

2017



Annual Employee Survey (AES) Report

Department of Homeland Security

FIELD PERIOD	May 11 - June 22, 2017
SAMPLE OR CENSUS	SAMPLE
NUMBER OF SURVEYS	47,414
NUMBER OF SURVEYS	96,776
RESPONSE RATE	49.0%

20 items identified as strengths (65% positive or higher)

16 items identified as challenges (35% negative or higher)

Engagement Index Score

2017 ENGAGEMENT INDEX
60%

LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE
45%	70%	64%

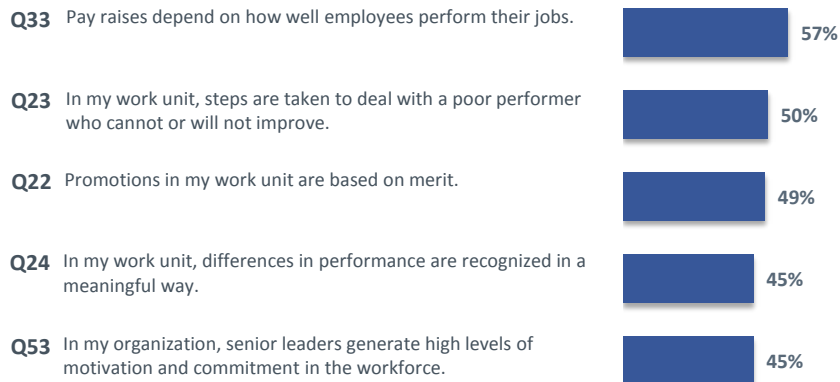
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Department of Homeland Security

GENDER

37% Female

HISPANIC/LATINO

17% Hispanic/ Latino

DISABILITY STATUS

14% with a disability

SEXUAL ORIENTATION / GENDER

3% Gay, Lesbian, Bisexual, or Transgender

LOCATION

28% Headquarters

MILITARY SERVICE

36% Served

RETIREMENT

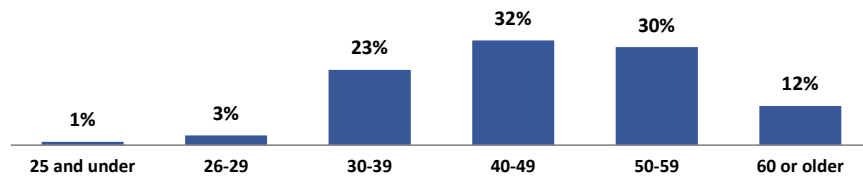
23% within next five years

PLAN TO LEAVE

35% within the next year

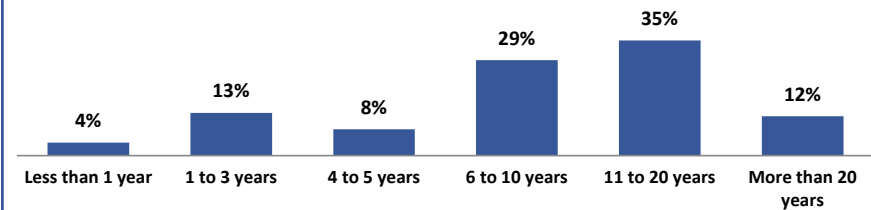
Age Group

- Age Group -
- Racial Category -
- Education -



Agency Tenure

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





Select: Largest Increases since 2016

Largest Increases in Percent Positive since 2016

71 items increased since 2016

	2014	2015	2016	2017	Percentage Point Change
Q39 My agency is successful at accomplishing its mission.	63%	60%	61%	69%	+8
Q71 Considering everything, how satisfied are you with your organization?	42%	39%	42%	50%	+8
Q40 I recommend my organization as a good place to work.	48%	46%	49%	56%	+7
Q55 Supervisors work well with employees of different backgrounds.	56%	55%	57%	64%	+7
Q17 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	52%	50%	51%	57%	+6

Select: Largest Decreases since 2016

Largest Decreases in Percent Positive since 2016

0 items decreased since 2016

	2014	2015	2016	2017	Percentage Point Change
No trending data available					
No trending data available					
No trending data available					
No trending data available					
No trending data available					

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.	54.72%	16.13%	38.60%	17.71%	17.69%	9.88%	27.57%	9,296	18,677	7,784	7,546	4,026	47,329	N/A
Agree -disagree	2	I have enough information to do my job well.	63.88%	15.41%	48.48%	16.67%	13.94%	5.51%	19.45%	8,067	22,750	7,442	6,483	2,476	47,218	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	47.16%	16.59%	30.58%	19.42%	19.67%	13.74%	33.42%	9,777	15,427	8,278	8,086	5,400	46,968	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	63.21%	24.43%	38.78%	17.13%	11.19%	8.46%	19.65%	13,277	18,587	7,201	4,635	3,411	47,111	N/A
Agree -disagree	5	I like the kind of work I do.	80.02%	37.33%	42.69%	12.92%	4.22%	2.83%	7.06%	18,681	19,730	5,389	1,983	1,257	47,040	N/A
Agree -disagree	6	I know what is expected of me on the job.	78.25%	30.21%	48.04%	10.98%	7.01%	3.76%	10.77%	14,282	22,068	5,281	3,538	1,839	47,008	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	94.35%	61.58%	32.77%	3.30%	1.09%	1.26%	2.35%	30,762	14,230	1,252	423	491	47,158	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	87.49%	47.35%	40.14%	9.51%	1.80%	1.20%	3.00%	23,698	18,533	3,807	700	472	47,210	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	39.71%	9.17%	30.54%	15.97%	24.34%	19.98%	44.32%	4,838	14,881	6,922	11,506	9,022	47,169	115
Agree -disagree	10	*My workload is reasonable.	57.43%	11.40%	46.03%	16.31%	15.31%	10.95%	26.26%	5,753	21,391	7,433	7,418	5,114	47,109	64
Agree -disagree	11	*My talents are used well in the workplace.	49.71%	13.76%	35.95%	18.24%	16.98%	15.08%	32.06%	7,495	17,644	7,746	7,343	6,209	46,437	236
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	79.31%	28.39%	50.91%	11.12%	5.23%	4.34%	9.57%	14,815	23,279	4,777	2,286	1,748	46,905	141
Agree -disagree	13	The work I do is important.	89.44%	52.16%	37.27%	6.59%	1.97%	2.00%	3.97%	24,162	17,518	3,143	994	922	46,739	123
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	59.32%	20.98%	38.34%	15.45%	13.57%	11.66%	25.23%	11,541	19,327	6,409	5,490	4,241	47,008	187
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	64.08%	23.23%	40.85%	15.63%	9.65%	10.64%	20.29%	12,947	19,570	6,598	3,795	3,751	46,661	536
Agree -disagree	16	I am held accountable for achieving results.	74.33%	26.18%	48.16%	15.02%	6.08%	4.56%	10.64%	14,137	22,778	6,001	2,301	1,612	46,829	212
Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.62%	22.15%	34.47%	19.14%	10.89%	13.34%	24.23%	11,728	15,528	8,053	4,525	5,538	45,372	1,693
Agree -disagree	18	My training needs are assessed.	48.67%	12.77%	35.91%	23.01%	16.37%	11.94%	28.31%	6,725	16,191	10,508	7,779	5,500	46,703	473
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).	67.41%	26.48%	40.93%	14.77%	9.98%	7.84%	17.82%	13,819	18,564	6,305	4,249	3,261	46,198	1,152
Agree -disagree	20	*The people I work with cooperate to get the job done.	71.09%	24.45%	46.65%	14.18%	10.09%	4.64%	14.73%	13,588	21,576	5,847	4,378	1,906	47,295	N/A
Agree -disagree	21	My work unit is able to recruit people with the right skills.	35.46%	7.63%	27.83%	26.52%	21.98%	16.04%	38.02%	4,364	13,956	11,439	9,635	6,605	45,999	1,327
Agree -disagree	22	Promotions in my work unit are based on merit.	25.76%	6.63%	19.13%	25.34%	20.26%	28.64%	48.90%	4,128	10,132	11,392	8,378	10,785	44,815	2,366
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25.76%	5.43%	20.33%	23.98%	22.63%	27.63%	50.26%	3,016	9,776	10,845	9,477	10,854	43,968	3,205
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	29.35%	6.56%	22.79%	25.78%	22.50%	22.38%	44.87%	3,878	11,627	11,473	9,580	8,760	45,318	1,872
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	36.15%	8.89%	27.26%	23.21%	18.32%	22.32%	40.64%	5,052	13,463	10,284	7,394	8,549	44,742	2,323
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	72.44%	20.91%	51.53%	14.42%	7.25%	5.89%	13.13%	11,411	23,478	6,152	3,390	2,609	47,040	130
Agree -disagree	27	The skill level in my work unit has improved in the past year.	50.22%	15.46%	34.76%	29.09%	11.40%	9.28%	20.68%	8,219	16,616	12,445	4,774	3,759	45,813	1,420
Good -poor	28	How would you rate the overall quality of work done by your work unit?	77.29%	35.07%	42.22%	17.70%	3.35%	1.66%	5.01%	19,316	19,147	6,838	1,300	604	47,205	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	65.16%	13.52%	51.64%	18.21%	11.25%	5.38%	16.62%	6,979	23,727	7,883	5,076	2,258	45,923	521
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	37.21%	8.33%	28.88%	25.17%	22.88%	14.74%	37.62%	4,692	14,378	10,907	9,738	5,820	45,535	881
Agree -disagree	31	Employees are recognized for providing high quality products and services.	39.56%	9.67%	29.89%	23.40%	21.50%	15.55%	37.04%	5,680	15,354	9,984	8,608	5,960	45,586	761
Agree -disagree	32	Creativity and innovation are rewarded.	31.92%	8.41%	23.51%	26.55%	22.79%	18.74%	41.53%	4,948	12,064	11,680	9,208	7,157	45,057	1,178

Core Survey

Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	18.88%	4.62%	14.26%	23.67%	24.68%	32.76%	57.44%	2,403	6,346	11,197	11,040	12,617	43,603	2,617
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	51.34%	14.26%	37.08%	30.45%	8.31%	9.90%	18.21%	7,071	16,148	12,375	3,381	3,671	42,646	3,717
Agree -disagree	35	Employees are protected from health and safety hazards on the job.	61.91%	16.16%	45.75%	17.75%	11.04%	9.30%	20.34%	9,469	22,679	7,138	3,619	2,817	45,722	639
Agree -disagree	36	My organization has prepared employees for potential security threats.	68.04%	17.25%	50.80%	16.33%	8.75%	6.87%	15.62%	9,308	23,596	6,854	3,594	2,489	45,841	364
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	41.41%	12.66%	28.75%	23.20%	15.79%	19.60%	35.39%	7,023	13,563	9,723	6,276	7,465	44,050	2,237
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.	60.64%	21.06%	39.58%	22.35%	6.93%	10.08%	17.01%	10,291	16,794	8,480	2,749	3,914	42,228	3,884
Agree -disagree	39	My agency is successful at accomplishing its mission.	68.81%	18.54%	50.27%	19.50%	6.63%	5.05%	11.68%	10,028	23,225	7,909	2,751	1,880	45,793	587
Agree -disagree	40	*I recommend my organization as a good place to work.	55.73%	17.78%	37.95%	21.85%	13.41%	9.02%	22.42%	9,846	17,713	9,375	5,690	3,689	46,313	N/A
Agree -disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	39.03%	14.63%	24.40%	23.31%	16.95%	20.70%	37.65%	6,565	11,040	10,082	7,287	8,043	43,017	3,330
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	71.71%	33.19%	38.52%	12.67%	7.56%	8.06%	15.62%	18,209	17,264	4,710	2,812	3,013	46,008	218
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	62.72%	26.49%	36.23%	18.29%	10.17%	8.82%	18.99%	14,226	16,050	7,444	4,440	3,784	45,944	195
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	60.75%	25.52%	35.23%	19.10%	10.22%	9.93%	20.15%	13,371	15,517	7,886	4,530	4,233	45,537	412
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	63.36%	27.20%	36.16%	24.53%	4.97%	7.15%	12.12%	13,575	14,970	9,376	1,960	2,665	42,546	3,500
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	61.08%	24.41%	36.68%	19.28%	10.40%	9.24%	19.64%	12,715	16,121	8,350	4,610	4,026	45,822	200
Agree -disagree	47	Supervisors in my work unit support employee development.	60.16%	24.39%	35.76%	19.65%	10.04%	10.15%	20.20%	13,149	16,160	8,065	4,076	4,098	45,548	546
Agree -disagree	48	My supervisor listens to what I have to say.	74.18%	33.36%	40.82%	12.66%	8.04%	5.13%	13.17%	17,426	17,678	5,235	3,492	2,275	46,106	N/A
Agree -disagree	49	My supervisor treats me with respect.	80.24%	39.07%	41.17%	10.63%	4.91%	4.21%	9.12%	19,948	17,454	4,438	2,229	1,919	45,988	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	76.55%	32.35%	44.20%	10.75%	8.29%	4.41%	12.70%	16,921	19,606	4,317	3,404	1,755	46,003	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	66.01%	32.58%	33.43%	16.96%	8.76%	8.27%	17.03%	16,874	14,442	7,025	3,918	3,767	46,026	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.88%	37.86%	31.02%	18.63%	6.86%	5.63%	12.49%	18,938	13,616	7,833	3,064	2,610	46,061	N/A
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	33.26%	9.62%	23.65%	22.10%	20.48%	24.15%	44.63%	5,345	11,714	10,096	8,667	9,060	44,882	941
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	44.22%	14.01%	30.21%	24.53%	12.16%	19.10%	31.26%	7,211	13,751	10,268	4,937	6,859	43,026	2,725
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	63.64%	18.62%	45.03%	21.07%	7.03%	8.26%	15.29%	9,409	19,702	8,647	2,879	3,175	43,812	1,693
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	51.74%	13.09%	38.66%	20.40%	14.17%	13.70%	27.86%	7,124	18,123	8,739	5,910	5,093	44,989	573
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	50.24%	13.26%	36.98%	25.10%	12.18%	12.48%	24.66%	6,851	16,609	9,894	4,686	4,306	42,346	3,197
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	43.93%	11.95%	31.98%	22.53%	16.53%	17.01%	33.54%	6,575	15,066	9,241	6,922	6,363	44,167	1,444
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	47.45%	12.98%	34.46%	22.90%	14.22%	15.43%	29.66%	7,109	16,071	9,368	5,858	5,720	44,126	1,480
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	51.28%	20.83%	30.45%	24.71%	11.86%	12.15%	24.01%	10,785	13,728	9,932	4,525	4,717	43,687	1,978
Agree -disagree	61	I have a high level of respect for my organization's senior leaders.	46.17%	17.30%	28.87%	23.79%	13.93%	16.11%	30.04%	8,995	13,595	10,314	5,912	6,185	45,001	665
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	43.93%	15.52%	28.40%	26.40%	13.13%	16.55%	29.67%	8,126	13,255	10,389	4,748	5,308	41,826	3,850

Core Survey

Satisfied -dissatisfi ed	63	*How satisfied are you with your involvement in decisions that affect your work?	43.49%	11.99%	31.50%	24.41%	21.44%	10.65%	32.09%	6,700	15,275	10,153	9,073	4,280	45,481	N/A
Satisfied -dissatisfi ed	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	40.64%	10.03%	30.62%	23.75%	23.04%	12.57%	35.61%	5,722	14,935	10,060	9,690	4,980	45,387	N/A
Satisfied -dissatisfi ed	65	*How satisfied are you with the recognition you receive for doing a good job?	42.02%	11.99%	30.02%	24.04%	20.23%	13.72%	33.95%	6,893	14,664	10,349	8,158	5,303	45,367	N/A
Satisfied -dissatisfi ed	66	How satisfied are you with the policies and practices of your senior leaders?	35.68%	9.13%	26.55%	28.28%	21.31%	14.72%	36.03%	5,164	13,015	12,584	8,813	5,735	45,311	N/A
Satisfied -dissatisfi ed	67	How satisfied are you with your opportunity to get a better job in your organization?	32.23%	9.06%	23.16%	26.03%	21.73%	20.00%	41.74%	5,000	10,994	11,892	9,296	8,172	45,354	N/A
Satisfied -dissatisfi ed	68	How satisfied are you with the training you receive for your present job?	49.13%	12.22%	36.92%	22.33%	17.48%	11.05%	28.53%	6,269	16,541	10,021	7,804	4,711	45,346	N/A
Satisfied -dissatisfi ed	69	*Considering everything, how satisfied are you with your job?	60.67%	18.43%	42.25%	19.03%	12.95%	7.34%	20.30%	9,705	19,344	7,835	5,450	3,009	45,343	N/A
Satisfied -dissatisfi ed	70	Considering everything, how satisfied are you with your pay?	54.87%	17.56%	37.30%	16.08%	16.96%	12.09%	29.05%	9,693	18,750	6,713	6,366	3,859	45,381	N/A
Satisfied -dissatisfi ed	71	*Considering everything, how satisfied are you with your organization?	49.75%	13.29%	36.47%	21.93%	17.53%	10.79%	28.32%	7,401	17,435	9,268	7,039	4,268	45,411	N/A
Satisfied -dissatisfi ed	79	How satisfied are you with the following Work/Life programs in your agency? Telework	76.08%	39.02%	37.06%	12.24%	7.74%	3.95%	11.68%	6,428	6,174	1,824	1,319	617	16,362	477
Satisfied -dissatisfi ed	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	87.19%	48.21%	38.97%	8.11%	3.03%	1.68%	4.71%	7,916	5,864	941	378	181	15,280	268
Satisfied -dissatisfi ed	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)	76.95%	25.48%	51.47%	17.54%	4.05%	1.45%	5.50%	3,643	6,159	1,902	401	134	12,239	835
Satisfied -dissatisfi ed	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	75.15%	26.32%	48.83%	19.82%	3.10%	1.93%	5.03%	2,137	3,349	1,228	217	116	7,047	885
Satisfied -dissatisfi ed	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)	61.65%	28.17%	33.48%	31.68%	3.24%	3.43%	6.67%	253	230	206	21	15	725	421
Satisfied -dissatisfi ed	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	60.06%	29.71%	30.35%	35.21%	3.71%	1.03%	4.74%	231	196	218	17	8	670	434

* 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.

Work Life-Telework

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	19,431	27.29%
Yes, I was notified that I was not eligible to telework.	10,775	24.00%
No, I was not notified of my telework eligibility.	11,276	36.60%
Not sure if I was notified of my telework eligibility.	3,695	12.10%
Total	45,177	100.00%

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	2,628	4.08%
I telework 1 or 2 days per week.	6,919	9.13%
I telework, but no more than 1 or 2 days per month.	2,277	3.09%
I telework very infrequently.	4,757	6.71%
I do not telework because I have to be physically present on the job.	18,814	56.11%
I do not telework because I have technical issues.	739	1.46%
I do not telework because I did not receive approval to do so.	4,707	11.06%
I do not telework because I choose not to telework.	4,259	8.35%
Total	45,100	100.00%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	15,565	27.85%
No	18,416	41.19%
Not available to me	11,225	30.97%
Total	45,206	100.00%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	12,947	27.45%
No	26,506	57.57%
Not available to me	5,691	14.98%
Total	45,144	100.00%

76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	7,584	17.93%
No	36,093	78.13%
Not available to me	1,285	3.94%
Total	44,962	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	886	2.08%
No	34,499	73.33%
Not available to me	9,754	24.60%
Total	45,139	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	788	1.78%
No	35,184	74.90%
Not available to me	9,092	23.32%
Total	45,064	100.00%

Percentages are weighted to represent the Agency's population.

Demographics

Where do you work?	N	%
Headquarters	12,666	28.11%
Field	32,385	71.89%
Total	45,051	100.00%

What is your supervisory status?	N	%
Non-Supervisor	28,507	63.20%
Team Leader	5,373	11.91%
Supervisor	6,955	15.42%
Manager	3,565	7.90%
Senior Leader	704	1.56%
Total	45,104	100.00%

Are you:	N	%
Male	28,269	63.36%
Female	16,350	36.64%
Total	44,619	100.00%

Are you Hispanic or Latino?	N	%
Yes	7,339	16.60%
No	36,867	83.40%
Total	44,206	100.00%

Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	445	1.04%
Asian	1,940	4.52%
Black or African American	5,519	12.85%
Native Hawaiian or Other Pacific Islander	394	0.92%
White	32,649	76.00%
Two or more races	2,013	4.69%
Total	42,960	100.00%

What is the highest degree or level of education you have completed?	N	%
Less than High School	24	0.05%
High School Diploma/GED or equivalent	2,337	5.22%
Trade or Technical Certificate	916	2.05%
Some College (no degree)	8,882	19.85%
Associate's Degree (e.g., AA, AS)	3,911	8.74%
Bachelor's Degree (e.g., BA, BS)	16,611	37.12%
Master's Degree (e.g., MA, MS, MBA)	9,200	20.56%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2,869	6.41%
Total	44,750	100.00%

What is your pay category/grade?	N	%
Federal Wage System	1,142	2.55%
GS 1-6	811	1.81%
GS 7-12	16,394	36.55%
GS 13-15	21,177	47.21%
Senior Executive Service	489	1.09%
Senior Level (SL) or Scientific or Professional (ST)	59	0.13%
Other	4,786	10.67%
Total	44,858	100.00%

Demographics

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	808	1.80%
1 to 3 years	3,365	7.48%
4 to 5 years	2,745	6.10%
6 to 10 years	11,767	26.17%
11 to 14 years	8,643	19.22%
15 to 20 years	8,461	18.82%
More than 20 years	9,175	20.41%
Total	44,964	100.00%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	1,572	3.50%
1 to 3 years	5,702	12.70%
4 to 5 years	3,596	8.01%
6 to 10 years	13,171	29.34%
11 to 20 years	15,573	34.69%
More than 20 years	5,281	11.76%
Total	44,895	100.00%

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	29,152	64.94%
Yes, to retire	2,347	5.23%
Yes, to take another job within the Federal Government	9,669	21.54%
Yes, to take another job outside the Federal Government	1,549	3.45%
Yes, other	2,173	4.84%
Total	44,890	100.00%

I am planning to retire:	N	%
Within one year	1,404	3.14%
Between one and three years	3,951	8.83%
Between three and five years	4,876	10.90%
Five or more years	34,504	77.13%
Total	44,735	100.00%

Self-Identify as:	N	%
Heterosexual or Straight	36,183	84.42%
Gay, Lesbian, Bisexual, or Transgender	1,254	2.93%
I prefer not to say	5,424	12.65%
Total	42,861	100.00%

What is your US military service status?	N	%
No Prior Military Service	28,280	63.56%
Currently in National Guard or Reserves	906	2.04%
Retired	5,923	13.31%
Separated or Discharged	9,386	21.09%
Total	44,495	100.00%

Are you an individual with a disability?	N	%
Yes	6,100	13.71%
No	38,385	86.29%
Total	44,485	100.00%

Demographics

<i>What is your age group?</i>	N	%
25 and under	392	0.83%
26-29	1,306	2.75%
30-39	10,709	22.59%
40-49	15,237	32.14%
50-59	14,273	30.10%
60 or older	5,497	11.59%
Total	47,414	100.00%

Percentages for demographic questions are unweighted.

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	54.72%	17.71%	27.57%	47,329	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	63.88%	16.67%	19.45%	47,218	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	47.16%	19.42%	33.42%	46,968	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	63.21%	17.13%	19.65%	47,111	N/A
Agree-disagree	2017	5	I like the kind of work I do.	80.02%	12.92%	7.06%	47,040	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	78.25%	10.98%	10.77%	47,008	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	94.35%	3.30%	2.35%	47,158	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	87.49%	9.51%	3.00%	47,210	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	39.71%	15.97%	44.32%	47,169	115
Agree-disagree	2017	10	*My workload is reasonable.	57.43%	16.31%	26.26%	47,109	64
Agree-disagree	2017	11	*My talents are used well in the workplace.	49.71%	18.24%	32.06%	46,437	236
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	79.31%	11.12%	9.57%	46,905	141
Agree-disagree	2017	13	The work I do is important.	89.44%	6.59%	3.97%	46,739	123
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	59.32%	15.45%	25.23%	47,008	187
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	64.08%	15.63%	20.29%	46,661	536
Agree-disagree	2017	16	I am held accountable for achieving results.	74.33%	15.02%	10.64%	46,829	212
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.62%	19.14%	24.23%	45,372	1,693
Agree-disagree	2017	18	My training needs are assessed.	48.67%	23.01%	28.31%	46,703	473
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).	67.41%	14.77%	17.82%	46,198	1,152
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	71.09%	14.18%	14.73%	47,295	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	35.46%	26.52%	38.02%	45,999	1,327
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	25.76%	25.34%	48.90%	44,815	2,366
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25.76%	23.98%	50.26%	43,968	3,205
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	29.35%	25.78%	44.87%	45,318	1,872
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	36.15%	23.21%	40.64%	44,742	2,323
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	72.44%	14.42%	13.13%	47,040	130
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	50.22%	29.09%	20.68%	45,813	1,420
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	77.29%	17.70%	5.01%	47,205	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	65.16%	18.21%	16.62%	45,923	521
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	37.21%	25.17%	37.62%	45,535	881
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	39.56%	23.40%	37.04%	45,586	761
Agree-disagree	2017	32	Creativity and innovation are rewarded.	31.92%	26.55%	41.53%	45,057	1,178
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	18.88%	23.67%	57.44%	43,603	2,617
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).	51.34%	30.45%	18.21%	42,646	3,717
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	61.91%	17.75%	20.34%	45,722	639
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	68.04%	16.33%	15.62%	45,841	364
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	41.41%	23.20%	35.39%	44,050	2,237
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.	60.64%	22.35%	17.01%	42,228	3,884
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	68.81%	19.50%	11.68%	45,793	587
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	55.73%	21.85%	22.42%	46,313	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.	39.03%	23.31%	37.65%	43,017	3,330
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	71.71%	12.67%	15.62%	46,008	218
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	62.72%	18.29%	18.99%	45,944	195
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	60.75%	19.10%	20.15%	45,537	412
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	63.36%	24.53%	12.12%	42,546	3,500
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	61.08%	19.28%	19.64%	45,822	200
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	60.16%	19.65%	20.20%	45,548	546
Agree-disagree	2017	48	My supervisor listens to what I have to say.	74.18%	12.66%	13.17%	46,106	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	80.24%	10.63%	9.12%	45,988	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	76.55%	10.75%	12.70%	46,003	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	66.01%	16.96%	17.03%	46,026	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.88%	18.63%	12.49%	46,061	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	33.26%	22.10%	44.63%	44,882	941
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	44.22%	24.53%	31.26%	43,026	2,725
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	63.64%	21.07%	15.29%	43,812	1,693
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	51.74%	20.40%	27.86%	44,989	573
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	50.24%	25.10%	24.66%	42,346	3,197

Trend Core Survey

Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	43.93%	22.53%	33.54%	44,167	1,444
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	47.45%	22.90%	29.66%	44,126	1,480
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	51.28%	24.71%	24.01%	43,687	1,978
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	46.17%	23.79%	30.04%	45,001	665
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	43.93%	26.40%	29.67%	41,826	3,850
Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	43.49%	24.41%	32.09%	45,481	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?	40.64%	23.75%	35.61%	45,387	N/A
Satisfied -dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	42.02%	24.04%	33.95%	45,367	N/A
Satisfied -dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	35.68%	28.28%	36.03%	45,311	N/A
Satisfied -dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	32.23%	26.03%	41.74%	45,354	N/A
Satisfied -dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	49.13%	22.33%	28.53%	45,346	N/A
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	60.67%	19.03%	20.30%	45,343	N/A
Satisfied -dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	54.87%	16.08%	29.05%	45,381	N/A
Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	49.75%	21.93%	28.32%	45,411	N/A
Satisfied -dissatisfied	2017	79	How satisfied are you with the following Work/Life programs in your agency? Telework	76.08%	12.24%	11.68%	16,362	477
Satisfied -dissatisfied	2017	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	87.19%	8.11%	4.71%	15,280	268
Satisfied -dissatisfied	2017	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)	76.95%	17.54%	5.50%	12,239	835
Satisfied -dissatisfied	2017	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	75.15%	19.82%	5.03%	7,047	885
Satisfied -dissatisfied	2017	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)	61.65%	31.68%	6.67%	725	421
Satisfied -dissatisfied	2017	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	60.06%	35.21%	4.74%	670	434
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	50.36%	17.68%	31.96%	46,913	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	61.31%	16.59%	22.11%	46,616	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	42.85%	18.82%	38.33%	46,131	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	59.58%	16.82%	23.60%	46,541	N/A
Agree-disagree	2016	5	I like the kind of work I do.	78.24%	13.16%	8.61%	46,204	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	75.48%	11.85%	12.67%	46,421	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	93.33%	3.67%	3.00%	46,642	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	86.07%	10.10%	3.83%	46,736	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.44%	14.67%	47.89%	46,712	121
Agree-disagree	2016	10	*My workload is reasonable.	52.77%	16.69%	30.55%	46,457	110
Agree-disagree	2016	11	*My talents are used well in the workplace.	46.16%	18.19%	35.64%	45,478	268
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	75.27%	11.86%	12.88%	46,308	230
Agree-disagree	2016	13	The work I do is important.	86.83%	7.39%	5.77%	45,925	191
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	58.18%	14.93%	26.89%	46,526	208
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	59.58%	15.43%	24.99%	46,184	534
Agree-disagree	2016	16	I am held accountable for achieving results.	71.31%	16.65%	12.03%	46,354	251
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.39%	19.91%	28.70%	44,936	1,715
Agree-disagree	2016	18	My training needs are assessed.	44.70%	23.86%	31.44%	46,176	529
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).	63.14%	15.08%	21.78%	45,681	1,231
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	68.52%	14.93%	16.55%	46,881	N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	31.85%	26.95%	41.20%	45,480	1,408
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	23.04%	23.14%	53.83%	44,319	2,311
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	22.82%	22.31%	54.87%	43,778	2,902
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	25.67%	23.96%	50.37%	44,955	1,777
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	31.00%	22.34%	46.66%	44,342	2,288
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	70.47%	14.89%	14.63%	46,527	170
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	46.60%	29.87%	23.53%	45,366	1,422
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	74.66%	19.13%	6.22%	46,795	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	62.05%	18.52%	19.43%	45,602	544
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	31.42%	24.43%	44.15%	45,306	857
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	33.96%	22.62%	43.42%	45,287	783
Agree-disagree	2016	32	Creativity and innovation are rewarded.	27.06%	25.51%	47.43%	44,765	1,186
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	14.48%	21.39%	64.13%	43,449	2,421
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).	48.73%	31.52%	19.75%	42,171	3,901

Trend Core Survey

Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	59.31%	17.88%	22.82%	45,397	635
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	64.27%	17.08%	18.65%	45,513	394
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	36.92%	23.88%	39.20%	43,610	2,362
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.	57.43%	23.06%	19.51%	41,461	4,231
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	60.78%	20.57%	18.64%	45,379	706
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	48.65%	22.90%	28.46%	46,077	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.	35.30%	22.40%	42.29%	42,768	3,364
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	68.72%	13.06%	18.21%	45,772	255
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	59.86%	18.35%	21.79%	45,723	195
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	56.58%	19.89%	23.53%	45,115	473
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	59.48%	25.97%	14.55%	41,927	3,891
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	57.13%	20.18%	22.69%	45,552	229
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	55.80%	20.67%	23.53%	45,288	597
Agree-disagree	2016	48	My supervisor listens to what I have to say.	71.35%	14.13%	14.52%	45,930	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	78.33%	11.47%	10.20%	45,774	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	74.40%	11.21%	14.39%	45,764	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	62.45%	17.71%	19.85%	45,823	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	65.49%	20.31%	14.19%	45,867	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	27.85%	20.06%	52.09%	45,051	641
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	39.32%	23.03%	37.65%	43,219	2,395
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	57.17%	23.62%	19.21%	42,918	2,394
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	47.40%	21.44%	31.15%	44,861	541
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	45.01%	26.49%	28.50%	41,905	3,501
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	38.20%	22.98%	38.82%	43,880	1,629
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	41.93%	23.66%	34.41%	43,860	1,681
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	46.90%	25.51%	27.59%	43,505	2,052
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	40.39%	23.57%	36.04%	45,120	439
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	39.70%	27.09%	33.21%	41,729	3,843
Satisfied -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	39.14%	24.22%	36.64%	45,390	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?	36.80%	23.26%	39.93%	45,302	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	36.67%	24.20%	39.13%	45,219	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	30.31%	27.02%	42.67%	45,236	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	28.56%	25.58%	45.86%	45,242	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	46.22%	23.45%	30.32%	45,262	N/A
Satisfied -dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	54.69%	20.36%	24.96%	45,248	N/A
Satisfied -dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	51.39%	15.73%	32.88%	45,349	N/A
Satisfied -dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	42.04%	22.16%	35.81%	45,345	N/A
Satisfied -dissatisfied	2016	79	How satisfied are you with the following Work/Life programs in your agency? Telework	74.25%	12.80%	12.94%	14,627	571
Satisfied -dissatisfied	2016	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	85.97%	8.92%	5.11%	14,366	344
Satisfied -dissatisfied	2016	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)	73.82%	19.37%	6.80%	12,675	1,046
Satisfied -dissatisfied	2016	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	71.86%	22.44%	5.70%	7,019	1,127
Satisfied -dissatisfied	2016	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)	58.81%	33.07%	8.11%	727	497
Satisfied -dissatisfied	2016	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	59.92%	34.67%	5.41%	649	421
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	46.33%	18.86%	34.81%	42,999	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	59.46%	17.58%	22.96%	42,975	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	39.43%	18.56%	42.00%	42,911	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	55.97%	17.40%	26.63%	42,922	N/A
Agree-disagree	2015	5	I like the kind of work I do.	76.35%	13.73%	9.92%	42,891	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	73.02%	12.67%	14.31%	42,780	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	92.60%	3.94%	3.46%	42,945	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	84.91%	10.66%	4.43%	42,891	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	36.96%	15.48%	47.55%	42,826	168
Agree-disagree	2015	10	*My workload is reasonable.	54.61%	17.19%	28.20%	42,783	118

Trend Core Survey

Agree-disagree	2015	11	*My talents are used well in the workplace.	43.25%	18.03%	38.73%	42,376	369
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	72.49%	12.61%	14.90%	42,537	273
Agree-disagree	2015	13	The work I do is important.	84.55%	8.33%	7.12%	42,602	226
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	57.48%	15.61%	26.91%	42,672	247
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	58.11%	16.48%	25.41%	42,372	574
Agree-disagree	2015	16	I am held accountable for achieving results.	69.77%	16.98%	13.26%	42,542	297
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	50.18%	20.01%	29.81%	41,186	1,687
Agree-disagree	2015	18	My training needs are assessed.	42.20%	24.05%	33.75%	42,262	596
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).	60.99%	16.04%	22.97%	41,909	1,097
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	65.74%	15.55%	18.71%	42,977	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	30.03%	27.18%	42.80%	41,687	1,321
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	20.11%	23.06%	56.83%	41,003	1,919
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	20.37%	22.12%	57.51%	40,527	2,416
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	23.40%	23.86%	52.74%	41,459	1,484
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	28.53%	22.00%	49.47%	40,985	1,908
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	67.75%	15.53%	16.72%	42,761	142
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	43.68%	30.87%	25.45%	41,689	1,213
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	72.77%	20.57%	6.66%	42,900	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	61.18%	19.11%	19.71%	41,653	524
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	28.59%	24.74%	46.67%	41,501	696
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	30.66%	23.32%	46.02%	41,486	660
Agree-disagree	2015	32	Creativity and innovation are rewarded.	23.80%	25.25%	50.95%	41,051	999
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	14.10%	20.80%	65.10%	40,085	2,013
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).	45.87%	31.44%	22.68%	38,513	3,599
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	58.74%	17.95%	23.31%	41,572	585
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	62.87%	17.44%	19.69%	41,604	405
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	33.84%	23.47%	42.69%	40,030	2,063
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.	55.12%	23.26%	21.62%	38,153	3,874
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	59.85%	20.83%	19.33%	41,397	668
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	45.78%	24.21%	30.01%	42,097	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.	32.09%	22.80%	45.11%	38,920	3,199
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	66.97%	14.40%	18.63%	41,792	225
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	57.37%	18.75%	23.88%	41,811	152
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	54.09%	20.79%	25.13%	41,458	452
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	56.74%	27.32%	15.94%	38,314	3,550
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	54.63%	20.77%	24.60%	41,707	182
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	52.60%	21.79%	25.61%	41,372	516
Agree-disagree	2015	48	My supervisor listens to what I have to say.	70.02%	14.16%	15.82%	41,919	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	77.10%	11.75%	11.15%	41,869	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	73.85%	10.92%	15.23%	41,855	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	59.81%	18.62%	21.57%	41,860	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	63.30%	21.14%	15.56%	41,887	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	25.30%	20.43%	54.27%	41,128	525
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	36.85%	23.71%	39.44%	39,519	2,103
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	54.67%	24.24%	21.09%	39,417	2,117
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	44.48%	21.99%	33.54%	40,988	493
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	41.86%	27.42%	30.72%	38,324	3,165
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	35.71%	23.39%	40.90%	40,055	1,469
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	39.05%	24.79%	36.16%	39,913	1,548
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	44.70%	26.59%	28.71%	39,671	1,837
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	38.11%	24.02%	37.87%	41,075	462
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	37.08%	28.49%	34.43%	37,698	3,828
Satisfied -dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	36.82%	24.80%	38.38%	41,358	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?	34.09%	23.65%	42.26%	41,341	N/A
Satisfied -dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	34.10%	23.75%	42.15%	41,300	N/A
Satisfied -dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	27.82%	27.44%	44.75%	41,226	N/A
Satisfied -dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	25.09%	24.94%	49.97%	41,252	N/A
Satisfied -dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	44.09%	23.38%	32.54%	41,240	N/A

Trend Core Survey

Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	52.10%	20.61%	27.29%	41,254	N/A
Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	49.59%	16.37%	34.04%	41,274	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	39.39%	22.67%	37.95%	41,273	N/A
Satisfied -dissatisfied	2015	79	How satisfied are you with the following Work/Life programs in your agency? Telework	73.24%	14.05%	12.71%	11,673	593
Satisfied -dissatisfied	2015	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	85.77%	8.83%	5.40%	12,662	224
Satisfied -dissatisfied	2015	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)	72.57%	21.08%	6.35%	10,379	666
Satisfied -dissatisfied	2015	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	73.31%	21.24%	5.46%	5,712	584
Satisfied -dissatisfied	2015	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)	56.66%	36.51%	6.83%	491	317
Satisfied -dissatisfied	2015	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	56.89%	37.66%	5.45%	464	339
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	46.76%	18.41%	34.83%	42,719	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	60.91%	17.22%	21.87%	42,347	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	40.28%	19.26%	40.46%	41,998	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	57.51%	17.07%	25.42%	42,363	N/A
Agree-disagree	2014	5	I like the kind of work I do.	77.15%	13.64%	9.21%	41,926	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	74.64%	12.44%	12.91%	42,273	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	93.60%	3.68%	2.72%	42,402	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	86.13%	10.19%	3.68%	42,622	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.05%	16.04%	46.91%	42,572	120
Agree-disagree	2014	10	*My workload is reasonable.	54.99%	17.22%	27.79%	42,358	108
Agree-disagree	2014	11	*My talents are used well in the workplace.	43.44%	18.24%	38.32%	41,105	326
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	74.74%	12.00%	13.25%	42,185	257
Agree-disagree	2014	13	The work I do is important.	85.85%	8.01%	6.15%	41,814	199
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	59.47%	15.15%	25.37%	42,435	190
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	60.49%	16.47%	23.04%	42,040	523
Agree-disagree	2014	16	I am held accountable for achieving results.	71.94%	16.15%	11.91%	42,254	255
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.79%	19.78%	28.43%	40,982	1,540
Agree-disagree	2014	18	My training needs are assessed.	41.84%	23.88%	34.28%	42,024	524
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).	63.47%	15.85%	20.68%	41,642	1,055
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	66.33%	15.67%	18.00%	42,672	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	30.73%	27.53%	41.74%	41,279	1,415
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	20.70%	23.70%	55.60%	40,374	2,112
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	22.51%	21.53%	55.96%	40,164	2,340
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	24.03%	23.88%	52.09%	41,144	1,448
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	28.23%	22.94%	48.83%	40,531	1,970
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	68.90%	15.42%	15.68%	42,477	127
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	45.07%	30.77%	24.15%	41,557	1,048
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	73.77%	20.31%	5.92%	42,534	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	62.59%	18.92%	18.48%	41,140	536
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	30.31%	24.60%	45.09%	40,948	747
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	32.14%	23.05%	44.81%	40,953	635
Agree-disagree	2014	32	Creativity and innovation are rewarded.	24.44%	26.04%	49.52%	40,592	921
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	13.57%	21.46%	64.97%	39,267	2,128
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).	47.72%	31.66%	20.62%	37,965	3,646
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	61.09%	17.77%	21.14%	41,008	560
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	65.58%	17.13%	17.29%	41,150	372
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	35.97%	23.30%	40.72%	39,536	2,008
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.	56.87%	23.60%	19.53%	37,422	3,851
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	62.85%	20.50%	16.64%	40,857	693
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	48.06%	24.57%	27.37%	41,534	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.	34.62%	24.19%	41.18%	38,245	3,282
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	67.70%	14.31%	17.99%	41,114	260
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	57.28%	19.07%	23.65%	41,096	189
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	54.98%	20.87%	24.15%	40,599	442
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	57.90%	27.19%	14.92%	37,740	3,520
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	55.01%	21.36%	23.64%	41,010	194
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	52.72%	21.74%	25.54%	40,680	563
Agree-disagree	2014	48	My supervisor listens to what I have to say.	69.46%	14.79%	15.75%	41,248	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	76.51%	12.18%	11.32%	41,171	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	75.46%	10.89%	13.65%	41,157	N/A

Trend Core Survey

Agree-disagree	2014	51	I have trust and confidence in my supervisor.	59.33%	19.13%	21.54%	41,163	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	63.11%	21.36%	15.53%	41,174	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	25.94%	20.24%	53.82%	40,322	494
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	39.11%	23.49%	37.40%	38,657	2,097
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	56.34%	24.18%	19.49%	38,484	1,946
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	46.01%	21.26%	32.73%	40,130	466
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	43.92%	27.14%	28.94%	37,499	3,098
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	36.89%	23.07%	40.04%	39,293	1,367
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	40.49%	24.51%	35.00%	39,247	1,397
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	45.30%	25.63%	29.07%	38,804	1,829
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	38.44%	24.15%	37.41%	40,221	389
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	38.77%	28.58%	32.65%	36,829	3,773
Satisfied -dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	37.28%	25.03%	37.70%	40,305	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?	34.42%	23.52%	42.06%	40,206	N/A
Satisfied -dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	34.51%	23.98%	41.51%	40,071	N/A
Satisfied -dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	28.46%	27.06%	44.47%	40,134	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	25.29%	24.22%	50.49%	40,131	N/A
Satisfied -dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	43.57%	23.57%	32.87%	40,136	N/A
Satisfied -dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	53.10%	20.94%	25.96%	40,110	N/A
Satisfied -dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	51.10%	16.39%	32.51%	40,192	N/A
Satisfied -dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	41.69%	23.15%	35.16%	40,203	N/A
Satisfied -dissatisfied	2014	79	How satisfied are you with the following Work/Life programs in your agency? Telework	70.60%	16.05%	13.34%	10,858	692
Satisfied -dissatisfied	2014	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	85.51%	8.86%	5.64%	12,168	316
Satisfied -dissatisfied	2014	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)	72.55%	21.30%	6.15%	10,388	955
Satisfied -dissatisfied	2014	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	71.28%	23.35%	5.37%	6,334	1,146
Satisfied -dissatisfied	2014	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)	63.29%	29.87%	6.85%	704	433
Satisfied -dissatisfied	2014	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	64.02%	30.38%	5.60%	637	392
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	48.41%	19.38%	32.20%	39,021	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	63.08%	16.55%	20.37%	38,726	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	41.46%	20.34%	38.19%	38,416	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	60.22%	17.27%	22.51%	38,744	N/A
Agree-disagree	2013	5	I like the kind of work I do.	79.53%	12.32%	8.15%	38,390	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	76.26%	11.67%	12.07%	38,650	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	94.13%	3.57%	2.30%	38,781	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	87.26%	9.66%	3.08%	38,955	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.20%	15.64%	47.16%	38,908	112
Agree-disagree	2013	10	*My workload is reasonable.	57.95%	17.20%	24.85%	38,710	55
Agree-disagree	2013	11	*My talents are used well in the workplace.	45.74%	18.32%	35.94%	37,691	264
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	77.01%	11.44%	11.55%	38,641	183
Agree-disagree	2013	13	The work I do is important.	87.74%	7.34%	4.92%	38,305	152
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	60.02%	15.38%	24.60%	38,829	159
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	62.43%	17.35%	20.21%	38,368	543
Agree-disagree	2013	16	I am held accountable for achieving results.	73.18%	16.03%	10.79%	38,621	215
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	52.66%	20.13%	27.21%	37,508	1,343
Agree-disagree	2013	18	My training needs are assessed.	43.04%	24.58%	32.38%	38,481	435
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).	65.83%	15.93%	18.24%	38,025	1,007
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	67.04%	15.98%	16.98%	38,987	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	32.00%	28.72%	39.29%	37,845	1,178
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	21.59%	25.41%	53.00%	36,947	1,894
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	23.72%	22.54%	53.74%	36,742	2,116
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	25.21%	25.75%	49.04%	37,559	1,335
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	30.03%	24.11%	45.86%	37,034	1,783
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	68.31%	15.93%	15.76%	38,778	135
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	47.83%	30.26%	21.91%	37,890	1,030

Trend Core Survey

Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	75.30%	19.53%	5.17%	38,878	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	64.71%	18.89%	16.40%	37,681	421
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	32.93%	25.03%	42.04%	37,434	663
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	34.86%	24.30%	40.84%	37,329	623
Agree-disagree	2013	32	Creativity and innovation are rewarded.	26.03%	27.36%	46.62%	36,978	940
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	13.04%	22.99%	63.97%	35,748	2,078
Agree-disagree	2013	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	48.86%	32.12%	19.02%	35,053	2,966
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	62.13%	18.32%	19.56%	37,453	473
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	66.80%	16.98%	16.22%	37,607	322
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	37.45%	24.28%	38.27%	36,227	1,738
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.	58.50%	22.96%	18.54%	34,583	3,235
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	65.60%	19.66%	14.74%	37,366	580
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	51.90%	24.21%	23.89%	37,980	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.	36.02%	24.85%	39.13%	34,846	3,133
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	69.07%	14.66%	16.26%	37,561	234
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	58.07%	19.35%	22.57%	37,593	139
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	55.26%	21.81%	22.93%	37,198	364
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	58.10%	27.45%	14.45%	34,761	2,911
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	55.93%	21.84%	22.23%	37,520	146
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	55.54%	21.36%	23.10%	37,260	414
Agree-disagree	2013	48	My supervisor listens to what I have to say.	70.00%	14.88%	15.13%	37,635	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	76.52%	12.49%	10.98%	37,585	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	74.08%	11.78%	14.14%	37,555	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	60.67%	19.14%	20.19%	37,590	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	62.62%	21.97%	15.41%	37,592	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	29.90%	23.38%	46.72%	36,909	244
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	44.56%	22.64%	32.80%	36,092	1,002
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	54.40%	24.66%	20.95%	35,596	1,354
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	50.53%	21.41%	28.07%	36,726	290
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	47.38%	27.14%	25.47%	34,587	2,366
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	39.84%	23.98%	36.18%	35,925	1,090
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	44.10%	24.65%	31.25%	35,843	1,142
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	47.05%	26.50%	26.45%	35,495	1,466
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	41.83%	23.51%	34.66%	36,656	315
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	41.31%	28.55%	30.14%	33,829	3,119
Satisfied -dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	38.77%	25.86%	35.37%	36,683	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?	36.86%	23.15%	39.99%	36,596	N/A
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	37.13%	25.08%	37.79%	36,498	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	31.07%	27.42%	41.51%	36,482	N/A
Satisfied -dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	27.35%	25.97%	46.68%	36,490	N/A
Satisfied -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	44.93%	23.51%	31.56%	36,521	N/A
Satisfied -dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	55.89%	20.87%	23.25%	36,514	N/A
Satisfied -dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	50.63%	16.90%	32.47%	36,562	N/A
Satisfied -dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	44.49%	23.06%	32.46%	36,584	N/A
Satisfied -dissatisfied	2013	79	How satisfied are you with the following Work/Life programs in your agency? Telework	69.90%	17.24%	12.86%	8,962	733
Satisfied -dissatisfied	2013	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	85.87%	9.22%	4.91%	10,927	276
Satisfied -dissatisfied	2013	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)	73.62%	20.26%	6.12%	8,887	840
Satisfied -dissatisfied	2013	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	73.32%	21.68%	5.00%	5,750	973
Satisfied -dissatisfied	2013	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)	60.98%	36.47%	2.55%	645	372
Satisfied -dissatisfied	2013	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	60.47%	37.09%	2.44%	590	315
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	52.17%	18.16%	29.67%	82,061	N/A

Trend Core Survey

Agree-disagree	2012	2	I have enough information to do my job well.	64.36%	16.41%	19.23%	81,902	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	43.24%	20.22%	36.54%	81,427	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	62.67%	16.82%	20.51%	81,816	N/A
Agree-disagree	2012	5	I like the kind of work I do.	80.39%	12.12%	7.49%	81,477	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	77.32%	11.59%	11.09%	81,481	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	95.09%	2.96%	1.95%	81,864	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	88.44%	8.88%	2.68%	81,954	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	41.38%	16.62%	42.00%	81,772	283
Agree-disagree	2012	10	*My workload is reasonable.	59.23%	16.18%	24.59%	81,679	159
Agree-disagree	2012	11	*My talents are used well in the workplace.	48.01%	18.38%	33.61%	80,232	592
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	79.03%	11.42%	9.55%	81,304	430
Agree-disagree	2012	13	The work I do is important.	90.02%	6.31%	3.68%	81,381	239
Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	60.77%	14.42%	24.80%	81,581	436
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	63.59%	15.68%	20.73%	80,823	1,151
Agree-disagree	2012	16	I am held accountable for achieving results.	75.51%	15.31%	9.18%	81,261	513
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	54.02%	20.35%	25.63%	79,064	2,677
Agree-disagree	2012	18	My training needs are assessed.	45.50%	24.00%	30.49%	80,852	1,016
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).	66.42%	15.40%	18.18%	79,900	2,196
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	66.81%	16.09%	17.10%	81,994	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	35.26%	28.89%	35.85%	79,547	2,508
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	23.86%	26.04%	50.09%	78,233	3,636
Agree-disagree	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25.45%	23.43%	51.12%	77,778	3,970
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	27.68%	26.21%	46.11%	79,356	2,512
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	33.24%	23.63%	43.12%	78,661	3,201
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	68.88%	15.83%	15.29%	81,641	286
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	50.34%	29.07%	20.59%	79,663	2,254
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	76.22%	18.69%	5.10%	81,895	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	66.00%	18.27%	15.73%	79,867	822
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	34.87%	25.61%	39.52%	79,379	1,321
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	36.70%	24.89%	38.41%	79,259	1,277
Agree-disagree	2012	32	Creativity and innovation are rewarded.	28.29%	27.83%	43.88%	78,609	1,829
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	16.62%	24.65%	58.74%	76,405	3,958
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).	51.00%	31.04%	17.97%	74,764	5,810
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	61.91%	18.20%	19.89%	79,692	853
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	68.66%	16.49%	14.85%	79,825	585
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	38.44%	23.92%	37.64%	77,086	3,405
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.	59.50%	22.54%	17.97%	73,564	6,655
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	68.47%	19.53%	12.01%	79,374	1,119
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	56.51%	22.63%	20.86%	80,559	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.	42.48%	25.55%	31.96%	73,434	7,151
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	68.97%	14.28%	16.75%	79,833	537
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	59.49%	18.99%	21.52%	79,959	330
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	57.62%	20.69%	21.69%	79,312	785
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	58.45%	27.40%	14.15%	74,243	5,873
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	57.38%	21.01%	21.61%	79,828	354
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	57.17%	20.82%	22.01%	79,271	854
Agree-disagree	2012	48	My supervisor listens to what I have to say.	69.86%	14.84%	15.30%	80,152	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	76.15%	12.58%	11.27%	80,067	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	76.79%	10.71%	12.50%	80,025	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	61.84%	18.68%	19.48%	80,010	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	63.76%	21.39%	14.84%	79,973	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	32.90%	23.93%	43.17%	78,882	512
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	46.93%	23.27%	29.80%	77,305	2,051
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	55.80%	23.66%	20.54%	76,528	2,664
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	53.22%	20.89%	25.89%	78,468	726
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	50.12%	26.65%	23.22%	73,788	5,326
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	42.40%	23.72%	33.88%	76,703	2,513
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	46.07%	24.40%	29.53%	76,373	2,694
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	49.15%	25.88%	24.97%	75,969	3,213
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	46.22%	23.45%	30.32%	78,478	722
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	42.99%	28.56%	28.45%	72,251	6,878
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	42.44%	25.08%	32.47%	78,766	N/A

Trend Core Survey

Satisfied -dissatisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	39.84%	23.96%	36.20%	78,711	N/A
Satisfied -dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	40.10%	23.79%	36.12%	78,535	N/A
Satisfied -dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	34.72%	27.76%	37.52%	78,525	N/A
Satisfied -dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	31.03%	26.19%	42.78%	78,526	N/A
Satisfied -dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	48.34%	22.57%	29.10%	78,531	N/A
Satisfied -dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	60.52%	19.40%	20.09%	78,485	N/A
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	56.81%	15.82%	27.37%	78,550	N/A
Satisfied -dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	50.02%	22.39%	27.58%	78,592	N/A
Satisfied -dissatisfied	2012	79	How satisfied are you with the following Work/Life programs in your agency? Telework	62.91%	23.09%	13.99%	12,464	2,498
Satisfied -dissatisfied	2012	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	85.00%	9.65%	5.35%	19,029	640
Satisfied -dissatisfied	2012	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)	73.94%	20.63%	5.43%	17,993	1,740
Satisfied -dissatisfied	2012	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	73.73%	21.63%	4.64%	12,591	1,628
Satisfied -dissatisfied	2012	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)	64.17%	31.69%	4.15%	1,314	701
Satisfied -dissatisfied	2012	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	65.83%	30.97%	3.20%	1,173	653
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	56.05%	18.53%	25.42%	15,484	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	67.45%	16.35%	16.21%	15,481	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	46.21%	21.10%	32.69%	15,469	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	65.89%	17.40%	16.72%	15,472	N/A
Agree-disagree	2011	5	I like the kind of work I do.	84.08%	10.26%	5.66%	15,449	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	78.09%	11.61%	10.31%	15,428	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	96.05%	2.59%	1.36%	15,467	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	89.82%	8.21%	1.97%	15,441	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	41.31%	18.85%	39.84%	15,419	59
Agree-disagree	2011	10	*My workload is reasonable.	60.58%	17.37%	22.05%	15,419	48
Agree-disagree	2011	11	*My talents are used well in the workplace.	49.74%	18.86%	31.40%	15,289	138
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	81.17%	11.07%	7.76%	15,389	51
Agree-disagree	2011	13	The work I do is important.	91.37%	5.74%	2.88%	15,384	27
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	62.02%	14.95%	23.03%	15,383	85
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	65.46%	15.80%	18.73%	15,185	279
Agree-disagree	2011	16	I am held accountable for achieving results.	77.66%	14.45%	7.90%	15,339	84
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.46%	20.14%	23.40%	14,950	508
Agree-disagree	2011	18	My training needs are assessed.	47.26%	24.97%	27.77%	15,146	213
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).	68.21%	16.00%	15.78%	15,165	299
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	70.33%	15.57%	14.10%	14,891	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	37.49%	30.90%	31.61%	15,062	416
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	26.37%	27.96%	45.67%	14,815	654
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	26.79%	25.09%	48.13%	14,696	768
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	30.32%	28.32%	41.36%	14,947	515
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	35.89%	24.55%	39.56%	14,776	678
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	70.16%	16.23%	13.60%	15,363	72
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	54.31%	27.98%	17.71%	14,971	424
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	76.38%	18.75%	4.87%	15,429	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68.95%	18.01%	13.03%	14,939	140
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	39.62%	27.47%	32.91%	14,835	255
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	41.08%	26.03%	32.89%	14,879	224
Agree-disagree	2011	32	Creativity and innovation are rewarded.	32.25%	28.44%	39.31%	14,715	333
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	19.07%	27.17%	53.76%	14,312	760
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).	53.96%	30.18%	15.86%	14,195	870
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	63.65%	18.45%	17.90%	14,865	194
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	69.65%	16.45%	13.90%	14,917	105
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	40.76%	24.46%	34.78%	14,412	631
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.	61.56%	22.25%	16.18%	13,970	1,029
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	71.99%	18.06%	9.94%	14,851	155
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	61.85%	21.81%	16.34%	15,026	N/A

Trend Core Survey

Agree-disagree	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	45.16%	27.02%	27.82%	13,918	1,123
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	71.21%	13.82%	14.98%	14,843	85
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	62.29%	18.19%	19.52%	14,860	46
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	59.01%	21.64%	19.35%	14,727	167
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	60.96%	26.83%	12.21%	13,974	898
Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	58.98%	21.32%	19.70%	14,810	63
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	60.44%	20.39%	19.17%	14,688	150
Agree-disagree	2011	48	My supervisor listens to what I have to say.	70.79%	15.37%	13.85%	14,890	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	77.79%	12.01%	10.20%	14,866	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	74.99%	11.61%	13.41%	14,873	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	63.78%	18.14%	18.08%	14,827	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	66.09%	19.64%	14.27%	14,879	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	36.53%	25.12%	38.35%	14,571	87
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	50.50%	22.67%	26.83%	14,327	330
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	58.99%	23.16%	17.86%	14,282	364
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	55.67%	21.65%	22.68%	14,519	104
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	53.66%	26.59%	19.74%	13,838	786
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	45.35%	24.53%	30.12%	14,288	337
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	48.69%	25.05%	26.26%	14,185	344
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	49.58%	26.90%	23.52%	14,220	351
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	49.43%	23.08%	27.49%	14,528	93
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	46.33%	27.29%	26.38%	13,685	901
Satisfied -dissatisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	44.66%	26.13%	29.21%	14,483	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?	42.86%	24.74%	32.40%	14,473	N/A
Satisfied -dissatisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	42.86%	24.92%	32.22%	14,460	N/A
Satisfied -dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	37.07%	28.25%	34.68%	14,444	N/A
Satisfied -dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	35.14%	27.94%	36.92%	14,450	N/A
Satisfied -dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?	50.67%	23.21%	26.12%	14,440	N/A
Satisfied -dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?	65.13%	19.42%	15.44%	14,428	N/A
Satisfied -dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?	61.57%	15.90%	22.53%	14,433	N/A
Satisfied -dissatisfied	2011	71	*Considering everything, how satisfied are you with your organization?	55.55%	21.58%	22.87%	14,429	N/A
Satisfied -dissatisfied	2011	79	How satisfied are you with the following Work/Life programs in your agency? Telework	61.12%	23.58%	15.29%	2,973	375
Satisfied -dissatisfied	2011	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	85.90%	8.49%	5.61%	3,782	65
Satisfied -dissatisfied	2011	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)	75.36%	19.08%	5.57%	3,405	206
Satisfied -dissatisfied	2011	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	74.69%	20.32%	4.99%	2,067	179
Satisfied -dissatisfied	2011	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)	58.49%	34.89%	6.62%	206	113
Satisfied -dissatisfied	2011	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	60.29%	34.65%	5.06%	195	125
Agree-disagree	2010	1	*I am given a real opportunity to improve my skills in my organization.	57.58%	18.30%	24.12%	10,172	N/A
Agree-disagree	2010	2	I have enough information to do my job well.	66.08%	16.23%	17.70%	10,168	N/A
Agree-disagree	2010	3	I feel encouraged to come up with new and better ways of doing things.	47.89%	20.64%	31.47%	10,126	N/A
Agree-disagree	2010	4	My work gives me a feeling of personal accomplishment.	67.32%	15.91%	16.77%	10,161	N/A
Agree-disagree	2010	5	I like the kind of work I do.	84.36%	9.87%	5.76%	10,150	N/A
Agree-disagree	2010	6	I know what is expected of me on the job.	77.59%	11.67%	10.74%	10,129	N/A
Agree-disagree	2010	7	When needed I am willing to put in the extra effort to get a job done.	95.56%	2.77%	1.67%	10,155	N/A
Agree-disagree	2010	8	I am constantly looking for ways to do my job better.	89.39%	8.03%	2.58%	10,159	N/A
Agree-disagree	2010	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	44.23%	18.29%	37.48%	10,112	49
Agree-disagree	2010	10	*My workload is reasonable.	62.32%	16.17%	21.51%	10,139	28
Agree-disagree	2010	11	*My talents are used well in the workplace.	50.95%	18.20%	30.85%	10,045	85
Agree-disagree	2010	12	*I know how my work relates to the agency's goals and priorities.	80.43%	10.74%	8.84%	10,094	56
Agree-disagree	2010	13	The work I do is important.	91.12%	5.68%	3.20%	10,052	43
Agree-disagree	2010	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	61.79%	15.61%	22.60%	10,111	54
Agree-disagree	2010	15	My performance appraisal is a fair reflection of my performance.	65.22%	15.29%	19.49%	9,981	178
Agree-disagree	2010	16	I am held accountable for achieving results.	77.64%	14.66%	7.70%	10,102	44
Agree-disagree	2010	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	55.23%	21.48%	23.30%	9,727	407
Agree-disagree	2010	18	My training needs are assessed.	50.26%	22.35%	27.39%	9,956	138

Trend Core Survey

Agree-disagree	2010	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).	66.85%	16.22%	16.93%	9,970	187
Agree-disagree	2010	20	*The people I work with cooperate to get the job done.	71.24%	13.95%	14.81%	9,873	N/A
Agree-disagree	2010	21	My work unit is able to recruit people with the right skills.	39.14%	27.86%	33.00%	9,846	315
Agree-disagree	2010	22	Promotions in my work unit are based on merit.	27.94%	26.28%	45.77%	9,643	518
Agree-disagree	2010	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.79%	23.97%	47.24%	9,567	589
Agree-disagree	2010	24	*In my work unit, differences in performance are recognized in a meaningful way.	33.49%	25.26%	41.24%	9,758	392
Agree-disagree	2010	25	Awards in my work unit depend on how well employees perform their jobs.	37.95%	23.13%	38.92%	9,643	501
Agree-disagree	2010	26	Employees in my work unit share job knowledge with each other.	69.63%	15.71%	14.66%	10,077	57
Agree-disagree	2010	27	The skill level in my work unit has improved in the past year.	55.46%	26.33%	18.21%	9,787	324
Good-poor	2010	28	How would you rate the overall quality of work done by your work unit?	76.80%	18.10%	5.10%	10,143	N/A
Agree-disagree	2010	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68.43%	17.57%	13.99%	9,903	107
Agree-disagree	2010	30	Employees have a feeling of personal empowerment with respect to work processes.	41.70%	24.33%	33.97%	9,814	187
Agree-disagree	2010	31	Employees are recognized for providing high quality products and services.	42.73%	24.04%	33.22%	9,844	164
Agree-disagree	2010	32	Creativity and innovation are rewarded.	33.93%	26.52%	39.55%	9,731	265
Agree-disagree	2010	33	Pay raises depend on how well employees perform their jobs.	21.77%	26.86%	51.37%	9,440	542
Agree-disagree	2010	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	54.32%	29.10%	16.57%	9,390	607
Agree-disagree	2010	35	Employees are protected from health and safety hazards on the job.	63.19%	18.23%	18.58%	9,847	128
Agree-disagree	2010	36	My organization has prepared employees for potential security threats.	66.39%	16.76%	16.85%	9,883	100
Agree-disagree	2010	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	40.92%	24.71%	34.37%	9,540	440
Agree-disagree	2010	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.	59.72%	22.18%	18.10%	9,295	675
Agree-disagree	2010	39	My agency is successful at accomplishing its mission.	70.64%	18.21%	11.16%	9,752	141
Agree-disagree	2010	40	*I recommend my organization as a good place to work.	62.72%	20.30%	16.99%	9,984	N/A
Agree-disagree	2010	41	*I believe the results of this survey will be used to make my agency a better place to work.	45.69%	24.71%	29.61%	9,165	834
Agree-disagree	2010	42	My supervisor supports my need to balance work and other life issues.	70.42%	14.75%	14.84%	9,890	59
Agree-disagree	2010	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	61.94%	19.18%	18.88%	9,900	45
Agree-disagree	2010	44	Discussions with my supervisor about my performance are worthwhile.	59.14%	21.63%	19.23%	9,776	154
Agree-disagree	2010	45	My supervisor is committed to a workforce representative of all segments of society.	62.02%	25.46%	12.53%	9,261	667
Agree-disagree	2010	46	My supervisor provides me with constructive suggestions to improve my job performance.	58.78%	20.76%	20.45%	9,854	72
Agree-disagree	2010	47	Supervisors in my work unit support employee development.	60.64%	21.02%	18.33%	9,775	138
Agree-disagree	2010	48	My supervisor listens to what I have to say.	72.61%	14.66%	12.73%	9,942	N/A
Agree-disagree	2010	49	My supervisor treats me with respect.	78.37%	12.01%	9.61%	9,930	N/A
Agree-disagree	2010	50	In the last six months, my supervisor has talked with me about my performance.	73.44%	11.85%	14.72%	9,927	N/A
Agree-disagree	2010	51	I have trust and confidence in my supervisor.	63.89%	18.13%	17.98%	9,906	N/A
Good-poor	2010	52	Overall, how good a job do you feel is being done by your immediate supervisor?	66.21%	20.19%	13.60%	9,931	N/A
Agree-disagree	2010	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	37.81%	24.18%	38.01%	9,801	81
Agree-disagree	2010	54	My organization's senior leaders maintain high standards of honesty and integrity.	51.10%	21.78%	27.11%	9,584	292
Agree-disagree	2010	55	Supervisors work well with employees of different backgrounds.	58.72%	22.21%	19.07%	9,564	307
Agree-disagree	2010	56	*Managers communicate the goals and priorities of the organization.	56.87%	19.17%	23.96%	9,786	77
Agree-disagree	2010	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	54.02%	24.77%	21.21%	9,302	550
Agree-disagree	2010	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	46.78%	23.06%	30.16%	9,601	259
Agree-disagree	2010	59	Managers support collaboration across work units to accomplish work objectives.	49.68%	23.67%	26.66%	9,514	282
Good-poor	2010	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	50.68%	25.43%	23.90%	9,587	266
Agree-disagree	2010	61	I have a high level of respect for my organization's senior leaders.	50.72%	21.84%	27.44%	9,699	70
Agree-disagree	2010	62	Senior leaders demonstrate support for Work/Life programs.	47.24%	26.42%	26.34%	9,275	563
Satisfied -dissatisfied	2010	63	*How satisfied are you with your involvement in decisions that affect your work?	47.27%	24.46%	28.27%	9,848	N/A
Satisfied -dissatisfied	2010	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	44.08%	23.98%	31.94%	9,849	N/A
Satisfied -dissatisfied	2010	65	*How satisfied are you with the recognition you receive for doing a good job?	45.31%	23.06%	31.63%	9,851	N/A
Satisfied -dissatisfied	2010	66	How satisfied are you with the policies and practices of your senior leaders?	39.50%	26.51%	34.00%	9,840	N/A
Satisfied -dissatisfied	2010	67	How satisfied are you with your opportunity to get a better job in your organization?	37.98%	26.73%	35.29%	9,833	N/A
Satisfied -dissatisfied	2010	68	How satisfied are you with the training you receive for your present job?	53.60%	21.98%	24.42%	9,834	N/A
Satisfied -dissatisfied	2010	69	*Considering everything, how satisfied are you with your job?	66.66%	17.45%	15.90%	9,830	N/A
Satisfied -dissatisfied	2010	70	Considering everything, how satisfied are you with your pay?	63.48%	15.12%	21.40%	9,840	N/A
Satisfied -dissatisfied	2010	71	*Considering everything, how satisfied are you with your organization?	56.11%	21.00%	22.89%	9,831	N/A
Satisfied -dissatisfied	2010	79	How satisfied are you with the following Work/Life programs in your agency? Telework	--	--	--	0	0

Trend Core Survey

Satisfied -dissatisfied	2010	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	--	--	--	0	0
Satisfied -dissatisfied	2010	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)	--	--	--	0	0
Satisfied -dissatisfied	2010	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	--	--	--	0	0
Satisfied -dissatisfied	2010	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)	--	--	--	0	0
Satisfied -dissatisfied	2010	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	--	--	--	0	0

* 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 10 completed surveys.

72. Have you been notified whether or not you are eligible to telework?	2017	2016	2015	2014	2013	2012	2011
Number of respondents	45,177	45,178	41,131	40,033	--	--	--
Yes, I was notified that I was eligible to telework.	27.29%	24.85%	22.74%	21.56%	--	--	--
Yes, I was notified that I was not eligible to telework.	4.08%	3.21%	2.46%	1.95%	1.45%	1.29%	1.02%
No, I was not notified of my telework eligibility.	36.60%	39.90%	42.27%	44.65%	--	--	--
Not sure if I was notified of my telework eligibility.	12.10%	12.65%	13.05%	13.29%	--	--	--
Total	100.00%	100.00%	100.00%	100.00%	--	--	--
73. Please select the response below that BEST describes your current teleworking situation.	2017	2016	2015	2014	2013	2012	2011
Number of respondents	45,100	44,944	40,791	39,540	35,903	76,202	14,103
I telework 3 or more days per week.	4.08%	3.21%	2.46%	1.95%	1.45%	1.29%	1.02%
I telework 1 or 2 days per week.	9.13%	8.23%	7.51%	6.71%	6.06%	4.36%	2.92%
I telework, but no more than 1 or 2 days per month.	3.09%	3.01%	2.66%	2.81%	2.89%	2.66%	1.79%
I telework very infrequently.	6.71%	6.36%	6.01%	6.30%	6.09%	5.89%	6.47%
I do not telework because I have to be physically present on the job.	56.11%	57.57%	57.92%	57.81%	56.64%	58.37%	60.39%
I do not telework because I have technical issues.	1.46%	1.54%	1.78%	2.02%	2.31%	2.49%	2.77%
I do not telework because I did not receive approval to do so.	11.06%	12.22%	13.61%	14.15%	15.94%	16.39%	17.11%
I do not telework because I choose not to telework.	8.35%	7.85%	8.04%	8.25%	8.61%	8.56%	7.53%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
74. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2013	2012	2011
Alternative Work Schedules							
Number of respondents	45,206	45,081	41,201	39,901	36,310	78,276	14,395
Yes	27.85%	26.59%	24.98%	25.39%	23.64%	22.61%	22.32%
No	41.19%	39.99%	43.29%	40.32%	42.01%	43.42%	46.14%
Not available to me	30.97%	33.43%	31.72%	34.29%	34.35%	33.97%	31.54%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
75. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2013	2012	2011
Health and Wellness Programs							
Number of respondents	45,144	44,881	41,148	39,710	36,124	77,992	14,377
Yes	27.45%	27.48%	23.58%	24.52%	23.05%	23.57%	22.28%
No	57.57%	56.93%	59.95%	57.48%	58.48%	58.55%	59.92%
Not available to me	14.98%	15.59%	16.47%	17.99%	18.47%	17.89%	17.80%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
76. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2013	2012	2011
Employee Assistance Program							
Number of respondents	44,962	44,594	41,087	39,455	35,916	78,038	14,344
Yes	17.93%	17.67%	15.31%	17.93%	17.54%	17.39%	15.51%
No	78.13%	78.44%	80.94%	77.89%	77.71%	78.16%	80.19%
Not available to me	3.94%	3.89%	3.75%	4.18%	4.76%	4.45%	4.30%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
77. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2013	2012	2011
Child Care Programs							
Number of respondents	45,139	45,045	41,065	39,902	36,337	78,274	14,332
Yes	2.08%	2.15%	1.49%	2.32%	2.18%	2.18%	1.65%
No	73.33%	72.51%	73.88%	72.41%	72.70%	74.12%	75.68%
Not available to me	24.60%	25.35%	24.63%	25.26%	25.13%	23.71%	22.67%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
78. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2013	2012	2011
Elder Care Programs							
Number of respondents	45,064	45,103	41,010	39,910	36,385	78,252	14,312
Yes	1.78%	1.79%	1.27%	2.08%	1.90%	1.82%	1.49%
No	74.90%	74.30%	75.42%	74.10%	74.34%	75.76%	77.33%
Not available to me	23.32%	23.91%	23.31%	23.82%	23.75%	22.42%	21.19%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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 10 completed surveys.

Program/Area of Emphasis

Are you a Transportation Security Administration (TSA) employee?

	# of Respondents				Unweighted Percent			
	2017	2016	2015	2014	2017	2016	2015	2014
TSA Employee	8151	8081	8435	7858	18.1%	18.0%	20.6%	19.8%
Non-TSA Employee	36890	36904	32471	31776	81.9%	82.0%	79.4%	80.2%
Total	45041	44985	40906	39634	100.0%	100.0%	100.0%	100.0%

Within Transportation Security Administration (TSA), where do you work?

	# of Respondents				Unweighted Percent			
	2017	2016	2015	2014	2017	2016	2015	2014
HQ Staff - Non-OLE/FAMS Employee	1923	1680	1292	1275	23.8%	21.1%	15.5%	16.4%
Office of Law Enforcement/Federal Air Marshal Service	600	569	545	453	7.4%	7.2%	6.5%	5.8%
FSD Staff	1001	979	990	1092	12.4%	12.3%	11.9%	14.1%
Screening Workforce	4550	4730	5520	4931	56.4%	59.4%	66.1%	63.6%
Total	8074	7958	8347	7751	100.0%	100.0%	100.0%	100.0%

Agency-Specific Questions

1. Think about your ideal workplace. Which of these conditions would make it a great place to work (select up to 3)?

	# of Respondents	Percent
	2017	2017
Employees receive frequent performance feedback from supervisors	5683	12.9%
Individual employee performance is recognized	17022	40.9%
Employees are given a voice in decision-making	15089	34.1%
Employees have a good work-life balance	24078	51.9%
Leaders have good people skills	20236	44.6%
Employees have the training to do their jobs effectively	13551	30.4%
Leaders clearly communicate the mission and priorities	12495	24.8%
Employees all understand how their individual jobs contribute to the mission	6593	13.8%
Employees receive training to advance their careers	14509	34.5%
Total	129256	--

2. Looking at the list above, the conditions I indicated as important are true of my current workplace.

	# of Respondents	Percent
	2017	2017
Strongly Agree	8907	20.1%
Agree	13435	27.9%
Neither Agree nor Disagree	7640	16.4%
Disagree	8991	20.3%
Strongly Disagree	6010	15.3%
Total	44983	100.0%

3. What attributes or behaviors characterize a great leader (select up to 3)?

	# of Respondents	Percent
	2017	2017
Keeps employees informed about important decisions that affect the organization	12408	26.6%
Clearly communicates the organization's priorities	8537	16.9%
Provides motivation to meet our challenges	7516	18.2%
Understands what we face on the job	10406	24.8%
Has functional expertise in the mission area(s) they oversee	11904	27.3%
Focuses on results	1729	3.4%
Has the credibility – I can trust what the leader says	21720	46.0%
Is inspiring	4237	9.2%

Has great people skills	10210	23.3%
Holds subordinate leaders accountable	7534	16.9%
Open to employee input and feedback	12012	26.3%
Knows the individual employees in their workforce	3250	7.8%
Ensures their employees have the resources they need to get their work done	17264	37.5%
Visits employees in their place of work to learn about conditions on the ground	4682	12.5%
Total	133409	--

4. Looking at the list above, supervisors in my organization demonstrate the behaviors I indicated as important.

	# of Respondents	Percent
	2017	2017
Strongly Agree	7255	14.1%
Agree	15635	33.4%
Neither Agree nor Disagree	9019	21.5%
Disagree	7916	18.7%
Strongly Disagree	5041	12.3%
Total	44866	100.0%

5. Looking at the list above, executive leaders in my organization demonstrate the behaviors I indicated as important.

	# of Respondents	Percent
	2017	2017
Strongly Agree	4724	8.8%
Agree	11589	23.6%
Neither Agree nor Disagree	12060	27.0%
Disagree	9614	22.9%
Strongly Disagree	6799	17.6%
Total	44786	100.0%

6. Looking at the list above, senior leaders of the department demonstrate the behaviors I indicated as important.

	# of Respondents	Percent
	2017	2017
Strongly Agree	4588	8.7%
Agree	11286	23.1%
Neither Agree nor Disagree	13346	29.5%
Disagree	9021	21.2%
Strongly Disagree	6612	17.4%
Total	44853	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population, unless otherwise noted.

Source: Federal Employee Viewpoint Survey