

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 %	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
1	*I am given a real opportunity to improve my skills in my organization.	83.42%	35.96%	47.45%	7.26%	5.52%	3.80%	9.32%	78	103	15	12	8	216	N/A
2	I have enough information to do my job well.	80.45%	31.85%	48.61%	9.90%	5.30%	4.34%	9.64%	67	104	21	12	9	213	N/A
3	I feel encouraged to come up with new and better ways of doing things.	70.74%	34.96%	35.78%	12.60%	10.47%	6.19%	16.65%	76	76	28	23	13	216	N/A
4	My work gives me a feeling of personal accomplishment.	81.34%	41.38%	39.96%	8.70%	6.55%	3.41%	9.96%	89	87	19	14	7	216	N/A
5	I like the kind of work I do.	86.94%	47.60%	39.34%	6.23%	4.92%	1.91%	6.83%	102	84	13	11	4	214	N/A
6	I know what is expected of me on the job.	83.58%	37.32%	46.25%	7.94%	4.11%	4.37%	8.48%	81	100	17	9	9	216	N/A
7	When needed I am willing to put in the extra effort to get a job done.	95.09%	68.67%	26.42%	2.92%	0.43%	1.56%	1.99%	146	56	6	1	3	212	N/A
8	I am constantly looking for ways to do my job better.	91.61%	53.28%	38.33%	6.41%	0.45%	1.53%	1.98%	117	81	14	1	3	216	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	50.63%	16.22%	34.40%	13.14%	24.37%	11.86%	36.23%	34	73	29	54	25	215	1
10	*My workload is reasonable.	52.54%	15.47%	37.07%	17.37%	19.39%	10.70%	30.08%	33	80	38	42	23	216	0
11	*My talents are used well in the workplace.	64.81%	20.68%	44.13%	18.07%	8.01%	9.11%	17.12%	44	95	38	18	19	214	0
12	*I know how my work relates to the agency's goals and priorities.	90.78%	40.05%	50.73%	3.31%	2.02%	3.90%	5.92%	86	109	7	4	8	214	0
13	The work I do is important.	90.82%	55.17%	35.65%	7.09%	0.42%	1.67%	2.10%	120	76	15	1	3	215	0

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14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	90.55%	53.60%	36.95%	4.97%	2.54%	1.94%	4.47%	116	78	11	6	4	215	0
15	My performance appraisal is a fair reflection of my performance.	76.36%	33.35%	43.01%	12.86%	5.56%	5.23%	10.78%	71	89	27	12	11	210	5
16	I am held accountable for achieving results.	88.10%	35.27%	52.83%	9.06%	1.81%	1.03%	2.84%	77	113	19	4	2	215	0
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	77.02%	46.43%	30.58%	13.35%	4.43%	5.21%	9.63%	94	62	26	9	10	201	15
18	My training needs are assessed.	63.90%	27.86%	36.04%	17.40%	12.33%	6.37%	18.70%	61	77	37	27	13	215	0
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).	66.78%	25.68%	41.10%	16.26%	11.77%	5.19%	16.96%	55	87	35	25	11	213	3
20	*The people I work with cooperate to get the job done.	79.78%	29.71%	50.07%	11.85%	5.73%	2.63%	8.36%	65	107	26	13	5	216	N/A
21	My work unit is able to recruit people with the right skills.	59.13%	19.57%	39.56%	20.13%	14.83%	5.91%	20.73%	42	84	43	32	12	213	3
22	Promotions in my work unit are based on merit.	52.31%	16.96%	35.34%	27.18%	9.35%	11.16%	20.51%	34	70	54	18	22	198	15
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	41.76%	14.71%	27.06%	32.97%	14.72%	10.54%	25.26%	29	53	66	29	20	197	19
24	*In my work unit, differences in performance are recognized in a meaningful way.	40.70%	12.29%	28.40%	29.52%	16.82%	12.96%	29.78%	25	58	61	34	26	204	10
25	Awards in my work unit depend on how well employees perform their jobs.	52.57%	15.80%	36.76%	28.64%	8.91%	9.88%	18.79%	31	74	57	18	19	199	14
26	Employees in my work unit share job knowledge with each other.	78.41%	36.22%	42.18%	12.51%	6.03%	3.06%	9.09%	79	89	27	13	6	214	1
27	The skill level in my work unit has improved in the past year.	65.37%	28.42%	36.95%	24.19%	7.30%	3.13%	10.43%	60	76	52	15	6	209	4

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28	How would you rate the overall quality of work done by your work unit?	94.24%	54.84%	39.40%	5.20%	0.00%	0.56%	0.56%	119	85	11	0	1	216	N/A
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.52%	29.35%	56.17%	9.21%	2.19%	3.08%	5.27%	62	120	20	5	6	213	2
30	Employees have a feeling of personal empowerment with respect to work processes.	63.92%	20.19%	43.73%	19.75%	9.89%	6.43%	16.32%	42	93	42	20	13	210	4
31	Employees are recognized for providing high quality products and services.	68.51%	25.24%	43.27%	16.33%	8.97%	6.19%	15.16%	53	91	34	18	12	208	4
32	Creativity and innovation are rewarded.	56.61%	21.62%	35.00%	26.26%	9.65%	7.48%	17.13%	46	73	55	20	15	209	5
33	Pay raises depend on how well employees perform their jobs.	29.31%	8.48%	20.83%	33.52%	22.61%	14.56%	37.17%	17	41	68	43	29	198	17
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	69.59%	26.20%	43.38%	19.21%	4.84%	6.36%	11.20%	52	88	40	10	12	202	13
35	Employees are protected from health and safety hazards on the job.	90.65%	44.11%	46.54%	5.84%	0.39%	3.13%	3.51%	94	100	13	1	6	214	1
36	My organization has prepared employees for potential security threats.	80.55%	34.48%	46.07%	9.73%	6.60%	3.12%	9.72%	73	99	22	15	6	215	0
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	63.53%	26.20%	37.33%	19.55%	9.21%	7.70%	16.91%	54	77	39	19	15	204	11
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.	82.15%	37.01%	45.13%	10.34%	4.09%	3.42%	7.51%	73	88	21	8	6	196	17
39	My agency is successful at accomplishing its mission.	93.47%	54.11%	39.36%	3.41%	1.50%	1.62%	3.12%	115	82	7	3	3	210	3

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40	*I recommend my organization as a good place to work.	86.51%	49.89%	36.61%	7.01%	2.30%	4.18%	6.48%	109	78	15	5	8	215	N/A
41	*I believe the results of this survey will be used to make my agency a better place to work.	62.59%	29.55%	33.04%	15.38%	14.86%	7.17%	22.02%	60	66	32	29	14	201	14
42	My supervisor supports my need to balance work and other life issues.	86.70%	52.28%	34.41%	6.78%	2.65%	3.88%	6.53%	112	74	15	6	8	215	0
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.76%	36.92%	37.84%	13.14%	5.43%	6.66%	12.09%	80	81	28	12	14	215	0
44	Discussions with my supervisor about my performance are worthwhile.	72.43%	31.97%	40.46%	14.50%	7.73%	5.34%	13.07%	69	83	31	17	11	211	1
45	My supervisor is committed to a workforce representative of all segments of society.	74.64%	40.51%	34.13%	19.18%	1.97%	4.20%	6.17%	82	67	39	4	8	200	15
46	My supervisor provides me with constructive suggestions to improve my job performance.	72.94%	32.75%	40.19%	15.22%	7.04%	4.79%	11.84%	70	86	33	15	10	214	0
47	Supervisors in my work unit support employee development.	81.64%	44.42%	37.22%	9.81%	4.98%	3.57%	8.55%	93	80	21	11	7	212	1
48	My supervisor listens to what I have to say.	83.61%	53.34%	30.26%	8.48%	5.10%	2.82%	7.92%	115	65	19	10	6	215	N/A
49	My supervisor treats me with respect.	85.12%	57.94%	27.18%	7.59%	4.53%	2.76%	7.29%	125	58	17	9	6	215	N/A
50	In the last six months, my supervisor has talked with me about my performance.	91.79%	52.49%	39.30%	4.79%	1.49%	1.93%	3.42%	112	83	10	3	4	212	N/A
51	I have trust and confidence in my supervisor.	76.64%	50.11%	26.53%	12.40%	6.39%	4.57%	10.96%	109	57	25	14	10	215	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.91%	52.79%	27.12%	12.55%	5.03%	2.51%	7.54%	114	58	26	11	5	214	N/A
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	58.07%	21.97%	36.10%	20.06%	11.89%	9.98%	21.87%	46	76	43	25	20	210	5

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54	My organization's senior leaders maintain high standards of honesty and integrity.	71.33%	32.46%	38.86%	16.48%	5.48%	6.72%	12.20%	67	80	35	11	13	206	9
55	Supervisors work well with employees of different backgrounds.	80.52%	35.67%	44.85%	13.48%	2.36%	3.63%	6.00%	74	92	29	5	7	207	6
56	*Managers communicate the goals and priorities of the organization.	71.45%	26.96%	44.49%	12.80%	11.34%	4.40%	15.75%	57	95	28	24	9	213	2
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	76.68%	28.84%	47.84%	13.26%	5.43%	4.63%	10.06%	60	100	28	12	9	209	5
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	71.73%	29.42%	42.31%	11.86%	10.08%	6.33%	16.41%	61	89	25	21	13	209	5
59	Managers support collaboration across work units to accomplish work objectives.	72.68%	29.99%	42.68%	11.51%	8.64%	7.17%	15.81%	62	91	23	19	15	210	4
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	67.43%	36.90%	30.53%	18.69%	8.82%	5.05%	13.88%	78	63	41	17	10	209	5
61	I have a high level of respect for my organization's senior leaders.	64.55%	31.01%	33.54%	21.71%	8.53%	5.21%	13.74%	65	69	47	17	10	208	7
62	Senior leaders demonstrate support for Work/Life programs.	74.94%	34.52%	40.42%	13.94%	5.04%	6.08%	11.12%	72	84	30	11	12	209	5
63	*How satisfied are you with your involvement in decisions that affect your work?	67.08%	22.30%	44.78%	13.90%	12.73%	6.29%	19.02%	48	94	30	27	13	212	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	65.43%	22.09%	43.34%	17.17%	10.30%	7.10%	17.39%	48	92	38	22	14	214	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	63.76%	24.53%	39.23%	18.23%	12.24%	5.76%	18.01%	53	84	39	25	12	213	N/A
66	How satisfied are you with the policies and practices of your senior leaders?	61.20%	24.05%	37.15%	20.11%	15.82%	2.87%	18.69%	51	80	44	33	6	214	N/A

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67	How satisfied are you with your opportunity to get a better job in your organization?	39.33%	14.60%	24.73%	28.66%	18.98%	13.03%	32.01%	31	53	61	41	28	214	N/A
68	How satisfied are you with the training you receive for your present job?	64.39%	22.39%	42.00%	21.41%	9.86%	4.34%	14.20%	49	89	47	21	9	215	N/A
69	*Considering everything, how satisfied are you with your job?	74.92%	32.52%	42.40%	11.75%	8.45%	4.88%	13.33%	69	91	25	18	10	213	N/A
70	Considering everything, how satisfied are you with your pay?	45.83%	10.11%	35.71%	18.86%	23.25%	12.06%	35.31%	22	76	41	48	25	212	N/A
71	*Considering everything, how satisfied are you with your organization?	77.92%	31.54%	46.38%	12.33%	6.25%	3.50%	9.75%	68	100	27	13	7	215	N/A
79	How satisfied are you with the following Work/Life programs in your agency? Telework	82.04%	41.35%	40.68%	8.58%	6.20%	3.18%	9.38%	67	67	14	11	5	164	0
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.58%	69.11%	23.47%	4.89%	2.53%	0.00%	2.53%	26	9	2	1	0	38	1
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)	92.78%	38.63%	54.15%	7.22%	0.00%	0.00%	0.00%	43	61	8	0	0	112	2
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	92.89%	34.84%	58.04%	7.11%	0.00%	0.00%	0.00%	5	9	1	0	0	15	5
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)	83.82%	33.82%	50.00%	0.00%	8.31%	7.87%	16.18%	4	6	0	1	1	12	3

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84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	100.00%	36.61%	63.39%	0.00%	0.00%	0.00%	0.00%	1	2	0	0	0	3	4
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