



**FROM:** KATHRYN MATTHEW, DIRECTOR, IMLS

**SUBJECT:** EMPLOYEE SURVEY RESULTS EVALUATION STATEMENT

**DATE:** OCTOBER 18, 2018

The Institute of Museum and Library Services (IMLS) has reviewed the 2018 Federal Employee Viewpoint Survey results for our Agency. As requested, below are our analyses of these results and our intended areas of focus for Fiscal Years 2019 and 2020. We look forward to collaborating with the IMLS staff on strengthening employee engagement that ultimately enhances our service to the American public.

#### Evaluation of Results:

- IMLS employees' response rate to the survey was 77%, and the responses provided important feedback to leadership and supervisors. The agency's highest scoring areas related to: the importance of the work here at IMLS, staff being held accountable for achieving results, job satisfaction and the quality of work produced within our Agency, and the importance of staff performance reviews.
- We are especially interested in determining how to improve on the highest negative items that are tied to: (a) generating a high level of motivation within our workforce; and (b) how leadership can build on and support the agency-wide high level of commitment to the mission. Agency leadership continues to seek opportunities to further enhance employee engagement in a variety of areas such as employee recognition and training as well as providing essential knowledge and skill-building to all managers and supervisors.

Our activities for FY 2019 and carrying into FY 2020 will be:

- Targeting a 20% improvement in the Employee Engagement Index score by the end of FY 2020.
- Considering effects on activities that tie back to Employee Engagement during the development of our Human Capital Plan.
- Holding open-house sessions by the Agency Director for all staff to identify possible solutions to improve Employee Engagement.
- Communicating how FY19/FY20 agency-wide annual planning will engage employees.



- Completing the commitment (within FY19 appropriations) of technology investments that address the needs of staff and customers including migrating to an Electronic Grants Management System (eGMS).
- Seeking innovative opportunities for employees' continued engagement with the museum and library fields (to remain responsive to their communities' and the publics' most pressing needs and opportunities).
- Offering participation within cross-agency teams and task forces to grow skills and provide exposure to learnings and subject matter expertise that address identified core competencies.
- Seeking training opportunities (relating to core competencies and professional growth) for employees at all levels.
- Improving the communications for employee recognition for a "job well done" (both for individuals and groups), as well as continue with our peer-to-peer award process.
- Leading and supporting managers and staff teams as they implement IMLS values as expressed in our 2018–2022 Strategic Plan.

My goal is to ensure that the agency targets, addresses, and measures key drivers of employee attitude, performance, and motivation by focusing on employee engagement. This will occur through ongoing leadership and supervisory discussions with staff so that IMLS is a "learning organization" that builds and executes more effective action plans to improve our position as one of the best places to work.

Our agency's new strategic plan focuses on delivering value to the American people using all the tools and approaches we have, including our talented staff.

If you have any questions, please contact our Director of Human Resources, Antoine Dotson at [adotson@imls.gov](mailto:adotson@imls.gov) or directly at 202-653-4728.

Sincerely,

*Kathryn K. Matthew*

Dr. Kathryn K. Matthew, Director

IMLS

2018

# Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Institute of Museum and Library Services

<b>FIELD PERIOD</b>	May 8 - June 19, 2018
<b>SAMPLE OR CENSUS</b>	CENSUS
<b>NUMBER OF SURVEYS COMPLETED</b>	47
<b>NUMBER OF SURVEYS ADMINISTERED</b>	61
<b>RESPONSE RATE</b>	77.0%

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

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

### Engagement Index Score

**2018 ENGAGEMENT INDEX**

**55%**

<b>LEADERS LEAD</b>	<b>SUPERVISORS</b>	<b>INTRINSIC WORK EXPERIENCE</b>
<b>30%</b>	<b>71%</b>	<b>63%</b>

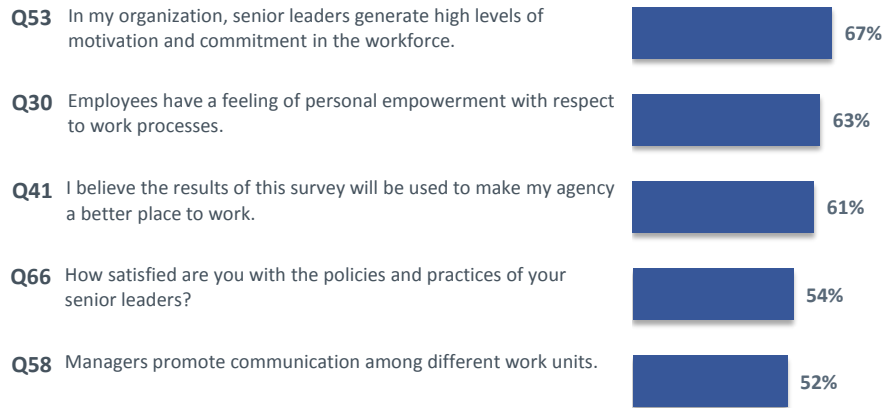
## Highest % Positive Items

Select: Highest % Positive



## Highest % Negative Items

Select: Highest % Negative





Select: Largest Increases since 2017

### Largest Increases in Percent Positive since 2017

32 items increased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q4 My work gives me a feeling of personal accomplishment.	72%	64%	69%	84%	+15
Q29 My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	66%	71%	71%	85%	+14
Q47 Supervisors in my work unit support employee development.	53%	65%	67%	81%	+14
Q44 Discussions with my supervisor about my performance are worthwhile.	51%	62%	60%	73%	+13
Q70 Considering everything, how satisfied are you with your pay?	60%	65%	52%	63%	+11

Select: Largest Decreases since 2017

### Largest Decreases in Percent Positive since 2017

36 items decreased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q45 My supervisor is committed to a workforce representative of all segments of society.	70%	75%	83%	66%	-17
Q41 I believe the results of this survey will be used to make my agency a better place to work.	24%	40%	38%	23%	-15
Q14 Physical conditions allow employees to perform their jobs well.	73%	69%	77%	63%	-14
Q55 Supervisors work well with employees of different backgrounds.	47%	52%	57%	44%	-13
Q64 How satisfied are you with the information you receive from management on what's going on in your organization?	38%	43%	41%	29%	-12

Core Survey

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.	60.2%	17.8%	42.4%	16.6%	14.2%	8.9%	23.1%	9	19	8	7	4	47	N/A
Agree-disagree	2	I have enough information to do my job well.	54.6%	10.5%	44.1%	14.8%	25.0%	5.7%	30.6%	5	20	7	12	3	47	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	57.2%	16.3%	40.9%	18.8%	11.8%	12.3%	24.0%	8	18	9	6	6	47	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	83.5%	37.4%	46.1%	7.8%	4.0%	4.7%	8.7%	17	22	4	2	2	47	N/A
Agree-disagree	5	I like the kind of work I do.	88.7%	38.7%	49.9%	4.2%	7.2%	0.0%	7.2%	19	23	2	3	0	47	N/A
Agree-disagree	6	I know what is expected of me on the job.	58.6%	14.2%	44.4%	22.1%	19.3%	0.0%	19.3%	7	20	11	9	0	47	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.7%	62.5%	34.2%	3.3%	0.0%	0.0%	0.0%	29	16	1	0	0	46	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	85.6%	49.8%	35.8%	11.2%	3.2%	0.0%	3.2%	23	18	5	1	0	47	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	41.1%	4.0%	37.1%	15.3%	25.0%	18.5%	43.6%	2	17	7	12	9	47	0
Agree-disagree	10	*My workload is reasonable.	47.1%	7.8%	39.3%	24.5%	9.7%	18.8%	28.5%	4	17	12	5	9	47	0
Agree-disagree	11	*My talents are used well in the workplace.	39.4%	7.8%	31.7%	19.3%	22.3%	18.9%	41.3%	4	14	9	10	9	46	0
Agree-disagree	12	*I know how my work relates to the agency's goals.	77.8%	37.8%	40.0%	11.2%	7.8%	3.2%	11.0%	18	19	5	4	1	47	0
Agree-disagree	13	The work I do is important.	88.7%	66.0%	22.7%	4.1%	7.2%	0.0%	7.2%	31	11	2	3	0	47	0
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	63.2%	24.9%	38.3%	15.6%	12.1%	9.1%	21.2%	12	18	7	5	4	46	0
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	83.2%	33.2%	50.0%	8.3%	4.0%	4.5%	8.5%	16	22	4	2	2	46	1
Agree-disagree	16	I am held accountable for achieving results.	90.8%	38.3%	52.5%	7.3%	0.0%	1.9%	1.9%	18	24	3	0	1	46	1
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.7%	26.7%	39.0%	17.3%	9.3%	7.6%	16.9%	13	17	7	5	3	45	2
Agree-disagree	18	My training needs are assessed.	60.8%	9.7%	51.1%	20.3%	11.1%	7.9%	19.0%	5	23	9	6	4	47	0
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	60.9%	29.0%	31.9%	18.8%	14.2%	6.1%	20.3%	14	14	8	7	3	46	1
Agree-disagree	20	*The people I work with cooperate to get the job done.	77.5%	38.9%	38.6%	12.9%	7.7%	1.9%	9.6%	18	18	6	4	1	47	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	51.1%	9.6%	41.5%	30.8%	14.8%	3.3%	18.1%	4	19	15	7	1	46	1
Agree-disagree	22	Promotions in my work unit are based on merit.	48.1%	9.7%	38.3%	19.0%	12.8%	20.1%	33.0%	4	18	8	6	8	44	3
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.7%	7.9%	26.8%	30.4%	15.5%	19.4%	34.9%	3	11	13	7	8	42	5
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	37.0%	7.8%	29.2%	25.1%	15.6%	22.4%	38.0%	3	13	11	7	9	43	4
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	39.6%	13.5%	26.0%	28.2%	12.9%	19.3%	32.2%	6	12	13	6	8	45	2
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	81.7%	33.0%	48.7%	14.3%	4.0%	0.0%	4.0%	15	24	6	2	0	47	0
Agree-disagree	27	The skill level in my work unit has improved in the past year.	67.6%	28.4%	39.2%	19.5%	10.7%	2.1%	12.8%	12	19	9	4	1	45	2
Good-poor	28	How would you rate the overall quality of work done by your work unit?	88.7%	58.9%	29.8%	9.2%	2.1%	0.0%	2.1%	28	14	4	1	0	47	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.7%	40.0%	44.7%	9.1%	2.1%	4.1%	6.2%	19	21	4	1	2	47	0
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	23.9%	5.4%	18.5%	13.4%	38.8%	23.8%	62.7%	2	9	6	18	11	46	1

Core Survey

Agree-disagree	31	Employees are recognized for providing high quality products and services.	45.8%	7.4%	38.4%	16.5%	29.5%	8.2%	37.6%	3	18	8	12	4	45	1
Agree-disagree	32	Creativity and innovation are rewarded.	37.2%	7.5%	29.8%	14.4%	30.8%	17.5%	48.3%	3	14	7	13	8	45	2
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	24.7%	0.0%	24.7%	36.1%	17.3%	21.9%	39.2%	0	10	16	7	9	42	5
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	49.7%	16.0%	33.7%	23.2%	11.9%	15.3%	27.1%	7	15	10	5	7	44	3
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	83.9%	30.1%	53.9%	12.8%	3.3%	0.0%	3.3%	15	24	6	1	0	46	1
Agree-disagree	36	My organization has prepared employees for potential security threats.	83.0%	25.1%	57.9%	9.4%	3.8%	3.8%	7.5%	13	26	4	2	2	47	0
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	63.4%	20.9%	42.5%	14.2%	2.5%	19.8%	22.4%	10	18	6	1	8	43	4
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.	79.2%	21.9%	57.4%	10.2%	5.9%	4.6%	10.6%	10	24	4	2	2	42	5
Agree-disagree	39	My agency is successful at accomplishing its mission.	78.3%	27.3%	51.1%	11.6%	10.1%	0.0%	10.1%	13	25	5	4	0	47	0
Agree-disagree	40	*I recommend my organization as a good place to work.	36.6%	7.9%	28.7%	28.1%	26.2%	9.0%	35.3%	4	13	13	13	4	47	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	23.3%	6.1%	17.3%	15.8%	23.8%	37.1%	60.9%	3	7	7	11	17	45	2
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	79.0%	29.4%	49.6%	14.7%	4.0%	2.4%	6.3%	14	23	7	2	1	47	0
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	64.4%	20.8%	43.7%	22.4%	13.2%	0.0%	13.2%	10	20	10	7	0	47	0
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	72.6%	20.8%	51.8%	12.7%	14.7%	0.0%	14.7%	10	24	6	7	0	47	0
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	66.3%	31.3%	35.0%	21.3%	10.2%	2.1%	12.3%	14	17	9	5	1	46	1
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.1%	20.6%	49.5%	18.3%	11.6%	0.0%	11.6%	10	22	9	6	0	47	0
Agree-disagree	47	Supervisors in my work unit support employee development.	81.1%	25.1%	56.0%	12.7%	6.2%	0.0%	6.2%	12	26	6	3	0	47	0
Agree-disagree	48	My supervisor listens to what I have to say.	75.2%	33.1%	42.1%	21.0%	3.8%	0.0%	3.8%	15	20	10	2	0	47	N/A
Agree-disagree	49	My supervisor treats me with respect.	79.2%	38.5%	40.7%	18.7%	2.1%	0.0%	2.1%	18	19	9	1	0	47	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	89.3%	38.3%	51.0%	1.9%	6.7%	2.1%	8.8%	17	25	1	3	1	47	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	57.6%	23.9%	33.6%	26.9%	11.4%	4.1%	15.6%	11	15	13	6	2	47	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	63.9%	23.1%	40.8%	30.5%	3.5%	2.1%	5.6%	10	19	15	2	1	47	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	17.5%	0.0%	17.5%	15.5%	39.0%	28.0%	67.0%	0	8	8	18	13	47	0
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	27.7%	1.9%	25.8%	24.5%	32.7%	15.1%	47.8%	1	12	11	15	7	46	1
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	44.4%	8.8%	35.6%	30.6%	12.3%	12.8%	25.0%	4	16	12	5	6	43	4
Agree-disagree	56	*Managers communicate the goals of the organization.	43.8%	3.9%	39.9%	19.2%	23.8%	13.2%	37.0%	2	19	9	10	7	47	0
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	39.0%	4.2%	34.8%	25.0%	28.1%	7.9%	36.0%	2	16	11	11	4	44	2
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	21.9%	3.9%	17.9%	25.6%	32.3%	20.2%	52.5%	2	9	12	14	10	47	0
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	34.6%	2.1%	32.5%	35.0%	19.1%	11.4%	30.5%	1	16	16	8	6	47	0

Core Survey

Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	30.1%	6.6%	23.4%	31.5%	30.1%	8.3%	38.4%	3	11	14	12	4	44	3
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	29.0%	1.9%	27.1%	21.5%	29.4%	20.1%	49.5%	1	13	10	13	9	46	0
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	45.7%	8.7%	37.0%	19.8%	19.6%	14.9%	34.5%	4	17	9	9	6	45	2
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	36.9%	2.1%	34.8%	18.3%	27.8%	16.9%	44.7%	1	17	8	13	8	47	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	28.9%	2.1%	26.8%	19.6%	29.7%	21.8%	51.5%	1	13	8	14	11	47	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	48.8%	10.1%	38.7%	26.9%	19.8%	4.4%	24.3%	5	19	12	9	2	47	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	18.2%	3.9%	14.2%	28.2%	35.3%	18.3%	53.6%	2	7	13	17	8	47	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	19.9%	5.7%	14.2%	33.4%	26.4%	20.3%	46.7%	3	7	17	11	9	47	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	49.3%	7.8%	41.5%	31.0%	12.2%	7.5%	19.7%	4	20	14	5	4	47	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	48.1%	11.8%	36.4%	24.9%	19.8%	7.2%	26.9%	6	16	12	10	3	47	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	63.4%	10.7%	52.7%	25.6%	8.9%	2.1%	11.0%	5	25	12	4	1	47	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	34.3%	9.8%	24.5%	30.5%	23.2%	12.0%	35.2%	5	11	14	12	5	47	N/A

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

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'  
The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

<b>72. Please select the response below that BEST describes your current teleworking schedule.</b>	<b>N</b>	<b>%</b>
I telework very infrequently, on an unscheduled or short-term basis	17	34.1%
I telework, but only about 1 or 2 days per month	9	19.7%
I telework 1 or 2 days per week	17	36.8%
I telework 3 or 4 days per week	0	0.0%
I telework every work day	1	2.1%
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	1	2.1%
I do not telework because I choose not to telework	2	5.3%
<b>Total</b>	<b>47</b>	<b>100.0%</b>

<b>73. How satisfied are you with the following Work/Life programs in your agency? Telework</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	11	24.5%	24.4%
Satisfied	20	49.7%	44.4%
Neither Satisfied nor Dissatisfied	5	11.8%	11.1%
Dissatisfied	3	6.6%	6.7%
Very Dissatisfied	3	7.4%	6.7%
<b>Item Response Total</b>	<b>42</b>	<b>100.0%</b>	<b>93.3%</b>
I choose not to participate in these programs	3	--	6.7%
These programs are not available to me	0	--	0.0%
I am unaware of these programs	0	--	0.0%
<b>Total</b>	<b>45</b>	<b>100.0%</b>	<b>100.0%</b>

<b>74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	16	49.4%	34.0%
Satisfied	13	38.1%	27.7%
Neither Satisfied nor Dissatisfied	4	12.5%	8.5%
Dissatisfied	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%
<b>Item Response Total</b>	<b>33</b>	<b>100.0%</b>	<b>70.2%</b>
I choose not to participate in these programs	11	--	23.4%
These programs are not available to me	2	--	4.3%
I am unaware of these programs	1	--	2.1%
<b>Total</b>	<b>47</b>	<b>100.0%</b>	<b>100.0%</b>

<b>75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	7	16.6%	14.9%
Satisfied	21	47.4%	44.7%
Neither Satisfied nor Dissatisfied	10	26.3%	21.3%
Dissatisfied	2	7.5%	4.3%
Very Dissatisfied	1	2.2%	2.1%
<b>Item Response Total</b>	<b>41</b>	<b>100.0%</b>	<b>87.2%</b>
I choose not to participate in these programs	1	--	2.1%
These programs are not available to me	3	--	6.4%
I am unaware of these programs	2	--	4.3%
<b>Total</b>	<b>47</b>	<b>100.0%</b>	<b>100.0%</b>

<b>76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	6	19.4%	12.8%
Satisfied	10	32.9%	21.3%
Neither Satisfied nor Dissatisfied	13	47.7%	27.7%
Dissatisfied	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%
<b>Item Response Total</b>	<b>29</b>	<b>100.0%</b>	<b>61.7%</b>
I choose not to participate in these programs	12	--	25.5%
These programs are not available to me	0	--	0.0%
I am unaware of these programs	6	--	12.8%
<b>Total</b>	<b>47</b>	<b>100.0%</b>	<b>100.0%</b>

<b>77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	1	7.6%	2.2%
Satisfied	6	52.3%	13.0%
Neither Satisfied nor Dissatisfied	5	40.1%	10.9%
Dissatisfied	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%
<b>Item Response Total</b>	<b>12</b>	<b>100.0%</b>	<b>26.1%</b>
I choose not to participate in these programs	15	--	32.6%
These programs are not available to me	8	--	17.4%



I am unaware of these programs	11	--	23.9%
<b>Total</b>	<b>46</b>	<b>100.0%</b>	<b>100.0%</b>

<b>78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	1	11.8%	2.1%
Satisfied	2	25.9%	4.3%
Neither Satisfied nor Dissatisfied	4	48.4%	8.5%
Dissatisfied	1	13.9%	2.1%
Very Dissatisfied	0	0.0%	0.0%
<b>Item Response Total</b>	<b>8</b>	<b>100.0%</b>	<b>17.0%</b>
I choose not to participate in these programs	12	--	25.5%
These programs are not available to me	10	--	21.3%
I am unaware of these programs	17	--	36.2%
<b>Total</b>	<b>47</b>	<b>100.0%</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

Percentages for demographic questions are unweighted.

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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.	60.2%	16.6%	23.1%	47	N/A
Agree-disagree	2018	2	I have enough information to do my job well.	54.6%	14.8%	30.6%	47	N/A
Agree-disagree	2018	3	I feel encouraged to come up with new and better ways of doing things.	57.2%	18.8%	24.0%	47	N/A
Agree-disagree	2018	4	My work gives me a feeling of personal accomplishment.	83.5%	7.8%	8.7%	47	N/A
Agree-disagree	2018	5	I like the kind of work I do.	88.7%	4.2%	7.2%	47	N/A
Agree-disagree	2018	6	I know what is expected of me on the job.	58.6%	22.1%	19.3%	47	N/A
Agree-disagree	2018	7	When needed I am willing to put in the extra effort to get a job done.	96.7%	3.3%	0.0%	46	N/A
Agree-disagree	2018	8	I am constantly looking for ways to do my job better.	85.6%	11.2%	3.2%	47	N/A
Agree-disagree	2018	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	41.1%	15.3%	43.6%	47	0
Agree-disagree	2018	10	*My workload is reasonable.	47.1%	24.5%	28.5%	47	0
Agree-disagree	2018	11	*My talents are used well in the workplace.	39.4%	19.3%	41.3%	46	0
Agree-disagree	2018	12	*I know how my work relates to the agency's goals.	77.8%	11.2%	11.0%	47	0
Agree-disagree	2018	13	The work I do is important.	88.7%	4.1%	7.2%	47	0
Agree-disagree	2018	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	63.2%	15.6%	21.2%	46	0
Agree-disagree	2018	15	My performance appraisal is a fair reflection of my performance.	83.2%	8.3%	8.5%	46	1
Agree-disagree	2018	16	I am held accountable for achieving results.	90.8%	7.3%	1.9%	46	1
Agree-disagree	2018	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.7%	17.3%	16.9%	45	2
Agree-disagree	2018	18	My training needs are assessed.	60.8%	20.3%	19.0%	47	0
Agree-disagree	2018	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	60.9%	18.8%	20.3%	46	1
Agree-disagree	2018	20	*The people I work with cooperate to get the job done.	77.5%	12.9%	9.6%	47	N/A
Agree-disagree	2018	21	My work unit is able to recruit people with the right skills.	51.1%	30.8%	18.1%	46	1
Agree-disagree	2018	22	Promotions in my work unit are based on merit.	48.1%	19.0%	33.0%	44	3
Agree-disagree	2018	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.7%	30.4%	34.9%	42	5
Agree-disagree	2018	24	*In my work unit, differences in performance are recognized in a meaningful way.	37.0%	25.1%	38.0%	43	4
Agree-disagree	2018	25	Awards in my work unit depend on how well employees perform their jobs.	39.6%	28.2%	32.2%	45	2
Agree-disagree	2018	26	Employees in my work unit share job knowledge with each other.	81.7%	14.3%	4.0%	47	0
Agree-disagree	2018	27	The skill level in my work unit has improved in the past year.	67.6%	19.5%	12.8%	45	2
Good-poor	2018	28	How would you rate the overall quality of work done by your work unit?	88.7%	9.2%	2.1%	47	N/A
Agree-disagree	2018	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.7%	9.1%	6.2%	47	0
Agree-disagree	2018	30	Employees have a feeling of personal empowerment with respect to work processes.	23.9%	13.4%	62.7%	46	1
Agree-disagree	2018	31	Employees are recognized for providing high quality products and services.	45.8%	16.5%	37.6%	45	1
Agree-disagree	2018	32	Creativity and innovation are rewarded.	37.2%	14.4%	48.3%	45	2
Agree-disagree	2018	33	Pay raises depend on how well employees perform their jobs.	24.7%	36.1%	39.2%	42	5
Agree-disagree	2018	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	49.7%	23.2%	27.1%	44	3
Agree-disagree	2018	35	Employees are protected from health and safety hazards on the job.	83.9%	12.8%	3.3%	46	1
Agree-disagree	2018	36	My organization has prepared employees for potential security threats.	83.0%	9.4%	7.5%	47	0
Agree-disagree	2018	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	63.4%	14.2%	22.4%	43	4
Agree-disagree	2018	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	79.2%	10.2%	10.6%	42	5
Agree-disagree	2018	39	My agency is successful at accomplishing its mission.	78.3%	11.6%	10.1%	47	0
Agree-disagree	2018	40	*I recommend my organization as a good place to work.	36.6%	28.1%	35.3%	47	N/A
Agree-disagree	2018	41	*I believe the results of this survey will be used to make my agency a better place to work.	23.3%	15.8%	60.9%	45	2
Agree-disagree	2018	42	My supervisor supports my need to balance work and other life issues.	79.0%	14.7%	6.3%	47	0
Agree-disagree	2018	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	64.4%	22.4%	13.2%	47	0
Agree-disagree	2018	44	Discussions with my supervisor about my performance are worthwhile.	72.6%	12.7%	14.7%	47	0
Agree-disagree	2018	45	My supervisor is committed to a workforce representative of all segments of society.	66.3%	21.3%	12.3%	46	1
Agree-disagree	2018	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.1%	18.3%	11.6%	47	0
Agree-disagree	2018	47	Supervisors in my work unit support employee development.	81.1%	12.7%	6.2%	47	0
Agree-disagree	2018	48	My supervisor listens to what I have to say.	75.2%	21.0%	3.8%	47	N/A
Agree-disagree	2018	49	My supervisor treats me with respect.	79.2%	18.7%	2.1%	47	N/A
Agree-disagree	2018	50	In the last six months, my supervisor has talked with me about my performance.	89.3%	1.9%	8.8%	47	N/A
Agree-disagree	2018	51	I have trust and confidence in my supervisor.	57.6%	26.9%	15.6%	47	N/A
Good-poor	2018	52	Overall, how good a job do you feel is being done by your immediate supervisor?	63.9%	30.5%	5.6%	47	N/A
Agree-disagree	2018	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	17.5%	15.5%	67.0%	47	0
Agree-disagree	2018	54	My organization's senior leaders maintain high standards of honesty and integrity.	27.7%	24.5%	47.8%	46	1

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Agree-disagree	2018	55	Supervisors work well with employees of different backgrounds.	44.4%	30.6%	25.0%	43	4
Agree-disagree	2018	56	*Managers communicate the goals of the organization.	43.8%	19.2%	37.0%	47	0
Agree-disagree	2018	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	39.0%	25.0%	36.0%	44	2
Agree-disagree	2018	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	21.9%	25.6%	52.5%	47	0
Agree-disagree	2018	59	Managers support collaboration across work units to accomplish work objectives.	34.6%	35.0%	30.5%	47	0
Good-poor	2018	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	30.1%	31.5%	38.4%	44	3
Agree-disagree	2018	61	I have a high level of respect for my organization's senior leaders.	29.0%	21.5%	49.5%	46	0
Agree-disagree	2018	62	Senior leaders demonstrate support for Work/Life programs.	45.7%	19.8%	34.5%	45	2
Satisfied-dissatisfied	2018	63	*How satisfied are you with your involvement in decisions that affect your work?	36.9%	18.3%	44.7%	47	N/A
Satisfied-dissatisfied	2018	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	28.9%	19.6%	51.5%	47	N/A
Satisfied-dissatisfied	2018	65	*How satisfied are you with the recognition you receive for doing a good job?	48.8%	26.9%	24.3%	47	N/A
Satisfied-dissatisfied	2018	66	How satisfied are you with the policies and practices of your senior leaders?	18.2%	28.2%	53.6%	47	N/A
Satisfied-dissatisfied	2018	67	How satisfied are you with your opportunity to get a better job in your organization?	19.9%	33.4%	46.7%	47	N/A
Satisfied-dissatisfied	2018	68	How satisfied are you with the training you receive for your present job?	49.3%	31.0%	19.7%	47	N/A
Satisfied-dissatisfied	2018	69	*Considering everything, how satisfied are you with your job?	48.1%	24.9%	26.9%	47	N/A
Satisfied-dissatisfied	2018	70	Considering everything, how satisfied are you with your pay?	63.4%	25.6%	11.0%	47	N/A
Satisfied-dissatisfied	2018	71	*Considering everything, how satisfied are you with your organization?	34.3%	30.5%	35.2%	47	N/A
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	59.5%	15.6%	24.9%	42	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	57.7%	15.2%	27.1%	42	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	53.9%	5.8%	40.3%	42	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	69.3%	15.1%	15.6%	42	N/A
Agree-disagree	2017	5	I like the kind of work I do.	88.4%	5.7%	5.9%	42	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	69.0%	5.8%	25.2%	42	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	96.2%	0.0%	3.8%	42	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	80.9%	11.3%	7.8%	42	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	45.4%	17.2%	37.4%	41	0
Agree-disagree	2017	10	*My workload is reasonable.	42.4%	11.5%	46.1%	42	0
Agree-disagree	2017	11	*My talents are used well in the workplace.	44.5%	20.6%	34.8%	42	0
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	74.1%	11.9%	14.0%	41	1
Agree-disagree	2017	13	The work I do is important.	85.9%	5.9%	8.2%	41	1
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	77.0%	2.0%	21.0%	42	0
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	80.4%	5.8%	13.7%	42	0
Agree-disagree	2017	16	I am held accountable for achieving results.	86.6%	7.8%	5.7%	42	0
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63.9%	13.9%	22.2%	40	2
Agree-disagree	2017	18	My training needs are assessed.	58.8%	3.9%	37.2%	41	1
Agree-disagree	2017	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	72.3%	17.7%	10.0%	41	1
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	78.8%	7.6%	13.6%	42	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	48.4%	22.8%	28.8%	42	0
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	45.8%	24.8%	29.4%	39	3
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.5%	25.6%	36.9%	35	7
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	31.5%	29.4%	39.1%	41	0
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	46.8%	21.2%	32.0%	37	5
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	73.1%	5.8%	21.1%	42	0
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	60.5%	21.8%	17.7%	41	1
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	88.4%	7.8%	3.8%	42	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	70.9%	11.6%	17.6%	42	0
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	30.9%	15.1%	53.9%	42	0
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	46.1%	19.1%	34.8%	42	0
Agree-disagree	2017	32	Creativity and innovation are rewarded.	38.5%	17.3%	44.3%	42	0
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	23.2%	21.1%	55.7%	35	7
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).	56.4%	12.4%	31.2%	38	4
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	88.2%	10.0%	1.9%	41	1
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	82.6%	7.6%	9.7%	42	0
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	54.6%	11.8%	33.6%	41	1

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Agree-disagree	2017	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.						
				67.9%	19.1%	12.9%	37	5	
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	74.7%	13.4%	11.9%	42	0	
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	46.4%	19.0%	34.7%	42	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.	37.9%	14.2%	47.8%	41	1	
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	84.5%	9.6%	5.8%	42	0	
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	65.3%	15.5%	19.2%	42	0	
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	59.7%	16.8%	23.5%	42	0	
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	83.1%	6.4%	10.5%	37	5	
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	59.5%	19.3%	21.2%	42	0	
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	67.5%	15.1%	17.4%	42	0	
Agree-disagree	2017	48	My supervisor listens to what I have to say.	72.7%	15.6%	11.8%	42	N/A	
Agree-disagree	2017	49	My supervisor treats me with respect.	84.4%	7.8%	7.8%	42	N/A	
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	88.4%	3.7%	7.9%	42	N/A	
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	61.4%	17.3%	21.4%	42	N/A	
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	65.2%	17.4%	17.4%	42	N/A	
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	20.3%	11.9%	67.8%	41	1	
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	39.2%	15.6%	45.2%	41	1	
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	57.4%	16.7%	25.8%	38	3	
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	42.0%	21.4%	36.7%	42	0	
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	34.0%	21.9%	44.1%	40	2	
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	32.7%	11.9%	55.5%	42	0	
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	40.4%	11.6%	48.0%	42	0	
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	39.6%	20.8%	39.5%	39	3	
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	30.9%	26.8%	42.3%	42	0	
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	50.8%	12.1%	37.0%	41	1	
Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	40.7%	17.1%	42.2%	42	N/A	
Satisfied -dissatisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	40.7%	11.5%	47.8%	42	N/A	
Satisfied -dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	48.1%	19.4%	32.6%	42	N/A	
Satisfied -dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	29.0%	9.6%	61.4%	42	N/A	
Satisfied -dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	26.7%	23.3%	50.0%	42	N/A	
Satisfied -dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	50.2%	21.2%	28.6%	42	N/A	
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	50.2%	19.0%	30.8%	42	N/A	
Satisfied -dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	51.8%	25.1%	23.2%	42	N/A	
Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	42.5%	22.8%	34.7%	42	N/A	
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	60.3%	10.9%	28.8%	45	N/A	
Agree-disagree	2016	2	I have enough information to do my job well.	58.9%	12.9%	28.2%	45	N/A	
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	49.0%	29.0%	21.9%	45	N/A	
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	64.4%	18.1%	17.5%	45	N/A	
Agree-disagree	2016	5	I like the kind of work I do.	84.5%	8.7%	6.8%	45	N/A	
Agree-disagree	2016	6	I know what is expected of me on the job.	68.5%	4.5%	27.0%	44	N/A	
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	97.8%	2.2%	0.0%	45	N/A	
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	88.5%	11.5%	0.0%	45	N/A	
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	38.5%	19.8%	41.6%	45	0	
Agree-disagree	2016	10	*My workload is reasonable.	45.6%	15.2%	39.2%	45	0	
Agree-disagree	2016	11	*My talents are used well in the workplace.	34.5%	23.9%	41.5%	45	0	
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	73.6%	15.4%	11.0%	45	0	
Agree-disagree	2016	13	The work I do is important.	90.8%	6.9%	2.3%	44	0	
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	68.7%	9.0%	22.2%	45	0	
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	81.5%	2.3%	16.3%	44	1	
Agree-disagree	2016	16	I am held accountable for achieving results.	86.8%	11.0%	2.2%	45	0	
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	52.9%	17.7%	29.4%	44	1	
Agree-disagree	2016	18	My training needs are assessed.	38.2%	18.3%	43.5%	45	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).	74.3%	11.4%	14.3%	43	2	
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	71.1%	13.2%	15.7%	45	N/A	

## Trend Core Survey

Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	63.3%	13.8%	22.9%	44	0
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	43.1%	24.8%	32.1%	44	1
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	32.9%	34.9%	32.3%	40	5
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	35.6%	14.3%	50.1%	42	3
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	48.2%	17.8%	34.1%	41	2
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	77.4%	6.9%	15.8%	44	0
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	55.6%	24.4%	20.0%	45	0
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	82.4%	11.1%	6.5%	45	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.3%	13.1%	15.5%	45	0
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	40.8%	10.9%	48.4%	45	0
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	42.7%	17.9%	39.4%	45	0
Agree-disagree	2016	32	Creativity and innovation are rewarded.	30.4%	25.7%	44.0%	43	2
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	26.5%	23.1%	50.3%	39	6
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).	63.2%	25.3%	11.6%	43	1
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	82.2%	11.1%	6.7%	44	1
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	73.9%	6.5%	19.6%	45	0
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	49.0%	16.1%	34.9%	43	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.	74.9%	12.2%	12.9%	40	5
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	73.4%	15.3%	11.3%	45	0
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	44.9%	22.2%	32.8%	45	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.	40.0%	16.4%	43.6%	43	2
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	77.2%	9.2%	13.6%	44	1
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.4%	11.5%	20.1%	44	1
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	62.2%	17.7%	20.1%	45	0
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	74.6%	16.3%	9.1%	43	2
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	54.5%	20.6%	24.8%	44	0
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	64.8%	13.2%	21.9%	45	0
Agree-disagree	2016	48	My supervisor listens to what I have to say.	73.4%	15.6%	11.1%	45	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	80.3%	13.3%	6.4%	45	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	84.7%	6.5%	8.8%	45	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	66.8%	15.4%	17.7%	45	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	66.3%	15.3%	18.4%	44	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	24.7%	20.8%	54.5%	45	0
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	38.7%	25.4%	35.9%	44	1
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	52.2%	29.8%	18.0%	44	0
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	43.5%	16.3%	40.2%	44	0
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	36.1%	22.7%	41.2%	41	4
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	41.5%	16.0%	42.5%	44	1
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	45.0%	30.9%	24.0%	45	0
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	39.8%	25.8%	34.4%	43	2
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	33.3%	27.5%	39.2%	45	0
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	52.8%	19.9%	27.2%	44	1
Satisfied -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	44.6%	11.1%	44.3%	45	N/A
Satisfied -dissatisfied	2016	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	43.0%	13.0%	44.0%	45	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	40.9%	31.6%	27.5%	44	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	37.2%	17.7%	45.0%	44	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	24.3%	40.5%	35.3%	45	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	40.3%	22.4%	37.4%	45	N/A
Satisfied -dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	52.6%	16.4%	31.1%	44	N/A
Satisfied -dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	64.8%	15.4%	19.8%	45	N/A
Satisfied -dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	47.1%	15.6%	37.3%	45	N/A
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	58.1%	21.8%	20.1%	45	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	56.4%	21.5%	22.1%	46	N/A

## Trend Core Survey

Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	59.4%	19.1%	21.5%	44	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	71.7%	6.3%	22.0%	46	N/A
Agree-disagree	2015	5	I like the kind of work I do.	78.2%	17.3%	4.5%	46	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	63.3%	18.4%	18.3%	46	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	94.9%	2.5%	2.5%	46	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	85.0%	15.0%	0.0%	45	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	45.7%	25.2%	29.1%	46	0
Agree-disagree	2015	10	*My workload is reasonable.	37.2%	25.5%	37.3%	46	0
Agree-disagree	2015	11	*My talents are used well in the workplace.	41.6%	20.3%	38.1%	44	0
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	88.6%	6.3%	5.1%	46	0
Agree-disagree	2015	13	The work I do is important.	90.9%	7.0%	2.1%	46	0
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	73.1%	13.9%	13.0%	46	0
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	74.5%	11.4%	14.1%	44	1
Agree-disagree	2015	16	I am held accountable for achieving results.	85.8%	12.3%	2.0%	46	0
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	50.9%	25.5%	23.6%	43	3
Agree-disagree	2015	18	My training needs are assessed.	39.6%	25.9%	34.5%	46	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).	67.1%	15.6%	17.3%	45	1
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	88.9%	4.0%	7.0%	46	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	55.9%	26.0%	18.0%	46	0
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	28.5%	37.1%	34.4%	41	5
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	47.0%	13.9%	39.1%	39	7
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	21.6%	29.1%	49.3%	41	5
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	55.0%	27.2%	17.8%	40	5
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	82.6%	6.8%	10.5%	46	0
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	65.9%	27.5%	6.6%	46	0
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	92.9%	2.1%	5.0%	46	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	66.4%	20.1%	13.5%	44	0
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	36.4%	13.2%	50.4%	45	0
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	38.1%	18.1%	43.7%	43	2
Agree-disagree	2015	32	Creativity and innovation are rewarded.	19.6%	33.8%	46.6%	42	3
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	19.6%	29.4%	51.0%	39	6
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).	43.6%	39.4%	17.1%	44	1
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	89.6%	8.1%	2.3%	44	1
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	93.6%	2.1%	4.4%	44	0
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	41.2%	16.0%	42.9%	43	2
Agree-disagree	2015	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	69.6%	11.4%	18.9%	43	2
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	80.0%	12.6%	7.4%	45	0
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	46.7%	33.1%	20.2%	45	N/A
Agree-disagree	2015	41	*I believe the results of this survey will be used to make my agency a better place to work.	24.0%	26.9%	49.1%	43	2
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	79.5%	11.5%	9.0%	45	0
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	62.5%	13.4%	24.1%	45	0
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	50.7%	12.7%	36.6%	44	1
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	70.1%	14.2%	15.7%	40	5
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	43.2%	22.2%	34.7%	45	0
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	53.4%	24.0%	22.6%	45	0
Agree-disagree	2015	48	My supervisor listens to what I have to say.	72.9%	11.0%	16.1%	45	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	69.0%	19.4%	11.6%	45	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	81.2%	8.8%	10.0%	45	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	53.7%	15.1%	31.2%	45	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	60.4%	14.7%	24.9%	45	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	19.6%	26.3%	54.1%	45	0
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	32.6%	17.0%	50.4%	43	2
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	47.2%	19.5%	33.3%	44	1
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	39.8%	20.2%	40.0%	45	0
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	31.2%	28.6%	40.2%	42	3
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	22.5%	22.9%	54.6%	45	0
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	30.9%	19.0%	50.1%	43	2
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	37.7%	27.2%	35.1%	45	0
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	26.5%	19.8%	53.7%	45	0
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	59.9%	23.6%	16.4%	43	2



## Trend Core Survey

Satisfied -dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	47.1%	12.8%	40.1%	45	N/A
Satisfied -dissatisfied	2015	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	37.7%	16.8%	45.5%	44	N/A
Satisfied -dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	57.6%	15.0%	27.4%	44	N/A
Satisfied -dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	27.1%	17.5%	55.5%	45	N/A
Satisfied -dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	27.5%	25.0%	47.6%	45	N/A
Satisfied -dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	48.4%	24.3%	27.2%	45	N/A
Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	50.2%	27.5%	22.3%	45	N/A
Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	60.2%	29.3%	10.5%	45	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	45.2%	24.4%	30.4%	45	N/A
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	72.4%	11.1%	16.5%	47	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	66.5%	23.1%	10.4%	47	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	72.3%	6.7%	21.0%	47	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	72.2%	13.1%	14.7%	46	N/A
Agree-disagree	2014	5	I like the kind of work I do.	89.4%	4.1%	6.5%	46	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	72.8%	8.4%	18.7%	47	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	93.6%	2.1%	4.3%	47	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	91.3%	4.7%	4.0%	47	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.8%	11.3%	36.9%	47	0
Agree-disagree	2014	10	*My workload is reasonable.	61.6%	17.4%	21.0%	46	0
Agree-disagree	2014	11	*My talents are used well in the workplace.	63.0%	13.4%	23.6%	45	0
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	85.3%	10.4%	4.4%	47	0
Agree-disagree	2014	13	The work I do is important.	89.3%	4.7%	6.0%	47	0
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.5%	19.2%	10.3%	47	0
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	82.9%	3.8%	13.2%	47	0
Agree-disagree	2014	16	I am held accountable for achieving results.	87.3%	12.7%	0.0%	47	0
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.0%	20.2%	10.8%	45	2
Agree-disagree	2014	18	My training needs are assessed.	55.8%	18.8%	25.4%	46	1
Agree-disagree	2014	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	71.8%	6.0%	22.2%	46	1
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	83.4%	10.2%	6.4%	47	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	72.5%	12.8%	14.7%	47	0
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	60.6%	21.1%	18.3%	43	4
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	52.6%	14.6%	32.9%	41	6
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	44.6%	22.2%	33.2%	45	2
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	56.4%	29.9%	13.7%	43	4
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	85.1%	6.4%	8.5%	46	0
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	70.8%	20.4%	8.8%	45	1
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	91.7%	8.3%	0.0%	47	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	65.7%	23.7%	10.6%	47	0
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	41.4%	26.1%	32.5%	46	1
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	47.9%	17.4%	34.8%	46	1
Agree-disagree	2014	32	Creativity and innovation are rewarded.	32.9%	29.3%	37.8%	45	1
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	26.4%	37.6%	36.0%	42	4
Agree-disagree	2014	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	70.4%	16.1%	13.5%	43	4
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	87.3%	8.5%	4.2%	46	1
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	91.8%	6.2%	2.0%	47	0
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	66.6%	20.2%	13.2%	45	2
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.	77.1%	8.9%	14.1%	44	3
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	85.1%	14.9%	0.0%	47	0
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	70.3%	12.9%	16.8%	47	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.	47.9%	16.3%	35.8%	44	3
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	85.4%	10.4%	4.2%	47	0
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	79.0%	10.3%	10.7%	47	0
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	74.1%	12.7%	13.1%	46	0
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	87.3%	10.6%	2.1%	47	0
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	62.1%	21.0%	16.9%	47	0

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Agree-disagree	2014	47	Supervisors in my work unit support employee development.	83.3%	12.4%	4.2%	47	0
Agree-disagree	2014	48	My supervisor listens to what I have to say.	83.3%	10.3%	6.4%	47	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	82.9%	12.6%	4.5%	46	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	80.8%	14.9%	4.3%	47	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	77.1%	12.5%	10.4%	47	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.3%	12.4%	8.3%	47	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43.3%	22.8%	33.9%	47	0
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.6%	13.0%	33.3%	45	2
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	60.1%	22.0%	17.9%	45	0
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	55.5%	25.6%	18.9%	47	0
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	45.8%	28.9%	25.3%	46	1
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	43.5%	20.4%	36.2%	47	0
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	42.4%	24.9%	32.6%	46	1
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	63.5%	16.8%	19.7%	46	1
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	53.7%	14.3%	32.0%	47	0
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	54.0%	28.2%	17.8%	44	3
Satisfied -dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	53.7%	16.4%	29.9%	47	N/A
Satisfied -dissatisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	49.7%	25.6%	24.7%	47	N/A
Satisfied -dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	61.9%	10.7%	27.5%	47	N/A
Satisfied -dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	45.8%	18.0%	36.2%	46	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	27.3%	38.7%	33.9%	46	N/A
Satisfied -dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	50.2%	24.8%	25.0%	47	N/A
Satisfied -dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	73.0%	6.1%	20.9%	47	N/A
Satisfied -dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	69.5%	16.9%	13.6%	46	N/A
Satisfied -dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	61.2%	15.2%	23.6%	46	N/A
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	52.7%	18.2%	29.1%	47	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	68.3%	21.6%	10.1%	47	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	66.5%	8.8%	24.6%	47	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	66.1%	12.9%	21.0%	47	N/A
Agree-disagree	2013	5	I like the kind of work I do.	78.6%	6.2%	15.2%	47	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	67.9%	13.5%	18.5%	47	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	95.6%	4.4%	0.0%	47	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	89.4%	6.3%	4.4%	47	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	38.4%	17.1%	44.5%	47	0
Agree-disagree	2013	10	*My workload is reasonable.	51.7%	17.1%	31.2%	47	0
Agree-disagree	2013	11	*My talents are used well in the workplace.	49.9%	14.5%	35.6%	47	0
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	85.0%	6.1%	9.0%	46	1
Agree-disagree	2013	13	The work I do is important.	84.6%	6.3%	9.0%	46	0
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	65.7%	14.5%	19.7%	47	0
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	81.6%	6.0%	12.4%	47	0
Agree-disagree	2013	16	I am held accountable for achieving results.	80.4%	12.7%	6.9%	47	0
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	67.3%	20.0%	12.6%	45	2
Agree-disagree	2013	18	My training needs are assessed.	42.0%	16.1%	41.9%	47	0
Agree-disagree	2013	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	67.7%	11.0%	21.3%	46	1
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	85.4%	4.2%	10.4%	46	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	57.3%	26.0%	16.7%	47	0
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	42.6%	23.8%	33.6%	44	3
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	46.2%	20.8%	33.0%	42	5
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	35.6%	23.7%	40.7%	43	4
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	38.2%	30.1%	31.7%	43	4
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	76.8%	4.3%	19.0%	46	0
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	69.8%	6.5%	23.7%	45	2
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	85.3%	12.6%	2.0%	47	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68.0%	8.6%	23.4%	47	0
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	36.3%	14.2%	49.5%	47	0



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Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	33.5%	15.6%	50.9%	45	1
Agree-disagree	2013	32	Creativity and innovation are rewarded.	34.7%	17.5%	47.8%	46	1
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	13.0%	24.2%	62.8%	45	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).	56.9%	19.5%	23.6%	46	1
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	79.8%	13.1%	7.1%	46	0
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	63.2%	6.5%	30.3%	44	2
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	48.8%	23.2%	28.0%	47	0
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.	68.7%	16.4%	14.9%	47	0
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	81.1%	10.1%	8.8%	45	2
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	53.4%	15.7%	30.9%	45	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.	34.7%	25.1%	40.3%	45	1
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	82.4%	4.7%	12.9%	47	0
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	66.7%	6.9%	26.3%	46	0
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	53.9%	21.6%	24.5%	46	0
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	76.1%	10.4%	13.5%	45	2
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	61.4%	17.0%	21.6%	47	0
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	62.4%	13.3%	24.3%	46	1
Agree-disagree	2013	48	My supervisor listens to what I have to say.	78.4%	6.7%	14.9%	47	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	80.9%	8.1%	11.0%	47	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	69.3%	4.6%	26.1%	47	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	67.6%	15.3%	17.1%	47	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	72.1%	13.1%	14.8%	47	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	34.0%	15.0%	51.0%	47	0
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.8%	13.2%	33.0%	46	1
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	56.5%	20.2%	23.3%	44	3
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	62.5%	12.0%	25.5%	47	0
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	55.6%	21.2%	23.2%	46	1
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	41.7%	17.4%	41.0%	46	1
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	42.5%	24.2%	33.4%	47	0
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	53.1%	18.1%	28.8%	43	3
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	42.6%	19.2%	38.2%	47	0
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	49.7%	23.9%	26.4%	45	2
Satisfied -dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	52.6%	12.9%	34.5%	47	N/A
Satisfied -dissatisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	44.9%	19.0%	36.1%	47	N/A
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	52.4%	16.4%	31.2%	47	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	42.4%	17.3%	40.4%	47	N/A
Satisfied -dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	27.0%	29.2%	43.8%	47	N/A
Satisfied -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	48.9%	17.9%	33.2%	46	N/A
Satisfied -dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	55.7%	8.7%	35.6%	46	N/A
Satisfied -dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	50.9%	14.6%	34.5%	47	N/A
Satisfied -dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	48.9%	16.8%	34.3%	47	N/A
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	67.6%	11.7%	20.7%	49	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	76.3%	2.3%	21.4%	49	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	56.4%	14.3%	29.3%	49	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	71.8%	9.1%	19.1%	49	N/A
Agree-disagree	2012	5	I like the kind of work I do.	70.7%	13.8%	15.5%	48	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	67.3%	14.5%	18.3%	49	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	97.6%	0.0%	2.4%	49	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	90.8%	6.8%	2.4%	48	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	41.2%	17.3%	41.5%	49	0
Agree-disagree	2012	10	*My workload is reasonable.	59.5%	5.3%	35.3%	49	0
Agree-disagree	2012	11	*My talents are used well in the workplace.	39.9%	16.8%	43.3%	49	0
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	83.1%	10.4%	6.5%	49	0
Agree-disagree	2012	13	The work I do is important.	86.9%	4.6%	8.5%	49	0

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Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	85.4%	8.2%	6.4%	49	0
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	75.1%	14.6%	10.3%	48	1
Agree-disagree	2012	16	I am held accountable for achieving results.	87.0%	4.2%	8.7%	49	0
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	71.5%	15.2%	13.3%	48	1
Agree-disagree	2012	18	My training needs are assessed.	60.9%	11.6%	27.6%	49	0
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).	66.6%	6.4%	27.0%	47	2
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	81.1%	6.5%	12.4%	49	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	55.4%	28.2%	16.5%	48	1
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	43.5%	31.0%	25.5%	43	5
Agree-disagree	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	47.3%	25.0%	27.7%	45	4
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	37.8%	33.9%	28.3%	43	6
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	49.5%	35.3%	15.2%	41	8
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	78.9%	4.1%	17.0%	49	0
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	61.3%	28.8%	9.9%	45	4
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	88.6%	4.4%	7.0%	47	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83.4%	12.4%	4.1%	49	0
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	42.5%	13.7%	43.8%	49	0
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	38.8%	27.1%	34.1%	48	1
Agree-disagree	2012	32	Creativity and innovation are rewarded.	33.4%	35.2%	31.4%	48	0
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	35.5%	21.5%	43.0%	45	4
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).	52.5%	27.5%	20.0%	48	1
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	84.7%	8.5%	6.8%	47	1
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	69.5%	13.2%	17.3%	49	0
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	72.0%	11.7%	16.3%	44	3
Agree-disagree	2012	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	82.9%	9.4%	7.6%	44	5
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	84.3%	8.9%	6.8%	48	1
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	54.3%	27.0%	18.7%	49	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.	41.6%	24.6%	33.8%	47	2
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	81.6%	5.2%	13.2%	48	1
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	61.4%	8.8%	29.8%	49	0
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	70.7%	14.9%	14.4%	49	0
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	73.5%	24.2%	2.3%	46	3
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	69.6%	11.7%	18.7%	49	0
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	78.8%	4.6%	16.5%	48	1
Agree-disagree	2012	48	My supervisor listens to what I have to say.	76.4%	10.7%	12.9%	49	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	78.9%	13.0%	8.0%	48	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	91.8%	5.7%	2.4%	48	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	65.9%	12.6%	21.5%	48	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	75.4%	18.8%	5.8%	49	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43.0%	18.4%	38.7%	49	0
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	62.0%	16.1%	21.9%	49	0
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	61.2%	25.2%	13.6%	46	3
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	63.9%	12.5%	23.7%	49	0
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	51.9%	25.9%	22.2%	49	0
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	45.3%	21.8%	32.8%	49	0
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	47.2%	27.5%	25.3%	49	0
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	54.7%	32.0%	13.4%	46	3
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	50.0%	11.6%	38.5%	49	0
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	53.8%	25.2%	21.0%	47	2
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	48.8%	22.4%	28.9%	49	N/A
Satisfied -dissatisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	54.4%	15.6%	30.0%	49	N/A
Satisfied -dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	48.0%	18.5%	33.6%	49	N/A
Satisfied -dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	40.7%	19.1%	40.2%	49	N/A
Satisfied -dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	27.5%	24.9%	47.6%	49	N/A

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Satisfied -dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	62.7%	21.6%	15.7%	48	N/A
Satisfied -dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	52.9%	19.7%	27.4%	48	N/A
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	62.5%	20.9%	16.5%	49	N/A
Satisfied -dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	61.3%	7.0%	31.7%	49	N/A
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	69.3%	14.1%	16.6%	49	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	73.3%	5.5%	21.2%	49	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	73.4%	7.7%	18.9%	49	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	76.6%	11.5%	11.9%	48	N/A
Agree-disagree	2011	5	I like the kind of work I do.	83.3%	7.3%	9.3%	49	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	78.2%	15.1%	6.8%	49	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	98.1%	0.0%	1.9%	49	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	93.4%	4.7%	1.9%	48	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.6%	9.4%	39.0%	49	0
Agree-disagree	2011	10	*My workload is reasonable.	55.0%	11.1%	33.9%	49	0
Agree-disagree	2011	11	*My talents are used well in the workplace.	61.1%	5.8%	33.2%	49	0
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	92.4%	5.8%	1.8%	49	0
Agree-disagree	2011	13	The work I do is important.	92.4%	2.1%	5.5%	49	0
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	90.4%	9.6%	0.0%	49	0
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	79.2%	5.9%	15.0%	47	2
Agree-disagree	2011	16	I am held accountable for achieving results.	87.2%	4.0%	8.8%	49	0
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.2%	11.6%	23.2%	45	3
Agree-disagree	2011	18	My training needs are assessed.	45.5%	24.3%	30.2%	47	1
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).	71.0%	6.4%	22.6%	47	2
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	73.8%	8.8%	17.4%	45	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	67.6%	20.0%	12.5%	48	1
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	40.9%	34.1%	25.0%	46	3
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.2%	30.0%	34.9%	45	4
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	44.1%	23.9%	32.0%	46	3
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	62.4%	20.1%	17.5%	45	4
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	76.9%	17.3%	5.8%	48	1
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	65.5%	29.7%	4.8%	46	3
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	82.6%	15.5%	1.9%	48	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77.7%	14.2%	8.1%	48	1
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	30.8%	17.9%	51.3%	48	1
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	49.4%	21.3%	29.3%	49	0
Agree-disagree	2011	32	Creativity and innovation are rewarded.	34.1%	28.3%	37.6%	49	0
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	31.5%	26.0%	42.6%	44	5
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).	53.2%	20.9%	25.8%	48	1
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	89.5%	7.9%	2.6%	48	1
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	63.4%	11.4%	25.2%	49	0
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.9%	17.5%	24.7%	48	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.	74.8%	6.0%	19.2%	47	2
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	87.5%	8.0%	4.5%	48	0
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	62.3%	17.5%	20.2%	49	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.	49.1%	26.0%	24.9%	49	0
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	83.0%	10.4%	6.6%	49	0
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	65.0%	14.4%	20.7%	48	0
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	73.9%	10.0%	16.1%	47	2
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	79.1%	12.1%	8.8%	46	2
Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.7%	15.4%	14.0%	48	1
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	76.5%	4.0%	19.5%	48	1
Agree-disagree	2011	48	My supervisor listens to what I have to say.	80.4%	7.7%	11.9%	49	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	82.3%	5.5%	12.2%	49	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	80.7%	11.9%	7.4%	49	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	72.7%	10.0%	17.3%	49	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.9%	17.2%	11.9%	49	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42.5%	21.1%	36.3%	48	0
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	55.2%	12.0%	32.8%	47	1
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	61.4%	12.2%	26.3%	46	1

## Trend Core Survey

Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	45.6%	19.7%	34.7%	48	0
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	46.5%	21.1%	32.4%	46	2
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	33.6%	18.2%	48.1%	47	1
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	35.5%	23.3%	41.3%	48	0
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	68.8%	14.9%	16.3%	44	4
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	56.0%	12.2%	31.8%	48	0
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	47.8%	26.7%	25.5%	46	2
Satisfied -dissatisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	62.5%	18.1%	19.4%	48	N/A
Satisfied -dissatisfied	2011	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	54.3%	22.0%	23.6%	48	N/A
Satisfied -dissatisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	53.3%	23.2%	23.5%	48	N/A
Satisfied -dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	38.9%	23.8%	37.4%	47	N/A
Satisfied -dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	23.1%	31.2%	45.7%	48	N/A
Satisfied -dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?	50.3%	20.7%	29.0%	48	N/A
Satisfied -dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?	70.4%	14.4%	15.2%	48	N/A
Satisfied -dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?	73.4%	14.5%	12.0%	48	N/A
Satisfied -dissatisfied	2011	71	*Considering everything, how satisfied are you with your organization?	57.7%	18.7%	23.6%	48	N/A

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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

## Agency-Specific Questions

### *1. My direct supervisor encourages me to collaborate with other staff across the agency.*

	# of Respondents	Percent
	2018	2018
Strongly Agree	14	29.7%
Agree	20	44.9%
Neither Agree Nor Disagree	8	17.2%
Disagree	3	6.3%
Strongly Disagree	1	1.9%
Total	46	100.0%

### *2. I consider team work to be a core value in accomplishing my work.*

	# of Respondents	Percent
	2018	2018
Strongly Agree	30	64.6%
Agree	10	21.0%
Neither Agree Nor Disagree	6	14.4%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
Total	46	100.0%

### *3. My direct supervisor provides me with guidance in order for me to balance my workload.*

	# of Respondents	Percent
	2018	2018
Strongly Agree	8	15.6%
Agree	18	39.7%
Neither Agree Nor Disagree	8	18.4%
Disagree	10	19.9%
Strongly Disagree	3	6.5%
Total	47	100.0%

**4. How satisfied are you with your first-level supervisor clearly defining the role of the leadership team, and communicating decisions from the leadership team?**

	# of Respondents	Percent
	2018	2018
Very Satisfied	6	12.9%
Satisfied	21	46.1%
Neither Satisfied Nor Dissatisfied	10	22.4%
Dissatisfied	7	13.0%
Very Dissatisfied	3	5.6%
Total	47	100.0%

**5. How satisfied are you with your senior level manager clearly defining the role of the leadership team, team building and communicating decisions from the leadership team?**

	# of Respondents	Percent
	2018	2018
Very Satisfied	4	7.8%
Satisfied	13	27.3%
Neither Satisfied Nor Dissatisfied	9	21.9%
Dissatisfied	13	27.6%
Very Dissatisfied	8	15.4%
Total	47	100.0%

**6. Overall, do you feel managers clearly communicate their goals and strategies and does my job have clearly defined goals?**

	# of Respondents	Percent
	2018	2018
Yes	23	49.8%
No	24	50.2%
Total	47	100.0%

**7. I understand the role of the Leadership Team.**

	<b># of Respondents</b>	<b>Percent</b>
	<b>2018</b>	<b>2018</b>
Strongly Agree	3	6.0%
Agree	16	36.0%
Neither Agree Nor Disagree	8	16.6%
Disagree	12	24.9%
Strongly Disagree	8	16.5%
Total	47	100.0%

***8. I receive timely and valuable communications about Leadership Team decisions.***

	<b># of Respondents</b>	<b>Percent</b>
	<b>2018</b>	<b>2018</b>
Strongly Agree	2	4.0%
Agree	10	23.2%
Neither Agree Nor Disagree	11	23.4%
Disagree	12	25.3%
Strongly Disagree	12	24.1%
Total	47	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey

## 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	(72) Have you been notified whether or not you are eligible to telework? <ul style="list-style-type: none"> <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>



<p>(72) Please select the response below that BEST describes your current teleworking schedule.</p> <ul style="list-style-type: none"> <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>	<p>(73) Please select the response below that BEST describes your current teleworking situation.</p> <ul style="list-style-type: none"> <li>• I telework 3 or more days per week</li> <li>• I telework 1 or 2 days per week</li> <li>• I telework, but no more than 1 or 2 days per month</li> <li>• I telework very infrequently, on an unscheduled or short-term basis</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 I have 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>	
<p>(73-78) How satisfied are you with the following Work/Life programs in your agency? <b>Note: 2017 FEVS items 74-84 were combined (participation - satisfaction); new response scale for these items is displayed below item 78.</b></p>	<p>(74-78) Do you participate in the following Work/Life programs? <b>Note: Response scale for these items is displayed below item 78.</b></p>	<p>(79-84) How satisfied are you with the following Work/Life programs in your agency? <b>Note: Response scale for these items is displayed below item 84.</b></p>
<p>(73) Telework</p>	<p>N/A</p>	<p>(79) Telework</p>
<p>(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)</p>	<p>(74) Alternative Work Schedules (AWS)</p>	<p>(80) Alternative Work Schedules (AWS)</p>
<p>(75) Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)</p>	<p>(75) Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</p>	<p>(81) Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</p>
<p>(76) Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)</p>	<p>(76) Employee Assistance Program (EAP)</p>	<p>(82) Employee Assistance Program (EAP)</p>

(77) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)	(77) Child Care Programs (for example, daycare, parenting classes, parenting support groups)	(83) Child Care Programs (for example, daycare, parenting classes, parenting support groups)
(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)	(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)	(84) Elder Care Programs (for example, elder/adult care, support groups, speakers)
<ul style="list-style-type: none"> <li>• Very satisfied</li> <li>• Satisfied</li> <li>• Neither Satisfied nor Dissatisfied</li> <li>• Dissatisfied</li> <li>• Very Dissatisfied</li> <li>• I choose not to participate in these programs</li> <li>• These programs are not available to me</li> <li>• I am unaware of these programs</li> </ul>	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> <li>• Not available to me</li> </ul>	<ul style="list-style-type: none"> <li>• Very satisfied</li> <li>• Satisfied</li> <li>• Neither Satisfied nor Dissatisfied</li> <li>• Dissatisfied</li> <li>• Very Dissatisfied</li> <li>• No Basis to Judge</li> </ul>
(90) Are you transgender?	Not a separate item in 2017 FEVS	
(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 that apply)	
<ul style="list-style-type: none"> <li>• Straight, that is not gay or lesbian</li> <li>• Gay or Lesbian</li> <li>• Bisexual</li> <li>• Something else</li> </ul>	<ul style="list-style-type: none"> <li>• Heterosexual or Straight</li> <li>• Gay or Lesbian</li> <li>• Bisexual</li> <li>• Transgender</li> <li>• I prefer not to say</li> </ul>	