

Core Survey

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 %
1	*I am given a real opportunity to improve my skills in my organization.	85.89%	44.12%	41.78%	6.10%	4.72%
2	I have enough information to do my job well.	84.46%	37.24%	47.22%	8.24%	5.38%
3	I feel encouraged to come up with new and better ways of doing things.	79.75%	37.66%	42.09%	9.73%	5.03%
4	*My work gives me a feeling of personal accomplishment.	85.48%	45.22%	40.26%	9.04%	2.68%
5	*I like the kind of work I do.	89.44%	49.86%	39.58%	7.66%	1.02%
6	I know what is expected of me on the job.	82.75%	41.64%	41.11%	10.31%	4.03%
7	When needed I am willing to put in the extra effort to get a job done.	95.07%	71.90%	23.17%	1.87%	1.61%
8	I am constantly looking for ways to do my job better.	94.42%	55.60%	38.81%	2.74%	1.93%
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	54.31%	17.25%	37.07%	11.16%	21.54%
10	*My workload is reasonable.	57.69%	12.85%	44.84%	13.42%	19.53%
11	*My talents are used well in the workplace.	75.20%	23.31%	51.89%	10.95%	6.69%
12	*I know how my work relates to the agency's goals and priorities.	90.68%	48.26%	42.43%	4.98%	1.99%
13	*The work I do is important.	92.99%	54.06%	38.93%	4.57%	1.06%
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	89.63%	51.79%	37.84%	4.01%	4.47%
15	*My performance appraisal is a fair reflection of my performance.	77.25%	32.74%	44.51%	10.16%	7.09%

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16	I am held accountable for achieving results.	88.12%	38.22%	49.90%	6.99%	1.99%
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	77.49%	38.94%	38.55%	14.95%	2.83%
18	*My training needs are assessed.	69.61%	28.92%	40.69%	17.51%	6.88%
19	*In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	68.04%	24.46%	43.58%	12.60%	12.90%
20	*The people I work with cooperate to get the job done.	86.94%	32.22%	54.72%	6.58%	4.65%
21	*My work unit is able to recruit people with the right skills.	72.81%	23.84%	48.97%	11.15%	11.54%
22	*Promotions in my work unit are based on merit.	53.93%	20.96%	32.97%	24.54%	12.07%
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	49.12%	13.03%	36.09%	25.84%	13.35%
24	*In my work unit, differences in performance are recognized in a meaningful way.	45.08%	10.72%	34.35%	27.83%	16.46%
25	Awards in my work unit depend on how well employees perform their jobs.	50.69%	15.09%	35.60%	27.85%	11.03%
26	Employees in my work unit share job knowledge with each other.	82.63%	36.17%	46.46%	8.20%	5.07%
27	The skill level in my work unit has improved in the past year.	68.52%	29.37%	39.16%	24.23%	3.76%
28	How would you rate the overall quality of work done by your work unit?	93.95%	59.02%	34.93%	2.58%	2.55%
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.77%	31.42%	54.35%	8.03%	4.19%
30	*Employees have a feeling of personal empowerment with respect to work processes.	68.66%	23.88%	44.78%	18.87%	7.06%
31	Employees are recognized for providing high quality products and services.	77.00%	26.64%	50.36%	12.97%	5.60%
32	*Creativity and innovation are rewarded.	72.51%	25.69%	46.82%	14.33%	8.24%

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33	*Pay raises depend on how well employees perform their jobs.	36.54%	11.68%	24.86%	27.97%	17.98%
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	73.77%	28.06%	45.71%	18.19%	4.31%
35	*Employees are protected from health and safety hazards on the job.	92.80%	47.19%	45.61%	3.46%	2.36%
36	*My organization has prepared employees for potential security threats.	78.69%	36.06%	42.63%	10.54%	7.69%
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	67.28%	29.72%	37.56%	20.71%	5.80%
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.	86.77%	39.13%	47.64%	9.48%	1.63%
39	My agency is successful at accomplishing its mission.	93.06%	51.58%	41.48%	4.16%	1.40%
40	I recommend my organization as a good place to work.	89.84%	49.77%	40.07%	6.33%	1.48%
41	I believe the results of this survey will be used to make my agency a better place to work.	72.75%	33.53%	39.22%	14.16%	7.95%
42	*My supervisor supports my need to balance work and other life issues.	88.51%	53.78%	34.73%	7.22%	0.47%
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	80.68%	46.06%	34.62%	11.45%	3.52%
44	*Discussions with my supervisor about my performance are worthwhile.	75.53%	42.72%	32.81%	13.33%	6.25%
45	My supervisor is committed to a workforce representative of all segments of society.	81.60%	46.57%	35.03%	12.50%	1.74%
46	My supervisor provides me with constructive suggestions to improve my job performance.	75.21%	40.78%	34.42%	14.06%	5.82%

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47	*Supervisors in my work unit support employee development.	85.15%	52.31%	32.84%	10.00%	1.53%
48	My supervisor listens to what I have to say.	88.34%	58.50%	29.85%	4.91%	3.93%
49	My supervisor treats me with respect.	89.03%	60.99%	28.04%	5.27%	3.33%
50	In the last six months, my supervisor has talked with me about my performance.	88.88%	56.76%	32.12%	5.12%	3.61%
51	*I have trust and confidence in my supervisor.	82.95%	55.54%	27.41%	7.76%	5.03%
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	81.95%	58.82%	23.12%	10.80%	3.93%
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	74.99%	31.73%	43.26%	13.02%	8.15%
54	My organization's senior leaders maintain high standards of honesty and integrity.	82.10%	35.83%	46.27%	13.47%	2.03%
55	*Supervisors work well with employees of different backgrounds.	82.68%	32.91%	49.77%	11.62%	2.26%
56	*Managers communicate the goals and priorities of the organization.	86.03%	36.10%	49.93%	7.22%	2.93%
57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	82.63%	32.23%	50.40%	10.83%	3.20%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	80.74%	30.30%	50.44%	8.16%	6.31%
59	Managers support collaboration across work units to accomplish work objectives.	79.12%	33.59%	45.53%	9.32%	6.76%
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	81.46%	46.07%	35.39%	11.06%	3.99%
61	*I have a high level of respect for my organization's senior leaders.	79.32%	41.10%	38.22%	12.50%	4.70%
62	Senior leaders demonstrate support for Work/Life programs.	81.67%	39.45%	42.21%	11.80%	2.06%

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63	*How satisfied are you with your involvement in decisions that affect your work?	70.01%	25.82%	44.19%	16.04%	10.07%
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	79.84%	30.59%	49.25%	9.45%	7.90%
65	*How satisfied are you with the recognition you receive for doing a good job?	65.92%	25.57%	40.35%	15.94%	12.77%
66	*How satisfied are you with the policies and practices of your senior leaders?	74.67%	26.23%	48.45%	14.43%	6.08%
67	*How satisfied are you with your opportunity to get a better job in your organization?	47.34%	16.57%	30.77%	27.19%	14.83%
68	*How satisfied are you with the training you receive for your present job?	71.22%	29.78%	41.44%	18.80%	5.25%
69	*Considering everything, how satisfied are you with your job?	81.63%	35.68%	45.94%	8.77%	5.77%
70	*Considering everything, how satisfied are you with your pay?	48.24%	14.35%	33.89%	12.54%	25.60%
71	Considering everything, how satisfied are you with your organization?	83.30%	39.06%	44.25%	9.35%	3.51%
79	How satisfied are you with the following Work/Life programs in your agency? Telework	79.32%	37.38%	41.94%	8.74%	7.78%
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	90.57%	59.75%	30.81%	5.12%	2.04%
81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	92.05%	44.69%	47.36%	7.95%	0.00%

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82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	81.67%	44.42%	37.25%	18.33%	0.00%
83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	86.74%	34.42%	52.32%	13.26%	0.00%
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	71.92%	23.56%	48.36%	28.08%	0.00%

* AES prescribed items

** 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.

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Strongly Disagree/ Very Poor/ Very Dissatisfied %	Item Response Total** N	Do Not Know/ No Basis to Judge N
3.29%	191	N/A
1.92%	188	N/A
5.49%	189	N/A
2.79%	188	N/A
1.88%	190	N/A
2.91%	187	N/A
1.45%	191	N/A
0.91%	190	N/A
12.98%	191	0
9.37%	191	0
7.16%	187	0
2.34%	190	0
1.39%	186	0
1.89%	191	0
5.50%	189	1

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2.90%	189	1
4.73%	180	11
6.00%	189	2
6.47%	187	4
1.83%	190	N/A
4.50%	189	2
9.45%	181	10
11.70%	172	18
10.64%	180	10
10.43%	173	16
4.10%	189	1
3.49%	181	9
0.91%	190	N/A
2.01%	187	2
5.41%	188	2
4.42%	187	2
4.92%	186	4

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17.51%	172	17
3.72%	173	16
1.39%	186	4
3.08%	186	3
6.21%	179	10
2.11%	172	13
1.38%	190	0
2.35%	190	N/A
5.15%	181	8
3.79%	189	1
4.35%	189	1
4.89%	186	1
4.16%	172	18
4.91%	186	2

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3.32%	188	2
2.81%	190	N/A
2.37%	190	N/A
2.39%	188	N/A
4.26%	190	N/A
3.32%	190	N/A
3.84%	190	0
2.41%	185	3
3.44%	181	7
3.82%	188	2
3.34%	187	2
4.78%	186	1
4.80%	188	1
3.49%	183	7
3.48%	190	0
4.47%	184	5

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3.89%	190	N/A
2.81%	190	N/A
5.37%	189	N/A
4.82%	189	N/A
10.64%	186	N/A
4.72%	189	N/A
3.83%	190	N/A
13.62%	190	N/A
3.83%	190	N/A
4.16%	163	2
2.27%	41	1
0.00%	98	2

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0.00%	21	3
0.00%	15	3
0.00%	13	3

