## 2018 Federal Employee Viewpoint Survey (FEVS) Annual Employee Survey (AES) Results

The National Mediation Board has posted results of the Office of Personnel Management's (OPM) 2018 Federal Employee Viewpoint Survey (FEVS) Annual Employee Survey (AES). In FY 2018, the NMB saw an 11.2% increase in agency-wide survey participation from the previous year. The agency experienced the highest levels of positive feedback on employee's relationship with their work product, with 91% of employees willing to put in extra effort to get their job done, and 87% of employees expressing that they feel their work is important. The FEVS also recorded very positive trends in employee satisfaction with supervisory relations, with 81% positive experiences with supervisors listening and respecting employees. However, responses indicated that the agency could improve interdepartmental collaboration, better support collaboration across work units, and do a better job handling of poor performers. These issues will be further examined in an upcoming Climate Assessment Survey.

## ((1)) Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

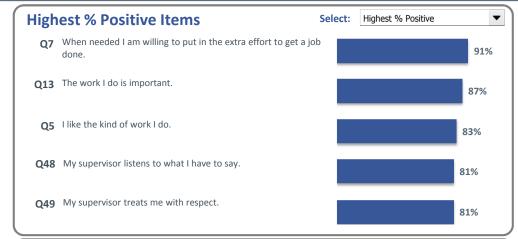
National Mediation Board

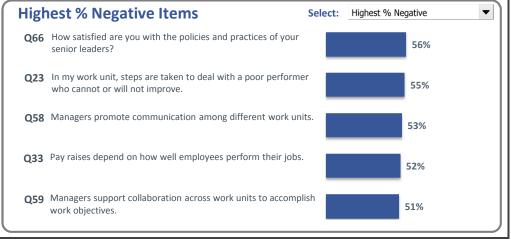
FIELD PERIOD	May 8 - June 19, 2018
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	21
NUMBER OF SURVEYS	30
RESPONSE RATE	70.0%

items identified as strengths (65% positive or

items identified as challenges (35% negative or







2018

# ((1)) Federal Employee Viewpoint Survey Empowering Employees. Inspiring Change.



Annual	Employee Survey (AES) Repor	t					National Mediation Board
			2015	2016	2017	2018	Percentage Point Change
Select: La	rrgest Increases since 2017 ▼	Q70 Considering everything, how satisfied are you with your pay?	59%	51%	48%	59%	+11
	est Increases in rcent Positive	Q29 My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	54%	55%	64%	<b>75</b> %	+11
	since 2017	Q2 I have enough information to do my job well.	72%	61%	58%	67%	+9
14		Q7 When needed I am willing to put in the extra effort to get a job done.	86%	92%	83%	91%	+8
	2017	Q22 Promotions in my work unit are based on merit.	36%	35%	42%	48%	+6
*******			2015	2016	2017		Percentage Point Change
Select: La	argest Decreases since 2017	Q55 Supervisors work well with employees of different backgrounds.	71%	53%	88%	63%	-25
1	gest Decreases ercent Positive	Q32 Creativity and innovation are rewarded.	35%	45%	55%	31%	-24
""	since 2017	Q14 Physical conditions allow employees to perform their jobs well.	81%	85%	95%	72%	-23
56		Q61 I have a high level of respect for my organization's senior leaders.	50%	52%	65%	43%	-22
	since 2017	Q38 Prohibited Personnel Practices are not tolerated.	44%	62%	73%	53%	-20

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.	64.3%	42.9%	21.4%	14.1%	0.0%	21.6%	21.6%	9	4	3	0	5	21	N/A
Agree-disagree	2	I have enough information to do my job well.	04.570	42.570	21.470	14.170	0.070	21.070	21.070		7					1,7,1
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	67.2%	34.1%	33.1%	18.3%	5.9%	8.7%	14.5%	7	7	4	1	,	21	N/A
Agree-disagree	3	I feel encouraged to come up with new and	07.270	54.170	33.170	10.570	3.370	0.770	14.570	,	,	7				IV/A
		better ways of doing things.	49.0%	23.5%	25.5%	18.3%	0.0%	32.7%	32.7%	5	5	4	0	7	21	N/A
Agree-disagree	4	My work gives me a feeling of personal	49.070	23.370	23.370	10.370	0.070	32.770	32.770			4	0	,	21	IN/A
, ig. cc albag. cc	•	accomplishment.	68.0%	56.9%	11.1%	23.3%	0.0%	8.7%	8.7%	12	2	5	0	,	21	N/A
Agree-disagree	5	I like the kind of work I do.	06.076	30.970	11.1/0	23.3/0	0.076	0.770	0.770	12		3	0	2	. 21	IN/A
- Gree meagree			82.6%	57.9%	24.8%	13.0%	4.3%	0.0%	4.3%	12	5	3	1	0	21	N/A
Agree-disagree	6	I know what is expected of me on the job.	02.070	37.370	24.070	13.0%	4.570	0.0%	4.370	12	э	3	1	. 0	21	N/A
Agree disagree		white is expected of the off the job.	75.00/	42 10/	32.8%	8.7%	9.6%	5.9%	1 - 40/	9	7	2	2	1	21	NI/A
Agree-disagree	7	When needed I am willing to put in the extra	75.9%	43.1%	32.8%	8.770	9.0%	3.9%	15.4%	9	,	2		. 1	. 21	N/A
, ig. ee albag. ee		effort to get a job done.	91.3%	76.7%	14.6%	4.4%	4.3%	0.0%	4 20/	16	3	1	1		21	NI/A
Agree-disagree	8	I am constantly looking for ways to do my job	91.5%	70.7%	14.0%	4.470	4.5%	0.0%	4.3%	16	3	1	1	. 0	21	N/A
, ig. ee albag. ee		better.	77.4%	57.7%	19.7%	8.7%	13.9%	0.0%	13.9%	12	4	2	3		21	NI/A
Agree-disagree	9	I have sufficient resources (for example, people,	77.470	37.770	15.770	0.770	13.570	0.076	13.570	12	4		3	U	21	N/A
Agree disagree		materials, budget) to get my job done.														i I
			47.20/	0.70/	20.50/	44.00/	40.40/	40.60/	20.00/			_			24	1
Agree-disagree	10	*My workload is reasonable.	47.2%	8.7%	38.5%	14.8%	18.4%	19.6%	38.0%	2	8	3	4	4	21	0
Agree-disagree	10	iviy workload is reasonable.	64.00/	20 50/	44.40/	42.00/	40.70/	42.60/	24.20/			_	_		20	
Agree-disagree	11	*My talents are used well in the workplace.	61.8%	20.5%	41.4%	13.9%	10.7%	13.6%	24.2%	4	8	3	2	. 3	20	0
Agree disagree	11	wiy talents are used well in the workplace.	E0 70/	3F C0/	22.40/	10.00/	0.00/	22.50/	22.50/	_	_			_	21	
Agree-disagree	12	*I know how my work relates to the agency's	58.7%	25.6%	33.1%	18.8%	0.0%	22.5%	22.5%	5	7	4	0	3	21	0
Agree disagree	12	goals.	69.00/	20.00/	20.10/	10 10/	9.6%	4 20/	12.00/	8	6	4	2	1	21	
Agree-disagree	13	The work I do is important.	68.0%	38.9%	29.1%	18.1%	9.0%	4.3%	13.9%	٥	6	4		. 1	. 21	0
, ig. cc albag. cc	10	The Work Fue is important.	97.00/	73.9%	13.0%	12.00/	0.0%	0.0%	0.09/	1.5	ູ	3	0		21	
Agree-disagree	14	Physical conditions (for example, noise level,	87.0%	73.9%	13.0%	13.0%	0.0%	0.0%	0.0%	15	3	3	U	U	21	0
Agree disagree	1-7	temperature, lighting, cleanliness in the														
		workplace) allow employees to perform their														i I
		jobs well.	74.60/	E4 20/	20.40/	22 50/	F 00/	0.00/	F 00/			_			24	
Agree-disagree	15	My performance appraisal is a fair reflection of	71.6%	51.2%	20.4%	22.5%	5.9%	0.0%	5.9%	11	4	5	1	. 0	21	0
, Sice disagree	13	my performance.	75.20/	F3 40/	22.00/	10.30/	10.22	4 20/	14.50/		_	_	_	_		ا ا
Agree-disagree	16	I am held accountable for achieving results.	75.2%	52.4%	22.9%	10.3%	10.2%	4.3%	14.5%	11	5	2	2	1	. 21	0
, Bicc disagice	10	an new accountable for active ving results.	76.00/	E1 F0/	25 20/	0.70/	4.20/	10.30/	14.50/	1.1	_	_	_		34	
Agree-disagree	17	*I can disclose a suspected violation of any law,	76.8%	51.5%	25.3%	8.7%	4.3%	10.2%	14.5%	11	5	2	1	. 2	21	0
, Sice disagree	''	rule or regulation without fear of reprisal.														i
			40.00/	35.60/	24.20/	12.40/	12.00/	24.40/	27.00/		_		_	_		ا ا
Agree-disagree	19	My training needs are assessed.	49.9%	25.6%	24.2%	13.1%	13.0%	24.1%	37.0%	5	5	3	3	5	21	0
, Sice disagree	10	in annual needs are assessed.	E7 30/	24.20/	22.00/	1.4.40/	11 10/	17 20/	20.40/	_,	_	_	_		34	
		I .	57.2%	34.2%	22.9%	14.4%	11.1%	17.3%	28.4%	7	5	3	2	. 4	21	0

Agree disagree 2 and a consideration of the process of the control of the process of the process of the control of the process																	
Agree disagree 20 "The people I wank with component in get the jobs done. 97.9% 36.9% 19.0% 25.9% 10.0% 19.7% 26.1% 49.1% 4 5 3 4 5 21 0 0 Agree disagree 21 My work with sable to recruit people with the right skills. 44.9% 19.0% 25.9% 30.9% 17.0% 26.1% 42.1% 49.1% 4 5 3 4 5 22 0 0 Agree disagree 22 Promotions in my work unit are based on ment. 48.9% 19.0% 25.9% 30.0% 17.0% 26.1% 49.1% 4 5 3 4 5 7 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Agree-disagree	19	understood what I had to do to be rated at different performance levels (for example, Fully														
Page of disagree   2				70.0%	52.7%	17.3%	15.5%	8.7%	5.9%	14.5%	11	4	3	2	1	21	0
Agree disagree 2 2 monotones in my work unit are based on ment.  Agree disagree 2 2 monotones in my work unit are based on ment.  Agree disagree 2 2 monotones in my work unit are based on ment.  Agree disagree 2 2 monotones in my work unit, steps are taken to deal with a poor performer who cannot or will not improve.  Agree disagree 3 2 monotones in my work unit, afferences in performance are recognized in a meaningful way.  Agree disagree 2 3 monotones in my work unit depend on how well employees perform that plan.  Agree disagree 3 2 monotones in my work unit has improved in a meaningful way.  Agree disagree 4 3 monotones in my work unit has improved in my work unit has improved in the post year.  Agree disagree 4 3 monotones in my work unit has improved in the post year.  Agree disagree 5 monotones in my work unit has improved in the post year.  Agree disagree 6 3 monotones in my work unit has improved in the post year.  Agree disagree 7 monotones in my work unit has improved in the post year.  Agree disagree 8 1 monotones in my work unit has improved in the post year.  Agree disagree 9 monotones in my work unit has improved in the post year.  Agree disagree 1 monotones in my work unit has improved in my work un	Agree-disagree	20		67.4%	36.5%	30.9%	4.4%	10.2%	18.1%	28.3%	8	6	1	2	4	21	N/A
Agree disagree 2 a may work unit, steps are taken to deal with a poor performer who cannot or will not improve.  28.8% 93.% 15.6% 20.1% 20.5% 34.5% 55.1% 2 3 4 6 7 20 1  Agree disagree 24 In any work unit, differences in performance are recognized in a meaningful way.  32.8% 93.% 15.6% 20.1% 20.5% 34.5% 55.1% 2 5 6 3 6 20 1  Agree-disagree 25 Award in my work unit depend on how well employees perform their plan.  47.1% 9.8% 37.3% 10.7% 10.6% 31.6% 42.2% 2 7 2 2 0 19 2  Agree-disagree 27 The call level in my work unit share job knowledge with each other.  47.1% 9.8% 37.3% 10.7% 10.6% 31.6% 42.2% 2 7 2 2 0 0 19 2  Agree-disagree 27 The call level in my work unit has improved in the past year.  Good poor 28 How would you rate the overell quality of work unit of the past year.  Agree-disagree 29 The work unit has the job reference throwing and stills increased to accomplish organizational goods.  Agree-disagree 30 Employees have a feeling of personal employees have a feeling of personal employees have a feeling of personal employees make a feeling of personal employees are recognized for providing high quality for work unit?  49.9% 10.0%	Agree-disagree	21		44.9%	19.0%	25.9%	14.0%	17.0%	24.1%	41.1%	4	5	3	4	. 5	21	0
Agree-disagree 23 In my work unit, steps are taken to deal with a poor performance are recognized in a meaningful way.  Agree-disagree 24 In my work unit, differences in performance are recognized in a meaningful way.  Agree-disagree 25 Awards in my work unit depend on how well employees perform their jobs.  Agree-disagree 26 Employees in my work unit depend on how well employees perform their jobs.  Agree-disagree 27 The skill recognized in a meaningful way.  Agree-disagree 28 Move would do work the control of the past year.  Agree-disagree 29 The skill recognized in my work unit share job knowledge with each rather.  Agree-disagree 30 Employees in this proported in the past year.  Agree-disagree 31 Employees are congruited for providing high quality of work done by your work units has the job-relevant knowledge and skills necessary to accomplish or aganizational goals.  Agree-disagree 32 Employees are recognized for providing high quality provided and skills necessary to accomplish or aganizational goals.  Agree-disagree 32 Employees are recognized for providing high quality provided and skills necessary to accomplish or aganizational goals.  Agree-disagree 33 Employees are recognized for providing high quality products and services.  46.68 25.9% 20.7% 19.2% 0.0% 10.0% 10.0% 14 1 1 3 0 0 2 20 0 1  Agree-disagree 33 Pay raises depend on how well employees preform their jobs.  46.68 25.9% 20.7% 19.2% 0.0% 33.2% 33.2% 5 4 4 0 0 7 20 1  Agree-disagree 35 Employees are recognized for providing high quality products and services.  40.0% 17.3% 30.0% 0.0% 39.2% 33.2% 5 4 4 0 0 7 20 1  Agree-disagree 35 Figures are protected from health and safety business, memority in the property to work processes and worken, training in avarances of diversity in the workspice for complex perform their jobs.  40.0% 17.3% 30.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	Agree-disagree	22	Promotions in my work unit are based on merit.	48 4%	19.7%	28.6%	14 7%	4 2%	32.7%	36.9%	4	6	3	1	7	21	0
Agree-disagree 24 from yourk unit, differences in performance are recognized in a meaningful way.  31.2% 9.0% 24.2% 31.6% 5.5% 29.7% 35.2% 2 5 6 1 6 2 0 1  Agree-disagree 25 Canada in my work unit depend on how well employees perform their jobs.  Agree-disagree 26 Employees in my work unit share job knowledge with each other.  Agree-disagree 27 The skill level in my work unit share job knowledge with each other.  Agree-disagree 27 The skill level in my work unit share job knowledge in the past year.  Agree-disagree 29 May work unit has the job-relevant knowledge and skill in excessing to accomplish organizational goals.  Agree-disagree 31 Employees have a feeling of personal employeement with respect to work processes.  Agree-disagree 31 Employees are recognized for providing high quality products and services.  Agree-disagree 32 Creativity and innovation are rewarded.  Agree-disagree 33 Payr disagree perform well employees perform their jobs.  Agree-disagree 34 Agree-disagree 35 Employees are protected from health and safety solves and work, processes and workers, provided and workers, providing high quality products and services.  49.9% 19.0% 30.9% 18.4% 0.0% 31.7% 31.7% 4 6 4 0 7 7 22 0 1  Agree-disagree 37 Payr disagree perform their jobs.  Agree-disagree 37 Payr disagree perform their jobs.  Agree-disagree 38 Employees are protected from health and safety solves and workers, providing high quality products and services.  49.9% 19.9% 30.9% 18.4% 0.0% 31.7% 31.7% 4 6 4 0 7 7 22 0 1  Agree-disagree 37 Payr disagree perform their jobs.  Agree-disagree 38 Employees are protected from health and safety solves and worker, providing high quality products and services.  49.9% 19.9% 32.9% 0.0% 27.5% 2.5% 4 6 5 0 6 2 1 0  Agree-disagree 38 Payr disagree perform their jobs.  Agree-disagree 39 Payr disagree perform their jobs.  Agree-disagree 30 May of the providing high quality products and services and worker, providing high quality products and services.  49.9% 19.9% 32.9% 0.0% 22.5% 0.0% 27.5% 27.5% 4 6 6 5 0 6 2 2	Agree-disagree	23	1 .												,		
Agree-disagree 25 Awards in my work unit depend on how well employees perform their jobs.  Agree-disagree 26 Employees in my work unit share job knowledge with each other.  Agree-disagree 27 The still level in my work unit has improved in the past year.  Agree-disagree 28 Show the action of the past year.  Agree-disagree 29 The still level in my work unit has improved in the past year.  Show the action of the past year.  Show the action of the past year.  Show the action of the past year.  Show the past year	Agree-disagree	24		24.8%	9.3%	15.6%	20.1%	20.5%	34.5%	55.1%	2	3	4	4	7	20	1
Employees perform their jobs.				33.2%	9.0%	24.2%	31.6%	5.5%	29.7%	35.2%	2	5	6	1	. 6	20	1
with each other.   71.5%   51.5%   20.1%   10.3%   0.0%   18.2%   11   4   2   0   4   21   0   0	Agree-disagree		employees perform their jobs.	47.1%	9.8%	37.3%	10.7%	10.6%	31.6%	42.2%	2	7	2	2	6	19	2
the past year.    Show and year   Show   Sho	Agree-disagree	26		71.5%	51.5%	20.1%	10.3%	0.0%	18.2%	18.2%	11	4	2	С	4	21	0
done by your work unit?   71.5%   67.1%   4.4%   14.6%   4.3%   9.6%   13.9%   14   1   3   1   2   21   N/A	Agree-disagree	27		51.0%	30.1%	21.0%	29.9%	0.0%	19.1%	19.1%	6	4	6	C	4	20	0
Agree-disagree 29 *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. 74.8% 70.1% 4.6% 15.2% 0.0% 10.0% 10.0% 14 1 3 0 0 2 20 1 1  Agree-disagree 30 Employees have a feeling of personal empowerment with respect to work processes. 49.9% 19.0% 30.9% 18.4% 0.0% 31.7% 31.7% 4 6 4 0 7 21 0  Agree-disagree 31 Employees are recognized for providing high quality products and services. 46.6% 25.9% 20.7% 19.2% 0.0% 34.2% 34.2% 5 4 4 0 7 20 1  Agree-disagree 32 Creativity and innovation are rewarded. 30.8% 15.6% 15.3% 30.0% 0.0% 39.2% 39.2% 3 3 3 6 0 8 20 0  Agree-disagree 33 Pay raises depend on how well employees perform their jobs. 14.3% 4.8% 9.5% 33.7% 9.8% 42.2% 52.0% 1 2 6 2 8 19 22  Agree-disagree 34 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). 49.3% 17.3% 32.0% 23.2% 0.0% 27.5% 27.5% 4 6 5 0 6 21 0  Agree-disagree 35 Employees are protected from health and safety hazards on the job. 73.0% 27.7% 45.3% 27.0% 0.0% 0.0% 0.0% 6 9 6 0 0 21 0  Agree-disagree 36 My organization has prepared employees for potential security threats.	Good-poor	28		71.5%	67.1%	4.4%	14.6%	4.3%	9.6%	13.9%	14	1	3	1	2	21	N/A
Agree-disagree 30 Employees have a feeling of personal empowerment with respect to work processes.  49.9% 19.0% 30.9% 18.4% 0.0% 31.7% 31.7% 4 6 4 0 7 21 0  Agree-disagree 31 Employees are recognized for providing high quality products and services.  46.6% 25.9% 20.7% 19.2% 0.0% 34.2% 34.2% 5 4 4 0 7 20 1  Agree-disagree 32 Creativity and innovation are rewarded.  Agree-disagree 33 Pay raises depend on how well employees perform their jobs.  48.8% 9.5% 33.7% 9.8% 42.2% 52.0% 1 2 6 2 8 19 2  Agree-disagree 34 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).  49.3% 17.3% 32.0% 23.2% 0.0% 27.5% 27.5% 4 6 5 0 6 21 0  Agree-disagree 35 Employees are protected from health and safety hazards on the job.  Agree-disagree 36 My organization has prepared employees for potential security threats.	Agree-disagree	29	and skills necessary to accomplish organizational									1	2		2		1
Agree-disagree 31 Employees are recognized for providing high quality products and services. 46.6% 25.9% 20.7% 19.2% 0.0% 34.2% 34.2% 5 4 4 0 7 7 20 1 Agree-disagree 32 Creativity and innovation are rewarded. 30.8% 15.6% 15.3% 30.0% 0.0% 39.2% 39.2% 3 3 6 0 8 20 0 Agree-disagree 33 Pay raises depend on how well employees perform their jobs. 14.3% 4.8% 9.5% 33.7% 9.8% 42.2% 52.0% 1 2 6 2 8 19 2 Agree-disagree 34 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). 49.3% 17.3% 32.0% 23.2% 0.0% 27.5% 27.5% 4 6 5 0 6 21 0 Agree-disagree 35 Employees are protected from health and safety hazards on the job. 73.0% 27.7% 45.3% 27.0% 0.0% 0.0% 0.0% 6 9 6 0 0 21 0 Agree-disagree 36 My organization has prepared employees for potential security threats.	Agree-disagree	30		74.8%	70.1%	4.0%	15.2%	0.0%	10.0%	10.0%	14	1	3	·	2	20	1
Quality products and services.   46.6%   25.9%   20.7%   19.2%   0.0%   34.2%   34.2%   5   4   4   0   7   20   1				49.9%	19.0%	30.9%	18.4%	0.0%	31.7%	31.7%	4	6	4	С	7	21	0
Agree-disagree   33   Pay raises depend on how well employees perform their jobs.   14.3%   4.8%   9.5%   33.7%   9.8%   42.2%   52.0%   1   2   6   2   8   19   2			quality products and services.	46.6%	25.9%	20.7%	19.2%	0.0%	34.2%	34.2%	5	4	4	С	7	20	1
perform their jobs.  14.3% 4.8% 9.5% 33.7% 9.8% 42.2% 52.0% 1 2 6 2 8 19 2  Agree-disagree 34 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).  49.3% 17.3% 32.0% 23.2% 0.0% 27.5% 27.5% 4 6 5 0 6 21 0  Agree-disagree 35 Employees are protected from health and safety hazards on the job.  Agree-disagree 36 My organization has prepared employees for potential security threats.	Agree-disagree	32	Creativity and innovation are rewarded.	30.8%	15.6%	15.3%	30.0%	0.0%	39.2%	39.2%	3	3	6	С	8	20	0
workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).  49.3% 17.3% 32.0% 23.2% 0.0% 27.5% 27.5% 4 6 5 0 6 21 0  Agree-disagree 35 Employees are protected from health and safety hazards on the job.  73.0% 27.7% 45.3% 27.0% 0.0% 0.0% 0.0% 6 9 6 0 0 21 0  Agree-disagree 36 My organization has prepared employees for potential security threats.	Agree-disagree	33		14.3%	4.8%	9.5%	33.7%	9.8%	42.2%	52.0%	1	2	6	2	8	19	2
Agree-disagree 35 Employees are protected from health and safety hazards on the job. 73.0% 27.7% 45.3% 27.0% 0.0% 0.0% 6 9 6 0 0 21 0 Agree-disagree 36 My organization has prepared employees for potential security threats.	Agree-disagree	34	workplace (for example, recruiting minorities and women, training in awareness of diversity														
hazards on the job.  Agree-disagree  36 My organization has prepared employees for potential security threats.  73.0% 27.7% 45.3% 27.0% 0.0% 0.0% 6 9 6 0 0 21 0				49.3%	17.3%	32.0%	23.2%	0.0%	27.5%	27.5%	4	6	5	С	6	21	0
potential security threats.			hazards on the job.	73.0%	27.7%	45.3%	27.0%	0.0%	0.0%	0.0%	6	9	6	С	0	21	0
68.6%     32.1%     36.5%     22.7%     8.7%     0.0%     8.7%     7     7     5     2     0     21     0	Agree-disagree	36															
				68.6%	32.1%	36.5%	22.7%	8.7%	0.0%	8.7%	7	7	5	2	0	21	0

Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	47.7%	19.3%	28.4%	15.3%	9.2%	27.8%	36.9%	4	5	3	2	6	20	1
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.	47.770	13.3%	20.4%	13.3%	3.276	27.876	30.3%	4	3	3	2	0	20	
			52.8%	29.6%	23.1%	20.9%	6.4%	19.9%	26.4%	6	4	4	1	4	19	2
Agree-disagree	39	My agency is successful at accomplishing its mission.	77.5%	44.2%	33.4%	8.7%	4.2%	9.6%	13.7%	9	7	2	1	2	21	0
Agree-disagree	40	*I recommend my organization as a good place to work.	49.9%	28.8%	21.1%	27.7%	8.5%	13.9%	22.4%	6	4	6	2	3	21	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.														
A di	42	M	32.7%	14.7%	18.0%	27.3%	4.6%	35.4%	40.0%	3	3	5	1	7	19	2
Agree-disagree		My supervisor supports my need to balance work and other life issues.	77.3%	64.3%	13.0%	8.8%	4.3%	9.6%	13.9%	13	3	2	1	2	21	0
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	ca aa/	<b>50</b> 60/	10.00			20.40/	22 72/							
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	62.9%	52.6%	10.3%	4.4%	4.3%	28.4%	32.7%	11	2	1	1	6	21	0
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	62.9%	48.3%	14.6%	4.4%	14.5%	18.2%	32.7%	10	3	1	3	4	21	0
		,	75.6%	59.2%	16.4%	9.8%	0.0%	14.6%	14.6%	11	3	2	0	3	19	2
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.														
Agree-disagree	47	Supervisors in my work unit support employee	62.9%	43.0%	19.8%	9.6%	10.2%	17.3%	27.5%	9	4	2	2	4	21	0
		development.	57.0%	42.8%	14.2%	16.1%	0.0%	26.9%	26.9%	9	3	3	0	6	21	0
Agree-disagree		My supervisor listens to what I have to say.	80.9%	49.5%	31.4%	0.0%	4.5%	14.5%	19.1%	10	6	0	1	3	20	N/A
Agree-disagree		My supervisor treats me with respect.	80.9%	59.5%	21.4%	4.5%	0.0%	14.5%	14.5%	12	4	1	0	3	20	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	c= 00/	45.00/	10.00/	0.00/	25.00/	0.40/	24.00/							21/4
Agree-disagree	51	I have trust and confidence in my supervisor.	65.8%	45.8%	19.9%	0.0%	25.2%	9.1%	34.2%	9	4	0	5	2	20	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.9%	48.3%	20.6%	6.4%	4.7%	20.0%	24.7%	9	4	1	1	4	19	N/A
			75.3%	47.2%	28.1%	4.7%	4.7%	15.2%	20.0%	9	5	1	1	3	19	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.			/-		.,.							-	-5	,
		WOI KIOI CE.	35.4%	10.4%	24.9%	16.5%	4.9%	43.3%	48.1%	2	4	3	1	8	18	1

Agree-disagree	54	My organization's senior leaders maintain high														
		standards of honesty and integrity.														
A di		Company is a second consultation of the consultation of	54.7%	19.4%	35.3%	16.0%	4.6%	24.7%	29.3%	4	6	3	1	5	19	0
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	52.22/	22 72/	20.50/	44.00/	2 22/	4.5.00/	25.00/		_				4.0	
Agree-disagree	56	*Managers communicate the goals of the	63.2%	32.7%	30.5%	11.0%	9.8%	16.0%	25.8%	6	5	2	2	3	18	1
Agi ee-uisagi ee	30	organization.	59.5%	24.7%	34.8%	0.0%	20.5%	20.0%	40 50/	5	6	0	4	4	10	0
Agree-disagree	57	Managers review and evaluate the organization's		24.7%	34.8%	0.0%	20.5%	20.0%	40.5%	5	В	U	4	4	19	
rigi de disagi de	"	progress toward meeting its goals and														
		objectives.	56.5%	15.1%	41.4%	6.0%	11.7%	25.8%	37.5%	3	7	1	2	5	18	1
Agree-disagree	58	Managers promote communication among	30.370	13.170	41.470	0.070	11.770	23.070	37.370	3		-			10	
		different work units (for example, about														
		projects, goals, needed resources).														
			40.5%	5.1%	35.4%	6.1%	22.1%	31.3%	53.4%	1	6	1	4	6	18	1
Agree-disagree	59	Managers support collaboration across work														
		units to accomplish work objectives.														
			42.1%	20.1%	22.0%	6.4%	17.6%	33.9%	51.5%	4	4	1	3	7	19	0
Good-poor	60	Overall, how good a job do you feel is being														
		done by the manager directly above your immediate supervisor?														
		· ·	54.3%	30.0%	24.3%	24.0%	0.0%	21.6%	21.6%	4	3	3	0	3	13	4
Agree-disagree	61	I have a high level of respect for my														
		organization's senior leaders.	42.8%	14.5%	28.3%	18.6%	9.3%	29.3%	38.6%	3	5	3	2	6	19	0
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.														
Satisfied-	63	*How satisfied are you with your involvement in	45.2%	26.0%	19.3%	31.2%	9.3%	14.2%	23.6%	5	3	6	2	3	19	0
dissatisfied	03	decisions that affect your work?														
		,	48.2%	26.5%	21.7%	6.4%	30.1%	15.2%	45.4%	5	4		6	2	19	NI/A
Satisfied-	64	*How satisfied are you with the information you	46.2%	20.5%	21.7%	0.4%	30.1%	15.2%	45.4%	3	4	1	0	3	19	N/A
dissatisfied		receive from management on what's going on in your organization?														
			36.2%	20.2%	16.0%	18.6%	25.4%	19.8%	45.2%	4	3	3	5	4	19	N/A
Satisfied- dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?														
			54.6%	33.8%	20.8%	15.9%	14.2%	15.2%	29.5%	6	4	3	3	3	19	N/A
Satisfied- dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?														
			33.1%	15.5%	17.6%	10.6%	25.4%	31.0%	56.4%	3	3	2	5	6	19	N/A
Satisfied- dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?														
			37.2%	26.6%	10.6%	22.3%	21.5%	19.0%	40.5%	5	2	4	4	4	19	N/A
Satisfied-	68	How satisfied are you with the training you														
dissatisfied		receive for your present job?														
			48.9%	27.9%	21.0%	20.8%	11.3%	19.0%	30.3%	5	4	4	2	4	19	N/A
Satisfied- dissatisfied	69	*Considering everything, how satisfied are you with your job?														
			64.1%	34.1%	30.0%	4.7%	11.2%	20.0%	31.2%	6	6	1	2	4	19	N/A

Satisfied- dissatisfied		Considering everything, how satisfied are you with your pay?														
			58.7%	27.4%	31.3%	4.7%	31.8%	4.7%	36.6%	5	6	1	6	1	19	N/A
Satisfied-	71	*Considering everything, how satisfied are you														
dissatisfied		with your organization?														
			50.1%	32.4%	17.7%	0.0%	34.7%	15.2%	49.9%	6	3	0	7	3	19	N/A

<sup>\*</sup> AES prescribed items as of 2017 (5 CFR Part 250, Subpart C

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

<sup>\*\*</sup> Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

#### Work Life-Telework

72. Please select the response below that BEST describes your current teleworking schedule.	N	%	
I telework very infrequently, on an unscheduled or short-term basis	0	0.0%	
I telework, but only about 1 or 2 days per month	0	0.0%	
I telework 1 or 2 days per week	15	78.3%	
I telework 3 or 4 days per week	0	0.0%	
I telework every work day	0	0.0%	
I do not telework because I have to be physically present on the job	0	0.0%	
I do not telework because of technical issues that prevent me from teleworking	0	0.0%	
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	3	15.2%	
I do not telework because I choose not to telework	1	6.4%	
Total	19	100.0%	
73. How satisfied are you with the following Work/Life programs in your agency? Telework	N	Satisfaction %	All Response Options %
Very Satisfied	4	27.4%	21.1%
Satisfied	6	37.9%	31.6%
Neither Satisfied nor Dissatisfied	2	15.3%	10.5%
Dissatisfied	1	6.0%	5.3%
Very Dissatisfied	2	13.4%	10.5%
Item Response Total	15	100.0%	78.9%
I choose not to participate in these programs	1		5.3%
These programs are not available to me	3		15.8%
I am unaware of these programs	0		0.0%
Total	19	100.0%	100.0%
74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules	N	Satisfaction %	All Response Options %
Very Satisfied	3	45.8%	15.8%
Satisfied	2	26.8%	10.5%
Neither Satisfied nor Dissatisfied	1	13.7%	5.3%
Dissatisfied	0	0.0%	0.0%
Very Dissatisfied	1	13.7%	5.3%
Item Response Total	7	100.0%	36.8%
I choose not to participate in these programs	6		31.6%
These programs are not available to me	5		26.3%
I am unaware of these programs	1		5.3%
Total	19	100.0%	100.0%
75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	N	Satisfaction %	All Response Options %
Very Satisfied	7	40.8%	36.8%
Satisfied	5	29.6%	26.3%
Neither Satisfied nor Dissatisfied	4	23.1%	21.1%
Dissatisfied	0	0.0%	0.0%
		2.2/0	3.070

#### Work Life-Telework

Very Dissatisfied	1	6.5%	5.3%
Item Response Total	17	100.0%	89.5%
I choose not to participate in these programs	1		5.3%
These programs are not available to me	0		0.0%
I am unaware of these programs	1		5.3%
Total	19	100.0%	100.0%
6. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program	N	Satisfaction %	All Response Options %
Very Satisfied	1	9.2%	5.3%
Satisfied	3	30.9%	15.8%
Neither Satisfied nor Dissatisfied	6	60.0%	31.6%
Dissatisfied	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%
Item Response Total	10	100.0%	52.6%
I choose not to participate in these programs	4		21.1%
These programs are not available to me	0		0.0%
I am unaware of these programs	5		26.3%
Total	19	100.0%	100.0%
7. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs	N	Satisfaction %	All Response Options %
Very Satisfied	1	21.4%	5.39
Satisfied	1	29.0%	5.3%
Neither Satisfied nor Dissatisfied	2	49.6%	10.5%
Dissatisfied	0	0.0%	0.09
Very Dissatisfied	0	0.0%	0.09
Item Response Total	4	100.0%	21.19
I choose not to participate in these programs	2		10.5%
These programs are not available to me	4		21.19
I am unaware of these programs	9		47.49
Total	19	100.0%	100.0%
8. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs	N	Satisfaction %	All Response Options %
Very Satisfied	1	21.4%	5.3%
Satisfied	1	29.0%	5.3%
Neither Satisfied nor Dissatisfied	2	49.6%	10.5%
Dissatisfied	0	0.0%	0.09
Very Dissatisfied	0	0.0%	0.09
Item Response Total	4	100.0%	21.19
I choose not to participate in these programs	2		10.59
These programs are not available to me	3		15.8%

Total	19	100.0%	100.0%
Percentages are weighted to represent the Agency's population.			
Percentages for demographic questions are unweighted.			

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	2018	1	*I am given a real opportunity to improve my skills in my organization.	64.3%	14.1%	21.6%	21	N/A
Agree-disagree	2018	2	I have enough information to do my job well.	67.2%	18.3%	14.5%	21	N/A
Agree-disagree	2018	3	I feel encouraged to come up with new and better ways of doing things.	49.0%	18.3%	32.7%	21	N/A
Agree-disagree	2018	4	My work gives me a feeling of personal accomplishment.	68.0%	23.3%	8.7%	21	N/A
Agree-disagree	2018	5	I like the kind of work I do.	82.6%	13.0%	4.3%	21	N/A
Agree-disagree	2018	6	I know what is expected of me on the job.	75.9%	8.7%	15.4%	21	N/A
Agree-disagree	2018	7	When needed I am willing to put in the extra effort to get a job done.	91.3%	4.4%	4.3%	21	N/A
Agree-disagree	2018	8	I am constantly looking for ways to do my job better.	77.4%	8.7%	13.9%	21	N/A
Agree-disagree	2018	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	47.2%	14.8%	38.0%	21	0
Agree-disagree	2018	10	*My workload is reasonable.	61.8%	13.9%	24.2%	20	0
Agree-disagree	2018	11	*My talents are used well in the workplace.	58.7%	18.8%	22.5%	21	0
Agree-disagree	2018	12	*I know how my work relates to the agency's goals.	68.0%	18.1%	13.9%	21	0
Agree-disagree	2018	13	The work I do is important.	87.0%	13.0%	0.0%	21	0
Agree-disagree	2018		Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.6%	22.5%	5.9%	21	0
Agree-disagree	2018	15	My performance appraisal is a fair reflection of my performance.	75.2%	10.3%	14.5%	21	0
Agree-disagree	2018	16	I am held accountable for achieving results.	76.8%	8.7%	14.5%	21	0
Agree-disagree	2018	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.9%	13.1%	37.0%	21	0
Agree-disagree	2018	18	My training needs are assessed.	57.2%	14.4%	28.4%	21	0
Agree-disagree	2018		In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	70.0%	15.5%	14.5%	21	0
Agree-disagree	2018	20	*The people I work with cooperate to get the job done.	67.4%	4.4%	28.3%	21	N/A
Agree-disagree	2018		My work unit is able to recruit people with the right skills.	44.9%	14.0%	41.1%	21	0
Agree-disagree	2018		Promotions in my work unit are based on merit.	48.4%	14.7%	36.9%	21	0
Agree-disagree	2018	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	24.8%	20.1%	55.1%	20	1
Agree-disagree	2018	24	*In my work unit, differences in performance are recognized in a meaningful way.	33.2%	31.6%	35.2%	20	1
Agree-disagree	2018	25	Awards in my work unit depend on how well employees perform their jobs.	47.1%	10.7%	42.2%	19	2
Agree-disagree	2018	26	Employees in my work unit share job knowledge with each other.	71.5%	10.3%	18.2%	21	0
Agree-disagree	2018	27	The skill level in my work unit has improved in the past year.	51.0%	29.9%	19.1%	20	0
Good-poor	2018		How would you rate the overall quality of work done by your work unit?	71.5%	14.6%	13.9%	21	N/A
Agree-disagree	2018	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
				74.8%	15.2%	10.0%	20	1

Agree-disagree	2018	30	Employees have a feeling of personal empowerment with respect to work processes.	49.9%	18.4%	31.7%	21	0
Agree-disagree	2018	31	Employees are recognized for providing high quality products and services.	46.6%	19.2%	34.2%	20	1
Agree-disagree	2018	32	Creativity and innovation are rewarded.	30.8%	30.0%	39.2%	20	0
Agree-disagree	2018	33	Pay raises depend on how well employees perform their jobs.	14.3%	33.7%	52.0%	19	2
Agree-disagree	2018	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in	14.570	33.770	32.070	19	
gree mengree			awareness of diversity issues, mentoring).	49.3%	23.2%	27.5%	21	0
Agree-disagree	2018	35	Employees are protected from health and safety hazards on the job.	73.0%	27.0%	0.0%	21	0
Agree-disagree	2018		My organization has prepared employees for potential security threats.	68.6%	22.7%	8.7%	21	0
Agree-disagree	2018		Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	00.070	22.770	0.770	21	
			, , ,	47.7%	15.3%	36.9%	20	1
Agree-disagree	2018	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a	47.770	15.570	30.570	20	
, ig. ee albag. ee	2010	30	person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.					
				F2 00/	20.0%	26 40/	10	2
Agree-disagree	2018	39	My agency is successful at accomplishing its mission.	52.8% 77.5%	20.9% 8.7%	26.4% 13.7%	19 21	2
Agree-disagree	2018	40	*I recommend my organization as a good place to work.	49.9%	27.7%	22.4%	21	NI / A
Agree-disagree	2018	41	*I believe the results of this survey will be used to make my agency a better place to work.	32.7%	27.7%	40.0%	19	N/A
Agree-disagree	2018	42	My supervisor supports my need to balance work and other life issues.	77.3%	8.8%	13.9%	21	0
Agree-disagree	2018	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	62.9%	4.4%	32.7%	21	0
Agree-disagree	2018	44	Discussions with my supervisor about my performance are worthwhile.	62.9%	4.4%	32.7%	21	0
Agree-disagree	2018	45	My supervisor is committed to a workforce representative of all segments of society.	75.6%	9.8%	14.6%	19	2
Agree-disagree	2018	46	My supervisor provides me with constructive suggestions to improve my job performance.	62.9%	9.6%	27.5%	21	0
Agree-disagree	2018	47	Supervisors in my work unit support employee development.	57.0%	16.1%	26.9%	21	0
Agree-disagree	2018	48	My supervisor listens to what I have to say.	80.9%	0.0%	19.1%	20	N/A
Agree-disagree	2018	49	My supervisor treats me with respect.	80.9%	4.5%	14.5%	20	N/A
Agree-disagree	2018	50	In the last six months, my supervisor has talked with me about my performance.	65.8%	0.0%	34.2%	20	N/A
Agree-disagree	2018	51	I have trust and confidence in my supervisor.	68.9%	6.4%	24.7%	19	N/A
Good-poor	2018	52	Overall, how good a job do you feel is being done by your immediate supervisor?	75.3%	4.7%	20.0%	19	N/A
Agree-disagree	2018	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.		,.			,
				35.4%	16.5%	48.1%	18	1
Agree-disagree	2018	54	My organization's senior leaders maintain high standards of honesty and integrity.	54.7%	16.0%	29.3%	19	0
Agree-disagree	2018	55	Supervisors work well with employees of different backgrounds.	63.2%	11.0%	25.8%	18	1
Agree-disagree	2018	56	*Managers communicate the goals of the organization.	59.5%	0.0%	40.5%	19	0
Agree-disagree	2018	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.					
				56.5%	6.0%	37.5%	18	1
Agree-disagree	2018	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
				40.5%	6.1%	53.4%	18	1
Agree-disagree	2018	59	Managers support collaboration across work units to accomplish work objectives.	42.1%	6.4%	51.5%	19	0
Good-poor	2018	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	,3	2,2			
				54.3%	24.0%	21.6%	13	4
Agree-disagree	2018	61	I have a high level of respect for my organization's senior leaders.	42.8%	18.6%	38.6%	19	0
Agree-disagree	2018		Senior leaders demonstrate support for Work/Life programs.	45.2%	31.2%	23.6%	19	0
J J			1	13.273	31.2/0	23.070		

Satisfied- dissatisfied	2018	63	*How satisfied are you with your involvement in decisions that affect your work?					
				48.2%	6.4%	45.4%	19	N/A
Satisfied-	2018	64	*How satisfied are you with the information you receive from management on what's going on in your organization?					
dissatisfied				36.2%	18.6%	45.2%	19	N/A
Satisfied-	2018	65	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				54.6%	15.9%	29.5%	19	N/A
Satisfied-	2018	66	How satisfied are you with the policies and practices of your senior leaders?					
dissatisfied				33.1%	10.6%	56.4%	19	N/A
Satisfied-	2018	67	How satisfied are you with your opportunity to get a better job in your organization?					
dissatisfied				37.2%	22.3%	40.5%	19	N/A
Satisfied-	2018	68	How satisfied are you with the training you receive for your present job?					
dissatisfied				48.9%	20.8%	30.3%	19	N/A
Satisfied-	2018	69	*Considering everything, how satisfied are you with your job?					
dissatisfied				64.1%	4.7%	31.2%	19	N/A
Satisfied-	2018	70	Considering everything, how satisfied are you with your pay?					
dissatisfied				58.7%	4.7%	36.6%	19	N/A
Satisfied-	2018	71	*Considering everything, how satisfied are you with your organization?					,
dissatisfied				50.1%	0.0%	49.9%	19	N/A
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	70.8%	4.3%	24.8%	20	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	58.1%	10.7%	31.2%	20	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	55.5%	20.4%	24.2%	20	N/A
Agree-disagree	2017		My work gives me a feeling of personal accomplishment.	65.6%	18.6%	15.8%	20	N/A
Agree-disagree	2017	5	I like the kind of work I do.	84.9%	9.8%	5.3%	20	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	84.0%	10.7%	5.3%	20	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	83.1%	16.9%	0.0%	19	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	94.7%	5.3%	0.0%	20	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	50.6%	4.6%	44.8%	20	0
Agree-disagree	2017	10	*My workload is reasonable.	68.6%	5.3%	26.1%	20	0
Agree-disagree	2017	11	*My talents are used well in the workplace.	59.9%	9.9%	30.2%	20	0
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	84.2%	5.3%	10.6%	20	0
Agree-disagree	2017	13	The work I do is important.	94.7%	0.0%	5.3%	20	0
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to			0.071		
			perform their jobs well.	94.7%	5.3%	0.0%	20	0
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	79.6%	0.0%	20.4%	20	0
Agree-disagree	2017		I am held accountable for achieving results.	84.8%	4.6%	10.6%	20	0
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	60.3%	5.3%	34.4%	20	0
Agree-disagree	2017		My training needs are assessed.	59.8%	10.7%	29.4%	20	0
Agree-disagree	2017		In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for	33.070	10.770	23.470	20	
			example, Fully Successful, Outstanding).	88.8%	0.0%	11.2%	19	1
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	64.3%	4.6%	31.1%	20	N/A
Agree-disagree	2017		My work unit is able to recruit people with the right skills.	49.1%	15.0%	35.8%	19	1
3. 22 2.348. 00			/	73.1/0	13.070	33.070	13	1

Agree-disagree	2017	22	Promotions in my work unit are based on merit.	42.4%	15.5%	42.1%	19	1
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.1%	11.3%	55.6%	18	2
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	40.9%	14.5%	44.5%	20	0
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	44.8%	5.3%	50.0%	20	0
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	69.7%	5.3%	25.0%	20	0
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	66.1%	14.2%	19.7%	20	0
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	85.6%	14.4%	0.0%	20	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	64.4%	9.9%	25.7%	20	0
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	52.3%	16.0%	31.7%	19	1
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	60.1%	10.1%	29.8%	20	0
Agree-disagree	2017	32	Creativity and innovation are rewarded.	55.5%	4.6%	39.9%	20	0
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	25.5%	16.0%	58.5%	19	1
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).	65.6%	4.6%	29.8%	20	0
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	79.5%	15.8%	4.6%	20	0
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	74.8%	10.2%	15.0%	19	0
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	61.5%	16.6%	21.8%	18	1
Agree-disagree	2017	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	0.070				_
			employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.	72.9%	10.3%	16.7%	19	1
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	89.8%	4.6%	5.6%	19	1
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	65.4%	15.1%	19.5%	20	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.	34.4%	31.0%	34.6%	20	0
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	79.5%	9.9%	10.6%	20	0
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	60.8%	14.5%	24.7%	20	0
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	72.6%	10.5%	16.9%	19	0
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	73.3%	10.1%	16.6%	19	1
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	69.1%	9.6%	21.3%	20	0
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	65.6%	9.9%	24.5%	20	0
Agree-disagree	2017	48	My supervisor listens to what I have to say.	79.8%	4.3%	15.9%	20	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	84.1%	5.3%	10.6%	20	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	79.3%	0.0%	20.7%	20	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	69.9%	9.9%	20.2%	20	N/A
Good-poor	2017		Overall, how good a job do you feel is being done by your immediate supervisor?	69.7%	14.4%	15.9%	20	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the	031770	2 , o	20.570		,,,,
			workforce.	44.9%	20.4%	34.6%	20	٥
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	66.0%	11.8%	22.2%	18	2
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	88.3%	0.0%	11.7%	18	1
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	60.1%	9.9%	30.0%	20	0
3. 22 2000.00				00.170	3.370	30.070	20	U

Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.40/	4.5.00/	24 20/	10	
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects,	62.1%	16.8%	21.2%	19	1
Agree-uisagree	2017	36	goals, needed resources).	F0 20/	40.50/	20.20/	20	
A avec dispares	2017	F0		59.2%	10.5%	30.3%	20	0
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	59.2%	10.5%	30.3%	20	0
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
			· · · · · · · · · · · · · · · · · · ·	64.4%	15.1%	20.5%	20	0
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	65.3%	9.3%	25.5%	20	0
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	62.9%	10.4%	26.7%	19	1
Satisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied				50.2%	19.8%	30.0%	20	N/A
Satisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on					
-dissatisfied			in your organization?	55.5%	5.3%	39.2%	20	N/A
Satisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?					
-dissatisfied				53.3%	21.6%	25.0%	19	N/A
Satisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied				49.6%	15.2%	35.3%	20	N/A
Satisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?					,
-dissatisfied				46.9%	15.9%	37.2%	19	N/A
Satisfied	2017	68	How satisfied are you with the training you receive for your present job?	40.570	13.570	37.270	13	14/74
-dissatisfied			,	EE E0/	E 20/	39.2%	20	NI/A
Satisfied	2017	69	*Considering everything, how satisfied are you with your job?	55.5%	5.3%	39.270	20	N/A
-dissatisfied	2017	03	Considering everything, now satisfied are you with your job:	70.00/	42.20/	45.00/	20	21/2
Satisfied	2017	70	Considering everything, how satisfied are you with your pay?	70.8%	13.3%	15.9%	20	N/A
-dissatisfied	2017	70	Considering everything, now satisfied are you with your pay?					
	2047			48.3%	10.6%	41.2%	20	N/A
Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?					
				65.4%	14.4%	20.2%	20	N/A
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	53.2%	23.1%	23.7%	28	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	61.0%	20.4%	18.6%	26	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	42.8%	25.0%	32.2%	27	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	60.7%	22.7%	16.6%	26	N/A
Agree-disagree	2016	5	I like the kind of work I do.	84.2%	7.2%	8.6%	28	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	71.4%	16.4%	12.3%	26	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	91.5%	4.5%	4.0%	27	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	83.9%	11.7%	4.4%	27	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	49.6%	22.1%	28.3%	28	0
Agree-disagree	2016	10	*My workload is reasonable.	56.7%	16.1%	27.2%	27	0
Agree-disagree	2016	11	*My talents are used well in the workplace.	50.7%	24.8%	24.6%	26	1
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	80.1%	8.6%	11.4%	28	0
Agree-disagree	2016	13	The work I do is important.	88.6%	4.3%	7.1%	28	0
				22,070	,			ŭ

Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
			allow employees to perform their jobs well.	85.1%	10.7%	4.2%	28	0
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	69.1%	11.0%	19.8%	28	0
Agree-disagree	2016	16	I am held accountable for achieving results.	68.7%	14.2%	17.0%	28	0
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.9%	4.5%	38.6%	27	1
Agree-disagree	2016	18	My training needs are assessed.	46.9%	13.8%	39.3%	28	0
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).	71.2%	13.7%	15.2%	28	0
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	58.6%	19.3%	22.1%	28	N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	54.1%	19.8%	26.0%	27	1
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	35.2%	8.1%	56.6%	27	1
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.2%	25.2%	40.6%	26	2
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	37.5%	16.9%	45.7%	27	1
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	48.9%	14.1%	37.0%	26	1
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	63.9%	11.6%	24.4%	28	0
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	51.1%	22.1%	26.8%	27	1
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	80.0%	12.8%	7.1%	28	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	54.8%	26.7%	18.5%	28	0
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	46.7%	18.1%	35.2%	27	1
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	57.9%	10.6%	31.5%	27	1
Agree-disagree	2016	32	Creativity and innovation are rewarded.	45.1%	19.0%	35.9%	28	0
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	36.6%	18.8%	44.5%	27	1
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).	57.8%	20.2%	22.0%	25	2
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	75.8%	21.4%	2.9%	27	1
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	76.2%	19.6%	4.3%	28	0
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	53.7%	17.6%	28.7%	27	1
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.	61.8%	8.6%	29.5%	26	2
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	67.8%	16.2%	16.1%	27	1
Agree-disagree	2016		*I recommend my organization as a good place to work.	56.2%	17.9%	25.9%	28	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.	26.6%	33.8%	39.6%	23	5
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	76.9%	11.5%	11.6%	27	1
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	45.5%	24.3%	30.2%	28	0
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	48.3%	27.6%	24.1%	28	0
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	61.4%	20.5%	18.1%	26	2
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	54.0%	25.5%	20.5%	27	1
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	59.0%	11.7%	29.2%	28	0
Agree-disagree	2016		My supervisor listens to what I have to say.	84.8%	8.1%	7.1%	28	N/A
g. cc aagi cc	1 -010		,	04.0/0	0.1/0	7.1/0	20	IN/A

Agree-disagree 2016 50 In the last six months, my supervisor has talked with me about my performance. 68.7% 11.7% 19.6% 28 N/A Agree-disagree 2016 51 I have trust and confidence in my supervisor. 60.5% 11.5% 27.9% 28 N/A Good-poor 2016 52 Overall, how good a job do you feel is being done by your immediate supervisor? 69.8% 10.3% 20.0% 28 N/A Agree-disagree 2016 53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 99.4% 14.1% 46.6% 28 0 Agree-disagree 2016 54 My organization's senior leaders maintain high standards of honesty and integrity. 56.6% 11.5% 31.9% 27 1 Agree-disagree 2016 55 Supervisors work well with employees of different backgrounds. 53.3% 20.1% 26.6% 25 3 3 Agree-disagree 2016 56 "Managers communicate the goals and priorities of the organization. 46.5% 23.2% 30.3% 27 1 Agree-disagree 2016 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 91.5% Managers review and evaluate the organization's progress toward meeting its goals and objectives. 92.5% Managers promote communication among different work units (for example, about projects, goals, needed resources). 93.6% 42.4% 28 0 Agree-disagree 2016 59 Managers support collaboration across work units to accomplish work objectives. 93.87% 17.0% 44.3% 27 1 1 Good-poor 2016 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 93.0% 22.0% 25.0% 27 1 Agree-disagree 2016 61 I have a high level of respect for my organization's senior leaders. 92.0% 25.0% 27 1 Agree-disagree 2016 63 **How satisfied are you with your involvement in decisions that affect your work? 41.5% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3% 28.0% 20.7% 41.3									
Agree diagrage         2015         11   Now Errust and conflictnet in my supervisor.         88.5 Mode         11.5%         22.8 Mode         NA           Agree-disagree         2015         50         Control Incompany (a) on the properties of the organization and commitment in the workforce.         39.4%         11.5%         28.0 Mode         NA           Agree-disagree         2015         53         Mode on the position of the position of the position of the department that of the position of the organization.         55.8 Mode         11.5%         28.0 Mode         28.0 Mode         27.7 Incompany (a) organization of the position of the organization.         45.5%         22.0 Mode         20.0 Mode         27.7 Incompany (a) organization organization.         45.5%         22.0 Mode         20.0 Mode         22.2 Mode	Agree-disagree	2016	49	My supervisor treats me with respect.	76.9%	14.5%	8.6%	28	N/A
Concision of the Conc	Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	68.7%	11.7%	19.6%	28	N/A
Agree disagree   2016   54   My organization's senior leaders generate high levels of motivation and commitment in the work for the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the projects of the commitment in the work with the project of the commitment in the work with the project of the commitment in the work with the project of the	Agree-disagree	2016	51	I have trust and confidence in my supervisor.	60.5%	11.5%	27.9%	28	N/A
Agree disagree   2016   54   Morganization's senior leaders maintain high standards of honesty and integrity.   56.6%   11.5%   31.9%   27   3.1	Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	69.8%	10.3%	20.0%	28	N/A
Agree-disagree 2016 54 Wy organization's senior leaders maintain high standards of honesty and integrity. 36.0% 11.5% 3.0.0% 2.6 % 2.7 1 1 Agree-disagree 2016 55 Supervisors work well with employees of different backgrounds. 33.3% 20.1% 26.6% 25 3 3.4	Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the					
Agree-disagree 2016 55 "Managers communicate the goals and priorities of the organization." 40,5% 22.2% 30.3% 27 1 Agree-disagree 2016 56 "Managers communicate the goals and priorities of the organization." 40,5% 22.2% 30.3% 27 1 Agree-disagree 2016 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 41,1% 30.1% 28.8% 26 2 Agree-disagree 2016 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 38.0% 19.6% 42.4% 28 0.0 Agree-disagree 2016 59 Managers support collaboration across work units to accomplish work objectives. 38.7% 17.0% 43.3% 27 1.1 Agree-disagree 2016 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 53.0% 22.0% 25.0% 27 1.1 Agree-disagree 2016 61 Is alwae a high level of respect for my organization's senior leaders. 53.9% 17.7% 30.3% 28.8 0.0 Agree-disagree 2016 62 Senior leaders demonstrate support for Work/Life programs. 60.4% 21.3% 18.4% 24 3.3 Statisfied 2016 63 *How satisfied are you with your involvement in decisions that affect your work? dissatisfied in your organization? 40.8% 10.9% 48.3% 28 N/A Statisfied 2016 64 *How satisfied are you with the information you receive from management on what's going on in your organization? 40.8% 10.9% 48.3% 28 N/A Statisfied 2016 65 *How satisfied are you with the policies and practices of your senior leaders? 40.8% 10.9% 48.3% 28 N/A Statisfied 2016 66 How satisfied are you with the training your receive for doing a good job? 40.8% 10.9% 48.3% 28 N/A Statisfied 2016 67 How satisfied are you with the training your receive for your present job? 40.8% 10.9% 48.3% 24.4% 27.3% 28 N/A Statisfied 2016 67 How satisfied are you with the training your receive for your present job? 40.8% 10.9% 48.3% 24.4% 27.3% 28 N/A Statisfied 2016 70 Considering everything, how satisfied are you with your inport or your present job? 40.8% 10.9% 48.3% 24.4% 27.3% 28 N/A Statisfied 2016 71 *Considering everyt				workforce.	39.4%	14.1%	46.6%	28	0
Agree disagree   2016   55   **Managers communicate the goals and priorities of the organization:	Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	56.6%	11.5%	31.9%	27	1
Agree-disagree 2016 5 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 41.1% 30.1% 28.8% 26 2 2 Agree-disagree 2016 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 38.0% 19.6% 42.4% 28 0 0 Agree-disagree 2016 59 Managers support collaboration across work units to accomplish work objectives. 38.7% 17.0% 44.3% 27 1 1 Good-poor 2016 60 Overall, how good a job do you feel is being done by the manager directly above your mimediate supervisor? 53.0% 22.0% 25.0% 27 1 Agree-disagree 2016 51 I have a high level of respect for my organization's senior leaders. 51.9% 17.7% 30.3% 28 0 0 Agree disagree 2016 52 Senior leaders demonstrate support for Work/Life programs. 60.4% 21.3% 18.4% 24 3 3 3 4 2 4 4 3 3 3 4 4 5 4 4 4 4 4 4 4 4 4 4 4 4	Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	53.3%	20.1%	26.6%	25	3
Agree-disagree 2016 58 Managers promote communication among different work units (for example, about projects, goals, needed resources).  Agree-disagree 2016 59 Managers support collaboration across work units to accomplish work objectives.  38.7% 17.0% 42.4% 22.8 0 Agree-disagree 2016 59 Managers support collaboration across work units to accomplish work objectives.  38.7% 17.0% 44.3% 27 1 Good-poor 2016 60 Overall, how good a ligh do you feel is being done by the manager directly above your immediate supervisor?  53.0% 22.0% 25.0% 27 1 Agree-disagree 2016 61 I have a high level of respect for my organization's senior leaders.  51.9% 17.7% 30.3% 28 0 Agree-disagree 2016 62 Senior leaders demonstrate support for Work/Life programs.  60.4% 21.3% 18.4% 24 33 Satisfied 2016 63 "How satisfied are you with the information you receive from management on what's going on in your organization?  40.8% 10.9% 48.3% 28 N/A Satisfied 2016 65 "How satisfied are you with the recognition you receive for doing a good job?  40.8% 10.9% 48.3% 28 N/A Satisfied 2016 66 How satisfied are you with the policies and practices of your senior leaders?  41.1% 14.3% 11.5% 28 N/A Satisfied 2016 66 How satisfied are you with the programination?  42.1% 14.3% 41.5% 28 N/A Satisfied 2016 67 How satisfied are you with the program and practices of your senior leaders?  43.5% 33.5% 11.6% 28 N/A Satisfied 2016 68 How satisfied are you with the program and practices of your senior leaders?  44.1% 14.3% 15.5% 28 N/A Satisfied 2016 68 How satisfied are you with the training your receive for doing a good job?  53.4% 33.0% 13.6% 28 N/A Satisfied 2016 67 How satisfied are you with the program and practices of your senior leaders?  45.1% 14.3% 15.5% 15.5% 15.5% 15.0% N/A Satisfied 2016 67 How satisfied are you with the training your receive for your present job?  53.4% 33.0% 13.6% 28 N/A Satisfied 2016 67 How satisfied are you with your organization?  53.4% 33.0% 13.6% 28 N/A Satisfied 2016 69 "Considering everything, how satisfied are you with your organi	Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	46.5%	23.2%	30.3%	27	1
Agree-disagree 2016 58 Managers promote communication among different work units (for example, about projects, goals, needed resources).  Agree-disagree 2016 59 Managers promote communication among different work units (for example, about projects, goals, needed resources).  Agree-disagree 2016 59 Managers support collaboration across work units to accomplish work objectives.  Agree-disagree 2016 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?  Agree-disagree 2016 61 Agree disagree 2016 62 Senior leaders demonstrate support for Work/Life programs.  Agree-disagree 2016 62 Senior leaders demonstrate support for Work/Life programs.  Agree-disagree 2016 63 **How satisfied are you with the information you receive from management on what's going on individual of the satisfied of the work of the satisfied are you with the policies and practices of your senior leaders?  Adissatisfied 2016 66 **How satisfied are you with the policies and practices of your senior leaders?  Adissatisfied 2016 67 **How satisfied are you with the projection of the satisfied are you with the training you receive for your present job?  Agree-disastified 2016 69 **Considering everything, how satisfied are you with your pap?  Agree disastified 2016 69 **Considering everything, how satisfied are you with your organization?  Agree-disaster 2015 1 **I am given a real opportunity to improve my skills in my organization.  Agree-disaster 2015 1 **I am given a real opportunity to improve my skills in my organization.  Agree-disaster 2015 1 **I am given a real opportunity to improve my skills in my organization.  Agree-disagree 2015 1 **I am given a real opportunity to improve my sk	Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and					
Agree-disagree   2016   58   Sample   2016   58   Sample   2016   59   Sample   2016   50				objectives.	41.1%	30.1%	28.8%	26	2
Agree-disagree 2016 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 50 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 50 S3.0% 22.0% 25.0% 27 1 Agree-disagree 2016 61 I have a high level of respect for my organization's senior leaders. 51.9% 17.7% 30.3% 28 0 Agree-disagree 2016 62 Senior leaders demonstrate support for Work/Life programs. 60.4% 21.3% 18.4% 24 3 3 Statisfied 2016 63 **How satisfied are you with the information to decisions that affect your work? 41.3% 28 N/A Statisfied 2016 64 **How satisfied are you with the information you receive for management on what's going on in your organization? 40.8% 10.9% 48.3% 28 N/A Statisfied 2016 65 **How satisfied are you with the recognition you receive for doing a good job? 41.3% 41.5% 28 N/A Statisfied 2016 66 **How satisfied are you with the policies and practices of your senior leaders? 41.3% 41.5% 28 N/A Statisfied 2016 67 How satisfied are you with the policies and practices of your senior leaders? 41.3% 41.5% 28 N/A Statisfied 2016 67 How satisfied are you with the policies and practices of your senior leaders? 41.3% 41.5% 28 N/A Statisfied 2016 68 How satisfied are you with the policies and practices of your senior leaders? 41.3% 41.5% 28 N/A Statisfied 2016 69 **Considering everything, how satisfied are you with your opportunity to get a better job in your organization? 41.3% 41.5% 28 N/A Statisfied 2016 69 **Considering everything, how satisfied are you with your pay? 41.3% 41.5%	Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects,					
Agree-disagree   2016   59   Managers support collaboration across work units to accomplish work objectives.   38.7%   17.0%   44.3%   27   1				goals, needed resources).	38.0%	19.6%	42.4%	28	0
Cook-poor   2016   60   Coverall, how good a job do you feel is being done by the manager directly above your immediate supervisor?   1   1   1   1   1   1   1   1   1	Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.			44.3%		1
Immediate supervisor?   53.0%   22.0%   25.0%   27   1	Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your					
Agree-disagree 2016 61 have a high level of respect for my organization's senior leaders. 51.9% 17.7% 30.3% 28 0 0 Agree-disagree 2016 62 Senior leaders demonstrate support for Work/Life programs. 60.4% 21.3% 18.4% 24 3 3 3 3 3 3 6 28 N/A 5 3 4 1 8 4 3 3 3 4 1 8 4 3 3 3 4 1 8 4 3 3 4 1 8 4 3 3 4 1 8 4 3 3 4 1 8 4 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 3 4 1 8 4 4 3 3 4 1 8 4 4 1 8 4 3 3 4 1 8 4 4 1 8 1 8					53.0%	22.0%	25.0%	27	1
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Augree-dissatisfied   Control of the statisfied   Contro	Satisfied	2016	64	*How satisfied are you with the information you receive from management on what's going on	30.070	20.770	41.570	20	IN/A
Satisfied   2016   65   *How satisfied are you with the recognition your receive for doing a good job?   52.9%   28.5%   18.6%   28   N/A   52.9%   28.5%   35.5%   41.0%   28   N/A   52.9%   28.5%   35.5%   41.0%   28   N/A   52.9%   28.5%   35.5%   41.0%   28   N/A   52.9%   28.5%   35	-dissatisfied			· · · · · · · · · · · · · · · · · · ·	40.8%	10.9%	18 3%	28	N/A
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Castisfied   Cas		2016	67	How satisfied are you with your opportunity to get a better job in your organization?	44.170	14.5/0	41.570	20	IN/A
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Satisfied   2016   69   *Considering everything, how satisfied are you with your job?   48.3%   24.4%   27.3%   28   N/A     Satisfied   2016   70   Considering everything, how satisfied are you with your pay?   51.4%   16.0%   32.6%   28   N/A     Satisfied   2016   71   *Considering everything, how satisfied are you with your organization?   51.1%   18.6%   30.3%   28   N/A     Agree-disagree   2015   1   *I am given a real opportunity to improve my skills in my organization.   47.6%   12.1%   40.3%   16   N/A     Agree-disagree   2015   2   I have enough information to do my job well.   72.3%   6.5%   21.2%   15   N/A     Agree-disagree   2015   3   I feel encouraged to come up with new and better ways of doing things.   42.4%   24.6%   33.0%   16   N/A     Agree-disagree   2015   4   My work gives me a feeling of personal accomplishment.   71.4%   22.1%   6.5%   15   N/A     N/A   15   N/A   15   N/A     N/A   15		2016	68	How satisfied are you with the training you receive for your present job?	23.5%	35.5%	41.0%	28	N/A
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Agree-disagree 2015 3 I feel encouraged to come up with new and better ways of doing things. 42.4% 24.6% 33.0% 16 N/A Agree-disagree 2015 4 My work gives me a feeling of personal accomplishment. 71.4% 22.1% 6.5% 15 N/A									N/A
Agree-disagree 2015 4 My work gives me a feeling of personal accomplishment. 71.4% 22.1% 6.5% 15 N/A				- · · · · · · · · · · · · · · · · · · ·					
				• • • • • • • • • • • • • • • • • • • •				ĺ	
Agree-disagree   2015   5   I like the kind of work I do.   93.9%   6.1%   0.0%   16   N/A									
	Agree-disagree	2015	5	I like the kind of work I do.	93.9%	6.1%	0.0%	16	N/A

Agree-disagree	2015	6	I know what is expected of me on the job.	66.5%	13.5%	20.0%	15	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	86.4%	6.3%	7.3%	16	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	85.4%	7.3%	7.3%	16	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	50.7%	12.1%	37.2%	15	1
Agree-disagree	2015	10	*My workload is reasonable.	39.0%	18.5%	42.4%	16	0
Agree-disagree	2015	11	*My talents are used well in the workplace.	43.2%	7.7%	49.1%	15	0
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	67.0%	19.4%	13.6%	16	0
Agree-disagree	2015	13	The work I do is important.	93.0%	0.0%	7.0%	14	0
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
			allow employees to perform their jobs well.	80.7%	12.7%	6.6%	15	0
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	69.1%	12.5%	18.4%	16	0
Agree-disagree	2015	16	I am held accountable for achieving results.	60.9%	26.8%	12.3%	16	0
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	30.2%	13.2%	56.5%	15	1
Agree-disagree	2015	18	My training needs are assessed.	44.9%	6.5%	48.6%	15	0
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).	54.7%	19.4%	25.9%	16	0
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	65.9%	6.1%	28.0%	16	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	47.4%	26.7%	25.9%	16	0
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	36.1%	12.1%	51.8%	16	0
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.8%	21.5%	46.6%	14	2
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	42.1%	5.2%	52.6%	16	0
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	45.5%	6.5%	48.0%	15	1
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	52.4%	13.6%	34.1%	16	0
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	37.6%	20.0%	42.4%	15	1
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	79.3%	20.7%	0.0%	16	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	54.4%	16.9%	28.7%	14	2
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	39.8%	20.9%	39.3%	16	0
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	40.9%	6.3%	52.8%	16	0
Agree-disagree	2015	32	Creativity and innovation are rewarded.	34.9%	12.3%	52.8%	16	0
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	22.3%	24.5%	53.2%	15	0
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).	47.0%	18.8%	34.3%	16	0
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	84.4%	15.6%	0.0%	15	1
Agree-disagree	2015		My organization has prepared employees for potential security threats.	68.4%	8.6%	23.0%	14	2
Agree-disagree	2015		Arbitrary action, personal favoritism and coercion for partisan political purposes are not	551175	0.070	20.070		_
			tolerated.	44.4%	6.5%	49.1%	15	1
Agree-disagree	2015	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	111170	0.370	13.170	13	
			employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.	44.4%	6 F9/	49.1%	15	1
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.		6.5%		15	1
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	59.4%	19.7%	20.9%	15	N/A
Agree disagree	2013	70	Trecommend my organization as a good place to work.	42.2%	24.8%	33.0%	16	IN/A

Agree-disagree	2015	41	*I believe the results of this survey will be used to make my agency a better place to work.	24.8%	48.4%	26.8%	16	0
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	60.4%	19.8%	19.8%	15	0
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.0%	7.3%	25.7%	16	0
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	49.5%	24.8%	25.7%	16	0
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	54.2%	37.3%	8.4%	14	2
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	48.2%	26.1%	25.7%	16	0
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	53.7%	6.0%	40.3%	16	0
Agree-disagree	2015	48	My supervisor listens to what I have to say.	86.6%	0.0%	13.4%	16	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	81.4%	5.2%	13.4%	16	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	92.7%	7.3%	0.0%	16	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	68.0%	11.3%	20.7%	16	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	58.1%	19.8%	22.1%	15	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	31.6%	5.5%	62.9%	15	0
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	37.1%	27.8%	35.1%	15	0
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	71.1%	13.3%	15.6%	15	0
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	51.6%	6.5%	42.0%	15	0
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and	31.070	0.370	12.070	15	
			objectives.	54.9%	15.4%	29.7%	14	1
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	51.6%	0.0%	48.4%	15	0
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	52.7%	0.0%	47.3%	15	0
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	55.8%	0.0%	44.2%	14	1
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	50.5%	6.7%	42.9%	15	0
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	57.1%	14.2%	28.7%	15	0
Satisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied				30.7%	20.0%	49.4%	15	N/A
Satisfied	2015	64	*How satisfied are you with the information you receive from management on what's going on					,
-dissatisfied			in your organization?	37.1%	0.0%	62.9%	15	N/A
Satisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	371270	0.070	02.570		.,,,,
-dissatisfied				44.9%	20.0%	35.1%	15	N/A
Satisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	44.570	20.070	33.170	15	IV/A
-dissatisfied			, , , , , , , , , , , , , , , , , , , ,	25.3%	26.4%	48.3%	15	N/A
Satisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	25.570	20.470	46.570	15	IN/A
-dissatisfied				29.1%	18.5%	52.4%	14	N/A
Satisfied	2015	68	How satisfied are you with the training you receive for your present job?					
-dissatisfied				27.4%	26.1%	46.5%	14	N/A
Satisfied	2015	69	*Considering everything, how satisfied are you with your job?					
-dissatisfied				58.2%	6.7%	35.1%	15	N/A

Satisfied	2015	70	Considering everything, how satisfied are you with your pay?					
-dissatisfied				59.1%	0.0%	40.9%	15	N/A
Satisfied	2015	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				52.7%	5.5%	41.8%	15	N/A
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	41.8%	17.7%	40.4%	17	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	71.0%	6.2%	22.8%	16	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	63.2%	13.1%	23.7%	16	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	64.8%	5.8%	29.4%	17	N/A
Agree-disagree	2014	5	I like the kind of work I do.	80.0%	0.0%	20.0%	16	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	72.1%	6.6%	21.3%	17	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	100.0%	0.0%	0.0%	17	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	86.4%	13.6%	0.0%	17	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	23.6%	18.5%	57.9%	17	0
Agree-disagree	2014	10	*My workload is reasonable.	63.1%	17.6%	19.3%	16	0
Agree-disagree	2014	11	*My talents are used well in the workplace.	41.7%	12.5%	45.8%	15	1
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	76.7%	17.8%	5.5%	17	0
Agree-disagree	2014	13	The work I do is important.	87.7%	12.3%	0.0%	17	0
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
			allow employees to perform their jobs well.	81.4%	11.5%	7.1%	16	1
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	59.0%	11.7%	29.4%	16	0
Agree-disagree	2014	16	I am held accountable for achieving results.	60.1%	24.4%	15.5%	17	0
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	32.5%	32.6%	34.9%	16	1
Agree-disagree	2014		My training needs are assessed.	35.1%	5.4%	59.5%	17	0
Agree-disagree	2014		In my most recent performance appraisal, I understood what I had to do to be rated at different	33.170	3.470	33.370	17	0
7.8. 00 0.008. 00	202.		performance levels (for example, Fully Successful, Outstanding).	72.3%	10.3%	17.4%	17	0
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	58.1%	12.7%	29.3%	16	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	44.1%	19.1%	36.8%	16	1
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	38.5%	20.3%	41.3%	16	1
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	18.0%	45.6%	36.4%	16	1
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	24.4%	22.2%	53.4%	17	0
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	31.3%	16.6%	52.1%	17	0
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	44.0%	31.7%	24.3%	16	0
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	22.8%	54.3%	22.9%	17	0
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	62.5%	37.5%	0.0%	17	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish	02.077		0.07.		,
			organizational goals.	65.1%	23.9%	11.0%	17	0
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	37.8%	13.1%	49.1%	16	1
Agree-disagree	2014		Employees are recognized for providing high quality products and services.	23.6%	22.7%	53.8%	17	0
Agree-disagree	2014	32	Creativity and innovation are rewarded.	35.6%	11.2%	53.3%	17	0
Agree-disagree	2014		Pay raises depend on how well employees perform their jobs.	19.1%	24.7%	56.2%	16	1
Agree-disagree	2014		Policies and programs promote diversity in the workplace (for example, recruiting minorities	13.170	27.7/0	30.270	10	
g. 22 2.00g. 00			and women, training in awareness of diversity issues, mentoring).	41.4%	28.2%	30.4%	17	0

Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	59.7%	28.3%	12.0%	16	1
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	57.2%	24.5%	18.4%	16	0
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	44.5%	20.3%	35.3%	16	0
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.	51.5%	13.2%	35.3%	16	1
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	54.4%	28.1%	17.5%	17	0
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	47.3%	17.7%	35.0%	17	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.	24.1%	45.5%	30.4%	12	5
Agree-disagree	2014		My supervisor supports my need to balance work and other life issues.	64.2%	18.2%	17.6%	17	0
Agree-disagree	2014		My supervisor provides me with opportunities to demonstrate my leadership skills.	48.9%	11.2%	39.9%	17	0
Agree-disagree	2014		Discussions with my supervisor about my performance are worthwhile.	42.2%	17.9%	39.9%	17	0
Agree-disagree	2014		My supervisor is committed to a workforce representative of all segments of society.	42.0%	33.9%	24.1%	17	0
Agree-disagree	2014		My supervisor provides me with constructive suggestions to improve my job performance.	53.8%	22.8%	23.3%	17	0
Agree-disagree	2014		Supervisors in my work unit support employee development.	35.6%	11.2%	53.3%	17	0
Agree-disagree	2014	48	My supervisor listens to what I have to say.	71.3%	17.7%	11.0%	17	N/A
Agree-disagree	2014		My supervisor treats me with respect.	73.4%	10.3%	16.3%	17	N/A
Agree-disagree	2014		In the last six months, my supervisor has talked with me about my performance.	75.4%	0.0%	24.6%	17	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	49.1%	15.7%	35.2%	17	N/A
Good-poor	2014		Overall, how good a job do you feel is being done by your immediate supervisor?	64.7%	11.9%	23.3%	17	N/A
Agree-disagree	2014		In my organization, senior leaders generate high levels of motivation and commitment in the	04.770	11.570	23.370	17	14/74
			workforce.	32.0%	5.7%	62.3%	16	0
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	43.1%	12.9%	44.0%	14	2
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	54.9%	13.9%	31.1%	15	0
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	39.0%	24.1%	36.9%	16	0
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	43.1%	6.5%	50.4%	14	2
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects,	1012/0				
			goals, needed resources).	30.8%	5.7%	63.5%	16	0
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	25.0%	19.7%	55.3%	16	0
Good-poor	2014		Overall, how good a job do you feel is being done by the manager directly above your	23.070	13.770	33.370	10	
			immediate supervisor?	33.9%	25.7%	40.4%	15	1
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	40.0%	21.3%	38.7%	15	1
Agree-disagree	2014		Senior leaders demonstrate support for Work/Life programs.	49.4%	14.6%	36.0%	14	2
Satisfied	2014		*How satisfied are you with your involvement in decisions that affect your work?	43.470	14.070	30.070	4-7	
-dissatisfied		-	, , , , , , , , , , , , , , , , , , ,	45.2%	12.7%	42.1%	16	N/A
Satisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on	73.270	12.7/0	72.1/0	10	IN/A
-dissatisfied			in your organization?	22.00/	20.49/	47.00/	1.0	N1 / A
Satisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	32.0%	20.1%	47.9%	16	N/A
-dissatisfied	2014	05	now satisfied are you with the recognition you receive for doing a good job:	27.00/	44.007	F0 00/	4.5	
				37.8%	11.3%	50.9%	16	N/A

Satisfied -dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?					
	2011			37.8%	5.7%	56.5%	16	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?					
				32.0%	11.5%	56.5%	16	N/A
Satisfied	2014	68	How satisfied are you with the training you receive for your present job?					
-dissatisfied				32.0%	5.7%	62.3%	16	N/A
Satisfied	2014	69	*Considering everything, how satisfied are you with your job?					
-dissatisfied				57.2%	5.7%	37.1%	16	N/A
Satisfied	2014	70	Considering everything, how satisfied are you with your pay?					
-dissatisfied				51.6%	5.7%	42.7%	16	N/A
Satisfied	2014	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				51.9%	10.9%	37.1%	16	N/A
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	60.1%	12.9%	27.0%	29	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	64.6%	14.9%	20.4%	28	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	50.0%	20.0%	30.0%	29	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	45.3%	31.3%	23.4%	29	N/A
Agree-disagree	2013	5	I like the kind of work I do.	79.5%	10.5%	10.0%	29	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	76.8%	3.3%	19.9%	29	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	93.4%	3.3%	3.3%	29	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	86.2%	7.2%	6.6%	29	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	53.2%	9.9%	36.9%	29	0
Agree-disagree	2013	10	*My workload is reasonable.	64.2%	20.3%	15.5%	29	0
Agree-disagree	2013	11	*My talents are used well in the workplace.	42.0%	24.4%	33.6%	29	0
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	78.8%	10.8%	10.5%	28	1
Agree-disagree	2013	13	The work I do is important.	74.7%	21.3%	4.0%	28	0
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
			allow employees to perform their jobs well.	72.9%	9.7%	17.4%	29	0
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	66.2%	9.7%	24.1%	29	0
Agree-disagree	2013	16	I am held accountable for achieving results.	72.3%	13.5%	14.2%	28	0
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	40.3%	36.4%	23.3%	28	1
Agree-disagree	2013	18	My training needs are assessed.	38.9%	32.0%	29.2%	27	0
Agree-disagree	2013		In my most recent performance appraisal, I understood what I had to do to be rated at different	33.370	32.070	231273		
			performance levels (for example, Fully Successful, Outstanding).	72.8%	16.2%	11.1%	29	0
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	66.0%	10.5%	23.6%	29	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	51.7%	18.2%	30.0%	27	2
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	31.6%	31.8%	36.6%	27	2
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25.9%	39.6%	34.5%	28	1
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	28.7%	27.3%	44.0%	29	0
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	35.6%	27.6%	36.8%	26	3
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	62.4%	24.0%	13.7%	29	0
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	62.9%	27.3%	9.8%	29	0

Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	75.5%	24.5%	0.0%	29	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	82.9%	7.0%	10.1%	27	1
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	44.0%	13.3%	42.7%	28	1
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	42.6%	16.3%	41.1%	29	0
Agree-disagree	2013	32	Creativity and innovation are rewarded.	35.0%	34.8%	30.2%	29	0
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	25.2%	19.2%	55.6%	26	2
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).	48.3%	29.2%	22.5%	27	1
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	73.3%	17.3%	9.4%	29	0
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	61.9%	24.4%	13.6%	28	0
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	38.3%	19.1%	42.7%	27	2
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.	55.8%	22.9%	21.3%	27	1
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	64.8%	22.0%	13.2%	28	1
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	63.9%	19.9%	16.2%	29	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.	30.9%	41.9%	27.3%	27	2
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	77.2%	6.6%	16.2%	29	
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	57.7%	16.1%	26.2%	29	
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	54.4%	23.1%	22.5%	29	
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	61.3%	24.6%	14.1%	27	
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	60.6%	19.8%	19.5%	29	0
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	60.6%	20.2%	19.2%	29	
Agree-disagree	2013	48	My supervisor listens to what I have to say.	73.9%	9.6%	16.6%	29	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	82.7%	6.8%	10.5%	28	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	74.2%	9.4%	16.4%	29	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	56.0%	20.6%	23.4%	28	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	63.6%	23.0%	13.5%	29	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the	03.070	23.070	13.570	23	N/A
, ig. cc along, cc	2015	33	workforce.	28.5%	35.5%	26 10/	20	0
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	43.3%	27.7%	36.1% 29.1%	29 29	0
Agree-disagree	2013		Supervisors work well with employees of different backgrounds.	62.0%	10.6%	27.4%		
Agree-disagree	2013		*Managers communicate the goals and priorities of the organization.	50.6%		33.4%	28	
Agree-disagree	2013		Managers review and evaluate the organization's progress toward meeting its goals and	30.0%	16.1%	33.470	29	
	2013	٥,	objectives.	40.00/	24.00/	26.50/	36	ء ا
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects,	48.6%	24.9%	26.5%	26	
Agi ee-uisagi ee	2013	20	goals, needed resources).	40.004	46	20 ==:		
Agroo disagras	2012	FO		43.8%	16.5%	39.7%	29	0
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	53.7%	13.1%	33.2%	29	0

Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	42.8%	35.6%	21.6%	27	1
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	43.8%	30.3%	26.0%	29	0
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	65.5%	14.2%	20.3%	28	1
Satisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied				49.8%	20.9%	29.3%	29	N/A
Satisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on					
-dissatisfied			in your organization?	45.9%	23.8%	30.2%	29	N/A
Satisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?					
-dissatisfied				45.9%	24.4%	29.7%	29	N/A
Satisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied				43.2%	20.0%	36.8%	29	N/A
Satisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?					,
-dissatisfied				32.4%	27.3%	40.3%	29	N/A
Satisfied	2013	68	How satisfied are you with the training you receive for your present job?					
-dissatisfied				53.7%	16.2%	30.2%	29	N/A
Satisfied	2013	69	*Considering everything, how satisfied are you with your job?	301770	10.12/0	30.270		.,,,,
-dissatisfied				60.8%	23.0%	16.2%	29	N/A
Satisfied	2013	70	Considering everything, how satisfied are you with your pay?	00.070	23.070	10.270		14//
-dissatisfied			β ε ε γ. · · · · · · · · · · · · · · · · · ·	43.0%	6.6%	50.4%	29	N/A
Satisfied	2013	71	*Considering everything, how satisfied are you with your organization?	43.070	0.070	30.470	23	IN/A
-dissatisfied				57.3%	23.2%	19.5%	29	N/A
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	68.6%	7.0%	24.4%	29	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	74.9%	4.2%	20.9%	29	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	52.4%	23.2%	24.4%	29	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	74.1%	7.0%	18.8%	28	N/A
Agree-disagree	2012	5	I like the kind of work I do.	85.4%	10.4%	4.2%	29	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	81.8%	0.0%	18.2%	29	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	92.5%	0.0%	7.5%	29	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	93.0%	3.7%	3.3%	29	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	41.7%	23.9%	34.4%	29	0
Agree-disagree	2012	10	*My workload is reasonable.	69.2%	16.1%	14.7%	29	0
Agree-disagree	2012	11	*My talents are used well in the workplace.	57.7%	18.9%	23.4%	26	1
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	96.4%	3.6%	0.0%	28	1
Agree-disagree	2012	13	The work I do is important.	92.5%	0.0%	7.5%	29	0
Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
			allow employees to perform their jobs well.	89.6%	3.5%	6.9%	29	0
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	67.8%	10.6%	21.6%	28	0
Agree-disagree	2012	16	I am held accountable for achieving results.	82.7%	10.6%	6.7%	29	0
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.5%	10.6%	20.9%	28	1
Agree-disagree	2012	18	My training needs are assessed.	54.5%	10.3%	35.2%	28	1
30				31.370	10.370	33.270	20	

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).	75.8%	3.5%	20.8%	29	0
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	74.8%	11.5%	13.7%	29	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	55.8%	19.0%	25.2%	28	1
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	45.8%	22.9%	31.3%	25	4
Agree-disagree	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	40.7%	27.3%	32.0%	25	4
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	32.3%	30.1%	37.6%	29	0
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	34.4%	28.8%	36.8%	27	1
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	72.0%	3.0%	25.0%	29	0
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	63.8%	10.8%	25.4%	28	1
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	82.0%	10.4%	7.5%	29	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	84.5%	3.7%	11.7%	27	1
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	44.7%	22.7%	32.6%	28	0
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	46.2%	14.4%	39.3%	28	0
Agree-disagree	2012	32	Creativity and innovation are rewarded.	33.7%	28.7%	37.6%	27	0
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	29.2%	31.2%	39.6%	25	3
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).	50.9%	22.1%	26.9%	27	1
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	77.9%	11.3%	10.9%	27	1
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	67.4%	21.1%	11.5%	28	0
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	57.1%	8.6%	34.3%	26	2
Agree-disagree	2012	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	071270	0.070	5 11575		_
			employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.	67.7%	20.9%	11.4%	25	2
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	84.8%	7.8%	7.4%	26	2
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	67.9%	14.0%	18.0%	28	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.	45.6%	21.7%	32.7%	24	11/A
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	75.4%	6.7%	17.9%	28	0
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.4%	10.1%	21.5%	28	0
Agree-disagree	2012		Discussions with my supervisor about my performance are worthwhile.	62.2%	13.2%	24.6%	28	0
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	69.6%	14.9%	15.5%	27	1
Agree-disagree	2012		My supervisor provides me with constructive suggestions to improve my job performance.	58.5%	13.4%	28.1%	28	0
Agree-disagree	2012		Supervisors in my work unit support employee development.	77.9%	3.6%	18.5%		
Agree-disagree	2012		My supervisor listens to what I have to say.	68.4%	13.7%	17.9%	28 28	N/A
Agree-disagree	2012		My supervisor treats me with respect.			17.4%		
Agree-disagree	2012		In the last six months, my supervisor has talked with me about my performance.	72.3% 90.1%	3.4%	6.5%	28 28	N/A N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	65.3%	7.2%	27.5%		-
Good-poor	2012		Overall, how good a job do you feel is being done by your immediate supervisor?	61.9%	20.5%	17.5%	28	N/A
Agree-disagree	2012		In my organization, senior leaders generate high levels of motivation and commitment in the	01.9%	20.5%	17.5%	28	N/A
, where disagree	2012	<i>J J</i>	workforce.	46.60/	47.00/	25 60/	20	
				46.6%	17.8%	35.6%	28	0

Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	57.1%	14.5%	28.5%	28	0
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	64.9%	18.9%	16.2%	26	1
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	63.6%	7.3%	29.2%	27	0
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	56.1%	14.8%	29.1%	27	1
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	50.3%	10.3%	39.4%	28	0
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	46.0%	18.0%	36.0%	28	0
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	72.6%	7.8%	19.6%	26	2
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	56.8%	18.2%	25.0%	28	0
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	63.1%	14.6%	22.3%	27	1
Satisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	03.270	21.070	22.070	_,	
-dissatisfied				60.5%	18.1%	21.4%	28	N/A
Satisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on	00.570	10.170	21.4/0	20	IV/A
-dissatisfied	2012	0.	in your organization?	56.3%	14.8%	20 00/	20	NI/A
Satisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	30.3%	14.0%	28.8%	28	N/A
-dissatisfied	2012	03	Thow satisfied the you with the recognition you receive for doing a good job.	E 4 00/	40.50/	25.60/	20	21/2
Satisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	54.0%	10.5%	35.6%	28	N/A
-dissatisfied	2012	00	Thow satisfied are you with the policies and practices of your semior leaders?					
	2042	<b>67</b>	11	49.3%	25.8%	24.9%	28	N/A
Satisfied -dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?					
				39.5%	20.6%	39.9%	28	N/A
Satisfied	2012	68	How satisfied are you with the training you receive for your present job?					
-dissatisfied				50.1%	13.9%	36.1%	28	N/A
Satisfied	2012	69	*Considering everything, how satisfied are you with your job?					
-dissatisfied				71.3%	10.7%	18.0%	28	N/A
Satisfied	2012	70	Considering everything, how satisfied are you with your pay?					
-dissatisfied				41.1%	18.8%	40.1%	27	N/A
Satisfied	2012	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				67.9%	10.6%	21.4%	28	N/A
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	82.0%	0.0%	18.0%	21	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	78.1%	16.1%	5.8%	21	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	51.9%	34.0%	14.1%	21	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	84.2%	3.8%	12.0%	21	N/A
Agree-disagree	2011	5	I like the kind of work I do.	96.2%	0.0%	3.8%	21	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	95.6%	4.4%	0.0%	21	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	92.1%	0.0%	7.9%	21	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	83.9%	12.2%	3.9%	21	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	55.0%	8.1%	36.8%	21	0
Agree-disagree	2011	10	*My workload is reasonable.	77.1%	5.2%	17.7%	21	0
Agree-disagree	2011	11	*My talents are used well in the workplace.	64.5%	13.7%	21.8%	21	0
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Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	91.3%	4.4%	4.4%	21	0
Agree-disagree	2011	13	The work I do is important.	100.0%	0.0%	0.0%	20	0
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
			allow employees to perform their jobs well.	92.1%	7.9%	0.0%	21	0
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	69.2%	9.0%	21.9%	21	0
Agree-disagree	2011	16	I am held accountable for achieving results.	86.2%	5.9%	7.9%	21	0
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	53.8%	13.4%	32.8%	20	1
Agree-disagree	2011	18	My training needs are assessed.	47.3%	21.6%	31.1%	21	0
Agree-disagree	2011	19	In my most recent performance appraisal, I understood what I had to do to be rated at different					
			performance levels (for example, Fully Successful, Outstanding).	72.3%	13.7%	14.0%	21	0
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	69.6%	19.4%	11.0%	19	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	72.1%	27.9%	0.0%	21	0
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	56.9%	8.5%	34.7%	20	1
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	42.5%	33.3%	24.2%	18	3
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	51.8%	17.5%	30.7%	21	0
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	45.3%	25.8%	28.8%	19	2
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	63.0%	11.1%	25.9%	21	0
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	63.0%	32.6%	4.4%	21	0
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	100.0%	0.0%	0.0%	21	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	78.3%	15.3%	6.5%	19	1
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	47.4%	34.7%	17.9%	21	0
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	65.1%	17.0%	17.9%	21	0
Agree-disagree	2011	32	Creativity and innovation are rewarded.	53.2%	17.3%	29.5%	21	0
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	28.8%	25.0%	46.2%	20	1
Agree-disagree	2011	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities					
			and women, training in awareness of diversity issues, mentoring).	66.5%	22.0%	11.5%	21	0
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	86.5%	13.5%	0.0%	20	1
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	74.9%	19.2%	5.9%	21	0
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	37.2%	27.2%	35.6%	21	0
Agree-disagree	2011	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.	43.1%	27.8%	29.2%	21	0
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	89.1%	0.0%	10.9%	20	1
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	72.1%	17.6%	10.3%	21	N/A
Agree-disagree	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	37.0%	38.4%	24.6%	20	1
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	86.6%	0.0%	13.4%	21	0
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	77.5%	0.0%	22.5%	20	0
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	65.3%	16.9%	17.8%	21	0
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	76.6%	14.4%	8.9%	18	3
Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.3%	13.1%	21.6%	21	0
							-	

Agree-disagree	2011	47	Supervisors in my work unit support employee development.	70.4%	7.9%	21.7%	21	0
Agree-disagree	2011	48	My supervisor listens to what I have to say.	68.8%	13.4%	17.8%	21	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	88.1%	0.0%	11.9%	21	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	83.9%	11.7%	4.4%	21	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	67.3%	15.5%	17.1%	21	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	71.2%	20.7%	8.1%	21	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the					
			workforce.	48.9%	22.0%	29.1%	21	0
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	54.2%	24.5%	21.4%	19	2
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	49.0%	29.7%	21.3%	21	0
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	63.2%	5.8%	31.0%	21	0
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	56.1%	10.9%	33.1%	20	1
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	42.4%	4.5%	53.0%	20	1
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	50.5%	18.3%	31.1%	21	0
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	49.0%	39.0%	11.9%	21	0
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	56.1%	14.8%	29.1%	20	1
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	61.1%	4.5%	34.3%	20	0
Satisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied				63.0%	21.4%	15.7%	21	N/A
Satisfied	2011	64	*How satisfied are you with the information you receive from management on what's going on					,
-dissatisfied			in your organization?	50.7%	16.6%	32.7%	21	N/A
Satisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	30.770	20.070	32.770		,
-dissatisfied				65.3%	7.9%	26.8%	21	N/A
Satisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	00.070	7.570	20.070		,/.
-dissatisfied				55.1%	16.0%	28.9%	21	N/A
Satisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	33.170	10.070	20.570	21	11/74
-dissatisfied			,	35.9%	33.4%	30.7%	21	N/A
Satisfied	2011	68	How satisfied are you with the training you receive for your present job?	33.370	33.470	30.770	21	IN/A
-dissatisfied			,	52.7%	27.7%	19.5%	21	N/A
Satisfied	2011	69	*Considering everything, how satisfied are you with your job?	32.770	27.770	15.570	21	IN/A
-dissatisfied	2011	03	Considering everyaning, now satisfied the you with your job.	69.1%	26.6%	4.4%	21	N/A
Satisfied	2011	70	Considering everything, how satisfied are you with your pay?	09.1%	20.0%	4.470	21	IN/A
-dissatisfied	2011	, 0	Solisacing everything, now satisfied the you with your pay.	FO 90/	11 70/	20 50/	21	N1 / A
Satisfied	2011	71	*Considering everything, how satisfied are you with your organization?	59.8%	11.7%	28.5%	21	N/A
-dissatisfied	2011	/1	Considering everything, now satisfied are you with your organization:	62.20/	24.20/	45 50/	24	21/6
				63.2%	21.3%	15.5%	21	N/A

<sup>\*</sup> AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

The Dashboard only includes items 1-71.

<sup>\*\*</sup> Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judg $\epsilon$ 

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

### 2018 Federal Employee Viewpoint Survey Item Changes

2018 Item Text and Response Options	2017 Item Text and Response Options
(12) I know how my work relates to the agency's goals.	(12) I know how my work relates to the agency's goals and priorities.
(29) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
(56) Managers communicate the goals of the organization.	(56) Managers communicate the goals and priorities of the organization.
Item removed from 2018 FEVS	<ul> <li>(72) Have you been notified whether or not you are eligible to telework?</li> <li>Yes, I was notified that I was eligible to telework</li> <li>Yes, I was notified that I was not eligible to telework</li> <li>No, I was not notified of my telework eligibility</li> <li>Not sure if I was notified of my telework eligibility</li> </ul>
<ul> <li>(72) Please select the response below that BEST describes your current teleworking schedule.</li> <li>I telework very infrequently, on an unscheduled or short-term basis</li> <li>I telework, but only about 1 or 2 days per month</li> <li>I telework 1 or 2 days per week</li> <li>I telework 3 or 4 days per week</li> <li>I telework every work day</li> <li>I do not telework because I have to be physically present on the job (e.g. Law Enforcement Officers, Park Rangers, Security Personnel)</li> <li>I do not telework because of technical issues (e.g. connectivity, inadequate equipment) that prevent me from teleworking</li> <li>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</li> <li>I do not telework because I choose not to telework</li> </ul>	(73) Please select the response below that BEST describes your current teleworking situation.  • I telework 3 or more days per week  • I telework 1 or 2 days per week  • I telework, but no more than 1 or 2 days per month  • I telework very infrequently, on an unscheduled or short-term basis  • I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel)  • I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking  • 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  • I do not telework because I choose not to telework

(73-78) How satisfied are you with the following Work/Life programs in	(74-78) Do you participate in the	(79-84) How satisfied are you with
your agency? Note: 2017 FEVS items 74-84 were combined (participation -	following Work/Life programs? <b>Note:</b>	
satisfaction); new response scale for these items is displayed below item	Response scale for these items is	your agency? Note: Response scale
78.	displayed below item 78.	for these items is displayed below
(70) 7 1	21/2	item 84.
(73) Telework	N/A	(79) Telework
(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)	(74) Alternative Work Schedules (AWS)	(80) Alternative Work Schedules (AWS)
(75) Health and Wellness Programs (for example, onsite exercise, flu	(75) Health and Wellness Programs	(81) Health and Wellness Programs
vaccination, medical screening, CPR training, health and wellness fair)	(for example, exercise, medical	(for example, exercise, medical
	screening, quit smoking programs)	screening, quit smoking programs)
(76) Employee Assistance Program (EAP, for example, short-term	(76) Employee Assistance Program	(82) Employee Assistance Program
counseling, referral services, legal services, information services)	(EAP)	(EAP)
(77) Child Care Programs (for example, child care center, parenting classes	(77) Child Care Programs (for	(83) Child Care Programs (for
and support groups, back-up care, flexible spending account)	example, daycare, parenting classes,	example, daycare, parenting classes,
	parenting support groups)	parenting support groups)
(78) Elder Care Programs (for example, elder/adult care, support groups,	(78) Elder Care Programs (for	(84) Elder Care Programs (for
speakers)	example, elder/adult care, support groups, speakers)	example, elder/adult care, support groups, speakers)
Very satisfied	• Yes	• Very satisfied
• Satisfied	• No	Satisfied
Neither Satisfied nor Dissatisfied	Not available to me	Neither Satisfied nor Dissatisfied
Dissatisfied		Dissatisfied
Very Dissatisfied		Very Dissatisfied
I choose not to participate in these programs		No Basis to Judge
These programs are not available to me		
I am unaware of these programs		
(90) Are you transgender?		
• Yes	Not a separate item in 2017 FEVS	
• No		

(91) Which one of the following do you consider yourself to be?	(96) Do you consider yourself to be one or more of the following? (Mark all
Straight, that is not gay or lesbian	that apply)
Gay or Lesbian	Heterosexual or Straight
Bisexual	Gay or Lesbian
Something else	Bisexual
	Transgender
	I prefer not to say