

2019

Office of Personnel Management

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Nuclear Regulatory Commission

FIELD PERIOD	May 16 - June 27, 2019
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	2,174
NUMBER OF SURVEYS ADMINISTERED	2,864
RESPONSE RATE	75.9%

52 items identified as **strengths** (65% positive or higher)

2 items identified as **challenges** (35% negative or higher)

Engagement Index Score

2019 ENGAGEMENT INDEX

74%

LEADERS LEAD

65%

SUPERVISORS

82%

INTRINSIC WORK EXPERIENCE

76%

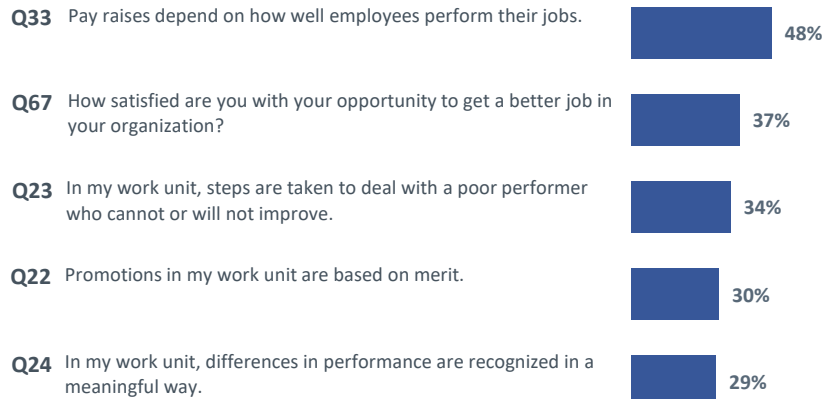
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



2019

Office of Personnel Management

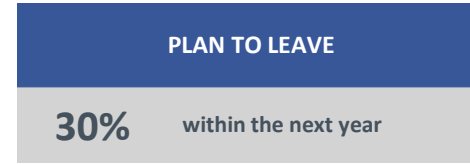
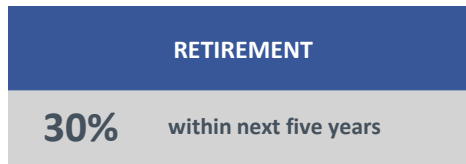
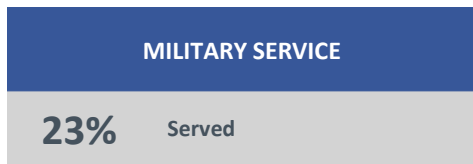
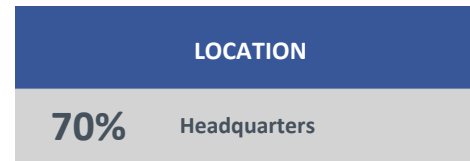
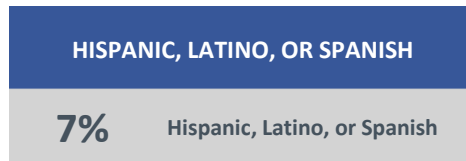
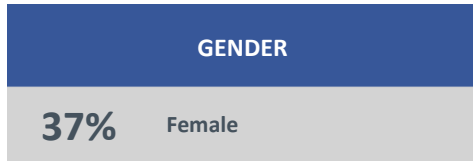
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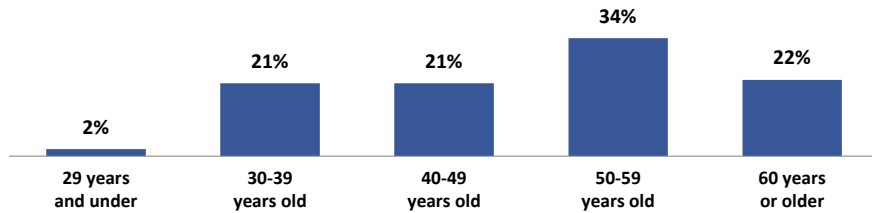
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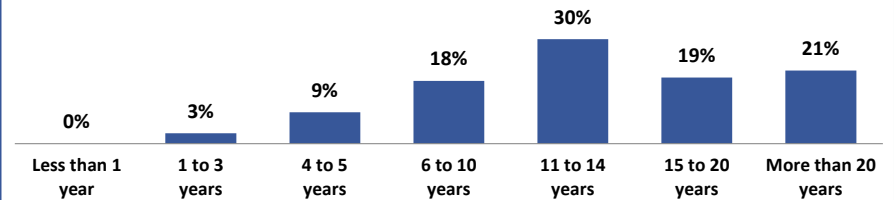
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade





Annual Employee Survey (AES) Report

Nuclear Regulatory Commission

Select: Largest Increases since 2018 ▼

Largest Increases in Percent Positive since 2018

2 items increased since 2018

	2016	2017	2018	2019	Percentage Point Change
Q32 Creativity and innovation are rewarded.	47%	50%	52%	54%	+2
Q14 Physical conditions allow employees to perform their jobs well.	74%	76%	77%	78%	+1

Select: Largest Decreases since 2018 ▼

Largest Decreases in Percent Positive since 2018

65 items decreased since 2018

	2016	2017	2018	2019	Percentage Point Change
Q41 I believe the results of this survey will be used to make my agency a better place to work.	49%	52%	55%	49%	-6
Q27 The skill level in my work unit has improved in the past year.	57%	56%	58%	53%	-5
Q53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52%	52%	56%	51%	-5
Q64 How satisfied are you with the information you receive from management on what's going on in your organization?	64%	66%	69%	65%	-4
Q25 Awards in my work unit depend on how well employees perform their jobs.	52%	55%	57%	53%	-4

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	74.1%	29.0%	45.1%	11.2%	9.5%	5.2%	14.7%	638	974	240	205	106	2,163	N/A
Agree-disagree	2	I have enough information to do my job well.	81.2%	30.1%	51.0%	8.9%	6.6%	3.3%	9.9%	664	1,105	188	141	69	2,167	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	68.2%	30.7%	37.5%	14.6%	10.8%	6.3%	17.1%	679	810	312	230	132	2,163	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	75.8%	33.4%	42.4%	12.7%	6.6%	4.9%	11.5%	735	919	270	142	104	2,170	N/A
Agree-disagree	5	I like the kind of work I do.	81.8%	39.7%	42.1%	10.6%	4.8%	2.8%	7.6%	867	908	226	103	59	2,163	N/A
Agree-disagree	6	I know what is expected of me on the job.	81.2%	35.4%	45.8%	8.4%	6.4%	4.0%	10.4%	771	989	181	135	83	2,159	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.5%	66.9%	28.6%	2.5%	1.0%	1.0%	2.0%	1,455	618	52	22	22	2,169	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	89.0%	47.1%	41.9%	8.2%	1.7%	1.1%	2.7%	1,029	901	176	36	23	2,165	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	65.7%	20.3%	45.5%	12.1%	14.7%	7.5%	22.2%	446	978	259	314	160	2,157	8
Agree-disagree	10	*My workload is reasonable.	68.7%	19.7%	49.0%	12.5%	13.0%	5.9%	18.9%	432	1,059	268	279	126	2,164	6
Agree-disagree	11	*My talents are used well in the workplace.	63.7%	21.3%	42.3%	14.9%	12.7%	8.7%	21.4%	466	911	317	266	184	2,144	14
Agree-disagree	12	*I know how my work relates to the agency's goals.	89.5%	43.4%	46.1%	5.9%	2.4%	2.2%	4.6%	954	989	125	52	46	2,166	2
Agree-disagree	13	The work I do is important.	88.8%	48.2%	40.6%	6.9%	2.6%	1.7%	4.3%	1,049	872	147	55	36	2,159	6
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	77.7%	34.9%	42.8%	10.6%	7.6%	4.1%	11.7%	767	918	223	161	85	2,154	15
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	73.7%	28.2%	45.5%	12.3%	7.6%	6.3%	14.0%	611	970	269	161	132	2,143	23
Agree-disagree	16	I am held accountable for achieving results.	85.8%	32.6%	53.2%	9.6%	2.7%	1.9%	4.6%	708	1,146	204	58	41	2,157	8
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	75.5%	38.8%	36.7%	12.4%	5.3%	6.8%	12.1%	825	760	254	108	137	2,084	86
Agree-disagree	18	My training needs are assessed.	60.1%	20.9%	39.1%	19.5%	12.9%	7.6%	20.4%	457	843	415	275	158	2,148	21
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	65.8%	26.5%	39.3%	14.0%	11.2%	8.9%	20.2%	570	836	301	239	187	2,133	36
Agree-disagree	20	*The people I work with cooperate to get the job done.	83.3%	40.0%	43.4%	8.4%	5.8%	2.5%	8.3%	876	937	179	126	51	2,169	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	47.0%	12.7%	34.3%	24.4%	17.8%	10.8%	28.6%	267	716	498	365	216	2,062	100
Agree-disagree	22	Promotions in my work unit are based on merit.	40.7%	12.8%	27.9%	29.0%	14.5%	15.8%	30.3%	259	553	568	278	298	1,956	204
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.5%	9.0%	25.5%	31.1%	17.6%	16.9%	34.5%	169	482	557	317	296	1,821	340
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.5%	11.2%	32.4%	27.3%	16.8%	12.4%	29.2%	229	657	540	330	237	1,993	166
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	52.7%	14.3%	38.5%	24.0%	11.7%	11.6%	23.2%	293	783	479	228	222	2,005	156
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	82.6%	34.4%	48.2%	9.1%	5.0%	3.4%	8.4%	752	1,032	192	106	69	2,151	10
Agree-disagree	27	The skill level in my work unit has improved in the past year.	52.8%	18.5%	34.3%	28.9%	11.6%	6.6%	18.2%	389	719	585	237	133	2,063	100
Good-poor	28	How would you rate the overall quality of work done by your work unit?	89.1%	53.1%	35.9%	7.9%	1.8%	1.2%	3.1%	1,151	779	164	39	26	2,159	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.1%	40.2%	44.9%	8.2%	4.6%	2.0%	6.6%	867	968	174	97	43	2,149	14
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	51.8%	13.3%	38.5%	22.4%	16.8%	8.9%	25.8%	286	812	466	349	177	2,090	57
Agree-disagree	31	Employees are recognized for providing high quality products and services.	65.8%	19.1%	46.7%	16.1%	11.2%	6.9%	18.1%	409	986	331	233	138	2,097	50
Agree-disagree	32	Creativity and innovation are rewarded.	54.2%	15.9%	38.3%	25.1%	11.9%	8.8%	20.7%	336	800	514	245	174	2,069	69
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	21.6%	5.5%	16.1%	30.6%	23.3%	24.5%	47.8%	110	318	607	456	474	1,965	178

Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	69.2%	25.4%	43.8%	18.9%	6.0%	5.9%	11.9%	519	880	374	114	111	1,998	147
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	89.3%	40.9%	48.4%	6.8%	2.5%	1.4%	3.9%	881	1,019	142	51	28	2,121	31
Agree-disagree	36	My organization has prepared employees for potential security threats.	86.4%	32.3%	54.1%	8.0%	3.9%	1.7%	5.6%	695	1,152	170	82	36	2,135	14
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	61.7%	24.4%	37.3%	18.7%	9.2%	10.4%	19.6%	498	746	367	179	200	1,990	159
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.	74.6%	33.9%	40.8%	14.4%	4.7%	6.3%	11.0%	666	786	271	85	116	1,924	221
Agree-disagree	39	My agency is successful at accomplishing its mission.	86.9%	36.5%	50.5%	8.4%	3.2%	1.6%	4.7%	789	1,072	175	66	32	2,134	18
Agree-disagree	40	*I recommend my organization as a good place to work.	73.1%	31.2%	41.9%	15.5%	7.5%	3.9%	11.4%	682	903	324	157	80	2,146	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	49.3%	17.9%	31.4%	22.2%	14.7%	13.8%	28.5%	375	655	457	303	276	2,066	84
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	90.8%	59.5%	31.3%	4.7%	2.3%	2.1%	4.4%	1,280	670	98	50	44	2,142	6
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	79.0%	43.4%	35.6%	11.6%	5.1%	4.3%	9.4%	935	760	244	106	88	2,133	10
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	73.2%	36.0%	37.2%	12.3%	8.2%	6.4%	14.5%	765	794	257	174	133	2,123	20
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	78.8%	42.1%	36.7%	15.6%	2.7%	3.0%	5.7%	817	709	294	50	55	1,925	213
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.7%	33.5%	39.2%	14.7%	7.4%	5.3%	12.6%	717	840	312	156	110	2,135	8
Agree-disagree	47	Supervisors in my work unit support employee development.	81.4%	40.3%	41.1%	10.0%	4.3%	4.3%	8.6%	860	870	207	91	86	2,114	28
Agree-disagree	48	My supervisor listens to what I have to say.	84.6%	48.4%	36.1%	7.6%	4.3%	3.5%	7.8%	1,039	777	157	93	73	2,139	N/A
Agree-disagree	49	My supervisor treats me with respect.	88.0%	55.9%	32.1%	6.3%	2.7%	3.0%	5.7%	1,200	687	130	58	63	2,138	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	91.8%	50.5%	41.3%	4.2%	2.5%	1.5%	4.0%	1,082	882	90	53	32	2,139	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	76.8%	45.5%	31.2%	12.2%	5.8%	5.2%	11.1%	981	671	254	124	109	2,139	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.9%	50.7%	29.2%	12.7%	4.2%	3.2%	7.4%	1,085	632	267	88	68	2,140	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	51.3%	15.4%	36.0%	23.7%	13.7%	11.3%	25.0%	330	764	495	284	229	2,102	33
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	64.9%	23.3%	41.6%	18.8%	6.9%	9.4%	16.3%	480	845	371	136	183	2,015	120
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	75.7%	28.2%	47.5%	14.5%	4.8%	5.1%	9.9%	582	966	288	91	96	2,023	100
Agree-disagree	56	*Managers communicate the goals of the organization.	74.8%	23.7%	51.1%	13.3%	6.0%	5.9%	11.9%	509	1,082	281	123	121	2,116	18
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.7%	23.7%	51.0%	14.5%	5.0%	5.7%	10.8%	483	1,019	290	99	111	2,002	132
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	69.1%	22.7%	46.4%	15.1%	9.3%	6.5%	15.8%	481	966	312	190	130	2,079	58
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	74.2%	25.1%	49.1%	13.1%	7.2%	5.5%	12.7%	531	1,024	269	150	108	2,082	45
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.4%	31.4%	38.0%	18.5%	6.2%	5.9%	12.1%	648	797	378	126	116	2,065	70
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	62.7%	23.9%	38.7%	19.6%	9.2%	8.5%	17.7%	513	825	413	192	174	2,117	20
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	79.5%	35.5%	44.0%	12.6%	4.3%	3.5%	7.9%	743	906	254	87	69	2,059	71
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	61.4%	19.9%	41.6%	18.5%	13.4%	6.7%	20.1%	434	884	387	280	138	2,123	N/A

Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	64.7%	21.9%	42.8%	16.6%	12.9%	5.7%	18.7%	476	912	349	272	119	2,128	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	63.0%	21.9%	41.1%	18.3%	12.0%	6.8%	18.7%	473	878	382	250	140	2,123	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	56.0%	16.5%	39.5%	25.0%	12.1%	6.9%	19.0%	356	843	523	254	141	2,117	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	37.0%	13.6%	23.4%	26.1%	19.0%	17.9%	36.9%	296	505	549	399	369	2,118	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	65.1%	21.7%	43.4%	18.7%	10.2%	6.0%	16.2%	470	923	396	212	121	2,122	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	73.6%	26.2%	47.4%	14.1%	8.1%	4.2%	12.3%	567	1,006	292	169	85	2,119	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	72.2%	26.0%	46.3%	14.1%	7.9%	5.7%	13.7%	558	980	297	167	117	2,119	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	68.8%	22.9%	45.9%	16.9%	9.1%	5.3%	14.4%	496	973	352	188	106	2,115	N/A

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

72. Currently, in my work unit poor performers usually:	N	%
Remain in the work unit and improve their performance over time	267	15.9%
Remain in the work unit and continue to underperform	866	53.5%
Leave the work unit - removed or transferred	83	4.9%
Leave the work unit - quit	19	1.1%
There are no poor performers in my work unit	406	24.6%
Item Response Total	1,641	100.0%
Do not know	482	--
Total	2,123	100.0%

Percentages are weighted to represent the Agency's population.

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?	N	%
The shutdown had no impact on my working/pay status	2,025	95.5%
I did not work and did not receive pay until after the lapse ended	16	0.7%
I worked some of the shutdown but did not receive pay until after the lapse ended	6	0.3%
I worked for the entirety of the shutdown but did not receive pay until after the lapse ended	12	0.6%
Other, not listed above	60	2.9%
Total	2,119	100.0%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?	N	%
It had no impact	1,421	67.3%
A slightly negative impact	420	19.6%
A moderately negative impact	208	9.8%
A very negative impact	46	2.2%
An extremely negative impact	24	1.2%
Total	2,119	100.0%

If the response to item 74 was "It had no impact", item 75 was skipped.

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)	N	%
Unmanageable workload	25	3.8%
Missed deadlines	155	22.7%
Unrecoverable loss of work	21	3.1%
Reduced customer service	199	29.4%
Delayed work	413	61.5%
Reduced work quality	62	9.2%
Cutback of critical work	55	8.2%
Time lost in restarting work	110	16.3%
Unmet statutory requirements	40	6.2%
Other	239	35.7%
Total (percents will add to more than 100% because respondents could choose more than one response option)	676	--

76. Are you looking for another job because of the partial government shutdown?	N	%
I am looking for another job specifically because of the shutdown	19	0.9%
I am looking for another job, but the shutdown is only one of the reasons	123	6.0%
I am looking for another job, but the shutdown had no influence on that decision	384	18.6%
I am not looking for another job currently	1,577	74.5%
Total	2,103	100.0%

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.	N	%
Strongly Agree	569	43.4%
Agree	556	42.3%
Neither Agree nor Disagree	148	11.5%
Disagree	24	1.8%
Strongly Disagree	13	1.0%
Item Response Total	1,310	100.0%
No support required	807	--
Total	2,117	100.0%

Percentages are weighted to represent the Agency's population.

78. Please select the response below that BEST describes your current teleworking schedule.	2019		2018	
	N	%	N	%
I telework very infrequently, on an unscheduled or short-term basis	508	23.5%	585	25.3%
I telework, but only about 1 or 2 days per month	187	8.7%	212	9.2%
I telework 1 or 2 days per week	772	37.4%	777	34.9%
I telework 3 or 4 days per week	90	4.4%	84	3.7%
I telework every work day	77	3.7%	74	3.1%
I do not telework because I have to be physically present on the job	102	4.8%	120	5.3%
I do not telework because of technical issues that prevent me from teleworking	12	0.6%	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	39	1.9%	40	1.9%
I do not telework because I choose not to telework	324	15.1%	361	15.7%
Total	2,111	100.0%	2,275	100.0%

79. How satisfied are you with the Telework program in your agency?	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	808	43.2%	38.1%	884	45.9%	39.4%
Satisfied	697	37.4%	32.9%	734	38.0%	32.6%
Neither Satisfied nor Dissatisfied	235	12.8%	11.2%	210	11.0%	9.5%
Dissatisfied	90	4.8%	4.3%	71	3.7%	3.2%
Very Dissatisfied	34	1.8%	1.6%	26	1.4%	1.2%
Item Response Total	1,864	100.0%	88.1%	1,925	100.0%	85.9%
I choose not to participate in this program	185	--	8.6%	221	--	9.8%
This program is not available to me	64	--	3.1%	88	--	4.0%
I am unaware of this program	4	--	0.2%	9	--	0.4%
Total	2,117	100.0%	100.0%	2,243	100.0%	100.0%

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):	2019	
	N	%
Alternative Work Schedules	1,640	77.5%
Health and Wellness Programs	1,038	49.1%
Employee Assistance Program – EAP	229	10.9%
Child Care Programs	87	4.2%
Elder Care Programs	21	1.1%
None listed above	285	13.5%
Total (percentages will add to more than 100% because respondents could choose more than one response option)	2,115	--

Note: This item was not in the 2018 OPM FEVS.

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	1,178	59.5%	55.3%	1,207	59.3%	53.3%
Satisfied	669	34.1%	31.7%	713	35.1%	31.5%
Neither Satisfied nor Dissatisfied	90	4.8%	4.4%	94	4.6%	4.1%
Dissatisfied	18	1.0%	0.9%	9	0.4%	0.4%
Very Dissatisfied	13	0.7%	0.6%	11	0.6%	0.5%
Item Response Total	1,968	100.0%	93.1%	2,034	100.0%	89.8%
I choose not to participate in these programs	119	--	5.7%	177	--	7.9%
These programs are not available to me	28	--	1.2%	48	--	2.1%
I am unaware of these programs	1	--	0.1%	4	--	0.2%
Total	2,116	100.0%	100.0%	2,263	100.0%	100.0%

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	836	48.4%	39.8%	993	48.9%	43.6%
Satisfied	682	39.2%	32.3%	808	39.8%	35.5%
Neither Satisfied nor Dissatisfied	173	10.2%	8.4%	180	8.7%	7.8%
Dissatisfied	18	1.1%	0.9%	30	1.5%	1.3%
Very Dissatisfied	20	1.2%	1.0%	22	1.1%	1.0%
Item Response Total	1,729	100.0%	82.2%	2,033	100.0%	89.1%
I choose not to participate in these programs	295	--	14.2%	185	--	8.3%
These programs are not available to me	64	--	3.0%	53	--	2.4%
I am unaware of these programs	13	--	0.6%	6	--	0.3%
Total	2,101	100.0%	100.0%	2,277	100.0%	100.0%

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	297	29.6%	14.1%	512	35.6%	22.6%
Satisfied	338	16.1%	16.1%	504	35.3%	22.4%
Neither Satisfied nor Dissatisfied	323	32.5%	15.5%	384	26.4%	16.8%
Dissatisfied	19	2.0%	1.0%	21	1.4%	0.9%
Very Dissatisfied	22	2.3%	1.1%	18	1.3%	0.8%
Item Response Total	999	100.0%	47.8%	1,439	100.0%	63.5%
I choose not to participate in these programs	1,036	--	49.6%	760	--	33.2%
These programs are not available to me	13	--	0.6%	16	--	0.7%
I am unaware of these programs	38	--	1.9%	59	--	2.6%
Total	2,086	100.0%	100.0%	2,274	100.0%	100.0%

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	139	23.2%	6.6%	212	25.5%	9.4%
Satisfied	121	20.3%	5.8%	201	24.4%	9.0%
Neither Satisfied nor Dissatisfied	309	53.3%	15.1%	375	45.3%	16.6%
Dissatisfied	8	1.3%	0.4%	24	2.9%	1.1%
Very Dissatisfied	11	2.0%	0.6%	16	2.0%	0.7%
Item Response Total	588	100.0%	28.4%	828	100.0%	36.8%
I choose not to participate in these programs	1,263	--	60.5%	1,162	--	51.1%
These programs are not available to me	168	--	8.0%	175	--	7.6%
I am unaware of these programs	64	--	3.1%	104	--	4.6%
Total	2,083	100.0%	100.0%	2,269	100.0%	100.0%

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	78	15.9%	3.7%	125	18.1%	5.4%
Satisfied	74	15.2%	3.5%	132	20.2%	6.0%
Neither Satisfied nor Dissatisfied	319	66.8%	15.6%	403	59.5%	17.8%
Dissatisfied	2	0.4%	0.1%	7	1.0%	0.3%
Very Dissatisfied	8	1.7%	0.4%	8	1.2%	0.4%
Item Response Total	481	100.0%	23.3%	675	100.0%	29.9%
I choose not to participate in these programs	1,304	--	62.6%	1,188	--	52.3%
These programs are not available to me	114	--	5.5%	123	--	5.3%
I am unaware of these programs	174	--	8.6%	285	--	12.5%
Total	2,073	100.0%	100.0%	2,271	100.0%	100.0%

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.

My Employment Demographics

Where do you work?	%
Headquarters	69.5%
Field	30.5%
Total	100.0%

What is your supervisory status?	%
Senior Leader	2.7%
Manager	4.0%
Supervisor	10.6%
Team Leader	6.8%
Non-Supervisor	76.0%
Total	100.0%

What is your pay category/grade?	%
Federal Wage System	0.1%
GS 1-6	1.5%
GS 7-12	7.3%
GS 13-15	82.6%
Senior Executive Service	5.4%
Senior Level (SL) or Scientific or Professional (ST)	1.5%
Other	1.4%
Total	100.0%

What is your US military service status?	%
No Prior Military Service	76.7%
Currently in National Guard or Reserves	1.1%
Retired	6.1%
Separated or Discharged	16.1%
Total	100.0%

How long have you been with the Federal Government (excluding military service)?	%
Less than 1 year	0.1%
1 to 3 years	1.5%
4 to 5 years	6.5%
6 to 10 years	14.5%
11 to 14 years	26.4%
15 to 20 years	21.2%
More than 20 years	29.9%
Total	100.0%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	%
Less than 1 year	0.4%
1 to 3 years	2.6%
4 to 5 years	8.6%
6 to 10 years	17.8%
11 to 14 years	30.4%
15 to 20 years	19.0%
More than 20 years	21.1%
Total	100.0%

Are you considering leaving your organization within the next year, and if so, why?	%
No	69.9%
Yes, to retire	8.0%

Yes, to take another job within the Federal Government	12.7%
Yes, to take another job outside the Federal Government	5.1%
Yes, other	4.3%
Total	100.0%

<i>I am planning to retire:</i>	%
Within one year	5.6%
Between one and three years	13.0%
Between three and five years	11.1%
Five or more years	70.3%
Total	100.0%

My Personal Demographics

<i>Are you of Hispanic, Latino, or Spanish origin?</i>	%
Yes	6.8%
No	93.2%
Total	100.0%

<i>Please select the racial category or categories with which you most closely identify.</i>	%
White	72.6%
Black or African American	13.0%
All other races	14.4%
Total	100.0%

<i>What is your age group?</i>	%
29 years and under	1.9%
30-39 years old	21.1%
40-49 years old	20.8%
50-59 years old	34.2%
60 years or older	22.0%
Total	100.0%

<i>What is the highest degree or level of education you have completed?</i>	%
Less than High School/ High School Diploma/ GED	1.6%
Certification/ Some College/ Associate's Degree	8.2%
Bachelor's Degree	38.2%
Advanced Degrees (Post Bachelor's Degree)	52.0%
Total	100.0%

<i>Are you an individual with a disability?</i>	%
Yes	7.8%
No	92.2%
Total	100.0%

<i>Are you:</i>	%
Male	63.0%
Female	37.0%
Total	100.0%

<i>Are you transgender?</i>	%
Yes	0.3%
No	99.7%
Total	100.0%

<i>Which one of the following do you consider yourself to be?</i>	%
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Trend Core Survey

Straight, that is not gay or lesbian	95.1%
Gay or Lesbian	1.6%
Bisexual	1.0%
Something else	2.3%
<hr/>	
Total	100.0%

Percentages for demographic questions are unweighted.
No suppression was applied to My Employment Demographics.

Trend Core Survey

Response Type	Year	Item	Item 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
Agree-disagree	2019	1	*I am given a real opportunity to improve my skills in my organization.	74.1%	11.2%	14.7%	2,163	N/A
Agree-disagree	2019	2	I have enough information to do my job well.	81.2%	8.9%	9.9%	2,167	N/A
Agree-disagree	2019	3	I feel encouraged to come up with new and better ways of doing things.	68.2%	14.6%	17.1%	2,163	N/A
Agree-disagree	2019	4	My work gives me a feeling of personal accomplishment.	75.8%	12.7%	11.5%	2,170	N/A
Agree-disagree	2019	5	I like the kind of work I do.	81.8%	10.6%	7.6%	2,163	N/A
Agree-disagree	2019	6	I know what is expected of me on the job.	81.2%	8.4%	10.4%	2,159	N/A
Agree-disagree	2019	7	When needed I am willing to put in the extra effort to get a job done.	95.5%	2.5%	2.0%	2,169	N/A
Agree-disagree	2019	8	I am constantly looking for ways to do my job better.	89.0%	8.2%	2.7%	2,165	N/A
Agree-disagree	2019	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	65.7%	12.1%	22.2%	2,157	8
Agree-disagree	2019	10	*My workload is reasonable.	68.7%	12.5%	18.9%	2,164	6
Agree-disagree	2019	11	*My talents are used well in the workplace.	63.7%	14.9%	21.4%	2,144	14
Agree-disagree	2019	12	*I know how my work relates to the agency's goals.	89.5%	5.9%	4.6%	2,166	2
Agree-disagree	2019	13	The work I do is important.	88.8%	6.9%	4.3%	2,159	6
Agree-disagree	2019	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	77.7%	10.6%	11.7%	2,154	15
Agree-disagree	2019	15	My performance appraisal is a fair reflection of my performance.	73.7%	12.3%	14.0%	2,143	23
Agree-disagree	2019	16	I am held accountable for achieving results.	85.8%	9.6%	4.6%	2,157	8
Agree-disagree	2019	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	75.5%	12.4%	12.1%	2,084	86
Agree-disagree	2019	18	My training needs are assessed.	60.1%	19.5%	20.4%	2,148	21
Agree-disagree	2019	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).	65.8%	14.0%	20.2%	2,133	36
Agree-disagree	2019	20	*The people I work with cooperate to get the job done.	83.3%	8.4%	8.3%	2,169	N/A
Agree-disagree	2019	21	My work unit is able to recruit people with the right skills.	47.0%	24.4%	28.6%	2,062	100
Agree-disagree	2019	22	Promotions in my work unit are based on merit.	40.7%	29.0%	30.3%	1,956	204
Agree-disagree	2019	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.5%	31.1%	34.5%	1,821	340
Agree-disagree	2019	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.5%	27.3%	29.2%	1,993	166
Agree-disagree	2019	25	Awards in my work unit depend on how well employees perform their jobs.	52.7%	24.0%	23.2%	2,005	156
Agree-disagree	2019	26	Employees in my work unit share job knowledge with each other.	82.6%	9.1%	8.4%	2,151	10
Agree-disagree	2019	27	The skill level in my work unit has improved in the past year.	52.8%	28.9%	18.2%	2,063	100
Good-poor	2019	28	How would you rate the overall quality of work done by your work unit?	89.1%	7.9%	3.1%	2,159	N/A
Agree-disagree	2019	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.1%	8.2%	6.6%	2,149	14
Agree-disagree	2019	30	Employees have a feeling of personal empowerment with respect to work processes.	51.8%	22.4%	25.8%	2,090	57
Agree-disagree	2019	31	Employees are recognized for providing high quality products and services.	65.8%	16.1%	18.1%	2,097	50
Agree-disagree	2019	32	Creativity and innovation are rewarded.	54.2%	25.1%	20.7%	2,069	69
Agree-disagree	2019	33	Pay raises depend on how well employees perform their jobs.	21.6%	30.6%	47.8%	1,965	178
Agree-disagree	2019	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	69.2%	18.9%	11.9%	1,998	147
Agree-disagree	2019	35	Employees are protected from health and safety hazards on the job.	89.3%	6.8%	3.9%	2,121	31
Agree-disagree	2019	36	My organization has prepared employees for potential security threats.	86.4%	8.0%	5.6%	2,135	14
Agree-disagree	2019	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	61.7%	18.7%	19.6%	1,990	159
Agree-disagree	2019	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.	74.6%	14.4%	11.0%	1,924	221
Agree-disagree	2019	39	My agency is successful at accomplishing its mission.	86.9%	8.4%	4.7%	2,134	18
Agree-disagree	2019	40	*I recommend my organization as a good place to work.	73.1%	15.5%	11.4%	2,146	N/A
Agree-disagree	2019	41	*I believe the results of this survey will be used to make my agency a better place to work.	49.3%	22.2%	28.5%	2,066	84
Agree-disagree	2019	42	My supervisor supports my need to balance work and other life issues.	90.8%	4.7%	4.4%	2,142	6
Agree-disagree	2019	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	79.0%	11.6%	9.4%	2,133	10
Agree-disagree	2019	44	Discussions with my supervisor about my performance are worthwhile.	73.2%	12.3%	14.5%	2,123	20
Agree-disagree	2019	45	My supervisor is committed to a workforce representative of all segments of society.	78.8%	15.6%	5.7%	1,925	213
Agree-disagree	2019	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.7%	14.7%	12.6%	2,135	8
Agree-disagree	2019	47	Supervisors in my work unit support employee development.	81.4%	10.0%	8.6%	2,114	28
Agree-disagree	2019	48	My supervisor listens to what I have to say.	84.6%	7.6%	7.8%	2,139	N/A
Agree-disagree	2019	49	My supervisor treats me with respect.	88.0%	6.3%	5.7%	2,138	N/A
Agree-disagree	2019	50	In the last six months, my supervisor has talked with me about my performance.	91.8%	4.2%	4.0%	2,139	N/A
Agree-disagree	2019	51	I have trust and confidence in my supervisor.	76.8%	12.2%	11.1%	2,139	N/A
Good-poor	2019	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.9%	12.7%	7.4%	2,140	N/A
Agree-disagree	2019	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	51.3%	23.7%	25.0%	2,102	33
Agree-disagree	2019	54	My organization's senior leaders maintain high standards of honesty and integrity.	64.9%	18.8%	16.3%	2,015	120
Agree-disagree	2019	55	Supervisors work well with employees of different backgrounds.	75.7%	14.5%	9.9%	2,023	100
Agree-disagree	2019	56	*Managers communicate the goals of the organization.	74.8%	13.3%	11.9%	2,116	18
Agree-disagree	2019	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.7%	14.5%	10.8%	2,002	132
Agree-disagree	2019	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	69.1%	15.1%	15.8%	2,079	58
Agree-disagree	2019	59	Managers support collaboration across work units to accomplish work objectives.	74.2%	13.1%	12.7%	2,082	45

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Good-poor	2019	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.4%	18.5%	12.1%	2,065	70
Agree-disagree	2019	61	I have a high level of respect for my organization's senior leaders.	62.7%	19.6%	17.7%	2,117	20
Agree-disagree	2019	62	Senior leaders demonstrate support for Work-Life programs.	79.5%	12.6%	7.9%	2,059	71
Satisfied-dissatisfied	2019	63	*How satisfied are you with your involvement in decisions that affect your work?	61.4%	18.5%	20.1%	2,123	N/A
Satisfied-dissatisfied	2019	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	64.7%	16.6%	18.7%	2,128	N/A
Satisfied-dissatisfied	2019	65	*How satisfied are you with the recognition you receive for doing a good job?	63.0%	18.3%	18.7%	2,123	N/A
Satisfied-dissatisfied	2019	66	How satisfied are you with the policies and practices of your senior leaders?	56.0%	25.0%	19.0%	2,117	N/A
Satisfied-dissatisfied	2019	67	How satisfied are you with your opportunity to get a better job in your organization?	37.0%	26.1%	36.9%	2,118	N/A
Satisfied-dissatisfied	2019	68	How satisfied are you with the training you receive for your present job?	65.1%	18.7%	16.2%	2,122	N/A
Satisfied-dissatisfied	2019	69	*Considering everything, how satisfied are you with your job?	73.6%	14.1%	12.3%	2,119	N/A
Satisfied-dissatisfied	2019	70	Considering everything, how satisfied are you with your pay?	72.2%	14.1%	13.7%	2,119	N/A
Satisfied-dissatisfied	2019	71	*Considering everything, how satisfied are you with your organization?	68.8%	16.9%	14.4%	2,115	N/A
Agree-disagree	2018	1	*I am given a real opportunity to improve my skills in my organization.	74.0%	12.6%	13.4%	2,288	N/A
Agree-disagree	2018	2	I have enough information to do my job well.	83.2%	7.8%	9.0%	2,295	N/A
Agree-disagree	2018	3	I feel encouraged to come up with new and better ways of doing things.	70.0%	14.7%	15.2%	2,293	N/A
Agree-disagree	2018	4	My work gives me a feeling of personal accomplishment.	77.5%	11.3%	11.1%	2,301	N/A
Agree-disagree	2018	5	I like the kind of work I do.	83.4%	11.0%	5.6%	2,302	N/A
Agree-disagree	2018	6	I know what is expected of me on the job.	84.3%	8.0%	7.7%	2,299	N/A
Agree-disagree	2018	7	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
Agree-disagree	2018	8	I am constantly looking for ways to do my job better.	89.7%	7.8%	2.5%	2,299	N/A
Agree-disagree	2018	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	67.8%	11.5%	20.8%	2,284	2
Agree-disagree	2018	10	*My workload is reasonable.	70.7%	12.3%	17.0%	2,298	4
Agree-disagree	2018	11	*My talents are used well in the workplace.	66.4%	14.3%	19.3%	2,285	6
Agree-disagree	2018	12	*I know how my work relates to the agency's goals.	91.5%	4.7%	3.9%	2,295	3
Agree-disagree	2018	13	The work I do is important.	90.4%	6.6%	3.0%	2,300	6
Agree-disagree	2018	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	76.5%	10.1%	13.3%	2,295	11
Agree-disagree	2018	15	My performance appraisal is a fair reflection of my performance.	75.9%	10.8%	13.3%	2,284	17
Agree-disagree	2018	16	I am held accountable for achieving results.	87.1%	8.3%	4.6%	2,290	8
Agree-disagree	2018	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	76.9%	12.1%	11.0%	2,221	76
Agree-disagree	2018	18	My training needs are assessed.	61.6%	19.0%	19.4%	2,287	16
Agree-disagree	2018	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).	69.4%	13.6%	16.9%	2,279	25
Agree-disagree	2018	20	*The people I work with cooperate to get the job done.	84.8%	7.7%	7.5%	2,302	N/A
Agree-disagree	2018	21	My work unit is able to recruit people with the right skills.	50.9%	23.7%	25.3%	2,218	79
Agree-disagree	2018	22	Promotions in my work unit are based on merit.	43.6%	30.3%	26.1%	2,084	212
Agree-disagree	2018	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
Agree-disagree	2018	24	*In my work unit, differences in performance are recognized in a meaningful way.	45.6%	27.4%	27.0%	2,129	169
Agree-disagree	2018	25	Awards in my work unit depend on how well employees perform their jobs.	57.0%	23.1%	20.0%	2,130	165
Agree-disagree	2018	26	Employees in my work unit share job knowledge with each other.	83.0%	9.6%	7.4%	2,294	7
Agree-disagree	2018	27	The skill level in my work unit has improved in the past year.	58.0%	26.5%	15.5%	2,186	112
Good-poor	2018	28	How would you rate the overall quality of work done by your work unit?	90.9%	7.5%	1.7%	2,304	N/A
Agree-disagree	2018	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.8%	8.2%	6.0%	2,288	15
Agree-disagree	2018	30	Employees have a feeling of personal empowerment with respect to work processes.	55.8%	21.6%	22.5%	2,222	65
Agree-disagree	2018	31	Employees are recognized for providing high quality products and services.	67.3%	16.8%	15.9%	2,246	43
Agree-disagree	2018	32	Creativity and innovation are rewarded.	52.5%	25.2%	22.3%	2,195	85
Agree-disagree	2018	33	Pay raises depend on how well employees perform their jobs.	25.3%	30.5%	44.2%	2,104	181
Agree-disagree	2018	34	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
Agree-disagree	2018	35	Employees are protected from health and safety hazards on the job.	91.3%	5.9%	2.8%	2,275	17
Agree-disagree	2018	36	My organization has prepared employees for potential security threats.	88.3%	8.0%	3.8%	2,262	20
Agree-disagree	2018	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	65.0%	18.0%	17.0%	2,104	186
Agree-disagree	2018	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.	78.5%	12.7%	8.9%	2,046	237
Agree-disagree	2018	39	My agency is successful at accomplishing its mission.	88.5%	8.0%	3.5%	2,269	24
Agree-disagree	2018	40	*I recommend my organization as a good place to work.	75.5%	14.6%	9.9%	2,293	N/A
Agree-disagree	2018	41	*I believe the results of this survey will be used to make my agency a better place to work.	54.9%	21.7%	23.4%	2,216	77
Agree-disagree	2018	42	My supervisor supports my need to balance work and other life issues.	91.3%	4.8%	3.9%	2,284	6
Agree-disagree	2018	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	80.3%	10.1%	9.6%	2,280	13
Agree-disagree	2018	44	Discussions with my supervisor about my performance are worthwhile.	74.7%	12.7%	12.7%	2,272	18
Agree-disagree	2018	45	My supervisor is committed to a workforce representative of all segments of society.	80.7%	13.9%	5.4%	2,061	226
Agree-disagree	2018	46	My supervisor provides me with constructive suggestions to improve my job performance.	75.3%	13.3%	11.4%	2,280	11
Agree-disagree	2018	47	Supervisors in my work unit support employee development.	82.3%	9.8%	7.8%	2,254	35
Agree-disagree	2018	48	My supervisor listens to what I have to say.	85.9%	6.0%	8.1%	2,286	N/A
Agree-disagree	2018	49	My supervisor treats me with respect.	88.8%	5.7%	5.5%	2,290	N/A

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Agree-disagree	2018	50	In the last six months, my supervisor has talked with me about my performance.	93.8%	3.3%	2.8%	2,289	N/A
Agree-disagree	2018	51	I have trust and confidence in my supervisor.	79.5%	10.0%	10.5%	2,289	N/A
Good-poor	2018	52	Overall, how good a job do you feel is being done by your immediate supervisor?	81.9%	11.1%	6.9%	2,291	N/A
Agree-disagree	2018	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55.6%	21.9%	22.5%	2,243	43
Agree-disagree	2018	54	My organization's senior leaders maintain high standards of honesty and integrity.	67.6%	17.6%	14.7%	2,177	105
Agree-disagree	2018	55	Supervisors work well with employees of different backgrounds.	77.8%	13.8%	8.5%	2,179	94
Agree-disagree	2018	56	*Managers communicate the goals of the organization.	77.3%	12.7%	10.0%	2,260	17
Agree-disagree	2018	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	75.9%	16.0%	8.1%	2,148	130
Agree-disagree	2018	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	71.8%	14.4%	13.7%	2,206	75
Agree-disagree	2018	59	Managers support collaboration across work units to accomplish work objectives.	75.5%	13.6%	10.9%	2,212	64
Good-poor	2018	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	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	2018	62	Senior leaders demonstrate support for Work-Life programs.	79.8%	12.8%	7.4%	2,209	73
Satisfied-dissatisfied	2018	63	*How satisfied are you with your involvement in decisions that affect your work?	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?	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?	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-dissatisfied	2018	68	How satisfied are you with the training you receive for your present job?	66.0%	19.7%	14.3%	2,279	N/A
Satisfied-dissatisfied	2018	69	*Considering everything, how satisfied are you with your job?	74.8%	14.4%	10.8%	2,277	N/A
Satisfied-dissatisfied	2018	70	Considering everything, how satisfied are you with your pay?	72.5%	13.4%	14.1%	2,274	N/A
Satisfied-dissatisfied	2018	71	*Considering everything, how satisfied are you with your organization?	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 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.	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.	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.	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).	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

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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 violating veterans' preference requirements) are not tolerated.	76.5%	14.9%	8.6%	2,177	231
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	87.7%	8.6%	3.6%	2,405	15
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	73.9%	15.2%	10.9%	2,422	N/A
Agree-disagree	2017	41	*I believe the results of this survey will be used to make my agency a better place to work.	51.8%	23.2%	25.0%	2,341	82
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	91.4%	4.7%	3.8%	2,413	6
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.7%	11.5%	9.8%	2,408	5
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	73.1%	14.5%	12.4%	2,388	17
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	78.7%	15.9%	5.4%	2,178	231
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	73.3%	14.9%	11.7%	2,400	13
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	81.1%	10.6%	8.3%	2,384	30
Agree-disagree	2017	48	My supervisor listens to what I have to say.	86.3%	7.0%	6.7%	2,419	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	88.5%	6.4%	5.1%	2,409	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	93.4%	3.6%	3.0%	2,413	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	77.4%	11.8%	10.8%	2,415	N/A
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	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52.3%	23.8%	23.9%	2,374	39
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	66.7%	18.4%	14.9%	2,285	127
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	78.4%	13.4%	8.1%	2,300	105
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	75.1%	14.1%	10.8%	2,386	19
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	74.8%	15.7%	9.6%	2,268	138
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	69.0%	16.2%	14.8%	2,343	62
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	73.4%	13.8%	12.8%	2,345	61
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	72.0%	18.0%	10.0%	2,322	83
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	65.2%	18.5%	16.3%	2,386	21
Agree-disagree	2017	62	Senior leaders demonstrate support for Work-Life programs.	78.4%	12.9%	8.7%	2,334	78
Satisfied-dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	63.5%	18.7%	17.9%	2,412	N/A
Satisfied-dissatisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.4%	16.3%	17.3%	2,409	N/A
Satisfied-dissatisfied	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
Satisfied-dissatisfied	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
Satisfied-dissatisfied	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-dissatisfied	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-dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	74.3%	14.7%	10.9%	2,400	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?	69.6%	16.3%	14.2%	2,411	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%	2,148	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 feel encouraged to come up with new and better ways of doing things.	66.9%	13.5%	19.6%	2,133	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	75.3%	12.6%	12.1%	2,129	N/A
Agree-disagree	2016	5	I like the kind of work I do.	82.2%	10.4%	7.4%	2,127	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	82.9%	9.3%	7.8%	2,132	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	95.8%	2.3%	1.9%	2,135	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	89.1%	8.2%	2.7%	2,140	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	61.2%	14.1%	24.8%	2,145	0
Agree-disagree	2016	10	*My workload is reasonable.	70.9%	12.7%	16.4%	2,134	2
Agree-disagree	2016	11	*My talents are used well in the workplace.	65.9%	13.9%	20.2%	2,101	8
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	89.8%	5.6%	4.6%	2,127	6
Agree-disagree	2016	13	The work I do is important.	88.4%	8.2%	3.4%	2,118	7
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	74.3%	11.9%	13.8%	2,133	8
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	74.1%	12.6%	13.3%	2,127	17
Agree-disagree	2016	16	I am held accountable for achieving results.	84.1%	10.7%	5.2%	2,120	10
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	2016	20	*The people I work with cooperate to get the job done.	81.0%	9.8%	9.2%	2,148	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	79
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	43.1%	26.7%	30.1%	1,958	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

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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.	63.5%	18.7%	17.8%	2,081	42
Agree-disagree	2016	32	Creativity and innovation are rewarded.	47.1%	27.3%	25.6%	2,037	90
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	23.0%	27.1%	49.9%	1,963	158
Agree-disagree	2016	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities 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	My supervisor treats me with respect.	86.9%	6.0%	7.1%	2,113	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	92.1%	4.0%	3.9%	2,116	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	75.2%	11.9%	12.9%	2,124	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	77.2%	14.4%	8.4%	2,126	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the 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%	2,018	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?	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?	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?	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?	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?	36.4%	25.4%	38.3%	2,105	N/A
Satisfied-dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	57.6%	22.3%	20.1%	2,099	N/A
Satisfied-dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	73.0%	14.4%	12.7%	2,106	N/A
Satisfied-dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	68.4%	14.9%	16.6%	2,107	N/A
Satisfied-dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	68.4%	15.5%	16.1%	2,103	N/A
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	78.2%	11.0%	10.8%	2,674	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	83.8%	8.5%	7.8%	2,653	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	66.5%	16.6%	16.9%	2,638	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	77.2%	11.7%	11.1%	2,662	N/A
Agree-disagree	2015	5	I like the kind of work I do.	83.6%	10.6%	5.8%	2,639	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	83.0%	8.6%	8.4%	2,656	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	96.2%	2.5%	1.3%	2,650	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	91.1%	7.2%	1.8%	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	3
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) 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

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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 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 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 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 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 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
Satisfied-dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	65.7%	16.7%	17.6%	2,623	N/A
Satisfied-dissatisfied	2015	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	67.3%	16.9%	15.8%	2,618	N/A
Satisfied-dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	62.2%	18.0%	19.8%	2,600	N/A
Satisfied-dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	57.3%	23.4%	19.2%	2,602	N/A
Satisfied-dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	44.6%	25.3%	30.0%	2,605	N/A
Satisfied-dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	71.1%	18.4%	10.6%	2,615	N/A
Satisfied-dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	75.8%	13.2%	11.0%	2,614	N/A
Satisfied-dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	68.2%	15.3%	16.5%	2,617	N/A
Satisfied-dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	71.0%	16.2%	12.8%	2,619	N/A
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	74.7%	12.1%	13.2%	2,465	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	82.2%	8.7%	9.1%	2,446	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	67.4%	14.5%	18.1%	2,437	N/A

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Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	77.3%	11.9%	10.8%	2,444	N/A
Agree-disagree	2014	5	I like the kind of work I do.	83.1%	10.5%	6.5%	2,442	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	83.0%	9.0%	8.0%	2,444	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	96.3%	2.2%	1.5%	2,455	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	89.4%	8.6%	2.1%	2,455	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	66.7%	11.9%	21.3%	2,460	3
Agree-disagree	2014	10	*My workload is reasonable.	70.6%	12.4%	17.0%	2,439	2
Agree-disagree	2014	11	*My talents are used well in the workplace.	64.8%	14.5%	20.7%	2,396	9
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	89.7%	6.2%	4.1%	2,455	5
Agree-disagree	2014	13	The work I do is important.	89.2%	7.6%	3.2%	2,418	6
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	78.6%	10.4%	11.0%	2,458	4
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	73.4%	12.1%	14.4%	2,429	32
Agree-disagree	2014	16	I am held accountable for achieving results.	85.9%	9.7%	4.5%	2,437	17
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	75.1%	13.3%	11.6%	2,383	79
Agree-disagree	2014	18	My training needs are assessed.	60.7%	20.4%	18.8%	2,438	15
Agree-disagree	2014	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).	64.8%	14.7%	20.6%	2,420	45
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	82.0%	10.1%	7.9%	2,465	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	63.1%	18.5%	18.4%	2,394	68
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	49.5%	26.1%	24.3%	2,252	199
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.3%	30.0%	35.7%	2,075	380
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	41.8%	29.7%	28.5%	2,258	200
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	50.1%	24.0%	25.9%	2,249	202
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	82.4%	9.4%	8.2%	2,449	10
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	57.3%	27.1%	15.6%	2,338	122
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	88.7%	9.5%	1.7%	2,466	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	80.7%	10.7%	8.6%	2,415	32
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	57.6%	21.4%	21.1%	2,372	71
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	63.9%	17.6%	18.5%	2,399	38
Agree-disagree	2014	32	Creativity and innovation are rewarded.	47.7%	27.0%	25.2%	2,339	97
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	24.5%	29.0%	46.6%	2,241	192
Agree-disagree	2014	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	75.4%	15.9%	8.7%	2,321	117
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	90.7%	6.1%	3.2%	2,415	25
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	84.1%	10.3%	5.6%	2,405	24
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	180
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	207
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	88.7%	8.0%	3.3%	2,424	16
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	78.7%	13.3%	7.9%	2,435	N/A
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	92
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	89.3%	5.2%	5.5%	2,433	8
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.2%	11.2%	10.6%	2,424	10
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	71.6%	13.9%	14.4%	2,407	16
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	79.5%	15.0%	5.5%	2,215	216
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	71.7%	14.4%	13.8%	2,424	7
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	80.6%	11.2%	8.2%	2,405	30
Agree-disagree	2014	48	My supervisor listens to what I have to say.	84.0%	8.2%	7.7%	2,435	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	87.1%	6.8%	6.1%	2,432	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	92.4%	4.7%	2.9%	2,430	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	76.7%	11.4%	11.9%	2,432	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.1%	12.8%	8.1%	2,434	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55.2%	21.9%	22.9%	2,405	22
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	68.0%	17.3%	14.7%	2,323	103
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	75.8%	14.9%	9.3%	2,305	101
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	72.8%	14.7%	12.6%	2,396	17
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	71.7%	18.2%	10.1%	2,284	130
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	66.6%	16.4%	17.1%	2,350	66
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	71.0%	14.7%	14.3%	2,362	57
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.7%	18.9%	11.3%	2,352	71
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
Agree-disagree	2014	62	Senior leaders demonstrate support for Work-Life programs.	80.5%	12.5%	6.9%	2,362	59
Satisfied-dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	65.5%	16.7%	17.8%	2,416	N/A
Satisfied-dissatisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.4%	18.2%	15.4%	2,410	N/A
Satisfied-dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	61.7%	18.2%	20.1%	2,409	N/A
Satisfied-dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	58.1%	24.4%	17.5%	2,402	N/A

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Satisfied-dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	45.9%	24.3%	29.8%	2,409	N/A
Satisfied-dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	67.7%	19.5%	12.8%	2,410	N/A
Satisfied-dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	74.7%	14.4%	10.9%	2,402	N/A
Satisfied-dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	66.6%	16.1%	17.3%	2,411	N/A
Satisfied-dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	70.6%	16.6%	12.8%	2,407	N/A
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	2	I have enough information to do my job well.	82.7%	9.8%	7.5%	2,488	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	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	76.9%	12.5%	10.6%	2,500	N/A
Agree-disagree	2013	5	I like the kind of work I do.	83.2%	11.1%	5.8%	2,481	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	83.3%	8.6%	8.0%	2,485	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	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	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	8
Agree-disagree	2013	10	*My workload is reasonable.	70.3%	13.1%	16.6%	2,494	1
Agree-disagree	2013	11	*My talents are used well in the workplace.	64.7%	15.1%	20.2%	2,449	12
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	1
Agree-disagree	2013	13	The work I do is important.	89.2%	7.8%	3.0%	2,477	2
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	4
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	72.6%	13.0%	14.3%	2,481	24
Agree-disagree	2013	16	I am held accountable for achieving results.	85.5%	10.2%	4.3%	2,488	6
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	70
Agree-disagree	2013	18	My training needs are assessed.	57.2%	22.6%	20.3%	2,474	22
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	47
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	83.1%	9.6%	7.4%	2,503	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	59.0%	20.4%	20.5%	2,430	75
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	49.0%	26.0%	25.0%	2,310	188
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	347
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	188
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	160
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	81.6%	10.2%	8.2%	2,492	12
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	58.0%	27.8%	14.2%	2,383	119
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	90.5%	7.6%	1.9%	2,499	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish 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	68
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	65.1%	18.2%	16.7%	2,435	38
Agree-disagree	2013	32	Creativity and innovation are rewarded.	49.2%	26.3%	24.5%	2,379	96
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	22.8%	30.5%	46.8%	2,285	182
Agree-disagree	2013	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities 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	2013	48	My supervisor listens to what I have to say.	83.6%	8.2%	8.2%	2,472	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	86.7%	7.2%	6.1%	2,473	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	91.5%	4.8%	3.7%	2,465	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	75.1%	13.3%	11.5%	2,468	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.4%	13.0%	8.7%	2,468	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the 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%	2,407	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

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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-dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	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?	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?	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?	58.5%	24.1%	17.4%	2,442	N/A
Satisfied-dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	43.4%	26.3%	30.3%	2,446	N/A
Satisfied-dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	62.7%	21.3%	16.0%	2,448	N/A
Satisfied-dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	74.4%	14.9%	10.8%	2,447	N/A
Satisfied-dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	62.4%	15.9%	21.7%	2,446	N/A
Satisfied-dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	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.	70.6%	12.3%	17.0%	2,703	1
Agree-disagree	2012	10	*My workload is reasonable.	72.2%	12.6%	15.2%	2,703	0
Agree-disagree	2012	11	*My talents are used well in the workplace.	68.3%	12.7%	19.0%	2,675	7
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	90.1%	5.6%	4.3%	2,696	3
Agree-disagree	2012	13	The work I do is important.	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) allow employees to perform their jobs well.	81.8%	9.8%	8.4%	2,690	7
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	72.7%	12.3%	14.9%	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	The skill level in my work unit has improved in the past year.	59.8%	26.3%	13.9%	2,593	109
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	89.9%	8.0%	2.0%	2,698	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83.5%	9.6%	6.9%	2,644	36
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	61.6%	18.6%	19.8%	2,615	62
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	68.6%	15.5%	15.9%	2,638	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 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.	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	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.0%	11.5%	10.6%	2,659	11
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	71.3%	14.1%	14.6%	2,639	29
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	75.8%	18.0%	6.2%	2,419	248
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.9%	16.3%	12.8%	2,657	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

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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.	77.0%	14.3%	8.8%	2,549	103
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	69.0%	15.9%	15.1%	2,602	51
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	71.6%	15.6%	12.8%	2,597	48
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your 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-dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	66.6%	17.0%	16.5%	2,649	N/A
Satisfied-dissatisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.5%	18.5%	15.1%	2,645	N/A
Satisfied-dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	64.0%	17.0%	19.0%	2,644	N/A
Satisfied-dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	59.8%	20.8%	19.4%	2,636	N/A
Satisfied-dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	46.8%	25.6%	27.6%	2,637	N/A
Satisfied-dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	71.3%	17.5%	11.1%	2,629	N/A
Satisfied-dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	77.4%	11.4%	11.1%	2,642	N/A
Satisfied-dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	68.9%	14.2%	16.8%	2,640	N/A
Satisfied-dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	73.4%	13.8%	12.9%	2,639	N/A

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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

Agency-Specific Questions

1. My immediate supervisor demonstrates behaviors that foster a climate of trust within my work unit.

	# of Respondents	Percent
	2019	2019
Strongly Agree	932	44.2%
Agree	713	33.8%
Neither Agree nor Disagree	233	11.3%
Disagree	134	6.4%
Strongly Disagree	92	4.4%
Total	2,104	100.0%

2. My colleagues demonstrate behaviors that foster a climate of trust within our work unit

	# of Respondents	Percent
	2019	2019
Strongly Agree	739	34.6%
Agree	915	43.6%
Neither Agree nor Disagree	259	12.6%
Disagree	132	6.4%
Strongly Disagree	58	2.8%
Total	2,103	100.0%

3. I have personally observed positive actions/behaviors in my work unit that are likely attributable to the "Speed of Trust" initiative

	# of Respondents	Percent
	2019	2019
Strongly Agree	275	14.4%
Agree	510	27.3%
Neither Agree nor Disagree	586	31.6%
Disagree	284	15.3%
Strongly Disagree	211	11.4%
I do not know enough about this program to respond	231	--
Total	2,097	100.0%

Note: "I do not know enough about this program to respond" responses are not included in percentage calculations.

4. My immediate supervisor communicates the rationale for decisions that impact my work unit.

	# of Respondents	Percent
	2019	2019
Strongly Agree	674	32.0%
Agree	915	43.5%
Neither Agree nor Disagree	278	13.3%
Disagree	142	6.8%
Strongly Disagree	88	4.3%
Not Applicable	7	--
Total	2,104	100.0%

Note: "Not Applicable" responses are not included in percentage calculations.

5. When using ADAMS, the Intranet, the NRC Library and other Information Management services, I can find the information I need to do my job.

	# of Respondents	Percent
	2019	2019
Strongly Agree	235	11.2%
Agree	1,002	47.5%
Neither Agree nor Disagree	391	18.6%
Disagree	321	15.2%
Strongly Disagree	152	7.4%
Total	2,101	100.0%

6. I have observed the following behaviors being demonstrated in my work unit when decisions are made (Check all that apply):

	# of Respondents	Percent
	2019	2019
Alternative views are sought proactively and early	500	23.9%

Problem solving approaches leverage various perspectives	579	27.7%
Competing positions are presented to the final decision-maker	424	20.2%
Roles are clarified using clear guidance on expectations for participation	241	11.7%
Commitment to the final decision once all views have been considered	324	15.5%
All of the above	623	29.4%
None of the above	297	14.6%
I do not know	294	14.2%
Total	2,085	--

7. In my work unit, the following leadership model characteristics have been routinely practiced (Check all that apply):

	# of Respondents	Percent
	2019	2019
Participative decision-making	524	25.2%
Receptivity to new ideas and thinking	573	27.5%
Empowerment and shared leadership	305	14.8%
Diversity of thought	460	22.0%
Innovation	317	15.2%
Risk tolerance	227	10.7%
Collaboration and teamwork	750	36.3%
All of the above	694	32.7%
None of the above	219	10.8%
I do not know	203	9.9%
Total	2,084	--

8. The Strategies On A Page (SOAP) issued by the Executive Director for Operations have enhanced my understanding of the focus areas that will help the Agency to accomplish its goals in 2020 and beyond.

	# of Respondents	Percent
	2019	2019
Strongly Agree	96	6.6%
Agree	358	25.2%
Neither Agree nor Disagree	527	36.7%
Disagree	252	17.4%
Strongly Disagree	200	14.1%

I do not know	653	--
Total	2,086	100.0%

Note: "I do not know" responses are not included in percentage calculations.

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: 2019 OPM Federal Employee Viewpoint Survey

**Office of Personnel Management Federal Employee Viewpoint Survey
2019 Item Change Summary**

2019 Item Text and Response Options	2018 Item Text and Response Options
<p>(72) Currently, in my work unit poor performers usually:</p> <ul style="list-style-type: none"> • Remain in the work unit and improve their performance over time • Remain in the work unit and continue to underperform • Leave the work unit - removed or transferred • Leave the work unit - quit • There are no poor performers in my work unit • Do not know 	Not in 2018 OPM FEVS
<p>(73) Which of the following best describes the impact of the partial government shutdown (December 22, 2018 – January 25, 2019) on your working/pay status?</p> <ul style="list-style-type: none"> • The shutdown had no impact on my working/pay status • I did not work and did not receive pay until after the lapse ended • I worked some of the shutdown but did not receive pay until after the lapse ended • I worked for the entirety of the shutdown but did not receive pay until after the lapse ended • Other, not listed above 	Not in 2018 OPM FEVS
<p>(74) How was your everyday work impacted during (if you worked) or after the partial government shutdown?</p> <ul style="list-style-type: none"> • It had no impact • A slightly negative impact • A moderately negative impact • A very negative impact • An extremely negative impact 	Not in 2018 OPM FEVS
<p>(75) In what ways did the partial government shutdown negatively affect your work? (Check all that apply)</p> <ul style="list-style-type: none"> • Unmanageable workload • Missed deadlines • Unrecoverable loss of work • Reduced customer service • Delayed work • Reduced work quality • Cutback of critical work • Time lost in restarting work • Unmet statutory requirements • Other 	Not in 2018 OPM FEVS

<p>(76) Are you looking for another job because of the partial government shutdown?</p> <ul style="list-style-type: none"> • I am looking for another job specifically because of the shutdown • I am looking for another job, but the shutdown is only one of the reasons • I am looking for another job, but the shutdown had no influence on that decision • I am not looking for another job currently 	<p>Not in 2018 OPM FEVS</p>
<p>(77) My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.</p> <ul style="list-style-type: none"> • Strongly Agree • Agree • Neither Agree nor Disagree • Disagree • Strongly Disagree • No support required 	<p>Not in 2018 OPM FEVS</p>
<p>(79) How satisfied are you with the Telework program in your agency?</p> <ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in this program • This program is not available to me • I am unaware of this program 	<p>(73) How satisfied are you with the following Work/Life programs in your agency? Telework</p> <ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in these programs • These programs are not available to me • I am unaware of these programs
<p>(80) Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):</p> <ul style="list-style-type: none"> • Alternative Work Schedules (for example, compressed work schedule, flexible work schedule) • Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, Health and wellness fair) • Employee Assistance Program – EAP (for example, short-term counseling, referral services, legal services, information services) • Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) • Elder Care Programs (for example, elder/adult care, support groups, resources) • None listed above 	<p>Not in 2018 OPM FEVS</p>
<p>(81-85) How satisfied are you with the following Work-Life programs in your agency?</p> <p>(81) Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)</p>	<p>(73-78) How satisfied are you with the following Work/Life programs in your agency?</p> <p>(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)</p>

<p>(83) Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)</p> <p>(84) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)</p> <p>(85) Elder Care Programs (for example, elder/adult care, support groups, resources)</p> <ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in these programs • These programs are not available to me • I am unaware of these programs 	<p>(76) Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)</p> <p>(77) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)</p> <p>(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)</p> <ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in these programs • These programs are not available to me • I am unaware of these programs
<p>(87) What is your supervisory status?</p> <ul style="list-style-type: none"> • Senior Leader: You are the head of a department/agency or a member of the immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment, and typically is a member of the Senior Executive Service or equivalent. • Manager: You are in a management position and supervise one or more supervisors. • Supervisor: You are a first-line supervisor who is responsible for employees' performance appraisals and leave approval. • Team Leader: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals. • Non-Supervisor : You do not supervise other employees. 	<p>(80) What is your supervisory status?</p> <ul style="list-style-type: none"> • Non-Supervisor : You do not supervise other employees. • Team Leader: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals. • Supervisor: You are a first-line supervisor who is responsible for employees' performance appraisals and leave approval. • Manager: You are in a management position and supervise one or more supervisors. • Senior Leader: You are the head of a department/agency or a member of the immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment, and typically is a member of the Senior Executive Service or equivalent.
<p>(91) How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</p> <ul style="list-style-type: none"> • 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 	<p>(87) How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</p> <ul style="list-style-type: none"> • Less than 1 year • 1 to 3 years • 4 to 5 years • 6 to 10 years • 11 to 20 years • More than 20 years
<p>(94) Are you of Hispanic, Latino, or Spanish origin?</p> <ul style="list-style-type: none"> • Yes • No 	<p>(82) Are you Hispanic or Latino?</p> <ul style="list-style-type: none"> • Yes • No