		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	ltem Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my	N		878	1,225	288	208	75	2,674	NA
organization.	%	78.24	32.18	46.06	11.00	7.87	2.88	100.00	
2. I have enough information to do my job well.	N		824	1,405	222	149	53	2,653	NA
	%	83.76	30.49	53.27	8.48	5.67	2.08	100.00	
3. I feel encouraged to come up with new and better ways of doing	N		766	988	440	298	146	2,638	NA
things.	%	66.51	28.63	37.88	16.63	11.20	5.66	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		968	1,093	310	191	100	2,662	NA
4. Wy work gives me a reening or personal accomplishment.	%	77.20	35.71	41.49	11.70	7.28	3.83	100.00	
*5 Like the kind of work Lde	N		1,093	1,121	274	113	38	2,639	NA
*5. I like the kind of work I do.	%	83.62	40.81	42.81	10.59	4.32	1.47	100.00	
6. Linew what is expected of me on the job	N		978	1,231	228	156	63	2,656	NA
6. I know what is expected of me on the job.	%	82.97	36.28	46.69	8.63	5.92	2.47	100.00	
7. When needed I am willing to put in the extra effort to get a job	N		1,836	714	65	25	10	2,650	NA
done.	%	96.16	68.81	27.36	2.52	0.93	0.39	100.00	
9. Lom constantly looking for your to do my job battor	N		1,323	1,104	191	32	16	2,666	NA
8. I am constantly looking for ways to do my job better.	%	91.08	49.22	41.85	7.17	1.15	0.61	100.00	
9. I have sufficient resources (for example, people, materials, budget) to	N		561	1,302	306	354	146	2,669	3
get my job done.	%	69.59	20.76	48.84	11.63	13.25	5.52	100.00	
*10 Muurulaad ja raasanabla	N		550	1,376	312	276	144	2,658	2
*10. My workload is reasonable.	%	72.29	20.36	51.93	11.83	10.40	5.48	100.00	
	N		615	1,130	342	313	192	2,592	12
*11. My talents are used well in the workplace.	%	67.05	23.22	43.83	13.35	12.06	7.53	100.00	
*12. I know how my work relates to the agency's goals and	N		1,183	1,210	156	70	37	2,656	4
priorities.	%	90.12	43.94	46.18	5.87	2.63	1.38	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages are weighted to represent the Agency's population.

* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 2,675 Number of surveys administered: 3,590

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	ltem Response Total**	Do Not Know/ No Basis to Judge
*13. The work I do is important.	Ν		1,310	1,038	191	60	32	2,631	6
	%	89.23	49.27	39.96	7.31	2.26	1.20	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs	Ν		900	1,115	271	251	123	2,660	7
well.	%	75.46	33.09	42.37	10.23	9.56	4.75	100.00	
*15. My performance appraisal is a fair reflection of my	Ν		813	1,179	267	215	161	2,635	32
performance.	%	75.46	30.34	45.12	10.17	8.16	6.22	100.00	
16. I am held accountable for achieving results.	Ν		904	1,361	252	94	46	2,657	11
	%	85.21	33.59	51.62	9.49	3.58	1.72	100.00	
17. I can disclose a suspected violation of any law, rule or regulation	Ν		1,008	918	310	163	158	2,557	108
without fear of reprisal.	%	74.81	38.58	36.23	12.44	6.47	6.28	100.00	
*19. My training people are accessed	Ν		615	1,106	498	278	142	2,639	19
*18. My training needs are assessed.	%	65.04	22.82	42.22	18.92	10.61	5.44	100.00	
*19. In my most recent performance appraisal, I understood what I had to	Ν		696	1,050	381	293	202	2,622	49
do to be rated at different performance levels (for example, Fully Successful, Outstanding).	%	66.48	26.31	40.17	14.66	11.13	7.73	100.00	
*20. The people lough with economic to get the ich dans	Ν		1,020	1,190	240	164	56	2,670	NA
*20. The people I work with cooperate to get the job done.	%	82.50	37.61	44.89	9.04	6.28	2.18	100.00	
*94. Muuuseluusitia abla ta saamiit saamla uuita taa siaktaliilla	Ν		465	1,143	478	351	146	2,583	91
*21. My work unit is able to recruit people with the right skills.	%	61.52	17.40	44.12	18.79	13.88	5.82	100.00	
*22. Dramatiana in muunduurit are based an marit	Ν		435	753	611	346	292	2,437	216
*22. Promotions in my work unit are based on merit.	%	47.98	17.26	30.73	25.42	14.48	12.11	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who	Ν		214	579	652	467	363	2,275	387
cannot or will not improve.	%	34.15	9.05	25.10	28.81	20.87	16.16	100.00	
*24. In my work unit, differences in performance are recognized in a	Ν		309	771	663	452	265	2,460	205
meaningful way.	%	43.37	12.16	31.21	27.14	18.50	10.99	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages are weighted to represent the Agency's population.

* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 2,675 Number of surveys administered: 3,590

	Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	ltem Response Total**	Do Not Know/ No Basis to Judge
Ν		404	897	544	358	245	2,448	201
%	52.70	15.97	36.73	22.39	14.73	10.18	100.00	
Ν		967	1,217	238	152	85	2,659	7
%	81.62	35.54	46.08	9.11	5.96	3.31	100.00	
Ν		575	959	653	247	115	2,549	117
%	59.65	21.99	37.66	26.03	9.72	4.61	100.00	
	Percent Positive	Very Good	Good	Fair	Poor	Very Poor	ltem Response Total	Do Not Know/ No Basis to Judge
Ν		1,426	954	246	35	9	2,670	NA
%	88.98	52.89	36.08	9.31	1.35	0.37	100.00	
	Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	ltem Response Total**	Do Not Know/ No Basis to Judge
N N		687	1,411	291	152	60	2,601	47
%	80.13	25.74	54.40	11.49	5.98	2.39	100.00	
Ν		411	1,074	514	405	161	2,565	76
%	57.56	15.63	41.93	20.22	15.81	6.41	100.00	
Ν		548	1,141	455	286	172	2,602	42
%	64.51	20.40	44.11	17.66	11.05	6.78	100.00	
Ν		372	863	695	375	239	2,544	87
%	48.39	14.19	34.20	27.41	14.79	9.42	100.00	
Ν		153	428	739	579	527	2,426	204
%	23.81	6.18	17.63	30.50	24.13	21.57	100.00	
	% N % N % N % N % N % N % N %	Positive N 52.70 N 81.62 N 59.65 N 59.65 N 59.65 N 88.98 N 80.13 N 64.51 N 64.51 N 48.39 N 48.39	Positive Agree N 404 % 52.70 15.97 N 967 % 81.62 35.54 N 575 21.99 % 59.65 21.99 % 59.65 21.99 N 59.65 21.99 N 88.98 52.89 N 88.98 52.89 N 88.98 52.89 N 687 Agree N 687 Agree N 80.13 25.74 N 57.56 15.63 N 57.56 548 % 64.51 20.40 N 48.39 14.19 N 48.39 14.19	Positive Agree Agree N 404 897 % 52.70 15.97 36.73 N 967 1,217 % 81.62 35.54 46.08 N 575 959 % 59.65 21.99 37.66 N Percent Positive Very Good Good N 1,426 954 % 88.98 52.89 36.08 N 88.98 52.89 36.08 N 687 1,411 % 80.13 25.74 54.40 N 64.51 20.40 44.11 % 57.56 15.63 41.93 N 64.51 20.40 44.11 % 64.51 20.40 44.11 % 48.39 14.19 34.20 N 153 428 34.28	Positive Agree Agree Disagree N 404 897 544 % 52.70 15.97 36.73 22.39 N 967 1,217 238 % 81.62 35.54 46.08 9.11 N 575 959 653 % 59.65 21.99 37.66 26.03 % 59.65 21.99 37.66 26.03 % 59.65 21.99 37.66 26.03 % 59.65 21.99 37.66 26.03 N 1,426 954 246 % 88.98 52.89 36.08 9.31 N 1,426 954 246 % 88.98 52.89 36.08 9.31 N 687 1,411 291 % 80.13 25.74 54.40 11.49 % 80.13 25.74 54.40 11.49	PositiveAgreeAgreeDisagreeDisagreeN404897544358%52.7015.9736.7322.3914.73N9671,217238152%81.6235.5446.089.115.96N59.6521.9937.6626.039.72%59.6521.9937.6626.039.72%59.6521.9937.6626.039.72%59.6521.9937.6626.039.72%59.6521.9937.6626.039.72%59.6521.9937.6626.039.72%59.6521.9937.6626.039.72%88.9852.8936.089.311.35%88.9852.8936.089.311.35%80.1325.7454.4011.495.98%68.1325.7454.4011.495.98%57.5615.6341.9320.2215.81%57.5615.6341.9320.2215.81%64.5120.4044.1117.6611.05%48.3914.1934.2027.4114.79%48.3914.1934.2027.4114.79	PositiveAgreeAgreeDisagreeDisagreeDisagreeN404897544358245%52.7015.9736.7322.3914.7310.18N9671,21723815285%81.6235.5446.089.115.963.31N59.6521.9937.6626.039.724.61%59.6521.9937.6626.039.724.61%PercentVery GoodGoodFairPoorVery Poor%88.9852.8936.089.311.350.37%88.9852.8936.089.311.350.37%80.1325.7454.4011.495.982.39%80.1325.7454.4011.495.982.39%80.1325.7454.4011.495.982.39%64.5120.4041.111.074514405%57.5615.6341.9320.2215.816.41%64.5120.4044.1117.6611.056.78%48.3914.1934.2027.4114.799.42%48.3914.1934.2027.4114.799.42	PositiveAgreeAgreeDisagreeDisagreeDisagreeDisagreeDisagreeTotal**N4048975443582452,448%52.7015.9736.7322.3914.7310.18100.00N9671,217238152852,659%81.6235.5446.089.115.963.31100.00N57.59596532471152,549%59.6521.9937.6626.039.724.61100.00N PercentVery GoodGoodFairPoorVery PoorResponse Total*N1,4269542463592,670%88.9852.8936.089.311.350.37100.00%88.9852.8936.089.311.350.37100.00%88.9852.8936.089.311.350.37100.00%88.9852.8936.089.311.350.37100.00%80.1325.7454.4011.495.982.39100.00%80.1325.7454.4011.495.982.39100.00%80.1325.4341.9320.2215.816.41100.00%64.5115.6341.9320.2215.816.41100.00%64.5120.4044.1117.66<

Survey Administration Period: April 27, 2015 to June 5, 2015 Percentages are weighted to represent the Agency's population.

Fercentages are weighted to represent the Agency's

* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 2,675 Number of surveys administered: 3,590

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	ltem Response Total**	Do Not Know/ No Basis to Judge
 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of 	Ν		774	1,111	426	114	96	2,521	118
diversity issues, mentoring).	%	73.96	29.90	44.06	17.31	4.71	4.01	100.00	
*35. Employees are protected from health and safety hazards on the	N		1,106	1,249	153	65	29	2,602	36
job.	%	90.26	41.71	48.55	5.98	2.60	1.16	100.00	
*36. My organization has prepared employees for potential security	N		844	1,395	267	78	32	2,616	19
threats.	%	85.51	31.95	53.56	10.27	2.95	1.27	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political	N		632	886	455	244	222	2,439	194
purposes are not tolerated.	%	61.48	25.06	36.42	18.98	10.26	9.28	100.00	
 Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to 	N		883	946	323	122	110	2,384	241
for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	%	76.10	35.92	40.17	13.99	5.21	4.70	100.00	
39. My agency is successful at accomplishing its mission.	N		1,052	1,281	208	59	19	2,619	22
	%	88.91	39.50	49.41	8.12	2.21	0.76	100.00	
40. I recommend my organization as a good place to work.	N		1,104	992	325	166	56	2,643	NA
	%	79.02	40.98	38.04	12.45	6.38	2.16	100.00	
41. I believe the results of this survey will be used to make my agency a	N		605	858	515	331	260	2,569	77
better place to work.	%	56.40	23.01	33.38	20.37	13.02	10.21	100.00	
*42. My supervisor supports my need to balance work and other life	N		1,548	822	140	67	62	2,639	7
issues.	%	89.67	58.22	31.44	5.37	2.51	2.45	100.00	
43. My supervisor provides me with opportunities to demonstrate my	Ν		1,159	895	300	170	106	2,630	10
leadership skills.	%	77.82	43.60	34.22	11.53	6.46	4.19	100.00	
*44. Discussions with my supervisor about my performance are	Ν		978	946	328	215	150	2,617	20
worthwhile.	%	73.40	37.02	36.38	12.60	8.14	5.86	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages are weighted to represent the Agency's population.

* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 2,675

Number of surveys administered: 3,590

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	ltem Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor is committed to a workforce representative of all	Ν		1,042	844	374	65	62	2,387	251
segments of society.	%	78.64	43.02	35.62	15.82	2.79	2.75	100.00	
46. My supervisor provides me with constructive suggestions to improve	Ν		910	1,001	390	184	131	2,616	10
my job performance.	%	72.90	34.50	38.40	15.00	6.98	5.13	100.00	
*47. Supervisors in my work unit support employee development.	Ν		1,141	997	272	116	79	2,605	33
	%	81.84	43.23	38.61	10.50	4.53	3.13	100.00	
48. My supervisor listens to what I have to say.	Ν		1,319	915	192	140	75	2,641	NA
40. Iviy supervisor listens to what i have to say.	%	84.52	49.44	35.08	7.29	5.28	2.91	100.00	
49. My supervisor treats me with respect.	Ν		1,492	824	170	87	65	2,638	NA
45. Wy supervisor reals the with respect.	%	87.71	56.17	31.54	6.50	3.33	2.46	100.00	
50. In the last six months, my supervisor has talked with me about my	Ν		1,399	1,050	113	50	27	2,639	NA
performance.	%	92.80	52.68	40.13	4.29	1.89	1.02	100.00	
*51. I have trust and confidence in my supervisor.	Ν		1,278	757	276	191	138	2,640	NA
51. Thave itust and confidence in my supervisor.	%	76.70	48.01	28.69	10.66	7.26	5.38	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	ltem Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate	Ν		1,380	721	337	122	80	2,640	NA
supervisor?	%	79.34	51.84	27.50	12.91	4.62	3.12	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages are weighted to represent the Agency's population.

* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census Number of surveys completed: 2,675 Number of surveys administered: 3,590 Response Rate: 74.5%

and commitment in the workforce. % 55.00 17.41 37.58 21.59 13.92 9.49 100.00 54. My organization's senior leaders maintain high standards of honesy and integrity. % 66.55 27.65 38.90 17.30 8.60 7.66 100.00 *55. Supervisors work well with employees of different backgrounds. % 7.80 28.46 46.43 15.87 5.37 3.80 100.00 14.30 *56. Managers communicate the goals and priorities of the organization? % 78.20 24.29 49.00 14.29 7.56 4.86 100.00 *57. Managers review and evaluate the organization? progress toward % 74.82 25.22 49.60 16.21 4.82 4.16 100.00 *57. Managers promote communication among different work units (or example, about projects, goals, needed resources). % 74.82 25.22 49.60 16.21 4.82 4.16 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	ltem Response Total**	Do Not Know/ No Basis to Judge
5% 58.00 17.41 37.83 21.33 13.92 9.48 100.00 54. My organization's senior leaders maintain high standards of hone syn and integrity. N 66.55 27.65 38.00 17.30 8.60 7.50 100.00 *55. Supervisors work well with employees of different backgrounds. N 66.55 27.65 38.00 17.30 8.60 7.53 3.88 100.00 *55. Supervisors work well with employees of different backgrounds. N 74.89 28.46 46.43 15.87 5.37 3.88 100.00 *56. Managers communicate the goals and priorities of the organization. N 651 1.265 369 195 124 2.604 20 *57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. N 636 1.209 391 118 100.00 2.545 71.00 58. Managers promote communication among different work units for example. Solut projects. goals, needed resources). N 692 1.129 368 2.021 158 2.545 71.00 59. Managers upport collaboration across work units to accomplish work objectives. N 692 <t< td=""><td>*53. In my organization, senior leaders generate high levels of motivation</td><td>Ν</td><td></td><td>465</td><td>974</td><td>557</td><td>359</td><td>244</td><td>2,599</td><td>30</td></t<>	*53. In my organization, senior leaders generate high levels of motivation	Ν		465	974	557	359	244	2,599	30
90% of organization sector integration again and us of indicary and integrity % 66.55 27.65 38.90 17.30 8.60 7.56 10.00 155. Supervisors work well with employees of different backgrounds. % 74.80 28.46 46.43 15.87 5.37 3.88 100.00 *56. Managers communicate the goals and priorities of the organization / meeting its goals and objectives. N A 651 1.265 36.90 195 124 2.604 20 *57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. N A 636 1.209 391 118 100.00 2.454 159 58. Managers promote communication among different work units (for example, about projects, goals, needed resources). N A 63.4 1.079 45.3 2.21 158 2.545 71 59. Managers support collaboration across work units to accomplish work (for example, about projects, goals, needed resources). N A 69.2 1.129 38.8 2.08 144 2.561 62.6 50. Owerall, how good a job do you feel is being done by the manager (freent background) N A 659 958 457	and commitment in the workforce.	%	55.00	17.41	37.58	21.59	13.92	9.49	100.00	
1 - 1 1 - 3 1 - 30	54. My organization's senior leaders maintain high standards of honesty	Ν		724	974	431	214	188	2,531	95
*55. Supervisors work well with employees of different backgrounds. % 74.89 28.46 46.43 15.87 5.37 3.88 100.00 *56. Managers communicate the goals and priorities of the organization? % 73.29 24.29 49.00 14.29 7.56 4.86 100.00 *57. Managers review and evaluate the organization? sprogress toward meeting its goals and objectives. % 74.82 25.22 49.60 16.21 4.82 4.15 100.00 58. Managers promote communication among different work units (re example, about projects, goals, needed resources). % 66.98 24.14 42.84 17.96 8.80 6.25 100.00 59. Managers support collaboration across work units to accomplish work (respectives. N 6692 1,129 388 208 144 2,514 622 59. Managers support collaboration across work units to accomplish work N 692 1,129 388 208 144 2,510 622 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? N 659 958 457 158 150 2,547 81 60. Overall, how good a job do you f	and integrity.	%	66.55	27.65	38.90	17.30	8.60	7.56	100.00	
Managers communicate the goals and priorities of the organization. N A 651 1,265 369 195 124 2,604 20 *56. Managers communicate the goals and priorities of the organization. N 73.29 24.29 49.00 14.29 7.56 4.86 100.00 115 <td< td=""><td>*55. Supervisors work well with employees of different backgrounds</td><td>Ν</td><td></td><td>727</td><td>1,139</td><td>381</td><td>129</td><td>94</td><td>2,470</td><td>143</td></td<>	*55. Supervisors work well with employees of different backgrounds	Ν		727	1,139	381	129	94	2,470	143
*56. Managers communicate the goals and priorities of the organization. % 73 29 24 29 49.00 14 29 7.56 4.86 100.00 *57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. N 636 1.209 391 118 100 2.454 159 58. Managers promote communication among different work units (for example, about projects, goals, needed resources). N 634 1.079 453 221 158 2.545 71 59. Managers support collaboration across work units to accomplish work (hexample, about projects, goals, needed resources). N 692 1.129 388 208 144 2.561 62 59. Managers upport collaboration across work units to accomplish work (hexample, about projects, goals, needed resources). N 692 1.129 388 208 144 2.561 62 69. Objectives. N Percent Yery Good Fair Poor Nemeessa Know No Basis to Judge 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? N 859 958 457 158 115 2.647 816 <t< td=""><td>55. Supervisors work wer with employees of universit backgrounds.</td><td>%</td><td>74.89</td><td>28.46</td><td>46.43</td><td>15.87</td><td>5.37</td><td>3.88</td><td>100.00</td><td></td></t<>	55. Supervisors work wer with employees of universit backgrounds.	%	74.89	28.46	46.43	15.87	5.37	3.88	100.00	
************************************	*FC Managers communicate the goals and priorities of the organization	Ν		651	1,265	369	195	124	2,604	20
Manages retring its goals and objectives. % 74.82 25.22 49.60 16.21 4.82 4.15 100.00 58. Managers promote communication among different work units (for example, about projects, goals, needed resources). % 66.98 24.14 42.84 17.96 8.80 6.25 100.00 59. Managers support collaboration across work units to accomplish work objectives. N 66.98 24.14 42.84 17.96 8.80 6.25 100.00 59. Managers support collaboration across work units to accomplish work objectives. N A 69.2 1,129 388 20.8 144 2,561 62 50. Managers support collaboration across work units to accomplish work objectives. N A 26.30 44.51 15.32 8.18 5.70 100.00 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? N 859 958 457 158 115 2,547 81 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? N 859 958 457 158 115 2,647 81 60. Overall, how goad	56. Managers communicate the goals and phonties of the organization.	%	73.29	24.29	49.00	14.29	7.56	4.86	100.00	
1 1	*57. Managers review and evaluate the organization's progress toward	Ν		636	1,209	391	118	100	2,454	159
60. managers produce commutation and guide entry work units (or) % 66.98 24.14 42.84 17.96 8.80 6.25 100.00 59. Managers support collaboration across work units to accomplish work objectives. N 692 1,129 388 208 144 2,561 622 59. Managers support collaboration across work units to accomplish work objectives. N 70.81 26.30 44.51 15.32 8.18 5.70 100.00 Percent Point Poin	meeting its goals and objectives.	%	74.82	25.22	49.60	16.21	4.82	4.15	100.00	
example, about projects, goals, needed resources). % 66.98 24.14 42.84 17.96 8.80 6.25 100.00 59. Managers support collaboration across work units to accomplish work objectives. N 692 1,129 388 208 144 2,561 62 60.00 correll, how good a job do you feel is being done by the manager directly above your immediate supervisor? N N 859 958 457 158 115 2,547 81 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? N N 859 958 457 158 115 2,547 81 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? N 71.01 33.16 37.85 18.18 6.16 4.65 100.00 ***********************************	58. Managers promote communication among different work units (for	Ν		634	1,079	453	221	158	2,545	71
Solution with address subport contacts work units to accompliant work objectives. % 70.81 26.30 44.51 15.32 8.18 5.70 100.00 Percent directly above your immediate supervisor? % 70.81 26.30 44.51 15.32 8.18 5.70 100.00 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? N 859 958 457 158 115 2,547 81 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? N 859 958 457 158 115 2,547 81 61. I have a high level of respect for my organization's senior N Percent Positive Strongly Agree Neither Agree nor Disagree Strongly Disagree Strongly Disagree Strongly Disagree Item Response Total** Basis to Judge *61. I have a high level of respect for my organization's senior N 748 981 439 258 183 2,609 17		%	66.98	24.14	42.84	17.96	8.80	6.25	100.00	
No.81 26.30 44.31 13.32 6.18 5.70 100.00 Percent Percent Very Good Good Fair Poor Very Do Not 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? N 859 958 457 158 115 2,547 81 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? N 71.01 33.16 37.85 18.18 6.16 4.65 100.00 Ferrent directly above your immediate supervisor? N Percent Positive Strongly Agree Agree nor Agree nor Disagree Strongly Disagree Strongly Disagree Total** Basis to Judge *61. I have a high level of respect for my organization's senior N 748 981 439 258 183 2,609 17	59. Managers support collaboration across work units to accomplish work	Ν		692	1,129	388	208	144	2,561	62
Percent Positive Very Sood Good Fair Poor Item Poor Know/ No Basis to Judge 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? N 859 958 457 158 115 2,547 81 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? N 859 958 457 158 115 2,547 81 Feer directly above your immediate supervisor? % 71.01 33.16 37.85 18.18 6.16 4.65 100.00 Mono/ No Basis to Judge Feer the positive Percent Positive Strongly Agree Response Agree nor Disagree Strongly Disagree Strongly Disagree Strongly Disagree N Agree nor Disagree 183 2.609 17	objectives.	%	70.81	26.30	44.51	15.32	8.18	5.70	100.00	
bit of contrain, new good a job do you not is boing doite by the manager of directly above your immediate supervisor? % 71.01 33.16 37.85 18.18 6.16 4.65 100.00 Percent Positive Strongly Agree Strongly Agree nor Disagree Neither Agree nor Disagree Strongly Disagree Strongly Disagree Strongly Disagree Do Not Know/ No Basis to Judge *61. I have a high level of respect for my organization's senior N 748 981 439 258 183 2,609 17				-	Good	Fair	Poor	-	Response	Know/ No Basis to
Percent Strongly Agree Neither Item Do Not *61. I have a high level of respect for my organization's senior N 748 981 439 258 183 2,609 17		Ν		859	958	457	158	115	2,547	81
Percent Positive Strongly Agree Neither Agree nor Disagree Neither Strongly Disagree Item Response Disagree Know/ No Basis to Judge *61. I have a high level of respect for my organization's senior N 748 981 439 258 183 2,609 17	directly above your immediate supervisor?	%	71.01	33.16	37.85	18.18	6.16	4.65	100.00	
loaden					Agree	Agree nor	Disagree		Response	Know/ No Basis to
leaders. % 66.05 28.07 37.99 16.93 9.89 7.12 100.00	*61. I have a high level of respect for my organization's senior	N		748	981	439	258	183	2,609	17
	leaders.	%	66.05	28.07	37.99	16.93	9.89	7.12	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015 Percentages are weighted to represent the Agency's population.

* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 2,675 Number of surveys administered: 3,590

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	ltem Response Total**	Do Not Know/ No Basis to Judge
62. Senior leaders demonstrate support for Work/Life	Ν		979	1,117	287	89	84	2,556	70
programs.	%	81.80	37.72	44.08	11.32	3.53	3.36	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	ltem Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in	Ν		618	1,114	435	346	110	2,623	NA
decisions that affect your work?	%	65.69	22.98	42.71	16.70	13.34	4.27	100.00	
*64. How satisfied are you with the information you receive	Ν		623	1,149	436	306	104	2,618	NA
from management on what's going on in your organization?	%	67.30	23.23	44.07	16.95	11.70	4.06	100.00	
*65. How satisfied are you with the recognition you receive	Ν		631	997	463	345	164	2,600	NA
for doing a good job?	%	62.19	23.96	38.23	17.97	13.43	6.41	100.00	
*66. How satisfied are you with the policies and practices of	Ν		478	1,026	603	322	173	2,602	NA
your senior leaders?	%	57.33	17.83	39.50	23.45	12.41	6.81	100.00	
*67. How satisfied are you with your opportunity to get a	Ν		448	726	659	447	325	2,605	NA
better job in your organization?	%	44.63	16.75	27.88	25.34	17.36	12.66	100.00	
*68. How satisfied are you with the training you receive for	Ν		706	1,163	473	189	84	2,615	NA
your present job?	%	71.06	26.34	44.72	18.38	7.24	3.32	100.00	
*69. Considering everything, how satisfied are you with your	Ν		832	1,154	346	210	72	2,614	NA
job?	%	75.80	31.15	44.65	13.22	8.12	2.86	100.00	
*70. Considering everything, how satisfied are you with your	Ν		636	1,143	402	299	137	2,617	NA
pay?	%	68.24	24.16	44.08	15.28	11.30	5.17	100.00	
71. Considering everything, how satisfied are you with your	Ν		723	1,146	419	238	93	2,619	NA
organization?	%	70.99	26.89	44.10	16.25	9.16	3.60	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages are weighted to represent the Agency's population.

* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 2,675

Number of surveys administered: 3,590

2. Have you been notified whether or not you are eligit	ble to telework?	Ν	%
	Yes, I was notified that I was eligible to telework.	2,105	80.54
	Yes, I was notified that I was not eligible to telework.	158	5.80
	No, I was not notified of my telework eligibility.	186	7.17
	Not sure if I was notified of my telework eligibility.	168	6.49
	Total	2,617	100.00
 Please select the response below that BEST describ 	es your current teleworking situation.	N	%
	l telework 3 or more days per week.	98	3.84
	I telework 1 or 2 days per week.	757	29.53
	I telework, but no more than 1 or 2 days per month.	256	9.85
	I telework very infrequently, on an unscheduled or short-term basis.	753	28.19
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	166	6.19
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	34	1.27
	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.	98	3.78
	I do not telework because I choose not to telework.	454	17.34
	Total	2,616	100.00
. Do you participate in the following Work/Life progra	ms? Alternative Work Schedules (AWS)	N	%
	Yes	1,546	58.86
	No	991	38.21
	Not available to me	76	2.93
	Total	2,613	100.00
ey Administration Period: April 27, 2015 to June 5, 2015 entages are weighted to represent the Agency's population.		Sample of lumber of surveys nber of surveys ac	·

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit

smoking programs)		N	%
	Yes	1,158	44.64
	Νο	1,383	53.18
	Not available to me	58	2.17
	Total	2,599	100.0
Do you participate in the following V			
Do you participate in the following \		N	
Do you participate in the following \	Work/Life programs? Employee Assistance Program (EAP) Yes		% 19.92
Do you participate in the following N	Work/Life programs? Employee Assistance Program (EAP)	Ν	%
Do you participate in the following \	Work/Life programs? Employee Assistance Program (EAP) Yes	N 507	% 19.92

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support aroups)

groups)		Ν	%
	Yes	92	3.76
	No	2,293	88.24
	Not available to me	214	8.00
	Total	2,599	100.00
Do you participate in the following Work/Life	programs? Elder Care Programs (for example, support groups, speakers)	Ν	%
Do you participate in the following Work/Life	programs? Elder Care Programs (for example, support groups, speakers) Yes	N 79	% 3.10
Do you participate in the following Work/Life			3.10
Do you participate in the following Work/Life	Yes	79	3.10 90.40
Do you participate in the following Work/Life	Yes No	79 2,355	

Survey Administration Period: April 27, 2015 to June 5, 2015 Percentages are weighted to represent the Agency's population.

Sample or Census: Census Number of surveys completed: 2,675 Number of surveys administered: 3,590 Response Rate: 74.5%

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	ltem Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life	Ν		861	753	147	60	22	1,843	24
programs in your agency? Telework	%	87.69	46.57	41.12	7.89	3.22	1.20	100.00	
80. How satisfied are you with the following Work/Life	Ν		889	570	56	8	5	1,528	15
programs in your agency? Alternative Work Schedules (AWS)	%	95.30	57.59	37.71	3.77	0.58	0.36	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness	Ν		562	484	76	13	6	1,141	35
Programs (for example, exercise, medical screening, quit smoking programs)	%	91.74	49.18	42.55	6.65	1.09	0.52	100.00	
82. How satisfied are you with the following Work/Life	Ν		216	228	47	7	4	502	39
programs in your agency? Employee Assistance Program (EAP)	%	88.36	42.42	45.94	9.54	1.26	0.83	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for	Ν		33	33	14	0	1	81	34
example, daycare, parenting classes, parenting support groups)	%	81.73	40.84	40.89	17.03	0.00	1.24	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for	Ν		25	35	9	1	2	72	18
example, support groups, speakers)	%	83.72	34.98	48.74	12.22	1.33	2.73	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census Number of surveys completed: 2,675 Number of surveys administered: 3,590 Response Rate: 74.5%

Where do you work?		Ν	%
	Headquarters	1,845	70.83
	Field	760	29.17
	Total	2,605	100.00
*What is your supervisory status?		Ν	%
	Non-Supervisor	1,986	76.47
	Team Leader	167	6.43
	Supervisor	274	10.55
	Manager	94	3.62
	Senior Leader	76	2.93
	Total	2,597	100.00
*Are you:		Ν	%
	Male	1,620	63.41
	Female	935	36.59
	Total	2,555	100.00
*Are you Hispanic or Latino?		Ν	%
	Yes	186	7.36
	No	2,341	92.64
	Total	2,527	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015	Sample or Census: Census
Percentages for demographic questions are unweighted.	Number of surveys completed: 2,675
* AES prescribed items	Number of surveys administered: 3,590
	Response Rate: 74.5%

ease select the racial category or categ	jories with which you most closely identify.	N	%
	American Indian or Alaska Native	16	0.66
	Asian	197	8.10
	Black or African American	310	12.74
	Native Hawaiian or Other Pacific Islander	12	0.49
	White	1,803	74.11
	Two or more races	95	3.90
	Total	2,433	100.0
at is the highest degree or level of edu	cation you have completed?	N	%
at is the highest degree or level of edu	cation you have completed? Less than High School		%
at is the highest degree or level of edu			% 0.04
at is the highest degree or level of edu	Less than High School	<u>N</u> 1	% 0.04 1.99
at is the highest degree or level of edu	Less than High School High School Diploma/GED or equivalent	<u>N</u> 1 51	% 0.04 1.99 0.66
at is the highest degree or level of edu	Less than High School High School Diploma/GED or equivalent Trade or Technical Certificate	N 1 51 17	% 0.04 1.99 0.66 6.16
at is the highest degree or level of edu	Less than High School High School Diploma/GED or equivalent Trade or Technical Certificate Some College (no degree)	N 1 51 17 158	% 0.04 1.99 0.66 6.16 2.42
at is the highest degree or level of edu	Less than High School High School Diploma/GED or equivalent Trade or Technical Certificate Some College (no degree) Associate's Degree (e.g., AA, AS)	N 1 51 17 158 62	

Total

2,567

100.00

hat is your pay category/grade?		Ν	%
	Federal Wage System	0	0.00
	GS 1-6	40	1.55
	GS 7-12	265	10.26
	GS 13-15	2,082	80.60
	Senior Executive Service	119	4.61
	Senior Level (SL) or Scientific or Professional (ST)	40	1.55
	Other	37	1.43
	Total	2,583	100.00
w long have you been with the Federal Govern		N	%
with the rederal Govern	Less than 1 year	56	2.18
	1 to 3 years	140	5.44
	4 to 5 years	164	
		164 772	6.37 29.99
	4 to 5 years		6.37
	4 to 5 years 6 to 10 years	772	6.37 29.99 16.47
	4 to 5 years 6 to 10 years 11 to 14 years	772 424	6.37 29.99
	4 to 5 years 6 to 10 years 11 to 14 years 15 to 20 years	772 424 253	6.37 29.99 16.47 9.83

low long have you been with your curre	nt agency (for example, Department of Justice, Environmental Protection Agency)?	Ν	%
	Less than 1 year	75	2.93
	1 to 3 years	219	8.54
	4 to 5 years	189	7.37
	6 to 10 years	922	35.96
	11 to 20 years	630	24.57
	More than 20 years	529	20.63
	Total	2,564	100.00
re you considering leaving your organi	zation within the next year, and if so, why?	Ν	%
	No	1,919	74.61
	Yes, to retire	149	5.79
	Yes, to take another job within the Federal Government	267	10.38
	Yes, to take another job outside the Federal Government	120	4.67
	Yes, other	117	4.55
	Total	2,572	100.00
am planning to retire:		Ν	%
	Within one year	98	3.84
	Between one and three years	261	10.22
	Between three and five years	262	10.26
	Five or more years	1,933	75.69

Survey Administration Period: April 27, 2015 to June 5, 2015 Percentages for demographic questions are unweighted.

Sample or Census: Census Number of surveys completed: 2,675 Number of surveys administered: 3,590 Response Rate: 74.5%

Self-Identify as:		Ν	%
	Heterosexual or Straight	2,046	83.99
	Gay, Lesbian, Bisexual, or Transgender	60	2.46
	I prefer not to say	330	13.55
	Total	2,436	100.00
What is your US military service status?		Ν	%
	No Prior Military Service	1,900	74.63
	Currently in National Guard or Reserves	44	1.73
	Retired	171	6.72
	Separated or Discharged	431	16.93
	Total	2,546	100.00
Are you an individual with a disability?		Ν	%
	Yes	196	7.65
	No	2,365	92.35
	Total	2,561	100.00
What is your age group?		Ν	%
What is your age group?	25 and under	N 31	% 1.16
What is your age group?	25 and under 26-29		
What is your age group?		31	1.16
What is your age group?	26-29	31 102	1.16 3.81
What is your age group?	26-29 30-39	31 102 552	1.16 3.81 20.64
What is your age group?	26-29 30-39 40-49	31 102 552 551	1.16 3.81 20.64 20.60

Percentages for demographic questions are unweighted.

Number of surveys completed: 2,675

Number of surveys administered: 3,590