

Core Survey

2018		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
Item	Item Text														
1	*I am given a real opportunity to improve my skills in my organization.	64.4%	21.5%	42.9%	16.1%	12.2%	7.4%	19.5%	189	361	137	102	58	847	N/A
2	I have enough information to do my job well.	70.6%	21.1%	49.6%	12.4%	12.4%	4.6%	16.9%	188	419	105	104	38	854	N/A
3	I feel encouraged to come up with new and better ways of doing things.	48.3%	17.0%	31.3%	17.2%	20.5%	14.0%	34.5%	156	267	146	173	113	855	N/A
4	My work gives me a feeling of personal accomplishment.	77.5%	34.2%	43.3%	11.9%	7.1%	3.5%	10.7%	304	363	98	59	30	854	N/A
5	I like the kind of work I do.	85.7%	42.4%	43.3%	9.0%	3.7%	1.5%	5.3%	372	365	74	30	13	854	N/A
6	I know what is expected of me on the job.	81.3%	32.6%	48.7%	9.2%	6.1%	3.4%	9.5%	289	408	76	50	28	851	N/A
7	When needed I am willing to put in the extra effort to get a job done.	96.8%	68.8%	28.0%	2.0%	0.5%	0.8%	1.3%	591	234	17	4	6	852	N/A
8	I am constantly looking for ways to do my job better.	87.2%	45.5%	41.7%	10.5%	1.4%	0.9%	2.3%	397	351	87	12	7	854	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	32.3%	8.0%	24.3%	12.0%	24.3%	31.3%	55.7%	71	207	99	198	274	849	1
10	*My workload is reasonable.	56.8%	12.1%	44.7%	13.6%	16.6%	12.9%	29.6%	114	386	111	138	105	854	1

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11	*My talents are used well in the workplace.	64.1%	19.3%	44.8%	13.8%	14.0%	8.1%	22.1%	172	375	114	116	65	842	4
12	*I know how my work relates to the agency's goals.	89.2%	38.3%	50.9%	6.0%	2.5%	2.3%	4.8%	336	427	50	21	19	853	2
13	The work I do is important.	91.8%	57.6%	34.3%	5.6%	1.8%	0.8%	2.6%	495	291	46	14	7	853	2
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.2%	26.6%	44.6%	11.6%	11.5%	5.7%	17.2%	233	374	99	96	47	849	6
15	My performance appraisal is a fair reflection of my performance.	72.5%	27.0%	45.5%	13.4%	8.4%	5.7%	14.1%	239	381	108	64	44	836	20
16	I am held accountable for achieving results.	84.7%	31.3%	53.5%	10.6%	3.6%	1.0%	4.6%	274	450	85	31	8	848	6
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.5%	28.1%	33.4%	19.8%	9.3%	9.5%	18.7%	232	264	152	71	72	791	66
18	My training needs are assessed.	38.2%	9.7%	28.5%	25.9%	21.5%	14.4%	36.0%	87	238	215	175	120	835	20
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).	68.0%	26.1%	41.8%	14.4%	9.9%	7.7%	17.6%	224	346	117	77	57	821	36
20	*The people I work with cooperate to get the job done.	82.2%	39.7%	42.6%	9.8%	5.3%	2.7%	8.0%	355	357	80	43	21	856	N/A
21	My work unit is able to recruit people with the right skills.	41.9%	11.6%	30.3%	20.5%	16.7%	21.0%	37.7%	103	248	161	129	162	803	52
22	Promotions in my work unit are based on merit.	46.1%	15.0%	31.2%	26.0%	13.4%	14.4%	27.8%	127	248	198	99	105	777	71

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23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.1%	7.7%	27.4%	29.3%	18.2%	17.5%	35.7%	61	199	210	126	118	714	134
24	*In my work unit, differences in performance are recognized in a meaningful way.	37.7%	8.6%	29.0%	26.0%	20.3%	16.1%	36.3%	75	237	203	155	119	789	65
25	Awards in my work unit depend on how well employees perform their jobs.	49.2%	13.2%	36.0%	23.2%	14.4%	13.1%	27.6%	110	286	175	109	94	774	81
26	Employees in my work unit share job knowledge with each other.	82.7%	41.3%	41.4%	10.9%	3.3%	3.1%	6.4%	359	348	88	28	25	848	7
27	The skill level in my work unit has improved in the past year.	56.2%	20.8%	35.4%	29.8%	8.4%	5.6%	14.0%	177	280	229	66	43	795	60
28	How would you rate the overall quality of work done by your work unit?	92.0%	56.2%	35.8%	6.5%	0.6%	0.9%	1.5%	495	296	53	5	7	856	N/A
29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	87.3%	41.1%	46.1%	8.7%	2.6%	1.4%	4.1%	362	382	70	21	12	847	9
30	Employees have a feeling of personal empowerment with respect to work processes.	34.4%	9.1%	25.2%	21.2%	21.6%	22.8%	44.4%	80	208	170	172	193	823	26
31	Employees are recognized for providing high quality products and services.	51.5%	13.6%	37.9%	20.8%	16.0%	11.7%	27.7%	123	322	171	128	93	837	15
32	Creativity and innovation are rewarded.	31.4%	10.1%	21.3%	28.2%	21.7%	18.8%	40.5%	89	180	227	172	147	815	31
33	Pay raises depend on how well employees perform their jobs.	26.3%	6.6%	19.7%	29.4%	23.9%	20.4%	44.3%	56	164	230	186	157	793	54
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	54.5%	14.1%	40.4%	24.8%	10.8%	10.0%	20.7%	117	317	192	80	75	781	66

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35	Employees are protected from health and safety hazards on the job.	67.6%	19.0%	48.7%	17.9%	9.4%	5.1%	14.5%	165	396	145	75	42	823	27
36	My organization has prepared employees for potential security threats.	71.3%	18.0%	53.3%	16.2%	7.1%	5.5%	12.5%	158	434	134	60	45	831	15
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	50.8%	16.6%	34.2%	19.1%	11.8%	18.3%	30.1%	139	269	147	92	150	797	51
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.	68.7%	24.0%	44.7%	18.5%	6.4%	6.4%	12.8%	184	330	137	48	46	745	98
39	My agency is successful at accomplishing its mission.	69.3%	24.0%	45.3%	16.7%	8.4%	5.6%	14.0%	204	373	142	69	46	834	13
40	*I recommend my organization as a good place to work.	60.6%	21.6%	39.0%	17.7%	13.1%	8.6%	21.7%	188	330	147	110	72	847	N/A
41	*I believe the results of this survey will be used to make my agency a better place to work.	31.9%	12.0%	19.9%	20.1%	20.6%	27.4%	47.9%	98	157	154	154	212	775	74
42	My supervisor supports my need to balance work and other life issues.	85.3%	49.2%	36.1%	7.3%	2.4%	5.0%	7.4%	429	291	59	20	40	839	5
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.0%	32.6%	34.3%	17.7%	8.5%	6.8%	15.3%	286	285	143	69	53	836	6
44	Discussions with my supervisor about my performance are worthwhile.	70.6%	32.2%	38.3%	15.3%	6.5%	7.6%	14.1%	282	311	120	49	60	822	20

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45	My supervisor is committed to a workforce representative of all segments of society.	75.0%	39.5%	35.4%	16.8%	2.5%	5.7%	8.2%	313	261	119	18	41	752	86
46	My supervisor provides me with constructive suggestions to improve my job performance.	71.5%	31.9%	39.5%	14.9%	6.6%	7.0%	13.6%	282	326	121	52	55	836	7
47	Supervisors in my work unit support employee development.	69.7%	32.7%	37.0%	16.0%	7.1%	7.2%	14.3%	284	301	124	55	55	819	23
48	My supervisor listens to what I have to say.	81.9%	46.8%	35.1%	8.9%	5.4%	3.8%	9.2%	408	288	73	42	31	842	N/A
49	My supervisor treats me with respect.	86.9%	52.2%	34.7%	6.5%	3.1%	3.4%	6.5%	451	284	54	25	27	841	N/A
50	In the last six months, my supervisor has talked with me about my performance.	80.4%	38.3%	42.1%	9.5%	7.1%	3.0%	10.1%	334	347	78	58	24	841	N/A
51	I have trust and confidence in my supervisor.	76.3%	43.4%	32.9%	12.3%	5.3%	6.0%	11.4%	379	271	100	42	49	841	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.3%	51.9%	27.4%	11.5%	5.2%	3.9%	9.1%	449	222	92	42	31	836	N/A
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	29.1%	12.5%	16.6%	18.9%	18.2%	33.8%	52.0%	106	135	156	144	272	813	20
54	My organization's senior leaders maintain high standards of honesty and integrity.	39.3%	16.2%	23.2%	19.5%	12.7%	28.5%	41.2%	131	180	150	98	227	786	46
55	Supervisors work well with employees of different backgrounds.	73.2%	25.1%	48.2%	15.8%	5.9%	5.0%	10.9%	201	369	119	44	37	770	62
56	*Managers communicate the goals of the organization.	62.4%	20.1%	42.3%	15.9%	9.9%	11.9%	21.8%	169	341	125	80	106	821	14

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57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.8%	21.4%	41.4%	22.2%	8.0%	6.9%	15.0%	165	304	162	59	50	740	92
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	53.2%	18.9%	34.3%	21.0%	13.7%	12.1%	25.8%	155	269	166	107	91	788	45
59	Managers support collaboration across work units to accomplish work objectives.	58.4%	21.2%	37.2%	19.8%	10.7%	11.1%	21.8%	171	288	153	83	82	777	56
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.7%	37.1%	32.5%	16.5%	7.6%	6.2%	13.8%	302	252	126	59	46	785	41
61	I have a high level of respect for my organization's senior leaders.	43.6%	17.9%	25.7%	19.7%	15.3%	21.5%	36.7%	148	210	160	124	173	815	15
62	Senior leaders demonstrate support for Work/Life programs.	52.5%	21.9%	30.6%	24.8%	9.6%	13.0%	22.6%	168	220	178	68	97	731	98
63	*How satisfied are you with your involvement in decisions that affect your work?	48.5%	14.8%	33.7%	20.3%	21.4%	9.9%	31.3%	130	279	165	175	79	828	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	41.3%	11.8%	29.5%	19.3%	22.1%	17.3%	39.4%	104	240	155	178	151	828	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	55.1%	17.5%	37.6%	18.6%	16.1%	10.3%	26.3%	154	311	154	127	81	827	N/A
66	How satisfied are you with the policies and practices of your senior leaders?	31.8%	10.2%	21.6%	20.8%	22.2%	25.2%	47.4%	90	180	171	177	213	831	N/A

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67	How satisfied are you with your opportunity to get a better job in your organization?	28.1%	8.6%	19.4%	28.6%	22.1%	21.2%	43.3%	76	166	232	180	168	822	N/A
68	How satisfied are you with the training you receive for your present job?	42.6%	10.6%	31.9%	26.0%	19.8%	11.6%	31.4%	93	265	218	160	92	828	N/A
69	*Considering everything, how satisfied are you with your job?	64.1%	20.6%	43.5%	16.9%	12.2%	6.8%	19.0%	181	357	139	98	54	829	N/A
70	Considering everything, how satisfied are you with your pay?	57.8%	18.7%	39.1%	18.3%	15.1%	8.9%	23.9%	160	323	151	121	72	827	N/A
71	*Considering everything, how satisfied are you with your organization?	48.6%	13.3%	35.3%	21.4%	20.0%	10.0%	30.0%	115	292	171	163	80	821	N/A

72. Please select the response below that BEST describes your current teleworking schedule.	N	%	
I telework very infrequently, on an unscheduled or short-term basis	122	14.7%	
I telework, but only about 1 or 2 days per month	65	8.0%	
I telework 1 or 2 days per week	347	43.0%	
I telework 3 or 4 days per week	104	10.9%	
I telework every work day	35	4.4%	
I do not telework because I have to be physically present on the job	18	2.3%	
I do not telework because of technical issues that prevent me from teleworking	9	1.2%	
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	35	4.6%	
I do not telework because I choose not to telework	85	10.8%	
Total	820	100.0%	

73. How satisfied are you with the following Work/Life programs in your agency? Telework	N	Satisfaction %	All Response Options %
Very Satisfied	322	43.2%	39.9%
Satisfied	260	35.9%	32.2%
Neither Satisfied nor Dissatisfied	80	11.1%	9.9%
Dissatisfied	46	6.6%	5.7%
Very Dissatisfied	22	3.2%	2.7%
Item Response Total	730	100.0%	90.3%
I choose not to participate in these programs	45	--	5.6%
These programs are not available to me	31	--	3.8%
I am unaware of these programs	2	--	0.2%
Total	808	100.0%	100.0%

74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules	N	Satisfaction %	All Response Options %
Very Satisfied	326	48.5%	40.3%
Satisfied	238	36.5%	29.5%
Neither Satisfied nor Dissatisfied	75	11.1%	9.3%
Dissatisfied	19	2.7%	2.4%
Very Dissatisfied	8	1.2%	1.0%
Item Response Total	666	100.0%	82.4%
I choose not to participate in these programs	110	--	13.6%
These programs are not available to me	26	--	3.2%
I am unaware of these programs	6	--	0.7%
Total	808	100.0%	100.0%

75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	N	Satisfaction %	All Response Options %
Very Satisfied	70	12.6%	8.5%
Satisfied	130	24.4%	15.9%
Neither Satisfied nor Dissatisfied	126	22.7%	15.4%
Dissatisfied	99	17.3%	12.1%
Very Dissatisfied	142	23.0%	17.3%
Item Response Total	567	100.0%	69.2%
I choose not to participate in these programs	57	--	7.0%
These programs are not available to me	159	--	19.4%
I am unaware of these programs	36	--	4.4%
Total	819	100.0%	100.0%

76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program	N	Satisfaction %	All Response Options %
Very Satisfied	64	13.7%	7.8%
Satisfied	121	26.9%	14.8%
Neither Satisfied nor Dissatisfied	245	53.8%	30.0%
Dissatisfied	14	3.1%	1.7%
Very Dissatisfied	12	2.5%	1.5%
Item Response Total	456	100.0%	55.9%
I choose not to participate in these programs	265	--	32.5%
These programs are not available to me	11	--	1.3%
I am unaware of these programs	84	--	10.3%
Total	816	100.0%	100.0%

77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs	N	Satisfaction %	All Response Options %
Very Satisfied	36	12.1%	4.4%
Satisfied	41	14.3%	5.0%
Neither Satisfied nor Dissatisfied	182	63.9%	22.2%
Dissatisfied	12	4.0%	1.5%
Very Dissatisfied	17	5.7%	2.1%
Item Response Total	288	100.0%	35.2%
I choose not to participate in these programs	208	--	25.4%
These programs are not available to me	166	--	20.3%
I am unaware of these programs	156	--	19.1%
Total	818	100.0%	100.0%

78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs	N	Satisfaction %	All Response Options %
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Work Life-Telework

Very Satisfied	22	9.4%	2.7%
Satisfied	16	6.9%	2.0%
Neither Satisfied nor Dissatisfied	173	75.5%	21.2%
Dissatisfied	7	3.2%	0.9%
Very Dissatisfied	12	5.0%	1.5%
Item Response Total	230	100.0%	28.2%
I choose not to participate in these programs	189	--	23.2%
These programs are not available to me	137	--	16.8%
I am unaware of these programs	260	--	31.9%
Total	816	100.0%	100.0%

Percentages are weighted to represent the Agency's population.