

Item	Item Text	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** N	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.	Agree-disagree	72%	29%	44%	14%	9%	4%	13%	184	218	67	43	18	530	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	63%	27%	36%	16%	12%	9%	21%	166	189	81	60	34	530	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	80%	39%	41%	11%	6%	3%	8%	234	211	50	26	10	531	N/A
4	I know what is expected of me on the job.	Agree-disagree	80%	40%	39%	10%	6%	5%	10%	239	210	37	28	15	529	N/A
5	*My workload is reasonable.	Agree-disagree	48%	21%	27%	13%	16%	23%	39%	142	181	62	72	74	531	N/A
6	*My talents are used well in the workplace.	Agree-disagree	67%	31%	37%	16%	10%	7%	17%	192	186	73	48	28	527	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	90%	50%	39%	5%	2%	3%	5%	310	181	19	9	10	529	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	Agree-disagree	75%	45%	30%	14%	5%	6%	11%	235	151	59	22	21	488	43
9	I have enough information to do my job well.	Agree-disagree	75%	30%	45%	10%	11%	4%	15%	181	245	46	44	17	533	N/A
10	I receive the training I need to do my job well.	Agree-disagree	61%	24%	38%	16%	15%	8%	23%	143	199	87	70	26	525	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	88%	43%	45%	9%	2%	1%	3%	248	229	39	10	3	529	N/A
12	I have a clear idea of how well I am doing my job.	Agree-disagree	76%	33%	43%	12%	9%	3%	12%	200	231	53	37	11	532	N/A
13	I have the autonomy to decide how I do my job.	Agree-disagree	66%	26%	40%	13%	10%	11%	21%	155	220	71	48	39	533	N/A
14	I can make decisions about my work without getting permission first.	Agree-disagree	57%	20%	36%	20%	14%	10%	24%	131	193	103	70	38	535	N/A
15	*The people I work with cooperate to get the job done.	Agree-disagree	86%	51%	35%	7%	5%	2%	7%	304	175	27	19	9	534	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	54%	16%	38%	19%	15%	12%	27%	83	169	96	59	40	447	88
18	Employees in my work unit share job knowledge.	Agree-disagree	89%	52%	38%	5%	3%	3%	6%	287	186	28	13	14	528	7
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	89%	48%	41%	7%	1%	3%	4%	280	202	27	6	12	527	9
20	Employees in my work unit meet the needs of our customers.	Always-never	90%	49%	41%	10%	0%	0%	0%	280	179	34	1	0	494	41
21	Employees in my work unit contribute positively to my agency's performance.	Always-never	93%	62%	31%	7%	0%	0%	0%	349	141	24	1	0	515	15
22	Employees in my work unit produce high-quality work.	Always-never	90%	53%	37%	9%	1%	0%	1%	311	166	34	3	0	514	20
23	Employees in my work unit adapt to changing priorities.	Always-never	85%	51%	34%	12%	2%	0%	3%	299	151	48	8	2	508	23
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	76%	35%	41%	17%	3%	4%	7%	158	163	67	10	11	409	124
25	I can influence decisions in my work unit.	Agree-disagree	70%	29%	41%	16%	9%	5%	14%	165	219	84	46	18	532	N/A
26	I know what my work unit's goals are.	Agree-disagree	86%	46%	41%	7%	4%	3%	7%	268	205	30	21	8	532	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	46%	19%	28%	24%	15%	15%	30%	111	155	108	61	52	487	45

28	My work unit successfully manages disruptions to our work.	Agree-disagree	75%	31%	44%	13%	6%	5%	12%	188	212	60	25	19	504	30
29	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	68%	26%	42%	20%	9%	4%	12%	157	209	84	34	16	500	27
30	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	68%	26%	42%	20%	7%	4%	11%	152	214	86	29	18	499	25
31	Employees in my work unit approach change as an opportunity.	Agree-disagree	57%	20%	36%	27%	9%	7%	16%	128	184	121	37	24	494	33
32	Employees in my work unit consider customer needs a top priority.	Agree-disagree	86%	40%	46%	9%	3%	2%	5%	226	204	43	9	8	490	37
33	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	68%	30%	38%	24%	5%	3%	8%	175	178	98	15	13	479	47
34	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	78%	40%	38%	10%	5%	7%	12%	245	187	41	15	25	513	16
35	Employees are recognized for providing high quality products and services.	Agree-disagree	71%	26%	44%	13%	9%	7%	17%	155	223	65	42	27	512	20
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	81%	38%	43%	10%	4%	4%	9%	218	205	55	20	12	510	20
37	My organization is successful at accomplishing its mission.	Agree-disagree	78%	34%	44%	12%	7%	3%	10%	202	233	52	24	11	522	8
38	I have a good understanding of my organization's priorities.	Agree-disagree	83%	40%	43%	8%	6%	3%	9%	239	219	38	27	9	532	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	Agree-disagree	72%	28%	44%	14%	9%	5%	14%	145	201	64	38	23	471	60
40	Information is openly shared in my organization.	Agree-disagree	56%	19%	37%	21%	15%	9%	23%	108	186	103	66	31	494	14
41	The approval process in my organization allows timely delivery of my work.	Agree-disagree	58%	19%	39%	20%	12%	11%	22%	120	206	93	59	40	518	5
42	My organization effectively adapts to changing government priorities.	Agree-disagree	71%	25%	47%	15%	8%	6%	14%	150	230	71	25	19	495	25
43	My organization has prepared me for potential physical security threats.	Agree-disagree	75%	30%	45%	15%	6%	4%	10%	172	220	82	31	14	519	8
44	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	90%	39%	52%	8%	1%	1%	2%	211	262	35	5	3	516	3
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	63%	27%	36%	22%	8%	8%	16%	149	176	105	34	36	500	29
46	*I recommend my organization as a good place to work.	Agree-disagree	66%	32%	34%	19%	10%	6%	16%	194	182	93	37	23	529	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	43%	18%	25%	22%	19%	16%	35%	112	131	103	76	56	478	48
48	Supervisors in my work unit support employee development.	Agree-disagree	84%	48%	36%	8%	5%	2%	8%	264	171	35	24	11	505	11
49	My supervisor supports my need to balance work and other life issues.	Agree-disagree	88%	60%	27%	6%	2%	4%	6%	344	132	24	9	15	524	N/A
50	My supervisor listens to what I have to say.	Agree-disagree	87%	57%	30%	6%	3%	3%	7%	320	147	28	15	14	524	N/A
51	My supervisor treats me with respect.	Agree-disagree	89%	61%	28%	6%	2%	3%	5%	339	136	28	8	12	523	N/A
52	I have trust and confidence in my supervisor.	Agree-disagree	82%	55%	27%	10%	3%	4%	7%	312	134	47	15	17	525	N/A
53	My supervisor holds me accountable for achieving results.	Agree-disagree	92%	60%	32%	7%	1%	1%	1%	327	164	27	3	4	525	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	85%	62%	23%	10%	4%	1%	5%	341	112	49	15	6	523	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	75%	45%	30%	15%	6%	4%	10%	252	162	67	27	16	524	N/A
56	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	76%	43%	33%	15%	6%	4%	9%	238	169	67	29	16	519	3
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	58%	23%	35%	16%	11%	15%	26%	150	174	89	52	48	513	10
58	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	74%	37%	37%	15%	2%	9%	11%	205	174	66	13	30	488	31
59	*Managers communicate the goals of the organization.	Agree-disagree	77%	31%	46%	13%	5%	5%	10%	188	220	63	24	19	514	8
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	66%	30%	37%	17%	7%	9%	16%	170	185	80	37	33	505	16
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	80%	48%	31%	12%	3%	6%	9%	268	138	54	10	19	489	30

62	I have a high level of respect for my organization's senior leaders.	Agree-disagree	70%	36%	34%	15%	7%	8%	15%	211	182	70	28	28	519	5
63	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	68%	32%	36%	15%	7%	10%	17%	182	186	69	25	33	495	28
64	Management encourages innovation.	Agree-disagree	58%	22%	35%	20%	13%	10%	22%	136	170	107	60	33	506	17
65	Management makes effective changes to address challenges facing our organization.	Agree-disagree	58%	21%	37%	20%	12%	10%	22%	134	188	102	44	36	504	20
66	Management involves employees in decisions that affect their work.	Agree-disagree	55%	20%	35%	20%	15%	11%	25%	120	176	100	71	41	508	17
67	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	58%	24%	34%	19%	16%	8%	23%	146	187	97	66	28	524	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	60%	23%	37%	21%	13%	7%	19%	138	206	97	59	24	524	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	63%	28%	35%	18%	11%	8%	19%	171	179	92	50	31	523	N/A
70	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	71%	33%	39%	12%	9%	7%	16%	202	200	59	36	24	521	N/A
71	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	59%	24%	35%	16%	17%	8%	25%	138	188	77	81	38	522	N/A
72	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	66%	26%	40%	17%	10%	8%	17%	164	219	79	35	27	524	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	76%	37%	39%	12%	6%	5%	11%	182	189	56	28	21	476	50
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	82%	45%	37%	12%	3%	3%	6%	219	173	54	13	13	472	53
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	75%	34%	41%	12%	4%	9%	13%	187	192	58	22	37	496	26
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	78%	39%	40%	13%	4%	5%	9%	211	178	52	26	19	486	35
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	75%	35%	40%	11%	6%	7%	13%	190	176	53	26	27	472	49
78	Employees in my work unit make me feel I belong.	Agree-disagree	84%	44%	40%	9%	3%	4%	7%	247	196	47	11	14	515	4
79	Employees in my work unit care about me as a person.	Agree-disagree	84%	44%	40%	10%	3%	4%	7%	238	194	51	11	14	508	10
80	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	82%	43%	38%	9%	4%	5%	9%	224	197	42	21	24	508	9
81	In my work unit, people's differences are respected.	Agree-disagree	87%	44%	43%	9%	1%	3%	5%	243	206	38	10	13	510	7
82	I can be successful in my organization being myself.	Agree-disagree	81%	42%	39%	11%	4%	5%	9%	236	191	50	20	17	514	4
83	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	79%	38%	41%	12%	4%	5%	8%	134	120	41	10	11	316	92
84	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	78%	36%	42%	13%	5%	5%	9%	111	111	41	14	13	290	114
85	My organization meets my accessibility needs.	Agree-disagree	80%	37%	44%	13%	4%	3%	7%	117	116	42	10	7	292	108
86	My job inspires me.	Agree-disagree	70%	36%	35%	15%	10%	5%	15%	197	184	79	43	17	520	N/A
87	The work I do gives me a sense of accomplishment.	Agree-disagree	80%	42%	37%	11%	5%	4%	10%	235	189	50	25	15	514	N/A
88	I feel a strong personal attachment to my organization.	Agree-disagree	72%	40%	32%	17%	7%	4%	11%	225	160	87	32	16	520	N/A
89	I identify with the mission of my organization.	Agree-disagree	89%	50%	39%	7%	2%	2%	4%	273	189	37	9	8	516	N/A
90	It is important to me that my work contribute to the common good.	Agree-disagree	94%	62%	32%	5%	0%	1%	1%	330	158	25	2	4	519	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 "<sup>0</sup>" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

**Performance Dimension: Goal Oriented: Accountability**

**16. In my work unit poor performers usually (select all that apply):**

	<b>2023</b>	<b>2023</b>	<b>2022</b>	<b>2022</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Remain in the work unit and improve their performance over time	104	19.9%	97	13.3%
Remain in the work unit and continue to underperform	132	32.0%	197	29.8%
Leave the work unit - removed or transferred	21	4.3%	32	4.5%
Leave the work unit - quit	34	7.4%	35	5.1%
There are no poor performers in my work unit	156	23.0%	190	26.0%
Do Not Know	138	24.2%	212	30.0%
<b>Total (percents will add to more than 100% because respondents could choose more than one response option)</b>	<b>534</b>	<b>N/A</b>	<b>703</b>	<b>N/A</b>

Percentages are weighted to represent the Agency's population.

A "-a" indicates that there are no trending results available for the year.

Source: **National Labor Relations Board AES Report**, 2023 OPM Federal Employee Viewpoint Survey