

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	71.4%	24.8%	46.6%	14.4%	10.8%	3.5%	14.3%	187	320	98	70	23	698	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	56.1%	22.4%	33.6%	16.9%	16.5%	10.6%	27.1%	166	236	108	108	67	685	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	81.0%	36.0%	45.0%	10.3%	5.5%	3.1%	8.7%	257	306	71	36	20	690	N/A
4	I know what is expected of me on the job.	Agree-disagree	82.1%	35.0%	47.2%	9.1%	5.6%	3.2%	8.8%	258	319	60	38	20	695	N/A
5	*My workload is reasonable.	Agree-disagree	47.1%	18.6%	28.5%	10.3%	17.7%	24.9%	42.6%	144	210	73	114	155	696	N/A
6	*My talents are used well in the workplace.	Agree-disagree	66.2%	23.9%	42.4%	17.2%	10.3%	6.2%	16.5%	175	292	116	68	41	692	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	90.0%	43.5%	46.5%	6.1%	1.6%	2.3%	3.9%	318	313	43	11	14	699	N/A
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	72.8%	37.3%	35.5%	16.0%	6.2%	5.1%	11.3%	248	231	100	41	30	650	54
9	I have enough information to do my job well.	Agree-disagree	75.9%	26.6%	49.3%	12.0%	9.0%	3.1%	12.1%	200	344	81	59	20	704	N/A
10	I receive the training I need to do my job well.	Agree-disagree	61.0%	19.4%	41.5%	18.6%	14.5%	6.0%	20.5%	145	297	129	95	38	704	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	91.6%	39.9%	51.6%	6.5%	1.3%	0.6%	1.9%	289	354	44	9	4	700	N/A
12	Continually changing work priorities make it hard for me to produce high quality work. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.)	Agree-disagree, negatively worded	26.4%	26.1%	26.4%	21.1%	18.9%	7.5%	52.5%	166	173	148	142	56	685	17
13	I have a clear idea of how well I am doing my job.	Agree-disagree	76.2%	24.6%	51.6%	12.9%	8.5%	2.4%	11.0%	185	354	88	58	16	701	N/A
14	*The people I work with cooperate to get the job done.	Agree-disagree	87.5%	48.1%	39.4%	8.3%	3.7%	0.6%	4.3%	351	269	53	24	4	701	N/A
16	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	45.5%	11.4%	34.0%	23.9%	19.0%	11.6%	30.6%	73	200	138	107	65	583	120
17	Employees in my work unit share job knowledge.	Agree-disagree	87.6%	42.7%	44.8%	6.1%	4.7%	1.6%	6.3%	306	309	42	30	11	698	4
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	86.6%	39.5%	47.1%	7.4%	3.7%	2.3%	6.0%	285	321	48	25	15	694	7
19	Employees in my work unit meet the needs of our customers.	Always-never	90.0%	46.2%	43.8%	8.5%	1.2%	0.3%	1.5%	310	282	51	7	2	652	46
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	94.4%	57.7%	36.6%	5.0%	0.5%	0.2%	0.7%	393	230	30	3	1	657	34
21	Employees in my work unit produce high-quality work.	Always-never	91.9%	51.3%	40.5%	7.6%	0.3%	0.2%	0.5%	356	262	48	2	1	669	29
22	Employees in my work unit adapt to changing priorities.	Always-never	86.3%	48.3%	38.0%	12.3%	1.2%	0.2%	1.4%	334	244	74	7	1	660	37
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	69.1%	28.5%	40.5%	21.2%	6.7%	3.0%	9.7%	137	184	92	28	12	453	251

24	I can influence decisions in my work unit.	Agree-disagree	59.9%	18.4%	41.5%	21.8%	13.0%	5.4%	18.4%	141	293	147	87	35	703	N/A
25	I know what my work unit's goals are.	Agree-disagree	81.9%	30.9%	51.0%	9.8%	5.6%	2.7%	8.3%	232	348	66	36	17	699	N/A
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	38.9%	14.1%	24.8%	20.3%	23.1%	17.7%	40.8%	97	164	128	138	103	630	71
27	My work unit successfully manages disruptions to our work.	Agree-disagree	71.6%	22.0%	49.6%	14.5%	8.5%	5.4%	13.9%	153	329	89	51	33	655	45
28	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	66.1%	21.6%	44.5%	21.1%	9.7%	3.1%	12.8%	146	282	126	57	18	629	64
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	64.6%	21.5%	43.0%	22.4%	9.9%	3.2%	13.1%	148	268	134	59	18	627	59
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	53.5%	17.6%	36.0%	28.8%	14.2%	3.5%	17.7%	121	226	172	83	19	621	61
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	82.2%	34.1%	48.1%	12.3%	3.5%	2.0%	5.5%	229	294	75	21	11	630	55
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	65.9%	25.4%	40.5%	25.1%	6.7%	2.3%	9.0%	170	247	149	39	12	617	71
33	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	73.0%	32.7%	40.3%	14.1%	6.8%	6.1%	12.9%	234	269	90	41	37	671	20
34	Employees in my work unit are typically under too much pressure to meet work goals. <i>(Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.)</i>	Agree-disagree, negatively worded	29.8%	25.8%	24.5%	19.9%	20.6%	9.2%	50.3%	155	149	133	150	71	658	32
35	Employees are recognized for providing high quality products and services.	Agree-disagree	61.0%	18.0%	43.0%	14.9%	13.8%	10.3%	24.1%	127	287	98	86	63	661	31
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	63.7%	23.6%	40.1%	13.5%	12.3%	10.5%	22.8%	170	268	94	79	68	679	13
37	My organization is successful at accomplishing its mission.	Agree-disagree	75.4%	25.4%	50.0%	12.4%	7.8%	4.3%	12.1%	182	340	80	49	26	677	12
38	I have a good understanding of my organization's priorities.	Agree-disagree	78.9%	29.7%	49.2%	10.2%	8.0%	2.9%	10.9%	217	336	69	50	18	690	N/A
39	My organization effectively adapts to changing government priorities.	Agree-disagree	66.4%	21.3%	45.0%	17.4%	9.6%	6.6%	16.2%	152	301	112	58	38	661	30
40	My organization has prepared me for potential physical security threats.	Agree-disagree	67.9%	21.2%	46.7%	16.0%	11.4%	4.7%	16.1%	153	317	109	72	29	680	10
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	90.3%	31.8%	58.5%	7.1%	1.4%	1.1%	2.5%	229	397	46	10	7	689	2
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	54.9%	20.3%	34.6%	21.3%	13.2%	10.5%	23.7%	133	221	130	79	61	624	67
43	*I recommend my organization as a good place to work.	Agree-disagree	59.6%	24.0%	35.6%	20.6%	11.5%	8.3%	19.8%	177	250	136	77	52	692	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	39.0%	13.3%	25.7%	19.5%	16.2%	25.3%	41.5%	92	165	123	102	148	630	62
45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	84.7%	48.9%	35.7%	10.7%	3.1%	1.5%	4.6%	324	226	66	20	9	645	45
46	Supervisors in my work unit support employee development.	Agree-disagree	79.8%	43.8%	36.0%	12.3%	4.4%	3.6%	7.9%	309	237	78	27	22	673	18
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	85.5%	53.6%	31.9%	6.4%	4.7%	3.5%	8.2%	384	214	41	29	21	689	N/A
48	My supervisor listens to what I have to say.	Agree-disagree	85.3%	52.6%	32.7%	7.5%	4.3%	2.8%	7.2%	374	216	50	28	18	686	N/A
49	My supervisor treats me with respect.	Agree-disagree	88.2%	57.4%	30.8%	6.6%	2.7%	2.6%	5.2%	408	202	45	17	16	688	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	83.0%	52.3%	30.8%	8.9%	4.0%	4.1%	8.0%	373	202	59	27	26	687	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	90.9%	52.8%	38.1%	7.3%	1.3%	0.5%	1.8%	373	252	46	8	3	682	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	85.1%	56.9%	28.2%	9.7%	2.5%	2.7%	5.1%	406	184	66	17	16	689	N/A

53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	76.3%	37.8%	38.5%	14.4%	5.4%	3.9%	9.4%	270	258	97	37	24	686	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	73.8%	36.5%	37.3%	13.1%	8.0%	5.1%	13.1%	256	248	87	53	32	676	11
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	48.5%	19.3%	29.2%	18.2%	16.4%	16.9%	33.3%	142	203	120	102	102	669	14
56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	66.2%	28.8%	37.4%	17.5%	6.5%	9.8%	16.3%	196	239	108	40	57	640	38
57	*Managers communicate the goals of the organization.	Agree-disagree	72.9%	25.7%	47.2%	14.3%	5.6%	7.3%	12.9%	186	317	91	37	45	676	6
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	59.4%	24.2%	35.1%	16.5%	12.6%	11.5%	24.1%	169	232	106	78	67	652	26
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	74.5%	39.0%	35.5%	15.3%	5.0%	5.2%	10.2%	276	231	97	32	31	667	19
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	63.8%	31.2%	32.6%	16.2%	9.4%	10.6%	20.0%	224	220	105	60	64	673	6
61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	60.5%	26.9%	33.5%	14.3%	11.2%	14.1%	25.3%	184	217	92	66	81	640	36
62	Management encourages innovation.	Agree-disagree	48.2%	19.2%	29.0%	22.6%	17.8%	11.5%	29.2%	137	196	147	110	68	658	23
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	51.6%	18.6%	33.0%	17.3%	15.8%	15.3%	31.1%	133	226	111	99	90	659	21
64	Management involves employees in decisions that affect their work.	Agree-disagree	43.1%	16.3%	26.9%	18.5%	18.9%	19.5%	38.4%	116	187	127	118	119	667	14
65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	46.9%	16.4%	30.5%	20.6%	22.9%	9.6%	32.5%	121	218	138	147	59	683	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	54.1%	17.6%	36.5%	17.8%	19.2%	8.9%	28.1%	128	259	117	122	55	681	N/A
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	55.5%	21.7%	33.8%	19.9%	16.3%	8.4%	24.6%	156	233	133	106	52	680	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	63.7%	28.2%	35.5%	15.1%	13.8%	7.4%	21.2%	206	246	98	87	45	682	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	54.1%	19.1%	35.0%	17.6%	17.2%	11.1%	28.3%	139	241	119	114	72	685	N/A
70	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	56.8%	20.2%	36.7%	18.1%	15.6%	9.5%	25.1%	149	260	117	100	58	684	N/A
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	70.0%	30.0%	40.0%	16.8%	7.7%	5.5%	13.2%	183	243	99	48	31	604	77
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	78.1%	38.0%	40.1%	14.5%	3.7%	3.7%	7.4%	237	237	83	22	20	599	83
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	67.8%	26.7%	41.1%	16.1%	9.5%	6.6%	16.1%	180	264	105	58	41	648	35
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	74.1%	31.4%	42.7%	15.6%	4.5%	5.7%	10.3%	205	262	95	26	34	622	61
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	63.0%	26.6%	36.4%	17.5%	10.7%	8.8%	19.4%	169	222	106	61	50	608	73
76	Employees in my work unit treat me as a valued member of the team.	Agree-disagree	86.9%	44.9%	42.0%	9.0%	2.4%	1.7%	4.1%	313	273	59	15	11	671	8
77	Employees in my work unit make me feel I belong.	Agree-disagree	84.8%	43.9%	40.9%	10.2%	2.8%	2.2%	5.0%	303	264	66	18	14	665	11
78	Employees in my work unit care about me as a person.	Agree-disagree	84.5%	43.6%	40.9%	10.3%	2.9%	2.4%	5.3%	297	261	67	18	14	657	20
79	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	76.3%	34.1%	42.2%	12.3%	7.7%	3.7%	11.4%	235	278	76	49	23	661	12
80	In my work unit, people's differences are respected.	Agree-disagree	81.9%	34.6%	47.3%	10.1%	5.1%	2.9%	8.0%	234	304	61	33	18	650	23
81	I can be successful in my organization being myself.	Agree-disagree	77.8%	33.9%	43.9%	11.8%	5.6%	4.8%	10.4%	236	289	75	38	29	667	8

82	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	72.5%	33.9%	38.6%	16.8%	6.4%	4.2%	10.7%	133	147	61	22	14	377	296
83	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	68.0%	31.5%	36.4%	20.4%	6.4%	5.3%	11.7%	115	128	70	21	18	352	318
84	My organization meets my accessibility needs.	Agree-disagree	71.5%	32.0%	39.4%	19.8%	3.5%	5.2%	8.7%	116	135	70	12	17	350	323
85	My job inspires me.	Agree-disagree	64.3%	25.0%	39.3%	20.7%	10.2%	4.8%	15.0%	176	262	138	64	29	669	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	76.8%	34.7%	42.0%	11.7%	7.1%	4.5%	11.6%	239	277	75	46	27	664	N/A
87	I feel a strong personal attachment to my organization.	Agree-disagree	66.8%	30.5%	36.3%	18.4%	8.6%	6.2%	14.8%	213	243	121	58	37	672	N/A
88	I identify with the mission of my organization.	Agree-disagree	87.2%	43.5%	43.7%	9.4%	1.5%	1.9%	3.4%	300	288	61	10	11	670	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	95.5%	59.5%	36.0%	3.3%	0.3%	0.9%	1.2%	407	236	23	2	5	673	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.

Q12 and Q34 are negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "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.

Source: **National Labor Relations Board AES Report**, 2022 OPM Federal Employee Viewpoint Survey

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

	2022	2022
	N	%
Remain in the work unit and improve their performance over time	97	13.3%
Remain in the work unit and continue to underperform	197	29.8%
Leave the work unit - removed or transferred	32	4.5%
Leave the work unit - quit	35	5.1%
There are no poor performers in my work unit	190	26.0%
Do Not Know	212	30.0%
Total (percents will add to more than 100% because respondents could choose more than one response option)	703	N/A

Percentages are weighted to represent the Agency's population.

Source: **National Labor Relations Board AES Report**, 2022 OPM Federal Employee Viewpoint Survey