

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.	66.60%	23.92%	42.68%	15.98%	12.92%	4.51%	17.43%	214	358	135	106	37	850	N/A
Agree -disagree	2	I have enough information to do my job well.	74.39%	23.86%	50.52%	13.78%	8.07%	3.76%	11.83%	212	422	117	66	31	848	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	49.32%	19.68%	29.64%	19.26%	20.88%	10.54%	31.42%	174	250	159	171	84	838	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	77.69%	36.93%	40.77%	11.95%	6.83%	3.52%	10.35%	321	340	100	57	29	847	N/A
Agree -disagree	5	I like the kind of work I do.	85.38%	43.02%	42.36%	9.30%	3.62%	1.71%	5.32%	371	351	78	30	13	843	N/A
Agree -disagree	6	I know what is expected of me on the job.	82.42%	33.28%	49.14%	8.58%	6.27%	2.73%	9.00%	291	407	71	52	22	843	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.36%	67.81%	28.55%	2.64%	0.27%	0.73%	1.00%	583	236	21	2	6	848	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	87.68%	46.94%	40.74%	10.14%	1.59%	0.60%	2.19%	404	339	83	13	5	844	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	42.25%	11.27%	30.98%	14.76%	25.01%	17.98%	42.99%	104	268	125	205	145	847	1
Agree -disagree	10	*My workload is reasonable.	56.94%	13.49%	43.45%	14.08%	16.80%	12.18%	28.98%	126	373	116	134	96	845	0
Agree -disagree	11	*My talents are used well in the workplace.	64.42%	21.27%	43.15%	15.89%	11.57%	8.12%	19.69%	187	358	130	95	67	837	2
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	90.12%	41.94%	48.18%	5.43%	2.67%	1.78%	4.45%	369	398	46	23	14	850	0
Agree -disagree	13	The work I do is important.	91.05%	57.04%	34.01%	5.90%	1.99%	1.06%	3.05%	489	281	47	17	8	842	0

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Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	72.62%	26.18%	46.43%	12.42%	9.40%	5.56%	14.96%	227	388	105	79	49	848	1
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	71.43%	30.15%	41.28%	15.63%	6.68%	6.26%	12.94%	258	339	123	52	48	820	26
Agree -disagree	16	I am held accountable for achieving results.	84.93%	32.90%	52.03%	11.82%	1.74%	1.50%	3.25%	280	433	98	14	12	837	5
Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63.31%	30.34%	32.97%	20.89%	8.11%	7.69%	15.80%	251	255	160	62	59	787	58
Agree -disagree	18	My training needs are assessed.	39.50%	12.37%	27.13%	25.33%	22.91%	12.25%	35.17%	107	223	211	187	99	827	17
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).	65.62%	27.45%	38.16%	15.10%	10.80%	8.48%	19.28%	234	304	119	85	64	806	42
Agree -disagree	20	*The people I work with cooperate to get the job done.	81.05%	37.53%	43.52%	10.14%	5.12%	3.70%	8.82%	332	362	81	42	30	847	N/A
Agree -disagree	21	My work unit is able to recruit people with the right skills.	46.13%	12.86%	33.26%	23.18%	18.93%	11.76%	30.69%	115	272	184	146	90	807	43
Agree -disagree	22	Promotions in my work unit are based on merit.	45.68%	14.46%	31.22%	26.20%	14.23%	13.89%	28.12%	123	244	203	107	103	780	62
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	32.67%	7.92%	24.75%	30.68%	20.80%	15.85%	36.65%	66	184	226	144	110	730	115
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	37.95%	8.66%	29.28%	25.13%	22.52%	14.40%	36.93%	74	235	197	173	108	787	58
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	47.53%	14.25%	33.29%	24.76%	13.46%	14.25%	27.70%	114	255	191	100	103	763	81
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	84.49%	35.90%	48.59%	8.45%	3.91%	3.16%	7.07%	313	404	67	34	28	846	0
Agree -disagree	27	The skill level in my work unit has improved in the past year.	60.82%	21.72%	39.10%	26.73%	7.69%	4.76%	12.46%	183	312	210	58	37	800	49

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Good -poor	28	How would you rate the overall quality of work done by your work unit?	90.89%	54.61%	36.28%	6.93%	1.11%	1.06%	2.18%	474	302	56	9	8	849	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83.55%	27.96%	55.59%	10.57%	3.59%	2.29%	5.88%	242	449	86	29	18	824	15
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	44.82%	13.29%	31.54%	19.31%	23.33%	12.53%	35.86%	113	261	156	185	95	810	26
Agree -disagree	31	Employees are recognized for providing high quality products and services.	56.33%	16.21%	40.12%	17.46%	16.26%	9.95%	26.21%	139	325	141	128	79	812	28
Agree -disagree	32	Creativity and innovation are rewarded.	35.22%	10.68%	24.54%	24.96%	24.09%	15.73%	39.82%	90	203	197	187	121	798	37
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	25.23%	7.16%	18.07%	27.08%	27.22%	20.47%	47.69%	58	142	209	203	152	764	66
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	61.85%	18.27%	43.58%	22.96%	9.82%	5.37%	15.19%	153	336	178	74	40	781	60
Agree -disagree	35	Employees are protected from health and safety hazards on the job.	73.14%	25.09%	48.06%	16.37%	7.24%	3.25%	10.49%	210	389	130	58	24	811	30
Agree -disagree	36	My organization has prepared employees for potential security threats.	75.05%	23.51%	51.54%	14.75%	6.73%	3.48%	10.20%	200	421	122	54	27	824	11
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	58.82%	22.17%	36.65%	19.57%	10.70%	10.90%	21.60%	181	287	153	82	81	784	52
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.	72.82%	30.25%	42.57%	16.45%	4.47%	6.26%	10.73%	234	321	123	35	45	758	80
Agree -disagree	39	My agency is successful at accomplishing its mission.	83.03%	28.53%	54.50%	11.34%	3.75%	1.88%	5.63%	238	451	94	30	15	828	11

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Agree -disagree	40	*I recommend my organization as a good place to work.	68.14%	26.26%	41.88%	16.25%	8.98%	6.63%	15.62%	229	352	133	73	54	841	N/A
Agree -disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	39.32%	15.37%	23.95%	20.98%	20.59%	19.10%	39.70%	125	186	159	156	140	766	76
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	82.84%	45.06%	37.79%	8.39%	4.67%	4.11%	8.77%	392	308	65	36	33	834	7
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	69.33%	31.91%	37.42%	16.02%	9.24%	5.42%	14.66%	273	302	133	77	42	827	12
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	69.84%	31.41%	38.43%	15.96%	7.30%	6.90%	14.20%	271	315	127	57	54	824	12
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	73.54%	38.09%	35.45%	18.52%	3.75%	4.19%	7.94%	297	262	132	27	31	749	85
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.62%	29.76%	38.86%	16.85%	7.67%	6.86%	14.54%	264	316	135	62	55	832	6
Agree -disagree	47	Supervisors in my work unit support employee development.	70.79%	32.02%	38.76%	15.87%	6.57%	6.78%	13.34%	278	311	122	51	53	815	22
Agree -disagree	48	My supervisor listens to what I have to say.	82.71%	44.40%	38.31%	8.47%	4.64%	4.17%	8.81%	384	314	69	37	34	838	N/A
Agree -disagree	49	My supervisor treats me with respect.	87.36%	50.40%	36.96%	6.73%	2.82%	3.10%	5.91%	434	301	53	23	25	836	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	80.42%	38.16%	42.26%	10.72%	5.95%	2.91%	8.86%	328	345	91	48	24	836	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	74.57%	41.89%	32.69%	14.47%	5.77%	5.18%	10.95%	362	269	117	47	42	837	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.72%	47.67%	31.05%	13.79%	4.14%	3.34%	7.49%	414	254	110	32	27	837	N/A
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.82%	18.45%	30.37%	19.75%	17.47%	13.96%	31.43%	156	247	160	136	106	805	24

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Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	66.81%	29.40%	37.41%	18.90%	8.31%	5.98%	14.29%	236	284	143	62	44	769	60
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	71.56%	28.79%	42.77%	17.62%	6.32%	4.51%	10.83%	231	328	133	48	33	773	53
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	68.36%	23.40%	44.96%	17.14%	9.63%	4.88%	14.51%	198	359	138	75	38	808	15
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	70.64%	25.30%	45.34%	18.27%	6.32%	4.77%	11.09%	197	331	135	45	35	743	80
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	56.74%	21.30%	35.44%	19.65%	14.51%	9.10%	23.61%	178	274	153	109	69	783	43
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	61.38%	23.06%	38.32%	19.46%	10.53%	8.63%	19.17%	191	299	150	80	66	786	42
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	73.52%	37.18%	36.34%	16.80%	4.16%	5.51%	9.68%	309	284	131	32	42	798	28
Agree -disagree	61	I have a high level of respect for my organization's senior leaders.	65.60%	30.51%	35.09%	16.93%	10.34%	7.13%	17.48%	262	282	137	81	55	817	11
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	67.46%	31.25%	36.21%	18.17%	7.59%	6.78%	14.37%	247	280	134	55	49	765	59
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	56.21%	19.30%	36.91%	19.88%	17.40%	6.51%	23.91%	168	306	163	140	51	828	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	53.79%	16.24%	37.55%	22.91%	18.42%	4.88%	23.30%	139	311	183	151	40	824	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	56.65%	21.66%	34.98%	19.90%	15.06%	8.39%	23.45%	187	286	165	121	65	824	N/A

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Satisfied -dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	50.54%	17.61%	32.94%	27.49%	14.26%	7.70%	21.96%	156	273	222	113	61	825	N/A
Satisfied -dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	36.45%	12.82%	23.63%	28.04%	21.71%	13.80%	35.51%	112	197	229	176	110	824	N/A
Satisfied -dissatisfied	68	How satisfied are you with the training you receive for your present job?	46.93%	13.11%	33.82%	25.19%	19.99%	7.89%	27.88%	113	279	207	164	63	826	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	73.28%	26.74%	46.54%	14.03%	8.36%	4.34%	12.69%	233	380	112	68	35	828	N/A
Satisfied -dissatisfied	70	Considering everything, how satisfied are you with your pay?	60.85%	20.74%	40.11%	14.46%	17.59%	7.11%	24.70%	176	329	120	140	57	822	N/A
Satisfied -dissatisfied	71	*Considering everything, how satisfied are you with your organization?	67.80%	21.69%	46.10%	16.81%	9.99%	5.41%	15.40%	189	376	138	80	43	826	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	82.11%	45.04%	37.06%	9.46%	6.29%	2.15%	8.44%	290	232	58	38	13	631	4
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	90.14%	51.60%	38.53%	5.76%	2.75%	1.35%	4.10%	227	171	25	11	6	440	8
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)	75.16%	31.77%	43.40%	19.06%	5.12%	0.65%	5.77%	66	86	34	9	1	196	14
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	84.98%	35.50%	49.48%	13.42%	1.60%	0.00%	1.60%	28	38	9	1	0	76	15

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Satisfied -dissatisfi ed	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)	49.92%	39.63%	10.29%	50.08%	0.00%	0.00%	0.00%	6	2	7	0	0	15	9
Satisfied -dissatisfi ed	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	46.54%	31.76%	14.78%	53.46%	0.00%	0.00%	0.00%	4	2	5	0	0	11	9

* 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.