit.	40.7%	10.7%	29.9%	28.5%	16.2%	14.6%	30.8%	2,901	7,983	7,455	4,189	3,710	26,238	1,882
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.1%	7.5%	26.7%	28.6%	20.1%	17.2%	37.3%	1,980	6,963	7,239	5,124	4,283	25,589	2,565
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.6%	8.7%	30.0%	29.3%	19.2%	12.9%	32.1%	2,347	8,042	7,692	5,026	3,317	26,424	1,750
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	51.2%	12.9%	38.3%	23.7%	13.3%	11.8%	25.1%	3,459	10,213	6,149	3,436	2,981	26,238	1,950
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	75.6%	25.6%	50.0%	12.7%	7.1%	4.6%	11.7%	7,321	14,070	3,472	1,961	1,227	28,051	118
Agree-disagree	27	The skill level in my work unit has improved in the past year.	57.6%	18.3%	39.2%	26.4%	9.8%	6.2%	16.0%	5,123	10,819	7,169	2,644	1,629	27,384	759
Good-poor	28	How would you rate the overall quality of work done by your work unit?	84.2%	44.3%	39.9%	12.5%	2.3%	0.9%	3.3%	12,719	11,198	3,397	615	243	28,172	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	80.6%	31.3%	49.3%	11.8%	5.5%	2.1%	7.6%	8,904	13,764	3,233	1,504	559	27,964	212
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	47.8%	10.5%	37.3%	24.4%	18.1%	9.6%	27.7%	2,910	10,262	6,582	4,949	2,564	27,267	665
Agree-disagree	31	Employees are recognized for providing high quality products and services.	54.3%	13.4%	40.9%	21.7%	15.3%	8.6%	24.0%	3,757	11,328	5,841	4,151	2,264	27,341	561
Agree-disagree	32	Creativity and innovation are rewarded.	43.8%	11.6%	32.2%	28.2%	17.7%	10.3%	28.0%	3,204	8,821	7,554	4,723	2,672	26,974	818
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	25.4%	6.2%	19.2%	30.6%	24.8%	19.2%	44.0%	1,616	4,987	7,938	6,404	4,849	25,794	2,108
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	56.6%	15.9%	40.7%	26.9%	9.1%	7.4%	16.5%	4,250	10,774	6,995	2,376	1,862	26,257	1,670
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	80.0%	24.8%	55.2%	11.8%	5.2%	3.1%	8.2%	7,043	15,302	3,143	1,358	792	27,638	314

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Agree-disagree	36	My organization has prepared employees for potential security threats.	70.6%	18.5%	52.1%	17.1%	8.1%	4.2%	12.3%	5,186	14,379	4,617	2,206	1,100	27,488	385
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	56.4%	19.2%	37.2%	20.4%	11.8%	11.4%	23.2%	5,231	9,945	5,310	3,091	2,946	26,523	1,416
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.	69.4%	26.4%	43.1%	17.5%	6.4%	6.7%	13.1%	6,937	11,092	4,345	1,596	1,665	25,635	2,217
Agree-disagree	39	My agency is successful at accomplishing its mission.	71.0%	19.6%	51.4%	18.5%	7.1%	3.3%	10.4%	5,532	14,170	4,986	1,894	858	27,440	484
Agree-disagree	40	*I recommend my organization as a good place to work.	66.6%	24.8%	41.8%	19.2%	9.5%	4.7%	14.1%	7,097	11,710	5,286	2,601	1,241	27,935	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	39.6%	12.7%	26.9%	28.3%	17.5%	14.6%	32.1%	3,360	7,021	7,304	4,497	3,655	25,837	2,099
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	84.2%	46.9%	37.4%	8.0%	4.0%	3.7%	7.7%	13,205	10,298	2,163	1,090	981	27,737	130
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	71.0%	34.4%	36.6%	14.9%	8.3%	5.8%	14.1%	9,730	10,111	4,037	2,280	1,537	27,695	164
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	67.6%	31.1%	36.5%	16.4%	8.8%	7.1%	15.9%	8,730	10,056	4,457	2,410	1,900	27,553	267
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	70.9%	33.7%	37.2%	20.5%	4.1%	4.5%	8.6%	8,823	9,541	5,176	1,028	1,098	25,666	2,180
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	64.4%	27.6%	36.8%	19.0%	9.9%	6.7%	16.6%	7,758	10,216	5,188	2,721	1,808	27,691	168
Agree-disagree	47	Supervisors in my work unit support employee development.	71.9%	32.4%	39.6%	14.8%	7.2%	6.0%	13.2%	9,110	10,892	3,970	1,930	1,579	27,481	374
Agree-disagree	48	My supervisor listens to what I have to say.	79.0%	41.5%	37.4%	10.6%	6.4%	4.0%	10.4%	11,755	10,378	2,883	1,742	1,082	27,840	N/A
Agree-disagree	49	My supervisor treats me with respect.	82.6%	46.8%	35.8%	9.1%	4.6%	3.6%	8.2%	13,202	9,863	2,498	1,253	995	27,811	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	82.5%	39.5%	43.0%	8.1%	6.2%	3.2%	9.4%	11,194	11,899	2,189	1,693	862	27,837	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	70.5%	39.4%	31.1%	14.5%	7.9%	7.1%	15.0%	11,129	8,631	3,975	2,159	1,931	27,825	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	72.1%	42.3%	29.8%	16.7%	6.4%	4.8%	11.2%	11,900	8,281	4,573	1,722	1,302	27,778	N/A

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Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	35.8%	9.5%	26.3%	25.6%	21.2%	17.4%	38.6%	2,590	7,198	6,898	5,707	4,558	26,951	733
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	45.6%	14.1%	31.5%	25.8%	13.8%	14.8%	28.6%	3,700	8,251	6,631	3,569	3,724	25,875	1,781
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	66.2%	19.3%	46.9%	21.6%	6.6%	5.5%	12.2%	5,103	12,214	5,466	1,669	1,357	25,809	1,746
Agree-disagree	56	*Managers communicate the goals of the organization.	58.0%	14.5%	43.5%	21.1%	12.5%	8.4%	20.9%	4,063	11,981	5,663	3,339	2,183	27,229	372
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	56.5%	14.6%	41.9%	25.2%	10.8%	7.6%	18.4%	3,820	10,809	6,346	2,706	1,839	25,520	2,128
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	52.8%	14.5%	38.4%	21.6%	14.6%	11.0%	25.6%	3,973	10,422	5,727	3,873	2,858	26,853	821
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	58.0%	16.2%	41.7%	20.9%	11.9%	9.2%	21.1%	4,447	11,243	5,526	3,110	2,372	26,698	869
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	58.3%	24.3%	34.0%	23.2%	10.0%	8.5%	18.5%	6,455	8,920	5,997	2,536	2,135	26,043	1,606
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	46.0%	15.9%	30.1%	26.4%	15.0%	12.6%	27.6%	4,363	8,214	7,165	4,077	3,321	27,140	501
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	55.9%	18.8%	37.1%	27.3%	9.4%	7.4%	16.7%	4,758	9,237	6,638	2,258	1,720	24,611	3,029
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	54.5%	15.6%	38.9%	21.5%	17.5%	6.5%	24.1%	4,403	10,782	5,843	4,792	1,739	27,559	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	48.1%	12.5%	35.6%	23.5%	20.0%	8.4%	28.4%	3,527	9,909	6,419	5,456	2,224	27,535	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	54.5%	16.5%	37.9%	22.9%	15.0%	7.6%	22.6%	4,670	10,536	6,235	4,081	2,005	27,527	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	37.8%	9.5%	28.3%	31.1%	20.1%	11.0%	31.1%	2,669	7,879	8,542	5,498	2,927	27,515	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	36.9%	10.2%	26.7%	28.8%	20.0%	14.2%	34.2%	2,878	7,421	7,901	5,452	3,836	27,488	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	56.5%	15.7%	40.7%	22.9%	13.9%	6.7%	20.6%	4,433	11,335	6,245	3,748	1,764	27,525	N/A

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Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	68.8%	22.2%	46.6%	16.7%	10.1%	4.4%	14.5%	6,209	12,857	4,571	2,740	1,170	27,547	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	62.5%	17.9%	44.6%	16.8%	14.2%	6.5%	20.8%	5,056	12,345	4,547	3,841	1,732	27,521	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	58.8%	15.7%	43.1%	21.1%	14.0%	6.1%	20.1%	4,422	11,939	5,737	3,774	1,611	27,483	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.