((1)) Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



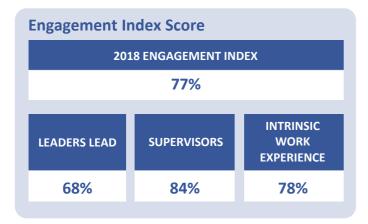
Annual Employee Survey (AES) Report

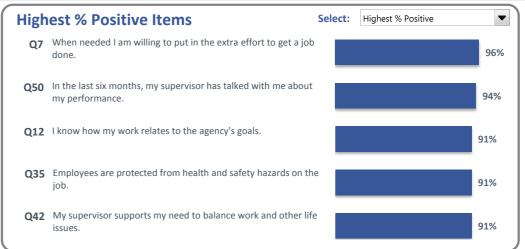
Nuclear Regulatory Commission

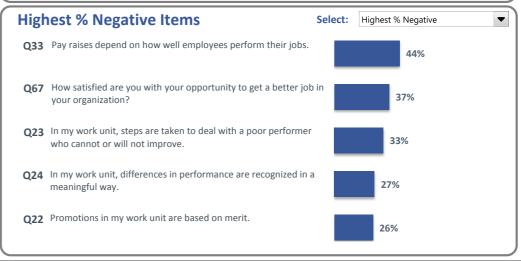
	May 3 - June 14, 2018
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	2,308
NUMBER OF SURVEYS ADMINISTERED	3,072
RESPONSE RATE	75.1%

items identified as strengths (65% positive or higher)

items identified as challenges (35% negative or higher)







((۱)) Federal Employee Vlewpoint Survey

Empowering Employees. Inspiring Change.



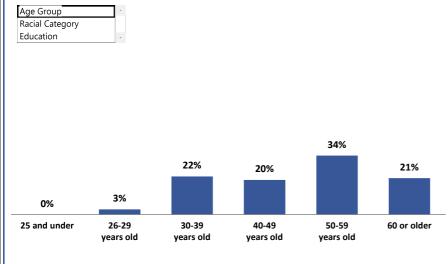
Nuclear Regulatory Commission Annual Employee Survey (AES) Report **GENDER** HISPANIC/LATINO **LOCATION** 37% 70% **Female** 7% Hispanic/Latino Headquarters **PLAN TO LEAVE MILITARY SERVICE** RETIREMENT

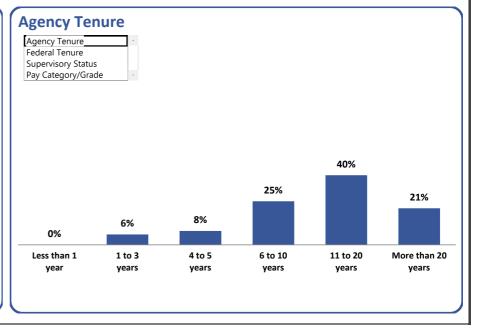
within next five years

28%

24% **Age Group** Age Group Racial Category

Served





27%

within the next year

2018

(৭)) Federal Employee Vlewpoint Survey

Empowering Employees. Inspiring Change.



Annual En	nployee Survey (AES) Repor	t					Nuclear Regulatory Commission
			2015	2016	2017	2018	Percentage Point Change
Select: Larges	et Increases since 2017	Q29 My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	80%	79%	78%	86%	+8
	st Increases in ent Positive	Q9 I have sufficient resources to get my job done.	70%	61%	63%	68%	+5
	ince 2017	Q68 How satisfied are you with the training you receive for your present job?	71%	58%	62%	66%	+4
58	items increased since 2017	Q53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55%	52%	52%	56%	+4
		Q3 I feel encouraged to come up with new and better ways of doing things.	67%	67%	67%	70%	+3
			2015	2016	2017	2018	Percentage Point Change
Select: Larges	st Decreases since 2017	Q15 My performance appraisal is a fair reflection of my performance.	75%	74%	77%	76%	-1
	t Decreases in ent Positive						
si	ince 2017						
1	item decreased since 2017						
	7						

					ſ	ì	1				ſ					
Response Type	Item		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.	74.0%	29.6%	44.4%	12.6%	9.7%	3.7%	13.4%	690	1,017	283	218	80	2 200	NI/A
Agree-disagree	2	I have enough information to do my job well.	74.0%	29.6%	44.4%	12.0%	9.7%	3.7%	13.4%	690	1,017	283	218	80	2,288	N/A
Agree-disagree	3	I feel encouraged to come up with new and better	83.2%	31.2%	52.0%	7.8%	7.0%	2.0%	9.0%	731	1,184	180	156	44	2,295	N/A
		ways of doing things.	70.0%	29.9%	40.1%	14.7%	10.3%	4.9%	15.2%	696	917	336	234	110	2,293	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	77.5%	35.9%	41.6%	11.3%	7.0%	4.1%	11.1%	836	955	262	158	90	2,301	N/A
Agree-disagree	5	I like the kind of work I do.														
Agree-disagree	6	I know what is expected of me on the job.	83.4%	41.2%	42.3%	11.0%	3.9%	1.7%	5.6%	952	972	253	88	37	2,302	N/A
Agree-disagree	7	When needed I am willing to put in the extra	84.3%	38.2%	46.1%	8.0%	4.9%	2.8%	7.7%	886	1,058	182	111	62	2,299	N/A
		effort to get a job done.	96.1%	67.5%	28.6%	2.5%	0.7%	0.6%	1.4%	1,558	656	59	17	14	2,304	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	89.7%	49.5%	40.2%	7.8%	1.8%	0.6%	2.5%	1,138	926	179	42	14	2,299	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.														
			67.8%	21.3%	46.4%	11.5%	14.2%	6.6%	20.8%	493	1,063	263	319	146	2,284	2
Agree-disagree	10	*My workload is reasonable.	70.7%	21.2%	49.5%	12.3%	12.1%	4.9%	17.0%	491	1,143	281	274	109	2,298	4
Agree-disagree	11	*My talents are used well in the workplace.														
Agree-disagree	12	*I know how my work relates to the agency's	66.4%	23.0%	43.4%	14.3%	12.0%	7.3%	19.3%	536	991	325	272	161	2,285	ь
Agree-disagree	13	goals. The work I do is important.	91.5%	46.4%	45.1%	4.7%	2.1%	1.7%	3.9%	1,077	1,024	108	48	38	2,295	3
Agroo disagroo	14	Physical conditions (for example, paics level	90.4%	51.0%	39.4%	6.6%	1.7%	1.3%	3.0%	1,180	902	153	38	27	2,300	6
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.														
Agree-disagree	15	My performance appraisal is a fair reflection of	76.5%	35.2%	41.3%	10.1%	9.3%	4.0%	13.3%	817	951	229	207	91	2,295	11
Agree-disagree	16	my performance. I am held accountable for achieving results.	75.9%	31.4%	44.4%	10.8%	7.4%	5.9%	13.3%	721	1,018	248	166	131	2,284	17
A di	17	*1 disalana a comando dislatina afaco laco	87.1%	34.6%	52.5%	8.3%	2.4%	2.2%	4.6%	798	1,198	190	54	50	2,290	8
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.														
Agree-disagree	18	My training needs are assessed.	76.9%	40.2%	36.7%	12.1%	5.2%	5.8%	11.0%	906	812	266	113		2,221	76
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).	61.6%	22.5%	39.1%	19.0%	12.5%	6.9%	19.4%	523	894	437	282	151	2,287	16
			69.4%	29.2%	40.2%	13.6%	9.6%	7.4%	16.9%	668	913	313	219	166	2,279	25
Agree-disagree	20	*The people I work with cooperate to get the job done.	0.4.00/	41 70/	42.10/	7.70/	4.70/	2.00/	7.50/	072	004	177	100	62	2 202	N1/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	84.8%	41.7%	43.1%	7.7%	4.7%	2.8%	7.5%	973		177			2,302	N/A
Agree-disagree	22	Promotions in my work unit are based on merit.	50.9%	15.2%	35.7%	23.7%	16.2%	9.1%	25.3%	342	799	525	355	197	2,218	79
Agree-disagree	23	In my work unit, steps are taken to deal with a	43.6%	14.5%	29.1%	30.3%	12.9%	13.2%	26.1%	314	604	633	267	266	2,084	212
9. 22 2.30g/cc		poor performer who cannot or will not improve.														
Agree-disagree	24	*In my work unit, differences in performance are	37.0%	9.9%	27.1%	29.8%	18.7%	14.6%	33.2%	196	539	581	362	277	1,955	345
		recognized in a meaningful way.	4	4.5			,	4	2= 6						<u>.</u>	
Agree-disagree	25	Awards in my work unit depend on how well	45.6%	12.6%	32.9%	27.4%	16.0%	11.0%	27.0%	276	708	583	337	225	2,129	169
Agree-disagree	26	employees perform their jobs. Employees in my work unit share job knowledge	57.0%	16.7%	40.3%	23.1%	11.0%	9.0%	20.0%	365	862	486	232	185	2,130	165
		with each other.	83.0%	37.5%	45.5%	9.6%	4.0%	3.4%	7.4%	875	1,043	215	89	72	2,294	7
Agree-disagree	21	The skill level in my work unit has improved in the past year.	58.0%	21.2%	36.9%	26.5%	10.2%	5.3%	15.5%	470	806	576	222	112	2,186	112
Good-poor	28	How would you rate the overall quality of work done by your work unit?	90.9%	53.6%	37.2%	7.5%	1.0%	0.7%	1.7%	1,240	857	170	22	15	2,304	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational	22.370	22.070	5.12/0			2.770		2,2 10	337	270		- 13	2,554	,,,
		goals.	85.8%	42.0%	43.9%	8.2%	4.3%	1.7%	6.0%	973	1,000	183	95	37	2,288	15
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.														
			55.8%	14.4%	41.4%	21.6%	15.3%	7.2%	22.5%	327	925	480	337	153	2,222	65
			55.8%	14.4%	41.4%	21.6%	15.3%	7.2%	22.5%	32/	925	480	337	153	2,222	65

Agree-disagree	31	Employees are recognized for providing high														
A di		quality products and services.	67.3%	20.6%	46.6%	16.8%	10.0%	6.0%	15.9%	477	1,049	372	222	126	2,246	43
Agree-disagree	32	Creativity and innovation are rewarded.	52.5%	15.8%	36.7%	25.2%	13.8%	8.5%	22.3%	355	807	554	298	181	2,195	85
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	25.3%	6.6%	18.6%	30.5%	23.3%	20.9%	44.2%	139	394	643	490	438	2,104	181
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).		0.0.0			20.07	2010/1								
Agree-disagree	35	Employees are protected from health and safety	71.8%	27.0%	44.8%	18.4%	5.5%	4.2%	9.8%	587	950	387	116	87	2,127	165
		hazards on the job. My organization has prepared employees for	91.3%	43.2%	48.1%	5.9%	1.4%	1.4%	2.8%	994	1,086	131	33	31	2,275	17
Agree-disagree	30	potential security threats.	00.20/	26.59/	F1 00/	9.09/	2.6%	1 20/	2.00/	920	1 160	170	61	25	2 262	20
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	88.3% 65.0%	36.5% 27.0%	51.8% 38.0%	18.0%	2.6%	8.3%	3.8%	829 578	1,168	179 378	179	169	2,262	20 186
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.	63.0%	27.0%	36.0%	16.0%	6.0%	6.376	17.0%	378	800	376	179	109	2,104	100
Agree-disagree	39	My agency is successful at accomplishing its	78.5%	38.3%	40.2%	12.7%	3.5%	5.3%	8.9%	799	817	256	70	104	2,046	237
		mission.	88.5%	39.3%	49.2%	8.0%	2.3%	1.1%	3.5%	902	1,110	181	53	23	2,269	24
Agree-disagree	40	*I recommend my organization as a good place to work.	75.5%	36.2%	39.3%	14.6%	7.3%	2.7%	9.9%	844	896	330	166	57	2,293	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.														
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	54.9%	21.6%	33.3%	21.7%	12.8%	10.5%	23.4%	490	735	483	283	225	2,216	77
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	91.3%	61.8%	29.5%	4.8%	2.1%	1.8%	3.9%	1,419	669	109	47	40	2,284	6
Agree-disagree	44	Discussions with my supervisor about my	80.3%	45.8%	34.5%	10.1%	5.5%	4.1%	9.6%	1,053	785	232	123	87	2,280	13
Agree-disagree	45	performance are worthwhile. My supervisor is committed to a workforce representative of all segments of society.	74.7%	39.4%	35.3%	12.7%	7.0%	5.6%	12.7%	901	799	292	155	125	2,272	18
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	80.7%	45.9%	34.7%	13.9%	2.3%	3.2%	5.4%	955	715	284	44	63	2,061	226
Agree-disagree	47	Supervisors in my work unit support employee	75.3%	38.5%	36.8%	13.3%	6.2%	5.2%	11.4%	882	839	302	140	117	2,280	11
Agree-disagree	48	development. My supervisor listens to what I have to say.	82.3%	45.7%	36.7%	9.8%	4.1%	3.7%	7.8%	1,037	826	219	91	81	2,254	35
Agree-disagree	49	My supervisor treats me with respect.	85.9%	53.4%	32.6%	6.0%	5.2%	2.8%	8.1%	1,223	742	140	119	62	2,286	N/A
Agree-disagree		In the last six months, my supervisor has talked with me about my performance.	88.8%	59.6%	29.2%	5.7%	3.1%	2.4%	5.5%	1,368	666	132	72	52	2,290	N/A
			93.8%	55.4%	38.4%	3.3%	1.8%	1.0%	2.8%	1,276	871	79	40	23	2,289	N/A
Agree-disagree		I have trust and confidence in my supervisor.	79.5%	49.3%	30.2%	10.0%	5.5%	5.0%	10.5%	1,134	692	226	126	111	2,289	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?														
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the	81.9%	53.1%	28.8%	11.1%	3.7%	3.3%	6.9%	1,221	659	254	84	73	2,291	N/A
Agree-disagree	54	workforce. My organization's senior leaders maintain high standards of honesty and integrity.	55.6%	16.9%	38.7%	21.9%	13.1%	9.4%	22.5%	382	870	489	295	207	2,243	43
Agree-disagree	55	Supervisors work well with employees of different	67.6%	26.5%	41.1%	17.6%	8.0%	6.8%	14.7%	587	892	384	170	144	2,177	105
Agree-disagree	56	backgrounds. *Managers communicate the goals of the	77.8%	30.1%	47.7%	13.8%	4.8%	3.7%	8.5%	664	1,044	293	102	76	2,179	94
Agree-disagree		organization. Managers review and evaluate the organization's	77.3%	26.0%	51.3%	12.7%	6.1%	3.9%	10.0%	601	1,157	283	135	84	2,260	17
g. 22 diaugitt	,	progress toward meeting its goals and objectives.	75.9%	26.6%	49.3%	16.0%	4.8%	3.2%	8.1%	580	1,063	340	99	66	2,148	130
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).														
Agree-disagree	59	Managers support collaboration across work units	71.8%	26.0%	45.8%	14.4%	8.7%	5.0%	13.7%	585	1,015	315	185	106	2,206	75
		to accomplish work objectives.	75.5%	27.3%	48.3%	13.6%	6.1%	4.8%	10.9%	616	1,068	295	132	101	2,212	64

		12										I				
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate														ı
		supervisor?														ı
		<u>'</u>	72.9%	35.5%	37.5%	17.1%	5.4%	4.5%	10.0%	793	827	375	119	97	2,211	69
Agree-disagree	61	I have a high level of respect for my organization's														,
		senior leaders.	65.9%	28.4%	37.5%	18.6%	8.7%	6.9%	15.5%	646	847	421	197	152	2,263	16
Agree-disagree	62	Senior leaders demonstrate support for Work/Life														
		programs.	79.8%	38.5%	41.3%	12.8%	4.6%	2.8%	7.4%	858	911	279	101	60	2,209	73
Satisfied-	63	*How satisfied are you with your involvement in														
dissatisfied		decisions that affect your work?														,
			64.8%	22.3%	42.5%	17.9%	12.6%	4.7%	17.3%	519	968	404	280	104	2,275	N/A
Satisfied-	64	*How satisfied are you with the information you													,	
dissatisfied		receive from management on what's going on in														,
		your organization?														, ,
			69.2%	24.6%	44.5%	15.5%	10.8%	4.5%	15.3%	574	1.017	351	238	100	2,280	N/A
Satisfied-	65	*How satisfied are you with the recognition you	03.270	24.070	44.570	13.370	10.070	4.570	15.570	374	1,017	331	230	100	2,200	14/2
dissatisfied		receive for doing a good job?														
			66.00/	25.60/	40.4%	47.00/	44.20/	5.00/	47.00/	503	040	202	240	427	2 270	
Satisfied-	66	How satisfied are you with the policies and	66.0%	25.6%	40.4%	17.0%	11.2%	5.8%	17.0%	593	918	392	248	127	2,278	N/A
dissatisfied	00	practices of your senior leaders?														,
dissatisfied		practices of your serior reducts.														,
			59.5%	19.0%	40.5%	23.1%	11.7%	5.8%	17.4%	438	923	523	263	127	2,274	N/A
Satisfied-	67	How satisfied are you with your opportunity to														,
dissatisfied		get a better job in your organization?														,
			37.5%	14.3%	23.2%	25.3%	20.4%	16.8%	37.2%	330	526	580	464	376	2,276	N/A
Satisfied-	68	How satisfied are you with the training you														
dissatisfied		receive for your present job?														,
			66.0%	23.4%	42.5%	19.7%	9.3%	5.0%	14.3%	543	970	449	209	108	2,279	N/A
Satisfied-	69	*Considering everything, how satisfied are you														
dissatisfied		with your job?														,
			74.8%	29.6%	45.2%	14.4%	7.2%	3.6%	10.8%	684	1.026	328	161	78	2,277	N/A
Satisfied-	70	Considering everything, how satisfied are you	74.070	25.070	45.270	14.470	7.270	3.070	10.070	004	1,020	320	101	70	2,211	14/2
dissatisfied		with your pay?														,
			72.5%	27.1%	45.4%	13.4%	9.2%	4.9%	14.1%	619	1.034	307	207	107	2 274	N/A
Satisfied-	71	*Considering everything, how satisfied are you	72.5%	27.1%	45.4%	13.4%	9.2%	4.9%	14.1%	619	1,034	307	207	107	2,274	N/A
dissatisfied	,,,	with your organization?														,
		,														,
			71.6%	25.9%	45.8%	16.0%	8.2%	4.1%	12.3%	595	1,035	364	180	91	2,265	N/A

^{*} AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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

Please select the response below that BEST describes your current teleworking schedule.	N	%	
I telework very infrequently, on an unscheduled or short-term basis	585	25.3%	
I telework, but only about 1 or 2 days per month	212	9.2%	
I telework 1 or 2 days per week	777	34.9%	
I telework 3 or 4 days per week	84	3.7%	
I telework every work day	74	3.1%	
I do not telework because I have to be physically present on the job	120	5.3%	
I do not telework because of technical issues that prevent me from teleworking	22	1.0%	
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	40	1.9%	
I do not telework because I choose not to telework	361	15.7%	
Total	2,275	100.0%	
	8.1	C-11-f11 0/	All Danier Outland
How satisfied are you with the following Work/Life programs in your agency? Telework	N	Satisfaction %	All Response Options 9
Very Satisfied	884	45.9%	39.49
Satisfied	734	38.0%	32.7%
Neither Satisfied nor Dissatisfied	210	11.0%	9.4%
Dissatisfied	71	3.7%	3.2%
Very Dissatisfied	26	1.4%	1.2%
Item Response Total	1,925	100.0%	85.8%
I choose not to participate in these programs	221		9.9%
These programs are not available to me	88		3.9%
l am unaware of these programs	9		0.4%
Total	2,243	100.0%	100.0%
How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules	N	Satisfaction %	All Response Options %
Very Satisfied	1,207	59.3%	53.3%
Satisfied	713	35.1%	31.5%
Neither Satisfied nor Dissatisfied	94	4.6%	4.2%
Neither Satisfied flot Dissatisfied	9	0.4%	0.4%
Discotisfied	9		
Dissatisfied Vent Dissatisfied	11	0.60/	
Very Dissatisfied	11	0.6%	
Very Dissatisfied Item Response Total	2,034	100.0%	0.5% 89.9%
Very Dissatisfied Item Response Total I choose not to participate in these programs	2,034 177	100.0%	89.9% 7.8%
Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me	2,034 177 48	100.0% 	89.9% 7.8% 2.1%
Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	2,034 177	100.0%	89.9% 7.8%
Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied	2,034 177 48 4 2,263 N 993	100.0% 100.0% Satisfaction % 48.9%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options %
Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied	2,034 177 48 4 2,263 N 993 808	100.0% 100.0% Satisfaction % 48.9% 39.8%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5%
Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied	2,034 177 48 4 2,263 N 993 808 180	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9%
Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied	2,034 177 48 4 2,263 N 993 808 180 30	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9% 1.3%
Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Very Dissatisfied	2,034 177 48 4 2,263 N 993 808 180 30 22	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9% 1.3% 1.0%
Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Very Dissatisfied Item Response Total	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9% 1.3% 1.0% 89.3%
Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9% 1.3% 1.0% 89.3% 8.1%
Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9% 1.3% 1.0% 89.3% 8.1% 2.3%
Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9% 1.3% 1.0% 89.3% 8.1%
Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% 100.0%	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% 100.0% Satisfaction %	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39 100.09
Very Dissatisfied I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% 100.0% Satisfaction % 35.6%	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39 100.09 All Response Options 9 22.59
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program Very Satisfied Satisfied	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% 100.0% Satisfaction % 35.6% 35.3%	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39 100.09 All Response Options 9 22.59 22.29
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program Very Satisfied Satisfied Neither Satisfied nor Dissatisfied	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% 100.0% Satisfaction % 35.6% 35.3% 26.4%	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39 100.09 All Response Options 9 22.59 22.29 16.99
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Neither Satisfied nor Dissatisfied Dissatisfied	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4%	89.9% 7.8% 2.1% 0.29 100.09 All Response Options % 43.6% 35.5% 7.9% 1.3% 1.0% 89.3% 8.1% 2.3% 0.3% 100.09 All Response Options % 22.5% 22.2% 16.9% 0.9%
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Very Dissatisfied	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9% 1.3% 1.0% 89.3% 8.1% 2.3% 0.3% 100.0% All Response Options % 22.5% 22.2% 16.9% 0.9% 0.8%
Nerry Dissatisfied Item Response Total Ichoose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Neither Satisfied nor Dissatisfied Uery Dissatisfied Very Dissatisfied	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9% 1.3% 1.0% 89.3% 8.1% 2.3% 0.3% 100.0% All Response Options % 22.5% 22.2% 16.9% 0.9% 0.8% 63.3%
Very Dissatisfied Item Response Total Ichoose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Very Dissatisfied Very Dissatisfied Very Dissatisfied Very Dissatisfied Very Dissatisfied I choose not to participate in these programs	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439 760	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3%	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39 100.09 All Response Options 9 22.59 22.29 16.99 0.99 0.89 63.39 33.49
Item Response Total Ichoose not to participate in these programs These programs are not available to me Iam unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439 760 16	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3%	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39 100.09 All Response Options 9 22.59 22.29 16.99 0.99 0.89 63.39 33.49 0.79
Item Response Total Ichoose not to participate in these programs These programs are not available to me Iam unaware of these programs Total Ichoose not to participate in these programs Total Ichoose not to participate Ichoose not	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439 760 16 59	100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9% 1.3% 1.0% 89.3% 8.1% 2.3% 0.3% 100.0% All Response Options % 22.5% 22.2% 16.9% 0.9% 0.8% 63.3% 33.4% 0.7% 2.6%
Item Response Total Ichoose not to participate in these programs These programs are not available to me Iam unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439 760 16	100.0% Satisfaction % 48.9% 39.8% 8.7% 1.1% 100.0% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3%	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39 100.09 All Response Options 9 22.59 22.29 16.99 0.99 0.89 63.39 33.49 0.79 2.69
Item Response Total Ichoose not to participate in these programs These programs are not available to me Iam unaware of these programs Total Ichoose not to participate in these programs Total Ichoose not to participate Ichoose not	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439 760 16 59	100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3%	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39 100.09 All Response Options 9 22.59 22.29 16.99 0.99 0.89 63.39 33.49 0.79 2.69
Item Response Total Ichoose not to participate in these programs These programs are not available to me Iam unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439 760 16 59 2,274	100.0% 100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3% 100.0%	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39 100.09 All Response Options 9 0.89 63.39 33.49 0.79 2.69 100.09
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program Very Satisfied Neither Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied I choose not to participate in these programs Total I choose not to participate in these programs in your agency? Employee Assistance Program Very Satisfied I choose not to participate in these programs These programs are not available to me I am unaware of these programs These programs are not available to me I am unaware of these programs Total How satisfied are you with the following Work/Life programs in your agency? Child Care Programs	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439 760 16 59 2,274	100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3% 100.0% Satisfaction % Satisfaction %	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39 100.09 All Response Options 9 22.59 22.29 16.99 0.89 63.39 33.49 0.79 2.69 100.09 All Response Options 9
Item Response Total	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439 760 16 59 2,274	100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3% 100.0% Satisfaction % 25.5%	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39 100.09 All Response Options 9 22.59 22.29 16.99 0.99 0.89 63.39 33.49 0.79 2.69 100.09 All Response Options 9 9.39 8.99
Item Response Total Ichoose not to participate in these programs These programs are not available to me I am unaware of these programs Ichoose not to participate in Ichoose not Ichoose not Ichoose not Ichoose not Ichoose not Ichoose not Ichoo	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439 760 16 59 2,274 N	100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3% 100.0% Satisfaction % 25.5% 24.4%	89.99 7.89 2.19 0.29 100.09 All Response Options 9 43.69 35.59 7.99 1.39 1.09 89.39 8.19 2.39 0.39 100.09 All Response Options 9 22.59 22.29 16.99 0.99 0.89 63.39 33.49 0.79 2.69 100.09 All Response Options 9 9.39 8.99 16.59
Item Response Total I choose not to participate in these programs Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Satisfied Neither Satisfied or Dissatisfied Dissatisfied Very Dissatisfied Item Response Total How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs Very Satisfied Very Dissatisfied Very Dissatisfied Very Dissatisfied Very Dissatisfied Very Dissatisfied Very Satisfied Very Dissatisfied Very Satisfied Very Dissatisfied Very Dissatisfied Very Satisfied Very Satisfied Satisfied Neither Satisfied or Dissatisfied Dissatisfied Very Dissatisfied or Dissatisfied Very Satisfied Neither Satisfied are you with the following Work/Life programs in your agency? Child Care Programs Very Satisfied Neither Satisfied nor Dissatisfied	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439 760 16 59 2,274 N	100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3% 100.0% Satisfaction % 25.5% 24.4% 45.3%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9% 1.3% 1.0% 89.3% 8.1% 2.3% 0.3% 100.0% All Response Options % 22.5% 22.2% 16.9% 0.9% 0.8% 63.3% 33.4% 0.7% 2.6% 100.0% All Response Options % 9.3% 8.9% 16.5% 1.1%
Very Dissatisfied	2,034 177 48 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439 760 16 59 2,274 N 12 12 201 375 24	100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3% 100.0% Satisfaction % 25.5% 24.4% 45.3% 2.9%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9% 1.3% 1.0% 89.3% 8.1% 2.3% 0.3%
Item Response Total	2,034 177 48 4 4 2,263 N 993 808 180 30 22 2,033 185 53 6 2,277 N 512 504 384 21 18 1,439 760 16 59 2,274 N 212 201 375 24 16	100.0% Satisfaction % 48.9% 39.8% 8.7% 1.5% 1.1% 100.0% Satisfaction % 35.6% 35.3% 26.4% 1.4% 1.3% 100.0% Satisfaction % 25.5% 24.4% 45.3% 2.9% 2.0%	89.9% 7.8% 2.1% 0.2% 100.0% All Response Options % 43.6% 35.5% 7.9% 1.3% 1.0% 89.3% 8.1% 2.3% 0.3% 100.0% All Response Options % 22.5% 22.2% 16.9% 0.9% 0.8% 63.3% 33.4% 0.7% 2.6% 100.0% All Response Options % 9.3% 8.9% 16.5% 1.1% 0.7%

Work Life-Telework

I am unaware of these programs	104		4.6%
Total	2,269	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 %
Very Satisfied	125	18.1%	5.5%
Satisfied	132	20.2%	5.8%
Neither Satisfied nor Dissatisfied	403	59.5%	17.7%
Dissatisfied	7	1.0%	0.3%
Very Dissatisfied	8	1.2%	0.4%
Item Response Total	675	100.0%	29.7%
I choose not to participate in these programs	1,188		52.3%
These programs are not available to me	123		5.4%
I am unaware of these programs	285		12.5%
Total	2,271	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

wi	0/
Where do you work?	%
Headquarters	70.3%
Field	29.7%
Total	100.0%
What is your supervisory status?	%
Non-Supervisor	77.6%
Team Leader	5.9%
Supervisor	10.0%
Manager	4.0%
Senior Leader	2.5%
Total	100.0%
Are you:	%
Male	62.8%
Female	37.2%
Total	100.0%
Are you Hispanic or Latino?	%
Yes	7.4%
No	92.6%
Total	100.0%
Please select the racial category or categories with which you most closely identify.	%
American Indian or Alaska Native	0.6%
Asian	9.1%
Black or African American	12.8%
Native Hawaiian or Other Pacific Islander	0.5%
White	72.0%
Two or more races	5.0%
Total	100.0%
What is the highest degree or level of education you have completed?	%
Less than High School	0.0%
High School Diploma/GED or equivalent	1.7%
Trade or Technical Certificate	0.5%
Some College (no degree)	5.5%
Associate's Degree (e.g., AA, AS)	2.8%
Bachelor's Degree (e.g., BA, BS)	38.5%
Master's Degree (e.g., MA, MS, MBA)	38.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	12.3%
Total	100.0%
What is your pay category/grade?	%
Federal Wage System	0.0%
GS 1-6	1.5%
GS 7-12	8.5%
GS 13-15	82.0%
Senior Executive Service	5.1%
Senior Level (SL) or Scientific or Professional (ST)	1.7%

Other	1.1%
Total	100.0%
low long have you been with the Federal Government (excluding military service)?	%
Less than 1 year	
1 to 3 years	
4 to 5 years	
6 to 10 years	
11 to 14 years	
15 to 20 years	-
More than 20 years	
Total	
lote: All results are suppressed when any single demographic category has fewer than 4 responses.	
low long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	%
	0.3%
Less than 1 year 1 to 3 years	6.1%
4 to 5 years	7.8%
6 to 10 years	25.5%
11 to 20 years	39.6%
More than 20 years	20.8%
Total	100.0%
re you considering leaving your organization within the next year, and if so, why?	%
No	73.2%
Yes, to retire	6.6%
Yes, to take another job within the Federal Government	11.0%
Yes, to take another job outside the Federal Government	5.1%
Yes, other	4.0%
Total	100.0%
am planning to retire:	%
Within one year	4.6%
Between one and three years	11.4%
Between three and five years	11.5%
Five or more years	72.5%
Total	100.0%
re you transgender?	%
Yes	0.4%
No No	99.6%
Total	100.0%
hich one of the following do you consider yourself to be?	%
Straight, that is not gay or lesbian	96.3%
Gay or Lesbian	1.4%
Bisexual	0.8%
Something else	1.4%
Total	100.0%

What is your US military service status?	%
No Prior Military Service	75.8%
Currently in National Guard or Reserves	1.6%
Retired	6.4%
Separated or Discharged	16.2%
Total	100.0%
Are you an individual with a disability?	%
Yes	7.9%
No	92.1%
Total	100.0%
What is your age group?	%
25 and under	0.3%
26-29 years old	2.5%
30-39 years old	22.1%
40-49 years old	19.8%
50-59 years old	34.4%
60 years or older	20.9%
Total	100.0%

Percentages for demographic questions are unweighted.

Response Type Ye	'ear I	tem	ltem Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
	018		*I am given a real opportunity to improve my skills in my organization.	74.0%	12.6%	13.4%	2,288	N/A
	018		I have enough information to do my job well.	83.2%	7.8%	9.0%	2,295	N/A
	018		I feel encouraged to come up with new and better ways of doing things.	70.0%	14.7%	15.2%	2,293	N/A
	018 018		My work gives me a feeling of personal accomplishment. I like the kind of work I do.	77.5%	11.3%	11.1%	2,301	N/A
	018		I know what is expected of me on the job.	83.4% 84.3%	11.0% 8.0%	5.6% 7.7%	2,302 2,299	N/A N/A
	018		When needed I am willing to put in the extra effort to get a job done.	96.1%	2.5%	1.4%	2,304	N/A
	018		l am constantly looking for ways to do my job better.	89.7%	7.8%	2.5%	2,299	N/A
Agree-disagree 20	018	9	l have sufficient resources (for example, people, materials, budget) to get my job done.	67.8%	11.5%	20.8%	2,284	2
Agree-disagree 20	018	10	*My workload is reasonable.	70.7%	12.3%	17.0%	2,298	4
		11	*My talents are used well in the workplace.	66.4%	14.3%	19.3%	2,285	6
		12	*I know how my work relates to the agency's goals.	91.5%	4.7%	3.9%	2,295	3
			The work I do is important.	90.4%	6.6%	3.0%	2,300	6
Agree-disagree 20	018		Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.				_	
Agree-disagree 20	018		My performance appraisal is a fair reflection of my performance.	76.5%	10.1%	13.3%	2,295	11
		_	I am held accountable for achieving results.	75.9%	10.8%	13.3%	2,284	17
			*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	87.1% 76.9%	8.3% 12.1%	4.6% 11.0%	2,290 2,221	76
			My training needs are assessed.	61.6%	19.0%	19.4%	2,221	16
			In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for	02.070	23.070	15.470	2,207	10
			example, Fully Successful, Outstanding).	69.4%	13.6%	16.9%	2,279	25
Agree-disagree 20	018	20	*The people I work with cooperate to get the job done.	84.8%	7.7%	7.5%	2,302	N/A
Agree-disagree 20	018	21	My work unit is able to recruit people with the right skills.	50.9%	23.7%	25.3%	2,218	79
Agree-disagree 20	018	22	Promotions in my work unit are based on merit.	43.6%	30.3%	26.1%	2,084	212
Agree-disagree 20	018	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.0%	29.8%	33.2%	1,955	345
		24	*In my work unit, differences in performance are recognized in a meaningful way.	45.6%	27.4%	27.0%	2,129	169
			Awards in my work unit depend on how well employees perform their jobs.	57.0%	23.1%	20.0%	2,130	165
			Employees in my work unit share job knowledge with each other.	83.0%	9.6%	7.4%	2,294	7
			The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit?	58.0%	26.5%	15.5%	2,186	112
		29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	90.9%	7.5%	1.7%	2,304	N/A
			,	85.8%	8.2%	6.0%	2,288	15
Agree-disagree 20	018	30	Employees have a feeling of personal empowerment with respect to work processes.	55.8%	21.6%	22.5%	2,222	65
Agree-disagree 20	018	31	Employees are recognized for providing high quality products and services.	67.3%	16.8%	15.9%	2,246	43
Agree-disagree 20	018	32	Creativity and innovation are rewarded.	52.5%	25.2%	22.3%	2,195	85
Agree-disagree 20	018		Pay raises depend on how well employees perform their jobs.	25.3%	30.5%	44.2%	2,104	181
Agree-disagree 20	018		Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in					
			awareness of diversity issues, mentoring).	71.8%	18.4%	9.8%	2,127	165
			Employees are protected from health and safety hazards on the job.	91.3%	5.9%	2.8%	2,275	17
			My organization has prepared employees for potential security threats. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	88.3%	8.0%	3.8%	2,262	20
Agree-disagree 20	010	37	Arbitrary action, personal ravoritism and coercion for partisan political purposes are not tolerated.	65.0%	18.0%	17.0%	2,104	186
Agree-disagree 20	018		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.				·	
Agree-disagree 30	018	39	My agency is successful at accomplishing its mission.	78.5%	12.7%	8.9%	2,046	237
		40	My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work.	88.5% 75.5%	8.0% 14.6%	3.5% 9.9%	2,269 2,293	24 N/A
		41	*I believe the results of this survey will be used to make my agency a better place to work.	75.5% 54.9%	21.7%	23.4%	2,293	N/A 77
			My supervisor supports my need to balance work and other life issues.	91.3%	4.8%	3.9%	2,284	6
Agree-disagree 20	018	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	80.3%	10.1%	9.6%	2,280	13
Agree-disagree 20	018	44	Discussions with my supervisor about my performance are worthwhile.	74.7%	12.7%	12.7%	2,272	18
Agree-disagree 20	018	45	My supervisor is committed to a workforce representative of all segments of society.	80.7%	13.9%	5.4%	2,061	226
			My supervisor provides me with constructive suggestions to improve my job performance.	75.3%	13.3%	11.4%	2,280	11
			Supervisors in my work unit support employee development.	82.3%	9.8%	7.8%	2,254	35
			My supervisor listens to what I have to say.	85.9%	6.0%	8.1%	2,286	N/A
			My supervisor treats me with respect.	88.8%	5.7%	5.5%	2,290	N/A
			In the last six months, my supervisor has talked with me about my performance. I have trust and confidence in my supervisor.	93.8%	3.3%	2.8%	2,289	N/A
			Overall, how good a job do you feel is being done by your immediate supervisor?	79.5%	10.0%	10.5%	2,289	N/A
			In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	81.9%	11.1%	6.9%	2,291	N/A
			,	55.6%	21.9%	22.5%	2,243	43
5.22 3.50g, CC				55.070	£1.J/0	22.5/0	۷,۷43	43

Agree-disagree	2018	55	Supervisors work well with employees of different backgrounds.	77.00/	42.00/	0 =0/	2.450	
Agree-disagree	2018	56	*Managers communicate the goals of the organization.	77.8%	13.8%	8.5%	2,179	94
Agree-disagree	2018	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	77.3%	12.7%	10.0%	2,260	17
Agree disagree	2010	3,	managers review and evaluate the organization's progress toward meeting its goals and objectives.	75.00/	16.00/	0.40/	2 4 40	420
Agree-disagree	2018	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	75.9%	16.0%	8.1%	2,148	130
Agree-disagree	2010	30	managers promote communication among different work diffes (for example, about projects, goals, needed resources).	74.00/	4.4.40/	40 ===		
Agroo disagroo	2010	EO	Managers support collaboration across work units to accomplish work objectives	71.8%	14.4%	13.7%	2,206	75
Agree-disagree Good-poor	2018	59 60	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	75.5%	13.6%	10.9%	2,212	64
Good-pool	2016	00	Overall, now good a job do you reer is being done by the manager directly above your infinitediate supervisor:	== 00/	.=			
A di	2010	C1	I have a high lavel of assessed for any assessing in a series leaders	72.9%	17.1%	10.0%	2,211	69
Agree-disagree	2018	61	I have a high level of respect for my organization's senior leaders.	65.9%	18.6%	15.5%	2,263	16
Agree-disagree Satisfied-	2018	62	Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work?	79.8%	12.8%	7.4%	2,209	73
dissatisfied	2016	03	Thow satisfied are you with your involvement in decisions that affect your work?					
	2010	C 4	*!!	64.8%	17.9%	17.3%	2,275	N/A
Satisfied- dissatisfied	2018	64	*How satisfied are you with the information you receive from management on what's going on in your organization?					
	2010	CF	*!!	69.2%	15.5%	15.3%	2,280	N/A
Satisfied- dissatisfied	2018	65	*How satisfied are you with the recognition you receive for doing a good job?					
	2040		He with the second of the seco	66.0%	17.0%	17.0%	2,278	N/A
Satisfied- dissatisfied	2018	66	How satisfied are you with the policies and practices of your senior leaders?					
				59.5%	23.1%	17.4%	2,274	N/A
Satisfied- dissatisfied	2018	67	How satisfied are you with your opportunity to get a better job in your organization?					
				37.5%	25.3%	37.2%	2,276	N/A
Satisfied-	2018	68	How satisfied are you with the training you receive for your present job?					
dissatisfied				66.0%	19.7%	14.3%	2,279	N/A
Satisfied-	2018	69	*Considering everything, how satisfied are you with your job?					
dissatisfied				74.8%	14.4%	10.8%	2,277	N/A
Satisfied-	2018	70	Considering everything, how satisfied are you with your pay?					
dissatisfied				72.5%	13.4%	14.1%	2,274	N/A
Satisfied-	2018	71	*Considering everything, how satisfied are you with your organization?					
dissatisfied				71.6%	16.0%	12.3%	2,265	N/A
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	71.4%	13.7%	14.9%	2,438	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	81.5%	9.6%	8.9%	2,438	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	66.5%	15.8%	17.7%	2,431	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	75.3%	13.0%	11.7%	2,435	N/A
Agree-disagree	2017	5	I like the kind of work I do.	82.1%	11.3%	6.5%	2,424	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	83.8%	8.0%	8.2%	2,424	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	95.8%	2.5%	1.7%	2,425	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	89.6%	7.9%	2.6%	2,433	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	63.2%	12.9%	23.9%	2,432	2
Agree-disagree	2017	10	*My workload is reasonable.	70.4%	12.9%	16.6%	2,435	1
Agree-disagree	2017	11	*My talents are used well in the workplace.	65.1%	15.2%	19.8%	2,412	6
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	90.7%	4.9%	4.4%	2,424	6
Agree-disagree	2017	13	The work I do is important.	89.0%	7.4%	3.6%	2,415	3
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.					
			·	76.5%	10.3%	13.3%	2,423	9
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	77.0%	10.9%	12.1%	2,421	16
Agree-disagree	2017	16	I am held accountable for achieving results.	85.7%	9.9%	4.4%	2,425	7
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	74.4%	13.3%	12.3%	2,345	87
Agree-disagree	2017	18	My training needs are assessed.	59.4%	19.4%	21.2%	2,410	15
Agree-disagree	2017	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for					
A mana di di	201-	30	example, Fully Successful, Outstanding).	68.3%	14.2%	17.5%	2,396	41
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	82.6%	8.2%	9.2%	2,437	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	48.8%	20.9%	30.3%	2,347	90
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	43.2%	27.9%	28.9%	2,241	181
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.4%	29.0%	35.7%	2,096	338
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	46.2%	26.3%	27.5%	2,272	164
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	54.5%	22.5%	23.0%	2,269	153
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other. The skill level in my work unit has improved in the past year.	81.5%	9.1%	9.4%	2,425	7
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year. How would you get the guardle quality of work does by your work unit?	56.3%	27.4%	16.2%	2,332	104
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	89.4%	8.7%	2.0%	2,437	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
A	201-	- 20		77.9%	11.7%	10.4%	2,372	51
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	54.6%	22.1%	23.3%	2,348	70
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	65.8%	17.9%	16.3%	2,370	45
Agree-disagree	2017	32	Creativity and innovation are rewarded.	49.6%	27.4%	23.0%	2,320	93
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	23.1%	28.4%	48.5%	2,224	184
Agree-disagree	2017	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).					
Agrae disease	2047	25		71.9%	17.9%	10.2%	2,275	142
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	91.2%	5.6%	3.1%	2,393	25
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	84.9%	9.7%	5.4%	2,387	24
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.					
				63.6%	18.4%	18.1%	2,244	173

Proceedings	Agree-disagree	2017	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly					
sepending providency 207 30 Portugen Search Search of the Search									
Page-diagreed 1972 40	Δσree-disagree	2017	30	My agency is successful at accomplishing its mission					
Agreed dealty 2012 40									
Agent dispaned 1972 47	Agree-disagree	2017	41						
Agene changes 221 49 Descriptions of the properties of sections of the properties of the properties of sections of the properties of sections of the properties o	Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.		4.7%			
Agree clasures 2012 20 20 20 20 20 20	Agree-disagree				78.7%	11.5%	9.8%	2,408	5
Agend-dagger 707 60 My generator provides more with control and resignation to improve my job performance. 23.39 14.59 13.79 14.50 13.70 13.50 1					73.1%	14.5%	12.4%	2,388	
Agree-Seagues 2017 20 10 10 10 10 10 10 10	-								
Agree disagree 1072 30 108 109									
Age									
Agree disagree 2017 52 1.5									
Agree disagree 200 31 Income heat and candidates in my supervisors 79.94 12.98 2.92 2.42 Ny. Agree disagree 201 53 Income some state 1.92	Agree-disagree								
Agree-disagree 201 52 10 10 10 10 10 10 10 1	Agree-disagree	2017	51	I have trust and confidence in my supervisor.					
Agree disagree 201 55 Ag	Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.9%	13.4%	6.7%	2,417	N/A
Agree disagree 707 54 56 57 58 57 58 57 58 57 58 57 58 57 58 57 58 57 58 57 58 58	Agree-disagree	2017	53		E2 2%	22.0%	72.0%	2 274	20
Agree-disagree 2017 55 Agree-disagree 2017 56 Agree-disagree 2017 56 Agree-disagree 2017 57	Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.					
Agree-disagree 2017 59 Amonges communicate the goals and priorities of the organization 78.8 14.1 14.1 15.7 18.6 2.28 13.8	Agree-disagree								
Agree clauger 2017 57 Managens review and evaluate the organization's grangess toward enemity in goals and objectives. 15.7% 9.5% 2.88 13.8% agree clauger 2017 59 Managens permate communication among different work smit (for example, shoot projects, goals, medical encourses). 2017 61 60 Care and the state of encourses of the state of encourses. 2017 61 60 Care and the state of encourses. 2017 61 60 Care and the state of encourses. 2017 61 60 Care and the state of encourses. 2017 61 60 Care and the state of encourses. 2017 61 61 Face and the state of encourses. 2017 61 61 Face and the state of encourses. 2017 62 61 Face and the sta	Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.					
Agree disagree 2017 50 Managers promote communication arrang different work units (for example, about projects, each, receptor of resources). 60,0% 16,2% 2,486 2,256 60	Agree-disagree	2017	57						
garde Gilagen 6 Agene Gilagen 6 Good once 2017 50 Managene group of calibboration across work units to accomplish work objectives. 78.4% 13.8% 12.8% 2.345 6.1 Good once 2017 50 Managene group of calibboration across work units to accomplish work objectives. 78.4% 13.8% 12.8% 2.345 6.1 Good once 2017 50 Managene Gilagen 7 Agene Gilagen 7 Agene Gilagen 7 2017 62 Section Section 6 2017 65 Section 6 2017 70 Section 6 2017 65 Section 6 2017 70 Section 6 2017 7	Agree-disagree	2017	5,8		74.8%	15.7%	9.6%	2,268	138
Agree disagree 2017 29 Managers support Collaboration across work units to accomplish work observies. 73,9% 13,9% 22,9% 2,36 51,000 200	Agree-uisagree	2017	36		CO 00/	16.20/	14.00/	2 242	63
Scord good 2017 60 2017 60 18.0% 10.0% 2.322 83 83.0% 18.0% 10.0% 2.322 83 83.0% 18.0% 10.0% 2.322 83 83.0% 18.0% 12.0% 18.0% 12.0% 12.0% 18.0% 12.0% 12.0% 18.0% 12.0%	Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.					
Agree disagree 2017 62 Senior leadered demonstrate support for Work/life programs. Agree disagree 2017 63 Senior leadered demonstrate support for Work/life programs. Agree disagree 2017 63 Senior leadered demonstrate support for Work/life programs. Agree disagree 2017 64 Senior leadered demonstrate support for Work/life programs. Agree disagree 2017 65 Senior leadered demonstrate support for Work/life programs. Agree disagree 2017 65 Senior leadered demonstrate support for Work/life programs. Agree disagree 2017 64 Senior leader demonstrate support for Work/life programs. Agree disagree 2017 65 Senior leader demonstrate support for Work/life programs. Agree disagree 2017 66 Senior leader demonstrate support for Work/life programs. Agree disagree 2017 67 Senior leaders 2017 67 Senior leaders 2017 68 Senior leader and you with the recognition you receive for your present job? Agree disagree 2017 70 Considering everything, how satisfied are you with the training you receive for your present job? Agree disagree 2017 70 Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering	Good-poor				73.470	13.070	12.070	2,545	- 01
Agree disagree 2017 61 have a high level of respect for my organization? 2.386				immediate supervisor?	72.0%	18.0%	10.0%	2,322	83
Satisfied disastified 2017 66 How satisfied are you with your involvement in decisions that affect your work? 65.5% 18.7% 17.9% 2.412 N/A statisfied disastified 2017 66 How satisfied are you with the information you receive from management on what's going on layour organization? 66.6% 16.3% 17.3% 2.409 N/A statisfied 2017 66 How satisfied are you with the recognition you receive for doing a good job? 64.7% 18.6% 16.6% 2.404 N/A statisfied 2017 66 How satisfied are you with the policies and practices of your senior leaders? 64.5% 18.6% 18.5% 2.407 N/A statisfied 2017 67 How satisfied are you with your opportunity to get a better job in your organization? 7.5% 24.4% 18.5% 2.407 N/A statisfied 2017 68 How satisfied are you with the training you receive for your present job? 7.5% 24.5% 40.2% 2.400 N/A statisfied 2017 69 Considering everything, how satisfied are you with your poly? 7.5% 2.400 N/A statisfied 2017 69 Considering everything, how satisfied are you with your poly? 7.5% 2.400 N/A statisfied 2017 70 Considering everything, how satisfied are you with your poly? 7.5% 2.400 N/A statisfied 2017 71 Considering everything, how satisfied are you with your poly? 7.5% 2.400 N/A statisfied 2017 72 Considering everything, how satisfied are you with your poly? 7.5% 2.400 N/A statisfied 2017 72 N/	Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	65.2%				
Additional	Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	78.4%	12.9%	8.7%	2,334	78
Satisfied disastafied 2017 69 **How satisfied are you with the information you receive from management on what's going on inclassatisfied 2017 69 **How satisfied are you with the recognition you receive for doing a good job? ** disastafied 2017 69 **How satisfied are you with the policies and practices of your senior leaders? ** 24.44% 18.55% 2,407 N/A Statisfied 2017 67 **How satisfied are you with the policies and practices of your senior leaders? ** 24.44% 18.55% 2,407 N/A Statisfied 2017 67 **How satisfied are you with your opportunity to get a better job in your organization? ** 35.65% 24.28% 40.28% 2,406 N/A Statisfied 2017 69 ** How satisfied are you with the training you receive for your present job? ** 40.28% 40	Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	63.5%	18 7%	17 0%	2 //12	N/A
Setsified 2017 65 **How satisfied are you with the recognition you receive for doing a good job? 64.7% 18.6% 16.6% 2,404 N/A Statisfied 2017 66 How satisfied are you with the policies and practices of your senior leaders? 57.1% 24.4% 18.5% 2,407 N/A Statisfied 2017 67 How satisfied are you with your opportunity to get a better job in your organization? 35.6% 24.2% 40.2% 2,406 N/A Statisfied 2017 67 How satisfied are you with the training your receive for your present job? 51.7% 21.3% 17.0% 2,409 N/A Statisfied 2017 69 How satisfied are you with the training your receive for your present job? 51.7% 21.3% 17.0% 2,409 N/A Statisfied 2017 69 Considering everything, how satisfied are you with your job? 31.8% 14.7% 10.9% 2,400 N/A Statisfied 2017 70 Considering everything, how satisfied are you with your organization? 2017 71 Considering everything, how satisfied are you with your organization? 2017 71 Considering everything, how satisfied are you with your organization? 2017 71 Considering everything, how satisfied are you with your organization? 2017 71 Considering everything, how satisfied are you with your organization? 2017 71 Considering everything, how satisfied are you with your organization? 2018	Satisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on	03.370	10.770	17.570	2,412	11/7
Satisfied dissatisfied 2017 65 How satisfied are you with the recognition you receive for doing a good job? 40 How satisfied are you with the policies and practices of your senior leaders? 57.3% 24.4% 18.5% 2,407 N/A Satisfied 2017 67 How satisfied are you with the policies and practices of your senior leaders? 57.3% 24.4% 18.5% 2,407 N/A Satisfied 2017 67 How satisfied are you with your opportunity to get a better job in your organization? 35.6% 24.2% 40.2% 2,406 N/A Satisfied 2017 68 How satisfied are you with the training you receive for your present job? 61.7% 21.3% 17.0% 2,409 N/A Satisfied 2017 69 Considering everything, how satisfied are you with your job? 34.5% 14.7% 10.9% 2,400 N/A Satisfied 2017 60 Considering everything, how satisfied are you with your pay? 34.5% 14.7% 10.9% 2,400 N/A Satisfied 2017 70 Considering everything, how satisfied are you with your pay? 34.5% 14.7% 14.1% 14.2% 2,410 N/A Satisfied 2017 70 Considering everything, how satisfied are you with your pay? 34.5% 14.7% 14.1% 14.2% 2,410 N/A Satisfied 2017 71 Considering everything, how satisfied are you with your organization? 70.0% 12.6% 11.4% 14.2% 2,410 N/A Satisfied 2017 71 Considering everything, how satisfied are you with your organization? 70.0% 12.6% 11.4% 14.2% 2,410 N/A Satisfied 2017 71 Considering everything, how satisfied are you with your organization? 70.0% 12.6% 11.4% 14.2% 2,410 N/A Satisfied 2017 71 Considering everything, how satisfied are you with your organization? 70.0% 12.6% 11.4% 14.2% 2,410 N/A Satisfied 2017 71 Considering everything, how satisfied are you with your organization? 70.0% 12.6% 11.4% 14.2% 2,410 N/A Satisfied 2017 71 Considering everything, how satisfied are you with your organization? 70.0% 12.6% 12.1% 14.2% 2,410 N/A Satisfied 2017 71 Considering everything, how satisfied are you with your organization? 70.0% 12.6% 12.1% 14.2% 2,410 N/A Satisfied 2017 71 Considering everything, how satisfied are you with your organization? 70.0% 12.6% 12.1% 14.2% 2,410 N/A Satisfied 2017 71 Considering everyth	-dissatisfied			in your organization?	66.4%	16.3%	17.3%	2,409	N/A
Satisfied 2017 66 How satisfied are you with the policies and practices of your senior leaders? 57,16 24.4% 18.5% 2,407 N/A Satisfied 2017 67 How satisfied are you with your opportunity to get a better job in your organization? 35,6% 24.2% 40.2% 2,406 N/A Satisfied 2017 68 How satisfied are you with the training you receive for your present job? 61.7% 21.3% 17.0% 2,400 N/A Satisfied 2017 68 How satisfied are you with your opportunity to get a better job in your organization? 61.7% 21.3% 17.0% 2,400 N/A Satisfied 2017 69 "Considering everything, how satisfied are you with your pop? 74.3% 14.7% 10.9% 2,400 N/A 2,400	Satisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?					
Statisfied County					64.7%	18.6%	16.6%	2,404	N/A
Satisfied dissatisfied 2017 67 How satisfied are you with your opportunity to get a better job in your organization? dissatisfied 3017 68 How satisfied are you with the training you receive for your present job? dissatisfied 2017 69 "Considering everything, how satisfied are you with your job? dissatisfied 2017 70 Considering everything, how satisfied are you with your pay? dissatisfied 2017 70 Considering everything, how satisfied are you with your pay? dissatisfied 2017 71 "Considering everything, how satisfied are you with your pay? dissatisfied 2017 71 "Considering everything, how satisfied are you with your pay? dissatisfied 2017 71 "Considering everything, how satisfied are you with your pay? dissatisfied 2017 71 "Considering everything, how satisfied are you with your pay? dissatisfied 2017 71 "Considering everything, how satisfied are you with your pay? dissatisfied 2017 71 "Tonsidering everything, how satisfied are you with your pay? dissatisfied 2017 71 "Tonsidering everything, how satisfied are you with your pay? dissatisfied 2017 71 "Tonsidering everything, how satisfied are you with your pay? dissatisfied 2016 1 "I am given a real opportunity to improve my skills in my organization. 400		2017	66	How satisfied are you with the policies and practices of your senior leaders?					
		2017	67	How satisfied are you with your opportunity to get a better job in your organization?	57.1%	24.4%	18.5%	2,407	N/A
Satisfied disastisfied 2017 68 How satisfied are you with the training you receive for your present job? 61.7% 21.3% 17.0% 2.409 N/A Satisfied 2017 69 *Considering everything, how satisfied are you with your job? 71.7% 14.1% 14.2% 2.401 N/A Satisfied 2017 70 Considering everything, how satisfied are you with your pay? 71.7% 14.1% 14.2% 2.401 N/A Satisfied 2017 71 *Considering everything, how satisfied are you with your pay? 71.7% 14.1% 14.2% 2.401 N/A Satisfied 2017 71 *Considering everything, how satisfied are you with your organization? 89.6% 16.3% 14.2% 2.401 N/A Agree-disagree 2016 1 *I am given a real opportunity to improve my skills in my organization. 70.0% 12.8% 17.2% 2.418 N/A Agree-disagree 2016 2 *I have enough information to do my job well. 81.6% 9.1% 9.4% 2.129 N/A Agree-disagree 2016 3 *I deel enouraged to come up with new and better ways of doing things. 81.6% 9.1% 9.4% 2.129 N/A Agree-disagree 2016 4 My work gives me a feeling of personal accomplishment. 75.3% 12.6% 12.1% 2.12% N/A Agree-disagree 2016 5 *I like the kind of work 1 do. 82.2% 10.4% 7.4% 2.127 N/A Agree-disagree 2016 5 *I like the kind of work 1 do. 82.2% 10.4% 7.4% 2.127 N/A Agree-disagree 2016 5 *I like the kind of work 1 do. 82.2% 10.4% 7.4% 2.127 N/A Agree-disagree 2016 6 *I like the kind of work 1 do. 82.2% 10.4% 7.4% 2.127 N/A Agree-disagree 2016 6 *I like the kind of work 1 do. 82.2% 10.4% 7.4% 2.121 N/A Agree-disagree 2016 6 *I like the kind of work 1 do. 82.2% 10.4% 7.4% 2.121 N/A Agree-disagree 2016 6 *I like the kind of work 1 do. 82.2% 10.4% 7.4% 2.121 N/A Agree-disagree 2016 6 *I like the kind of work 1 do. 82.2% 10.4% 7.4% 2.121 N/A Agree-disagree 2016 6 *I like the kind of work 1 do. 82.2% 10.4% 7.4% 2.123 N/A Agree-disagree 2016 6 *I like the kind of work 1 do. 82.2% 10.4% 7.4% 2.123 N/A Agree-disagree 2016 6 *I like the kind of work 1 do. 82.2% 10.4% 7.4% 2.123 N/A Agree-disagree 2016 6 *I like work 1 do. 82.2% 2.4% 2.4% 2.4% 2.4% 2.4% 2.4% 2.4%		2017	07	The satisfied are you with your opportunity to get a sected job in your organization.	25 69/	24.2%	40.29/	2 406	N/A
Satisfied 2017 69 *Considering everything, how satisfied are you with your pay?	Satisfied	2017	68	How satisfied are you with the training you receive for your present job?	33.0%	24.276	40.276	2,400	IN/A
Satisfied disastelled 2017 69 *Considering everything, how satisfied are you with your job?	-dissatisfied				61.7%	21.3%	17.0%	2,409	N/A
Satisfied dissatisfied 2017 70 Considering everything, how satisfied are you with your pay? 71.7% 14.1% 14.2% 2,410 N/A Satisfied dissatisfied 2017 71 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.7 *Considering everything, how satisfied are you with your organization? 71.8 *Considering everything, how satisfied are you with your organization.	Satisfied	2017	69	*Considering everything, how satisfied are you with your job?				,	
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Agree-disagree 2016 16 I am held accountable for achieving results. Agree-disagree 2016 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. Agree-disagree 2016 18 My training needs are assessed. Agree-disagree 2016 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). Agree-disagree 2016 19 In my most recent performance levels (for example, Fully Successful, Outstanding). Agree-disagree 2016 19 In my most recent performance levels (for example, Fully Successful, Outstanding). Agree-disagree 2016 19 In my most recent performance levels (for example, Fully Successful, Outstanding).					74.3%	11.9%	13.8%	2,133	8
Agree-disagree 2016 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 72.9% 13.6% 13.5% 2,063 76 Agree-disagree 2016 18 My training needs are assessed. 54.9% 20.6% 24.5% 2,113 25 Agree-disagree 2016 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). 66.1% 14.1% 19.9% 2,114 36	Agree-disagree								
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performance levels (for example, Fully Successful, Outstanding). 66.1% 14.1% 19.9% 2,114 36					54.9%	20.6%	24.5%	2,113	25
. " 2015 20 20 20 20 20 20 20 2					66.1%	14.1%	19.9%	2.114	36
	Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	81.0%	9.8%	9.2%	2,114	N/A

Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	52.9%	20.5%	26.7%	2,066	70
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	43.1%	26.7%	30.1%	1,958	79 174
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.1%	29.4%	36.6%	1,809	327
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.1%	26.9%	30.0%	1,986	150
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	52.3%	23.5%	24.3%	1,978	155
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	80.9%	9.3%	9.9%	2,123	12
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	56.9%	26.6%	16.6%	2,037	101
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	89.5%	8.2%	2.3%	2,147	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	79.0%	11.6%	9.4%	2,091	40
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	54.0%	21.1%	24.9%	2,061	67
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services. Creativity and innovation are rewarded.	63.5%	18.7%	17.8%	2,081	42
Agree-disagree Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	47.1%	27.3%	25.6%	2,037	90
Agree-disagree	2016	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities	23.0%	27.1%	49.9%	1,963	158
0			and women, training in awareness of diversity issues, mentoring).	72.3%	18.4%	9.3%	1,994	130
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	89.9%	6.4%	3.8%	2,101	26
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	85.4%	10.0%	4.5%	2,097	28
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not				,	
			tolerated.	62.0%	18.1%	19.9%	1,971	155
Agree-disagree	2016	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.	75.8%	14.2%	10.0%	1,898	218
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	87.6%	9.0%	3.4%	2,110	16
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	74.1%	14.7%	11.2%	2,130	N/A
Agree-disagree	2016	41	*I believe the results of this survey will be used to make my agency a better place to work.	49.3%	23.3%	27.5%	2,045	89
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	89.2%	5.5%	5.3%	2,119	9
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.2%	12.4%	11.4%	2,108	13
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	71.4%	13.4%	15.2%	2,092	16
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	78.1%	15.0%	6.9%	1,905	213
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.3%	13.7%	14.0%	2,112	9
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	77.7%	12.0%	10.3%	2,093	33
Agree-disagree	2016	48	My supervisor listens to what I have to say.	83.6%	7.8%	8.6%	2,122	N/A
Agree-disagree	2016	49 50	My supervisor treats me with respect. In the last six months, my supervisor has talked with me about my performance.	86.9%	6.0%	7.1%	2,113	N/A
Agree-disagree Agree-disagree	2016	51	I have trust and confidence in my supervisor.	92.1%	4.0%	3.9%	2,116	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	75.2%	11.9% 14.4%	12.9% 8.4%	2,124	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the	77.2%	14.4%	0.470	2,126	N/A
l .g. ce aeg. ce			workforce.	52.4%	22.2%	25.4%	2,086	33
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	67.2%	16.4%	16.4%	2,030	93
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	74.9%	13.4%	11.7%	1,993	110
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	72.2%	14.9%	12.9%	2,084	17
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and				,	
			objectives.	72.7%	16.8%	10.5%	1,979	123
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	64.8%	17.6%	17.6%	2,061	52
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	68.1%	17.3%	14.7%	2,058	55
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	71.4%	17.9%	10.8%	2,048	70
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	64.7%	18.1%	17.2%	2,088	29
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	77.6%	13.2%	9.1%	2,032	85
Satisfied -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?					
	201-			61.9%	18.3%	19.8%	2,107	N/A
Satisfied -dissatisfied	2016	64	*How satisfied are you with the information you receive from management on what's going on in your organization?					
	2015		, ,	64.4%	16.3%	19.4%	2,110	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?					
	2016		Hannasistind and the state of t	60.1%	20.1%	19.8%	2,107	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?					
	2016	67	11	55.5%	24.5%	20.0%	2,101	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?					
Satisfied	2016	68	How satisfied are you with the training you receive for your present job?	36.4%	25.4%	38.3%	2,105	N/A
-dissatisfied	2010	00	now satisfied are you with the training you receive for your present job:			20.44/		
Satisfied	2016	69	*Considering everything, how satisfied are you with your job?	57.6%	22.3%	20.1%	2,099	N/A
-dissatisfied	2010	05	Considering everything, now satisfied are you with your job:	== ==/		40 =0/	2.405	
Satisfied	2016	70	Considering everything, how satisfied are you with your pay?	73.0%	14.4%	12.7%	2,106	N/A
-dissatisfied	2010	, 5		60 40/	14.00/	16.00/	3.407	A1 / A
Satisfied	2016	71	*Considering everything, how satisfied are you with your organization?	68.4%	14.9%	16.6%	2,107	N/A
-dissatisfied			G	60 40/	15 50/	16 10/	2 402	N1 / A
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	68.4%	15.5% 11.0%	16.1% 10.8%	2,103	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	78.2% 83.8%			2,674 2,653	N/A
6. 11 a.oagi cc				03.6%	8.5%	7.8%	2,053	N/A

Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	66.50	15.50/	15.00/		
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	66.5%	16.6%	16.9%	2,638	N/A
Agree-disagree	2015	5	I like the kind of work I do.	77.2%	11.7%	11.1%	2,662	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	83.6%	10.6%	5.8%	2,639	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	83.0%	8.6%	8.4%	2,656	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	96.2% 91.1%	2.5% 7.2%	1.3%	2,650 2,666	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	69.6%	11.6%	18.8%	2,669	N/A
Agree-disagree	2015	10	*My workload is reasonable.	72.3%	11.8%	15.9%	2,658	2
Agree-disagree	2015	11	*My talents are used well in the workplace.	67.1%	13.4%	19.6%	2,592	12
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	90.1%	5.9%	4.0%	2,656	4
Agree-disagree	2015	13	The work I do is important.	89.2%	7.3%	3.5%	2,631	6
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	05.270	7.570	3.570	2,031	
			allow employees to perform their jobs well.	75.5%	10.2%	14.3%	2,660	7
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	75.5%	10.2%	14.4%	2,635	32
Agree-disagree	2015	16	I am held accountable for achieving results.	85.2%	9.5%	5.3%	2,657	11
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	74.8%	12.4%	12.8%	2,557	108
Agree-disagree	2015	18	My training needs are assessed.	65.0%	18.9%	16.0%	2,639	19
Agree-disagree	2015	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).	66.5%	14.7%	18.9%	2,622	49
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	82.5%	9.0%	8.5%	2,670	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	61.5%	18.8%	19.7%	2,583	91
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	48.0%	25.4%	26.6%	2,437	216
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.1%	28.8%	37.0%	2,275	387
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.4%	27.1%	29.5%	2,460	205
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	52.7%	22.4%	24.9%	2,448	201
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	81.6%	9.1%	9.3%	2,659	7
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	59.6%	26.0%	14.3%	2,549	117
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	89.0%	9.3%	1.7%	2,670	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish	03.070	3.570	1.7,0	2,070	.,,,,
			organizational goals.	80.1%	11.5%	8.4%	2,601	47
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	57.6%	20.2%	22.2%	2,565	76
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	64.5%	17.7%	17.8%	2,602	42
Agree-disagree	2015	32	Creativity and innovation are rewarded.	48.4%	27.4%	24.2%	2,544	87
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	23.8%	30.5%	45.7%	2,426	204
Agree-disagree	2015	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities	25.670	30.370	43.770	2,420	204
			and women, training in awareness of diversity issues, mentoring).	74.0%	17.3%	8.7%	2,521	118
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	90.3%	6.0%	3.8%	2,602	36
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	85.5%	10.3%	4.2%	2,616	19
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not	05.570	10.570	11270	2,010	
			tolerated.	61.5%	19.0%	19.5%	2,439	194
Agree-disagree	2015	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	02.570	13.070	13.370	2,133	131
			employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.	76.1%	14.0%	9.9%	2,384	241
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	88.9%	8.1%	3.0%	2,619	22
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	79.0%	12.4%	8.5%	2,643	N/A
Agree-disagree	2015	41	*I believe the results of this survey will be used to make my agency a better place to work.	56.4%	20.4%	23.2%	2,569	77
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	89.7%	5.4%	5.0%	2,639	7
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	77.8%	11.5%	10.6%	2,630	10
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	73.4%	12.6%	14.0%	2,617	20
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	78.6%	15.8%	5.5%	2,387	251
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.9%	15.0%	12.1%	2,616	10
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	81.8%	10.5%	7.7%	2,605	33
Agree-disagree	2015	48	My supervisor listens to what I have to say.	84.5%	7.3%	8.2%	2,641	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	87.7%	6.5%	5.8%	2,638	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	92.8%	4.3%	2.9%	2,639	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	76.7%	10.7%	12.6%	2,640	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.3%	12.9%	7.7%	2,640	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the					
			workforce.	55.0%	21.6%	23.4%	2,599	30
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	66.5%	17.3%	16.2%	2,531	95
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	74.9%	15.9%	9.2%	2,470	143
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	73.3%	14.3%	12.4%	2,604	20
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	74.8%	16.2%	9.0%	2,454	159
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	67.0%	18.0%	15.1%	2,545	71
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	70.8%	15.3%	13.9%	2,561	62
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your	2.3,0		2.270	_,551	32
			immediate supervisor?	71.0%	18.2%	10.8%	2,547	81
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	66.1%	16.9%	17.0%	2,609	17
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	81.8%	11.3%	6.9%	2,556	70
			<u> </u>	22.570		3.370	2,330	, ,

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Agree disagree 2014 2 how enough information to do my job well. 82.2% 8.7% 9.3% 2.46 Agree disagree Agree disagree 2014 3 1 feet enemaged to come up with three and better ways of doing things. 67.4% 51.4% 81.5% 2.24 Agree disagree 4 feet disagree 2014 5 1 feet and of work 16.0 83.15 10.5% 6.5% 2.44 Agree disagree 2014 5 1 feet and of work 16.0 83.15 10.5% 6.5% 2.44 Agree disagree 2014 6 1 feet and of work 16.0 10.0% 80.0% 2.15 2.445 No. Agree-disagree 2014 7 1 feet and of work 16.0 10.2% 8.0% 2.15 2.445 No. Agree-disagree 2014 1 feet and 16.0 1.0 1.0 1.0 1.0 2.2 2.15 2.445 No. Agree-disagree 2014 1 feet and 16.0 1.0 1.0 1.0 2.2 2.15 2.445 No. <t< td=""></t<>
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Agree-disagree 2014 37 Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 60.5% 19.8% 19.7% 2,254 1 Agree-disagree 2014 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. 75.5% 14.8% 9.6% 2,219 2
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Agree-disagree 2014 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. 75.5% 14.8% 9.6% 2,219 2
violating veterans' preference requirements) are not tolerated. 75.5% 14.8% 9.6% 2,219 2
75.5% 14.8% 9.6% 2,219 2
Agree-disagree 2014 39 My agency is successful at accomplishing its mission.
Agree-disagree 2014 40 *I recommend my organization as a good place to work. 78.7% 13.3% 7.9% 2,435 N
Agree-disagree 2014 41 *I believe the results of this survey will be used to make my agency a better place to work. 57.5% 22.2% 20.3% 2,351 Agree-disagree 2014 42 My supervisor supports my need to balance work and other life issues. 89.3% 5,2% 5,5% 2.433
350 550 550 550
Agree-disagree 2014 43 My supervisor provides me with opportunities to demonstrate my leadership skills.
Agree-disagree 2014 43 My supervisor provides me with opportunities to demonstrate my leadership skills. 78.2% 11.2% 10.6% 2,424 Agree-disagree 2014 44 Discussions with my supervisor about my performance are worthwhile. 71.6% 13.9% 14.4% 2,407
1 1 200 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1

Agree-dispage 200 80 May M	Agree-disagree	2014	47	Supervisors in my work unit support employee development.	00.00/	11 20/	0.20/	2 405	20
Agric dispage 201 53 My properties from the register 1975 2.50 2.40 2.					80.6%	11.2%	8.2%	2,405	30
Agree designed 2004 20 10 10 10 10 10 10 10				·					N/A N/A
Aprec dispare 2002 32 how that see confidence here processors (1975) 11.6% 2009 2.5% 1.0% 2.5% 1									N/A
Consistence 2014 52 Development spin depth of part of									N/A
Agree-designed 2014 23 23 23 23 24 24 25 25 25 25 25 25	-			· ·					N/A
Agree disagree 2014 54 September 55 September	Agree-disagree	2014	53						
Agree disagree 2014 54				workforce.	55.2%	21.9%	22.9%	2,405	22
Agree disagree 2016 55 Segreences with well with inemplayees of different fooling quantity 57,000 14,000 2,000 2,000 1,000 2,000	Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.					103
Appre-disparce 2014 50 Managers communication the gashs and proteints of the arganization. 2,289 12,79 12,59 2,289	Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.					101
Agene disagres 2014 527 Management content and substant the opportunitation's pregness travered monthing the goals and opportunities. 77.76 11.2% 2.266 Agene disagres 281 58 Assignment communications along different work units (for example, about projects, collaboration). 66.6% 10.4% 17.7% 2.255 Agene disagres 281 59 Assignment communications along definent work units to complish work objectives. 71.0% 12.7% 12.4% 2.43 Agene-disagree 281 60 Peace Pulley below of present for the file being done by the monager directly above your 18.77% 11.81% 1.6% 2.400 Agene-disagree 281 61 The was helpful below of monitor the programs of the file by above your 18.77% 11.81% 16.76 2.400 Agene-disagree 281 61 The was altifuled an approximate in programs and the file your work? 18.77% 11.81% 2.418 Section 281 61 The was altifuled an approx with the information you recover from management on what's going on a distance of the file of the was altifuled an approx with the information your recover from management on what's going on a distance of the file of the was altifuled an appox	Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.					17
Agree disagree 2014 50 Analoges promise communication among different work units flor example, about projects, 50.5 50.5 15.645 2715 3.30 5 50.45 5 50	Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and				,	
Contact Cont				objectives.	71.7%	18.2%	10.1%	2,284	130
Agree-disagree 2014 65 Monagens support collibration across with units to accomplish some full positions 1,00 miles 1,00 mi	Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects,					
Cook poor Cook Co				goals, needed resources).	66.6%	16.4%	17.1%	2,350	66
Marger disagree 14	Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	71.0%	14.7%	14.3%	2,362	57
Age Comparison	Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your					
Statistical column Statist				immediate supervisor?	69.7%	18.9%	11.3%	2,352	71
Satisfied 2014 5 16 16 17 17 18 2,411 15 15 15 15 15 15 15	Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	65.8%	18.1%	16.0%	2,408	13
Interest Controlled Contr	Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	80.5%	12.5%	6.9%	2,362	59
Statisfied 2014 61 180		2014	63	*How satisfied are you with your involvement in decisions that affect your work?					
dissaffied 2014 65 How satisfied are you with the politics and practices of your senior leaders? 2014 75 18.29 20.19 2.400	-dissatisfied				65.5%	16.7%	17.8%	2,416	N/A
Settlefed 2014 66 67 68 68 68 68 68 68		2014	64						
disstantified	-dissatisfied			in your organization?	66.4%	18.2%	15.4%	2,410	N/A
Satisfied 2014 66 How satisfied are you with the policies and practices of your senior leaden? 51.75 18.25 20.15 2.405 1.505	Satisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?					
Satisfied 2014 67 How satisfied are you with your opportunity to get a better job in your organization? 45.9% 24.4% 17.5% 2,402 1.5% 2.43% 29.8% 2.43% 29.8% 2.43% 29.8% 2.43% 2.43% 2.83% 2.43%	-dissatisfied				61.7%	18.2%	20.1%	2,409	N/A
Satisfied 2014 67 Now satisfied are you with your opportunity to get a better job in your organization? 45,996 24,376 29,886 2,409 1 45,996 24,376 29,886 2,409 1 45,996 24,376 29,886 2,409 1 45,996 24,376 29,886 2,409 1 45,996 24,376 29,886 2,409 1 45,996 24,376 29,886 2,409 1 45,996 24,376 29,886 2,409 1 45,996 24,376 29,886 2,409 1 45,996 24,376 29,886 2,409 1 45,996 24,376 29,886 2,409 1 45,996 24,376 29,886 2,409 1 45,996 24,376 29,886 2,409 1 45,996 24,376 29,886 24,476	Satisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?					
Statisfied 2014 of 68 flow statisfied are you with your opportunity to get a better job in your organization? 45.9% 24.8% 29.8% 2.400 Statisfied 2014 68 flow statisfied are you with the training you receive for your present job? 7.7% 15.5% 12.8% 2,410 Statisfied 2014 69 *Considering everything, how satisfied are you with your job? 7.7% 14.4% 10.9% 2,402 Statisfied 2014 70 Considering everything, how satisfied are you with your opportunity to get a better job? 4.4% 10.9% 2,402 Statisfied 2014 71 *Considering everything, how satisfied are you with your organization? 66.6% 16.1% 17.3% 2,411 Statisfied 2014 71 *Considering everything, how satisfied are you with your organization? 70.6% 16.6% 12.8% 2,407 Statisfied 2014 72 *Considering everything, how satisfied are you with your organization? 70.6% 16.6% 12.8% 2,407 Statisfied 2014 71 *Considering everything, how satisfied are you with your organization? 70.6% 16.6% 12.8% 2,407 Statisfied 2014 71 *Considering everything, how satisfied are you with your organization? 70.6% 16.6% 12.8% 2,401 Statisfied 2014 72 *Considering everything, how satisfied are you with your organization? 70.6% 16.6% 12.8% 2,401 Statisfied 2014 72 *Considering everything, how satisfied are you with your organization? 70.6% 16.6% 12.8% 2,401 Statisfied 2014 72 *Considering everything, how satisfied are you with your organization? 70.6% 16.6% 12.8% 2,401 Statisfied 2014 72 *Considering everything, how satisfied are you with your organization? 70.6% 16.6% 12.8% 2,401 Statisfied 2014 72 *Considering everything, how satisfied are you with your organization? 70.6% 16.6% 12.8% 2,401 Statisfied 2014 72 *Considering everything, how satisfied are you with your organization? 70.6% 16.6% 12.8% 2,401 Statisfied 2013 1 *Institute organization?	-dissatisfied				58.1%	24.4%	17.5%	2,402	N/A
Satisfied 2014 68 Now satisfied are you with the training you receive for your present job? 42.8% 2.4% 1.5% 12.8% 2.410 1.5% 12.8% 2.410 1.5% 12.8% 2.410 1.5% 1.5% 1.2.8% 2.410 1.5% 1.5% 1.2.8% 2.410 1.5% 1.5% 1.5% 1.2.8% 2.410 1.5% 1.5	Satisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?					
Satisfied	-dissatisfied				45.9%	24.3%	29.8%	2,409	N/A
Statisfied 2014 60 **Considering everything, how satisfied are you with your job? 74,7% 14,4% 10,9% 2,402 1 4 4 4 4 4 4 4 4 4	Satisfied	2014	68	How satisfied are you with the training you receive for your present job?					
Satisfied	-dissatisfied				67.7%	19.5%	12.8%	2,410	N/A
Satisfied 2014 70 Considering everything, how satisfied are you with your pay? 66.6% 16.1% 17.3% 2.411 1.45	Satisfied	2014	69	*Considering everything, how satisfied are you with your job?					
Satisfied 2014 70 Considering everything, how satisfied are you with your pay?	-dissatisfied				74.7%	14.4%	10.9%	2,402	N/A
Satisfied 2014 71 *Considering everything, how satisfied are you with your organization? 70.6% 16.6% 12.8% 2.407 1.694 1.6	Satisfied	2014	70	Considering everything, how satisfied are you with your pay?					
disastisfied	-dissatisfied				66.6%	16.1%	17.3%	2,411	N/A
Agree-disagree 2013 1 *1 am given a real opportunity to improve my skills in my organization. 73.9% 13.9% 12.2% 2,507 Agree-disagree 2013 2 thave enough information to do my job well. 82.7% 9.8% 7.5% 2,488 Agree-disagree 2013 3 feel encouraged to come up with new and better ways of doing things. 65.9% 17.2% 16.9% 2,491 Agree-disagree 2013 4 My work gives me a feeling of personal accomplishment. 76.9% 12.5% 10.6% 2,500 Agree-disagree 2013 5 like the kind of work 1 do. 83.2% 11.1% 5.8% 2,481 Agree-disagree 2013 5 like the kind of work 1 do. 83.2% 11.1% 5.8% 2,481 Agree-disagree 2013 7 When needed I am willing to put in the extra effort to get a job done. 96.2% 2.3% 1.6% 2,499 Agree-disagree 2013 7 When needed I am willing to put in the extra effort to get a job done. 96.2% 2.3% 1.6% 2,499 Agree-disagree 2013 8 I am constantly looking for ways to do my job better. 90.1% 7.5% 2.4% 2,499 Agree-disagree 2013 10 My workload is reasonable. 80.2% 2.1% 1.6% 2.497 Agree-disagree 2013 10 My workload is reasonable. 80.2% 2.1% 1.6% 2.497 Agree-disagree 2013 10 My workload is reasonable. 80.2% 2.494 Agree-disagree 2013 11 My tallents are used well in the workplace. 64.7% 15.1% 20.2% 2,449 Agree-disagree 2013 12 My workload is reasonable. 80.2% 2.499 Agree-disagree 2013 13 The work I do is important. 89.2% 7.8% 3.0% 2,477 Agree-disagree 2013 13 The work I do is important. 89.2% 7.8% 3.0% 2,477 Agree-disagree 2013 13 The work I do is important. 89.2% 7.8% 3.0% 2,477 Agree-disagree 2013 15 My performance appraisal is a fair reflection of my performance. 72.6% 13.0% 14.3% 2,481 Agree-disagree 2013 16 I am held accountable for achieving results. 89.5% 10.2% 4.3% 2,488 Agree-disagree 2013 18 My training needs are assessed. 9.247 Agree-disagree 2013 19 In my work work work work work work work work	Satisfied	2014	71	*Considering everything, how satisfied are you with your organization?					
Agree-disagree 2013 2 I have enough information to do my job well.	-dissatisfied				70.6%	16.6%	12.8%	2,407	N/A
Agree-disagree 2013 3 I feel encouraged to come up with new and better ways of doing things. 65.9% 17.2% 16.9% 2,491 I fo.9% 2,4	Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	73.9%	13.9%	12.2%	2,507	N/A
Agree-disagree 2013 4 My work gives me a feeling of personal accomplishment. 76,9% 12,5% 10,6% 2,500 Agree-disagree 2013 5 Ilike the kind of work I do. 83,2% 11,11% 5,8% 2,481 Agree-disagree 2013 6 Know what is expected of me on the job. 83,3% 8,6% 8,0% 2,485 Agree-disagree 2013 7 When needed I am willing to put in the extra effort to get a job done. 96,2% 2,3% 1,6% 2,497 Individual of the extra effort to get a job done. 96,2% 2,3% 1,6% 2,497 Individual of the extra effort to get a job done. 96,2% 2,3% 1,6% 2,497 Individual of the extra effort to get a job done. 96,2% 2,3% 1,6% 2,497 Individual of the extra effort to get a job done. 96,2% 2,3% 1,6% 2,499 Individual of the extra effort to get a job done. 96,2% 2,3% 1,6% 2,499 Individual of the extra effort to get a job done. 96,2% 2,3% 1,6% 2,499 Individual of the extra effort to get a job done. 96,2% 2,3% 1,6% 2,499 Individual of the extra effort to get a job done. 96,2% 1,3% 1,3% 1,6% 2,499 Individual of the extra effort to get a job done. 96,2% 1,3% 1,3% 1,3% 1,3% 1,3% 1,3% 1,3% 1,3	Agree-disagree	2013	2	I have enough information to do my job well.	82.7%	9.8%	7.5%	2,488	N/A
Agree-disagree 2013 5 I like the kind of work I do. 83.2% 11.1% 5.8% 2,481 I Agree-disagree 2013 6 I know what is expected of me on the job. 83.3% 8.6% 8.0% 2,485 I Agree-disagree 2013 7 When needed all am willing to put in the extra effort to get a job done. 96.2% 2.3% 1.6% 2,497 I Agree-disagree 2013 8 I am constantly looking for ways to do my job better. 90.1% 7.5% 2.4% 2,499 I Agree-disagree 2013 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 64.5% 13.6% 21.9% 2,497 Agree-disagree 2013 10 "My workload is reasonable. 70.3% 13.1% 16.6% 2,494 Agree-disagree 2013 11 "My talents are used well in the workplace. 64.7% 15.1% 20.2% 2,449 Agree-disagree 2013 11 "The work I do is important. 89.2% 7.8% 3.0% 2,477 Agree-disagree 2013 12 "I know how my work relates to the agency's goals and priorities. 90.1% 6.4% 3.5% 2,498 Agree-disagree 2013 13 The work I do is important. 89.2% 7.8% 3.0% 2,477 Agree-disagree 2013 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. 79.4% 9.7% 10.9% 2,501 Agree-disagree 2013 15 My performance appraisal is a fair reflection of my law, rule or regulation without fear of reprisal. 75.1% 13.4% 11.5% 2,427 Agree-disagree 2013 16 I am held accountable for achieving results. 85.5% 10.2% 4.3% 2,481 Agree-disagree 2013 17 "I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 75.1% 13.4% 11.5% 2,427 Agree-disagree 2013 18 My training needs are assessed. 57.2% 22.6% 20.3% 2,474 Agree-disagree 2013 19 In my most recent performance appraisal, understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). 63.5% 15.5% 21.0% 2,461 Agree-disagree 2013 21 My work unit is able to recruit people with the right kills. 59.0% 20.4% 20.5% 23.30 Agree-disagree 2013 22 Promotions in my work unit are based on memit. 49.0% 26.0% 25.0% 25.0% 25.0% 25.0% 25.0% 25.0% 25.0% 25.0% 25.0% 25	Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	65.9%	17.2%	16.9%	2,491	N/A
Agree-disagree 2013 6 know what is expected of me on the job. Agree-disagree 2013 7 When needed I am willing to put in the extra effort to get a job done. Agree-disagree 2013 8 I am constantly looking for ways to do my job better. Agree-disagree 2013 9 I have sufficient resources (for example, people, materials, budget) to get my job done. Agree-disagree 2013 10 "My workload is reasonable. Agree-disagree 2013 11 "My talents are used well in the workplace. Agree-disagree 2013 11 "My talents are used well in the workplace. Agree-disagree 2013 12 "I know how my work relates to the agency's goals and priorities. Agree-disagree 2013 13 The work I do is important. Agree-disagree 2013 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) Agree-disagree 2013 15 My performance appraisal is a fair reflection of my performance. Agree-disagree 2013 16 I am held accountable for achieving results. Agree-disagree 2013 17 "I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. Agree-disagree 2013 19 "I and sicclose a suspected violation of any law, rule or regulation without fear of reprisal. Agree-disagree 2013 19 "I and sicclose a suspected violation of any law, rule or regulation without fear of reprisal. Agree-disagree 2013 19 "I my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). Agree-disagree 2013 20 "The people I work with cooperate to get the job done. Agree-disagree 2013 21 My work unit is able to recruit people with the right skills. Agree-disagree 2013 21 My work unit is differences in performance are recognized in a meaningful way. Agree-disagree 2013 24 "In my work unit, differences in performance recognized in a meaningful way. Agree-disagree 2013 25 Employees in my work unit depend on how well employees perform their jobs. Agree-disagree 2013 26 Employees in my work unit steps do non how well employe	Agree-disagree		4	My work gives me a feeling of personal accomplishment.	76.9%	12.5%	10.6%	2,500	N/A
Agree-disagree 2013 7 When needed I am willing to put in the extra effort to get a job done. 96.2% 2.3% 1.6% 2,497 Inchesting and the extra effort to get a job done. 96.2% 2.3% 1.6% 2,497 Inchesting and the extra effort to get a job done. 90.1% 7.5% 2.4% 2,499 1 Agree-disagree 2013 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 64.5% 13.6% 21.9% 2,494 Agree-disagree 2013 10 *My workload is reasonable. 70.3% 13.1% 16.6% 2,494 Agree-disagree 2013 11 *My talents are used well in the workplace. 64.7% 15.1% 20.2% 2,449 Agree-disagree 2013 12 *I know how my work relates to the agency's goals and priorities. 90.1% 6.4% 3.5% 2,498 Agree-disagree 2013 13 The work I do is important. 88.2% 7.8% 3.0% 2,477 Agree-disagree 2013 15 My performance appraisal is a fair reflection of my performance. 72					83.2%	11.1%	5.8%		N/A
Agree-disagree 2013 8 I am constantly looking for ways to do my job better. 90.1% 7.5% 2.4% 2.499 1 Agree-disagree 2013 9 1 have sufficient resources (for example, people, materials, budget) to get my job done. 64.5% 13.6% 21.9% 2.497 Agree-disagree 2013 10 *My workload is reasonable. 70.3% 13.1% 16.6% 2.494 Agree-disagree 2013 11 *My talents are used well in the workplace. 64.7% 15.1% 20.2% 2.499 Agree-disagree 2013 12 *I know how my work relates to the agency's goals and priorities. 90.1% 6.4% 3.5% 2.498 Agree-disagree 2013 13 The work I do is important. 89.2% 7.8% 3.0% 2.477 Agree-disagree 2013 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. 79.4% 9.7% 10.9% 2.501 Agree-disagree 2013 15 My performance appraisal is a fair reflection of my performance. 72.6% 13.0% 14.3% 2.481 Agree-disagree 2013 16 I am held accountable for achieving results. 85.5% 10.2% 4.3% 2.488 Agree-disagree 2013 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 75.1% 13.4% 11.5% 2.427 Agree-disagree 2013 18 My training needs are assessed. 57.2% 22.6% 20.3% 2.474 Agree-disagree 2013 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). 63.5% 15.5% 21.0% 2.461 Agree-disagree 2013 21 My work unit is able to recruit people with the right skills. 59.0% 20.4% 20.5% 2.430 Agree-disagree 2013 22 Promotions in my work unit are based on merit. 49.0% 26.0% 25.0% 2.310 Agree-disagree 2013 24 *I'm my work unit, depend on how well employees perform their jobs. 52.3% 21.6% 26.2% 23.39 Agree-disagree 2013 25 Awards in my work unit, depend on how well employees perform their jobs. 52.3% 21.6% 26.2% 23.39 Agree-disagree 2013 26 Employees in my work unit share job knowledge with each other. 81.6% 10.2% 8.2% 2.492				·	83.3%	8.6%	8.0%	2,485	N/A
Agree-disagree 2013 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 64.5% 13.6% 21.9% 2.497 Agree-disagree 2013 10 *My workload is reasonable. 70.3% 13.1% 16.6% 2.494 Agree-disagree 2013 11 *My talents are used well in the workplace. 64.7% 15.1% 20.2% 2.449 Agree-disagree 2013 12 *I know how my work relates to the agency's goals and priorities. 90.1% 6.4% 3.5% 2.498 Agree-disagree 2013 13 The work! do is important. 89.2% 7.8% 3.0% 2.477 Agree-disagree 2013 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. 79.4% 9.7% 10.9% 2.501 Agree-disagree 2013 15 My performance appraisal is a fair reflection of my performance. 72.6% 13.0% 14.3% 2.488 Agree-disagree 2013 16 I am held accountable for achieving results. 85.5% 10.2% 4.3% 2.488 Agree-disagree 2013 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 75.1% 13.4% 11.5% 2.427 Agree-disagree 2013 18 My training needs are assessed. 57.2% 22.6% 20.3% 2.474 Agree-disagree 2013 19 Im my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful), Outstanding). 63.5% 15.5% 21.0% 2.461 Agree-disagree 2013 20 *The people I work with cooperate to get the job done. 83.1% 9.6% 7.4% 2.503 1 Agree-disagree 2013 21 My work unit is able to recruit people with the right skills. 59.0% 20.4% 20.5% 2.310 Agree-disagree 2013 22 Promotions in my work unit are based on merit. 49.0% 26.0% 25.0% 2.310 Agree-disagree 2013 23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 34.1% 30.5% 35.4% 2.151 Agree-disagree 2013 25 Awards in my work unit depend on how well employees perform their jobs. 52.3% 21.6% 26.3% 2.339 Agree-disagree 2013 26 Employees in my work unit sheep on how well employees perform their jobs. 52.3% 21.6% 8.2% 2.492					96.2%	2.3%	1.6%	2,497	N/A
Agree-disagree 2013 10 *My workload is reasonable. 70.3% 13.1% 16.6% 2,494 Agree-disagree 2013 11 *My talents are used well in the workplace. 64.7% 15.1% 20.2% 2,449 Agree-disagree 2013 12 *I know how my work relates to the agency's goals and priorities. 90.1% 64.7% 15.1% 20.2% 2,449 Agree-disagree 2013 13 The work I do is important. 89.2% 7.8% 3.0% 2,477 Agree-disagree 2013 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. 79.4% 9.7% 10.9% 2,501 Agree-disagree 2013 15 My performance appraisal is a fair reflection of my performance. 72.6% 13.0% 14.3% 2,481 Agree-disagree 2013 16 I am held accountable for achieving results. 85.5% 10.2% 4.3% 2,488 Agree-disagree 2013 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 75.1% 13.4% 11.5% 2,427 Agree-disagree 2013 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). 63.5% 15.5% 21.0% 2,461 Agree-disagree 2013 20 *The people I work with cooperate to get the job done. 83.1% 9.6% 7.4% 2,503 Agree-disagree 2013 21 My work unit is able to recruit people with the right skills. 59.0% 20.4% 20.5% 2,430 Agree-disagree 2013 22 Promotions in my work unit are based on merit. 49.0% 26.0% 25.0% 2,310 Agree-disagree 2013 24 *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 34.1% 27.3% 29.0% 2,313 Agree-disagree 2013 25 Awards in my work unit depend on how well employees perform their jobs. 52.3% 21.6% 26.2% 2,339 Agree-disagree 2013 26 Employees in my work unit share job knowledge with each other.					90.1%	7.5%	2.4%	2,499	N/A
Agree-disagree 2013 11 *My talents are used well in the workplace.							21.9%		8
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Agree-disagree 2013 15 My performance appraisal is a fair reflection of my performance. 72.6% 13.0% 14.3% 2,481 Agree-disagree 2013 16 I am held accountable for achieving results. 85.5% 10.2% 4.3% 2,488 Agree-disagree 2013 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 75.1% 13.4% 11.5% 2,427 Agree-disagree 2013 18 My training needs are assessed. 57.2% 22.6% 20.3% 2,474 Agree-disagree 2013 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). 63.5% 15.5% 21.0% 2,461 Agree-disagree 2013 20 *The people I work with cooperate to get the job done. 83.1% 9.6% 7.4% 2,503 In Agree-disagree 2013 21 My work unit is able to recruit people with the right skills. 59.0% 20.4% 20.5% 2,430 Agree-disagree 2013 22 Promotions in my work unit are based on merit. 49.0% 26.0% 25.0% 2,310 Agree-disagree 2013 23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 34.1% 30.5% 35.4% 2,151 Agree-disagree 2013 25 Awards in my work unit depend on how well employees perform their jobs. 52.3% 21.6% 26.2% 2,339 Agree-disagree 2013 26 Employees in my work unit share job knowledge with each other. 81.6% 10.2% 8.2% 2,492	Agree-uisagree	2013	14						_
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Agree-disagree 2013 22 Promotions in my work unit are based on merit. 49.0% 26.0% 25.0% 2,310 Agree-disagree 2013 23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 34.1% 30.5% 35.4% 2,151 Agree-disagree 2013 24 *In my work unit, differences in performance are recognized in a meaningful way. 43.7% 27.3% 29.0% 2,313 Agree-disagree 2013 25 Awards in my work unit depend on how well employees perform their jobs. 52.3% 21.6% 26.2% 2,339 Agree-disagree 2013 26 Employees in my work unit share job knowledge with each other. 81.6% 10.2% 8.2% 2,492									N/A 75
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Agree-disagree 2013 26 Employees in my work unit share job knowledge with each other. 81.6% 10.2% 8.2% 2,492	Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.					160
			26						12
	Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.					119
	Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?					N/A
Agree-disagree 2013 29 *The workforce has the job-relevant knowledge and skills necessary to accomplish	Agree-disagree	2013	29						
organizational goals. 81.6% 11.4% 7.0% 2,451				organizational goals.	81.6%	11.4%	7.0%	2,451	30
Agree-disagree 2013 30 Employees have a feeling of personal empowerment with respect to work processes. 58.2% 21.8% 20.1% 2,416	Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.					68

Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	CF 10/	10.20/	1.6 70/	2 425	20
Agree-disagree	2013	32	Creativity and innovation are rewarded.	65.1% 49.2%	18.2% 26.3%	16.7% 24.5%	2,435 2,379	38
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	22.8%	30.5%	46.8%	2,379	96 182
Agree-disagree	2013	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities	22.0%	30.5%	40.6%	2,265	102
			and women, training in awareness of diversity issues, mentoring).	74.1%	17.8%	8.1%	2,381	98
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	91.6%	5.7%	2.7%	2,459	20
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	84.7%	10.6%	4.7%	2,452	25
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not				, -	
			tolerated.	62.0%	18.3%	19.7%	2,320	162
Agree-disagree	2013	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.	76.6%	14.5%	8.9%	2,233	236
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	89.1%	7.5%	3.4%	2,452	22
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	80.5%	11.7%	7.8%	2,479	N/A
Agree-disagree	2013	41	*I believe the results of this survey will be used to make my agency a better place to work.	58.3%	22.3%	19.4%	2,345	136
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	88.7%	5.4%	5.8%	2,467	11
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	75.8%	13.1%	11.1%	2,458	13
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	70.1%	15.1%	14.8%	2,452	17
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	76.1%	18.1%	5.8%	2,219	247
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.7%	17.6%	13.7%	2,456	14
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	79.4%	12.3%	8.2%	2,447	27
Agree-disagree Agree-disagree	2013	48 49	My supervisor listens to what I have to say. My supervisor treats me with respect.	83.6%	8.2%	8.2%	2,472	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	86.7%	7.2%	6.1%	2,473	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	91.5%	4.8%	3.7%	2,465	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	75.1% 78.4%	13.3% 13.0%	11.5% 8.7%	2,468 2,468	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the	70.470	13.0%	0.770	2,400	N/A
- Gree meagnes			workforce.	56.6%	23.0%	20.4%	2,437	21
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	70.0%	17.8%	12.2%	2,437	54
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	76.3%	14.8%	8.9%	2,352	101
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	74.1%	15.1%	10.8%	2,429	17
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and				,	
			objectives.	73.6%	17.2%	9.1%	2,325	117
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects,				,	
			goals, needed resources).	66.2%	18.4%	15.4%	2,403	47
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	70.0%	16.5%	13.5%	2,417	35
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	71.3%	19.0%	9.8%	2,372	87
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	66.9%	18.3%	14.8%	2,445	11
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	79.9%	13.0%	7.1%	2,383	72
Satisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied				65.0%	18.4%	16.6%	2,452	N/A
Satisfied -dissatisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on in your organization?					
	2012	CF		64.3%	19.8%	15.9%	2,450	N/A
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?					
	2013			61.8%	18.4%	19.9%	2,444	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?					
Satisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	58.5%	24.1%	17.4%	2,442	N/A
-dissatisfied	2013	07	Thow satisfied are you with your opportunity to get a setter job in your organization:	42.40/	26.207	20.20/	2.446	
Satisfied	2013	68	How satisfied are you with the training you receive for your present job?	43.4%	26.3%	30.3%	2,446	N/A
-dissatisfied			,	62.7%	21.3%	16.0%	2,448	N/A
Satisfied	2013	69	*Considering everything, how satisfied are you with your job?	02.776	21.3/6	10.0%	2,440	N/A
-dissatisfied				74.4%	14.9%	10.8%	2,447	N/A
Satisfied	2013	70	Considering everything, how satisfied are you with your pay?		211071			,
-dissatisfied				62.4%	15.9%	21.7%	2,446	N/A
Satisfied	2013	71	*Considering everything, how satisfied are you with your organization?	-	20.071			,
-dissatisfied				71.4%	16.5%	12.0%	2,447	N/A
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	79.6%	9.7%	10.7%	2,706	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	83.2%	8.9%	7.9%	2,705	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	68.2%	15.8%	16.0%	2,700	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	77.4%	11.5%	11.1%	2,702	N/A
Agree-disagree	2012	5	I like the kind of work I do.	83.8%	10.9%	5.3%	2,700	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	81.7%	9.4%	8.9%	2,693	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	97.3%	1.6%	1.1%	2,701	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	91.7%	6.3%	2.0%	2,701	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done. *My workload is reasonable.	70.6%	12.3%	17.0%	2,703	1
Agree-disagree	2012	10	*My workload is reasonable. *My talents are used well in the workplace	72.2%	12.6%	15.2%	2,703	0
Agree-disagree Agree-disagree	2012	11	*My talents are used well in the workplace. *I know how my work relates to the agency's goals and priorities.	68.3%	12.7%	19.0%	2,675	7
Agree-disagree	2012	13	The work I do is important.	90.1%	5.6%	4.3%	2,696	3
p. cc disagree	-012	13		90.1%	7.4%	2.5%	2,695	3

Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					ĺ
Agree disagree	2012	1-7	allow employees to perform their jobs well.	04.00/	0.00/	0.40/	2 (00	7
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	81.8% 72.7%	9.8%	8.4% 14.9%	2,690 2,675	27
Agree-disagree	2012	16	I am held accountable for achieving results.	87.6%	8.5%	4.0%	2,687	8
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	76.1%	13.0%	10.9%	2,624	76
Agree-disagree	2012	18	My training needs are assessed.	66.2%	18.6%	15.3%	2,678	23
Agree-disagree	2012	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).	65.2%	15.4%	19.4%	2,657	48
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	84.3%	8.7%	7.0%	2,705	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	57.9%	20.8%	21.3%	2,624	82
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	51.7%	24.8%	23.5%	2,499	198
Agree-disagree	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36.5%	29.6%	33.8%	2,338	361
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	47.3%	25.7%	27.0%	2,517	183
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	54.6%	20.3%	25.1%	2,547	152
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	82.1%	9.8%	8.1%	2,694	7
Agree-disagree	2012	27 28	The skill level in my work unit has improved in the past year. How would you get the governle quality of work done by your work unit?	59.8%	26.3%	13.9%	2,593	109
Good-poor Agree-disagree	2012	29	How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish	89.9%	8.0%	2.0%	2,698	N/A
Agree-disagree	2012	23	organizational goals.	02.50/	0.60/	6.00/	2.644	26
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	83.5%	9.6%	6.9%	2,644	36
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	61.6% 68.6%	18.6% 15.5%	19.8% 15.9%	2,615 2,638	62 35
Agree-disagree	2012	32	Creativity and innovation are rewarded.	52.7%	25.0%	22.3%	2,592	84
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	27.5%	31.1%	41.4%	2,475	200
Agree-disagree	2012	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities	27.570	31.170	12.170	2,.75	200
			and women, training in awareness of diversity issues, mentoring).	77.1%	15.9%	7.0%	2,535	142
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	92.0%	5.7%	2.3%	2,642	29
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	84.9%	10.7%	4.3%	2,633	37
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	62.0%	18.9%	19.1%	2,511	160
Agree-disagree	2012	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.					
			violating veterans preference requirements) are not tolerated.	76.4%	14.8%	8.9%	2,439	227
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	89.3%	7.6%	3.0%	2,652	21
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	81.0%	11.7%	7.3%	2,674	N/A
Agree-disagree	2012	41	*I believe the results of this survey will be used to make my agency a better place to work.	64.6%	20.0%	15.4%	2,552	126
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	88.8%	5.9%	5.3%	2,661	14
Agree-disagree Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills. Discussions with my supervisor about my performance are worthwhile.	78.0%	11.5%	10.6%	2,659	11
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	71.3%	14.1%	14.6%	2,639	29
Agree-disagree	2012	46	My supervisor is committee to a workforce representative or an segments of society. My supervisor provides me with constructive suggestions to improve my job performance.	75.8% 70.9%	18.0% 16.3%	6.2% 12.8%	2,419 2,657	248 11
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	80.0%	11.4%	8.6%	2,644	23
Agree-disagree	2012	48	My supervisor listens to what I have to say.	83.5%	7.7%	8.8%	2,665	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	86.8%	6.7%	6.4%	2,669	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	88.6%	5.8%	5.6%	2,660	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	75.7%	12.3%	12.1%	2,661	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	77.8%	13.7%	8.5%	2,661	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the					
			workforce.	59.6%	20.3%	20.1%	2,636	22
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	70.4%	15.6%	14.0%	2,592	63
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	76.6%	13.6%	9.8%	2,565	88
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	74.8%	13.0%	12.2%	2,629	15
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.			0.511		
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects,	77.0%	14.3%	8.8%	2,549	103
Agree-uisagree	2012	36	goals, needed resources).	50 00/	45.00/	4= 44/	2 502	
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	69.0%	15.9%	15.1% 12.8%	2,602 2,597	51
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your	71.6%	15.6%	12.0%	2,397	48
			immediate supervisor?	71.2%	16.9%	11.9%	2,573	73
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	67.0%	16.7%	16.2%	2,632	11
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	80.4%	12.4%	7.2%	2,569	81
Satisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?				_,===	
-dissatisfied				66.6%	17.0%	16.5%	2,649	N/A
Satisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on				,	,
-dissatisfied			in your organization?	66.5%	18.5%	15.1%	2,645	N/A
Satisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?				,	
-dissatisfied				64.0%	17.0%	19.0%	2,644	N/A
Satisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied				59.8%	20.8%	19.4%	2,636	N/A
Satisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?					
-dissatisfied				46.8%	25.6%	27.6%	2,637	N/A
					_	_	-	

Satisfied Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with y	2 N/A 0 N/A 9 N/A 8 N/A 9 N/A 6 N/A 7 N/A 6 N/A 1 N/A 9 4 0 4 9 13 2 1 8 5 4 9 0 23 7 7 7 9 70 1 21 8 26 9 N/A
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Agree-disagree 2011 10 *My workload is reasonable. 73.9% 11.6% 14.4% 2,6 Agree-disagree 2011 11 *My talents are used well in the workplace. 68.9% 14.5% 16.5% 2,5 Agree-disagree 2011 12 *I know how my work relates to the agency's goals and priorities. 91.0% 5.6% 3.4% 2,6 Agree-disagree 2011 13 The work I do is important. 90.6% 7.0% 2.5% 2,5 Agree-disagree 2011 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. 83.4% 8.4% 8.1% 2,5 Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 75.9% 11.7% 12.4% 2,5 Agree-disagree 2011 16 I am held accountable for achieving results. 88.6% 7.9% 3.4% 2,5 Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 78.3% 12.7% 9.0% 2,5 Agree-disagree 2011 18 My training needs are assessed. 69.2% 18.4% 12.4% 2,5 Agree-disagree 2011 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). 70.1% 13.3% 16.6% 2,5 Agree-disagree 2011 20 *The people I work with cooperate to get the job done. 85.5% 8.4% 6.1% 2,3 Agree-disagree 2011 21 My work unit is able to recruit people with the right skills. 65.2% 18.2% 16.6% 2,5 Agree-disagree 2011 22 Promotions in my work unit are based on merit.	0 4 9 13 2 1 8 5 4 9 9 0 23 7 7 7 9 70 1 21 8 26 9 N/A
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Agree-disagree 2011 13 The work I do is important. Agree-disagree 2011 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. Agree-disagree 2011 16 I am held accountable for achieving results. Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. Agree-disagree 2011 18 My training needs are assessed. Agree-disagree 2011 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). Agree-disagree 2011 20 *The people I work with cooperate to get the job done. Agree-disagree 2011 21 My work unit is able to recruit people with the right skills. Agree-disagree 2011 22 Promotions in my work unit are based on merit.	8 5 4 9 0 23 7 7 9 70 1 21 8 26 9 N/A
Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 75.9% 11.7% 12.4% 2.5	0 23 7 7 9 70 1 21 8 26 9 N/A
Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 75.9% 11.7% 12.4% 2,5 Agree-disagree 2011 16 I am held accountable for achieving results. 88.6% 7.9% 3.4% 2,5 Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 78.3% 12.7% 9.0% 2,5 Agree-disagree 2011 18 My training needs are assessed. 69.2% 18.4% 12.4% 2,5 Agree-disagree 2011 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). 70.1% 13.3% 16.6% 2,5 Agree-disagree 2011 20 *The people I work with cooperate to get the job done. 85.5% 8.4% 6.1% 2,3 Agree-disagree 2011 21 My work unit is able to recruit people with the right skills. 65.2% 18.2% 16.6% 2,5 Agree-disagree 2011 22 Promotions in my work unit are based on merit. 57.9% 23.7% 18.4% 2,4	0 23 7 7 9 70 1 21 8 26 9 N/A
Agree-disagree 2011 16 I am held accountable for achieving results. 88.6% 7.9% 3.4% 2,5 Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 78.3% 12.7% 9.0% 2,5 Agree-disagree 2011 18 My training needs are assessed. 69.2% 18.4% 12.4% 2,5 Agree-disagree 2011 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). 70.1% 13.3% 16.6% 2,5 Agree-disagree 2011 20 *The people I work with cooperate to get the job done. 85.5% 8.4% 6.1% 2,3 Agree-disagree 2011 21 My work unit is able to recruit people with the right skills. 65.2% 18.2% 16.6% 2,5 Agree-disagree 2011 22 Promotions in my work unit are based on merit. 57.9% 23.7% 18.4% 2,4	7 7 9 70 1 21 8 26 9 N/A
Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 78.3% 12.7% 9.0% 2,5 Agree-disagree 2011 18 My training needs are assessed. 69.2% 18.4% 12.4% 2,5 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). 70.1% 13.3% 16.6% 2,5 Agree-disagree 2011 20 *The people I work with cooperate to get the job done. 85.5% 8.4% 6.1% 2,3 Agree-disagree 2011 21 My work unit is able to recruit people with the right skills. 65.2% 18.2% 16.6% 2,5 Agree-disagree 2011 22 Promotions in my work unit are based on merit. 57.9% 23.7% 18.4% 2,4	9 70 1 21 8 26 9 N/A
Agree-disagree 2011 18 My training needs are assessed. 69.2% 18.4% 12.4% 2,5 Agree-disagree 2011 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). 70.1% 13.3% 16.6% 2,5 Agree-disagree 2011 20 *The people I work with cooperate to get the job done. 85.5% 8.4% 6.1% 2,3 Agree-disagree 2011 21 My work unit is able to recruit people with the right skills. 65.2% 18.2% 16.6% 2,5 Agree-disagree 2011 22 Promotions in my work unit are based on merit. 57.9% 23.7% 18.4% 2,4	1 21 8 26 9 N/A
Agree-disagree 2011 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). Agree-disagree 2011 20 *The people I work with cooperate to get the job done. Agree-disagree 2011 21 My work unit is able to recruit people with the right skills. Agree-disagree 2011 22 Promotions in my work unit are based on merit. 57.9% 23.7% 18.4% 2,4	8 26 9 N/A
Agree-disagree 2011 20 *The people I work with cooperate to get the job done. 85.5% 8.4% 6.1% 2,3 Agree-disagree 2011 21 My work unit is able to recruit people with the right skills. 65.2% 18.2% 16.6% 2,5 Agree-disagree 2011 22 Promotions in my work unit are based on merit. 57.9% 23.7% 18.4% 2,4	9 N/A
Agree-disagree 2011 21 My work unit is able to recruit people with the right skills. 65.2% 18.2% 16.6% 2,5 Agree-disagree 2011 22 Promotions in my work unit are based on merit. 57.9% 23.7% 18.4% 2,4	
Agree-disagree 2011 22 Promotions in my work unit are based on merit. 57.9% 23.7% 18.4% 2,4	5 83
Agree-disagree 2011 23 in my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 39.7% 30.3% 30.0% 2,2	
Agree-disagree 2011 24 *In my work unit, differences in performance are recognized in a meaningful way. 54.4% 24.7% 20.9% 2.4	
Agree-disagree 2011 24 *In my work unit, differences in performance are recognized in a meaningful way. 54.4% 24.7% 20.9% 2,4 Agree-disagree 2011 25 Awards in my work unit depend on how well employees perform their jobs. 61.9% 19.1% 19.0% 2,4	
Agree-disagree 2011 26 Employees in my work unit share job knowledge with each other. 83.2% 9.9% 6.9% 2,5	
Agree-disagree 2011 27 The skill level in my work unit has improved in the past year. 66.3% 24.0% 9.7% 2,5	
Good-poor 2011 28 How would you rate the overall quality of work done by your work unit? 90.3% 8.3% 1.4% 2,5	9 N/A
Agree-disagree 2011 29 *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	
85.0% 9.3% 5.6% 2,5	
Agree-disagree 2011 30 Employees have a feeling of personal empowerment with respect to work processes. 67.3% 18.0% 14.8% 2,5 Agree-disagree 2011 31 Employees are recognized for providing high quality products and services. 75.2% 14.2% 10.6% 2,5	
Agree-disagree 2011 32 Creativity and innovation are rewarded. 59.8% 23.5% 16.7% 2,5	
Agree-disagree 2011 33 Pay raises depend on how well employees perform their jobs. 35.0% 31.3% 33.6% 2,4	
Agree-disagree 2011 34 Policies and programs promote diversity in the workplace (for example, recruiting minorities	
and women, training in awareness of diversity issues, mentoring). 79.8% 14.3% 6.0% 2,4	4 107
Agree-disagree 2011 35 Employees are protected from health and safety hazards on the job. 92.7% 5.9% 1.4% 2,5	
Agree-disagree 2011 36 My organization has prepared employees for potential security threats. 85.9% 11.1% 3.1% 2,5 Agree-disagree 2011 37 Arbitrary action, personal favoritism and coercion for partisan political purposes are not	1 25
tolerated. 67.4% 17.6% 15.0% 2,4	5 139
Agree-disagree 2011 38 Prohibited Personnel Practices (for example, illegally discriminating for or against any	, 133
employee/applicant, obstructing a person's right to compete for employment, knowingly	
violating veterans' preference requirements) are not tolerated. 80.4% 12.9% 6.7% 2,4	2 166
Agree-disagree 2011 39 My agency is successful at accomplishing its mission. 92.3% 5.5% 2.2% 2,5	2 13
Agree-disagree 2011 40 *I recommend my organization as a good place to work. 84.4% 9.8% 5.8% 2,5	7 N/A
Agree-disagree 2011 41 *I believe the results of this survey will be used to make my agency a better place to work. 69.4% 18.3% 12.3% 2,4	
Agree-disagree 2011 42 My supervisor supports my need to balance work and other life issues. 88.5% 6.4% 5.0% 2,5 Agree-disagree 2011 43 My supervisor provides me with opportunities to demonstrate my leadership skills. 78.8% 12.0% 9.2% 2.5	
Agree-disagree 2011 43 My supervisor provides me with opportunities to demonstrate my leadership skills. 78.8% 12.0% 9.2% 2,5 Agree-disagree 2011 44 Discussions with my supervisor about my performance are worthwhile. 74.0% 13.5% 12.5% 2,5	
Agree-disagree 2011 45 My supervisor is committed to a workforce representative of all segments of society. 77.9% 17.0% 5.2% 2,3	
Agree-disagree 2011 46 My supervisor provides me with constructive suggestions to improve my job performance. 74.1% 14.4% 11.5% 2,5	
Agree-disagree 2011 47 Supervisors in my work unit support employee development. 83.7% 9.2% 7.1% 2,5	5 15
Agree-disagree 2011 48 My supervisor listens to what I have to say. 85.0% 8.0% 7.0% 2,5	5 N/A
Agree-disagree 2011 49 My supervisor treats me with respect. 87.7% 7.0% 5.3% 2,5	
Agree-disagree 2011 50 In the last six months, my supervisor has talked with me about my performance. 92.4% 4.6% 3.0% 2,5 Agree-disagree 2011 51 I have trust and confidence in my supervisor. 78.4% 11.9% 9.7% 2.5	
Agree-disagree 2011 51 If have trust and confidence in my supervisor. 78.4% 11.9% 9.7% 2,5 Good-poor 2011 52 Overall, how good a job do you feel is being done by your immediate supervisor? 80.6% 11.7% 7.6% 2,5	
Agree-disagree 2011 53 In my organization, senior leaders generate high levels of motivation and commitment in the	1,77
workforce. 66.3% 19.4% 14.2% 2,5	9 23
Agree-disagree 2011 54 My organization's senior leaders maintain high standards of honesty and integrity. 77.1% 12.8% 10.1% 2,4	
Agree-disagree 2011 55 Supervisors work well with employees of different backgrounds. 79.9% 13.2% 6.8% 2,4	0 79

Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	79.2%	12.1%	8.6%	2,538	16
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	79.7%	14.2%	6.1%	2,458	98
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	72.0%	15.4%	12.6%	2,501	50
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	76.0%	12.8%	11.1%	2,494	45
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	74.7%	16.3%	9.0%	2,491	56
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	75.0%	13.9%	11.1%	2,540	9
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	83.2%	11.0%	5.8%	2,495	51
Satisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied				71.2%	15.9%	12.8%	2,548	N/A
Satisfied	2011	64	*How satisfied are you with the information you receive from management on what's going on				,	
-dissatisfied			in your organization?	71.9%	16.1%	12.0%	2,545	N/A
Satisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?				,	
-dissatisfied				70.4%	15.0%	14.6%	2,545	N/A
Satisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?				_,0 .0	,
-dissatisfied				67.6%	19.7%	12.7%	2,548	N/A
Satisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	0.1011		,	_,,,,,,	,.
-dissatisfied				54.7%	24.2%	21.1%	2,544	N/A
Satisfied	2011	68	How satisfied are you with the training you receive for your present job?	311770	2 11270	21.170	2,5	.,,,,
-dissatisfied				75.7%	15.8%	8.5%	2,544	N/A
Satisfied	2011	69	*Considering everything, how satisfied are you with your job?	73.770	15.670	8.570	2,344	IN/A
-dissatisfied				80.5%	11.4%	8.1%	2,544	N/A
Satisfied	2011	70	Considering everything, how satisfied are you with your pay?	80.3%	11.470	0.170	2,344	N/A
-dissatisfied		-	ייין די	76.6%	11.8%	11.6%	2,544	N/A
Satisfied	2011	71	*Considering everything, how satisfied are you with your organization?	70.0%	11.070	11.0%	2,344	IN/A
-dissatisfied	2011	, .	considering everynning, non substitut die you with your organizations	70.200	42.40/	0.20/	2.542	
				78.3%	12.4%	9.2%	2,543	N/A

^{*} AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 4 completed surveys.

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