

2018

# Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Department of Homeland Security

FIELD PERIOD	May 10 - June 21, 2018
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	73,899
NUMBER OF SURVEYS	178,801
RESPONSE RATE	41.3%

**22** items identified as **strengths** (65% positive or

**14** items identified as **challenges** (35% negative or

## Engagement Index Score

2018 ENGAGEMENT INDEX

60%

LEADERS LEAD

47%

SUPERVISORS

70%

INTRINSIC WORK EXPERIENCE

64%

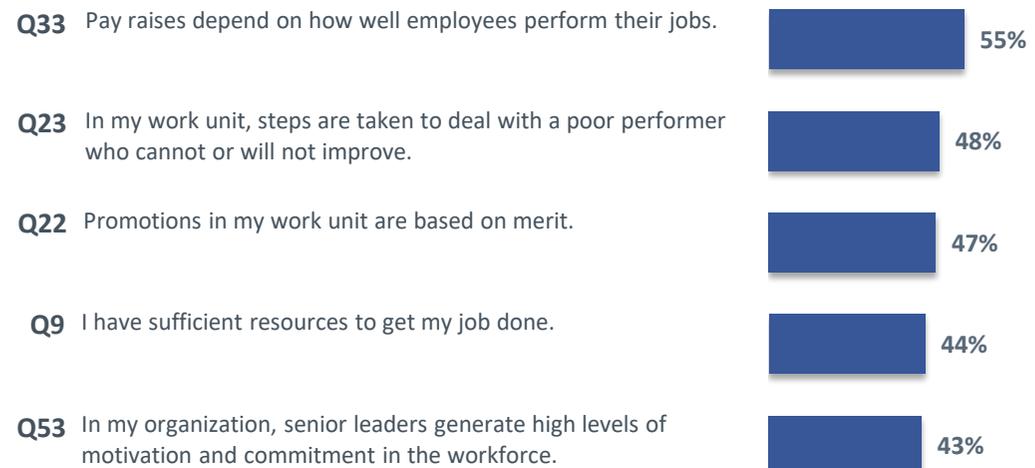
## Highest % Positive Items

Select: Highest % Positive



## Highest % Negative Items

Select: Highest % Negative



2018

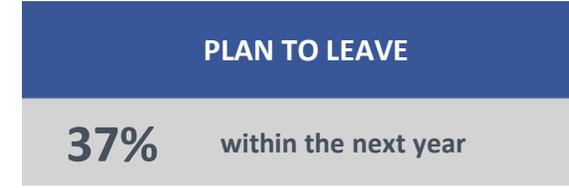
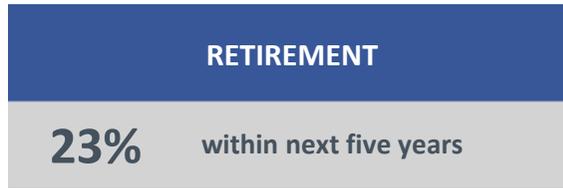
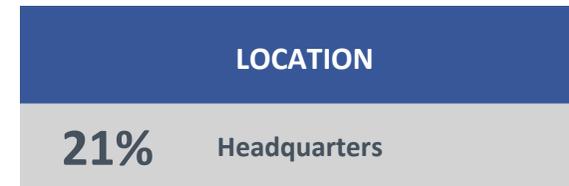
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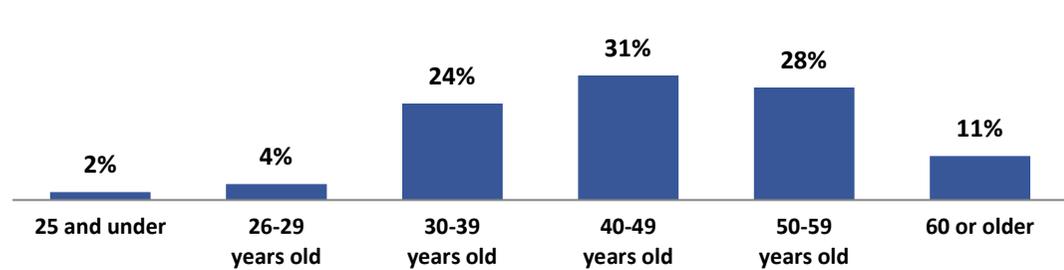
Annual Employee Survey (AES) Report

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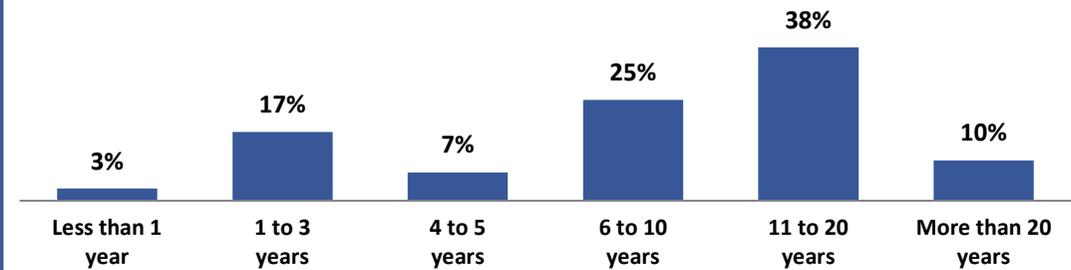
## Age Group

- Age Group
- Racial Category
- Education



## Agency Tenure

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





Select: Largest Increases since 2017

### Largest Increases in Percent Positive since 2017

48 items increased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q29 My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	61%	62%	65%	76%	+11
Q23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	20%	23%	26%	28%	+2
Q25 Awards in my work unit depend on how well employees perform their jobs.	29%	31%	36%	38%	+2
Q19 In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	61%	63%	67%	69%	+2
Q68 How satisfied are you with the training you receive for your present job?	44%	46%	49%	51%	+2

Select: Largest Decreases since 2017

### Largest Decreases in Percent Positive since 2017

5 items decreased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q10 My workload is reasonable.	55%	53%	57%	56%	-1
Q5 I like the kind of work I do.	76%	78%	80%	79%	-1
Q35 Employees are protected from health and safety hazards on the job.	59%	59%	62%	61%	-1
Q50 In the last six months, my supervisor has talked with me about my performance.	74%	74%	77%	76%	-1
Q69 Considering everything, how satisfied are you with your job?	52%	55%	61%	60%	-1

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.	55.7%	17.0%	38.7%	17.8%	17.1%	9.4%	26.4%	13,588	28,811	12,565	11,897	6,251	73,112	N/A
Agree-disagree	2	I have enough information to do my job well.	64.7%	16.5%	48.2%	16.3%	13.5%	5.5%	19.0%	12,637	35,456	11,683	9,814	3,832	73,422	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	47.9%	17.4%	30.5%	19.5%	19.4%	13.2%	32.6%	14,056	23,170	13,653	13,390	8,818	73,087	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	62.7%	24.2%	38.4%	17.4%	11.3%	8.7%	20.0%	19,258	28,679	12,086	7,801	5,706	73,530	N/A
Agree-disagree	5	I like the kind of work I do.	78.9%	36.3%	42.7%	13.2%	4.7%	3.2%	7.9%	27,548	31,235	9,221	3,285	2,162	73,451	N/A
Agree-disagree	6	I know what is expected of me on the job.	78.6%	30.9%	47.7%	11.1%	6.5%	3.8%	10.3%	22,810	34,709	8,207	5,015	2,744	73,485	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	93.7%	61.1%	32.6%	3.8%	1.1%	1.4%	2.5%	46,199	23,299	2,482	727	869	73,576	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	87.4%	47.4%	40.0%	9.4%	1.8%	1.3%	3.2%	35,991	29,222	6,411	1,197	861	73,682	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	40.0%	9.9%	30.1%	15.8%	23.5%	20.8%	44.2%	7,587	22,563	11,279	17,012	14,363	72,804	236
Agree-disagree	10	*My workload is reasonable.	55.7%	12.0%	43.7%	16.6%	15.7%	12.0%	27.7%	8,960	31,800	11,852	11,846	8,660	73,118	177
Agree-disagree	11	*My talents are used well in the workplace.	50.6%	14.3%	36.3%	18.3%	16.6%	14.5%	31.1%	11,068	26,988	12,812	11,739	9,879	72,486	397
Agree-disagree	12	*I know how my work relates to the agency's goals.	80.0%	29.6%	50.4%	10.8%	4.8%	4.3%	9.1%	22,901	36,741	7,389	3,328	2,804	73,163	280
Agree-disagree	13	The work I do is important.	88.7%	51.2%	37.4%	6.9%	2.1%	2.3%	4.4%	38,060	27,244	4,891	1,483	1,528	73,206	221
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	58.6%	21.2%	37.4%	15.2%	14.2%	12.0%	26.2%	16,313	28,132	10,685	10,096	8,022	73,248	424
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	64.6%	24.0%	40.6%	15.9%	9.5%	10.0%	19.5%	18,526	29,611	10,941	6,757	6,880	72,715	826
Agree-disagree	16	I am held accountable for achieving results.	75.4%	27.3%	48.1%	14.8%	5.6%	4.3%	9.8%	21,434	35,562	9,859	3,632	2,645	73,132	373
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	57.9%	23.3%	34.6%	18.7%	10.7%	12.7%	23.4%	17,698	24,554	12,825	7,407	8,712	71,196	2,368
Agree-disagree	18	My training needs are assessed.	49.4%	13.6%	35.7%	23.4%	15.9%	11.4%	27.3%	10,456	26,091	16,837	11,562	7,963	72,909	744

## Core Survey

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).	69.2%	27.8%	41.4%	14.2%	9.1%	7.5%	16.6%	20,985	29,756	9,712	6,486	5,290	72,229	1,475
Agree-disagree	20	*The people I work with cooperate to get the job done.	70.8%	25.7%	45.1%	14.8%	10.0%	4.4%	14.4%	20,245	33,357	10,074	6,935	3,007	73,618	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	36.4%	8.1%	28.3%	26.9%	21.3%	15.4%	36.7%	6,293	21,193	18,691	14,994	10,406	71,577	1,937
Agree-disagree	22	Promotions in my work unit are based on merit.	27.2%	7.4%	19.8%	25.8%	19.7%	27.2%	46.9%	5,941	15,194	17,976	13,407	17,558	70,076	3,352
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.3%	6.6%	21.7%	24.1%	21.7%	25.8%	47.6%	4,960	15,924	16,826	14,859	16,572	69,141	4,324
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	31.0%	7.3%	23.7%	26.2%	21.6%	21.2%	42.8%	5,686	17,784	18,447	15,048	13,879	70,844	2,691
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	38.5%	9.7%	28.7%	23.7%	17.1%	20.7%	37.9%	7,485	21,057	16,632	11,761	13,363	70,298	3,213
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	73.3%	22.2%	51.1%	13.9%	7.0%	5.8%	12.9%	17,219	37,352	9,694	5,072	3,961	73,298	249
Agree-disagree	27	The skill level in my work unit has improved in the past year.	51.6%	16.4%	35.2%	28.6%	10.9%	8.9%	19.8%	12,372	25,649	19,770	7,615	5,824	71,230	2,141
Good-poor	28	How would you rate the overall quality of work done by your work unit?	77.5%	35.6%	41.8%	17.5%	3.3%	1.7%	5.0%	27,888	30,558	11,809	2,143	1,049	73,447	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.8%	27.0%	48.8%	14.3%	6.8%	3.2%	9.9%	20,597	35,434	9,899	4,861	2,142	72,933	507
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	38.5%	8.6%	30.0%	25.2%	21.3%	15.0%	36.3%	6,620	22,097	17,430	14,901	10,051	71,099	1,273
Agree-disagree	31	Employees are recognized for providing high quality products and services.	41.3%	10.3%	31.0%	22.7%	20.2%	15.8%	36.1%	8,161	23,374	15,726	13,768	10,279	71,308	1,099
Agree-disagree	32	Creativity and innovation are rewarded.	33.0%	9.0%	23.9%	26.6%	22.2%	18.3%	40.5%	7,178	18,130	18,494	14,944	11,784	70,530	1,592
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	20.2%	5.4%	14.8%	24.8%	24.0%	31.0%	55.0%	4,004	10,767	17,600	16,637	19,890	68,898	3,535
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	52.0%	15.3%	36.7%	30.5%	8.0%	9.5%	17.5%	10,905	25,110	19,855	5,221	5,888	66,979	5,458
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	61.5%	16.6%	44.9%	17.9%	10.9%	9.7%	20.6%	13,385	33,400	12,062	6,964	5,842	71,653	863
Agree-disagree	36	My organization has prepared employees for potential security threats.	69.3%	18.4%	51.0%	15.8%	8.3%	6.6%	14.9%	14,248	37,149	10,796	5,472	4,064	71,729	514
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	42.1%	13.5%	28.6%	23.7%	14.9%	19.3%	34.1%	10,298	20,587	15,904	9,950	12,423	69,162	3,309

## Core Survey

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.	62.2%	21.9%	40.3%	21.4%	6.6%	9.8%	16.4%	15,444	26,728	13,532	4,304	6,179	66,187	6,052
Agree-disagree	39	My agency is successful at accomplishing its mission.	68.8%	19.7%	49.1%	18.7%	6.9%	5.5%	12.4%	15,121	35,762	12,743	4,504	3,391	71,521	937
Agree-disagree	40	*I recommend my organization as a good place to work.	56.3%	18.5%	37.7%	22.1%	12.5%	9.1%	21.6%	14,557	27,342	15,374	8,831	6,278	72,382	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	38.7%	14.3%	24.4%	24.2%	16.8%	20.3%	37.1%	10,036	17,091	16,410	11,190	12,783	67,510	4,867
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	71.9%	34.3%	37.6%	12.9%	7.0%	8.2%	15.2%	26,401	26,873	8,580	4,652	5,179	71,685	454
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	63.5%	27.6%	35.9%	17.5%	10.1%	8.9%	19.0%	21,317	25,758	11,971	6,896	5,885	71,827	358
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	61.4%	26.4%	35.0%	18.9%	9.8%	9.8%	19.7%	20,077	25,011	12,801	6,867	6,591	71,347	760
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	64.2%	28.4%	35.8%	23.8%	5.2%	6.8%	12.0%	20,276	24,027	15,148	3,253	4,124	66,828	5,305
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	62.0%	25.6%	36.3%	19.0%	10.1%	9.0%	19.0%	19,453	26,031	13,191	7,085	6,040	71,800	381
Agree-disagree	47	Supervisors in my work unit support employee development.	60.9%	25.5%	35.4%	19.3%	9.9%	10.0%	19.8%	19,480	25,555	13,094	6,638	6,457	71,224	959
Agree-disagree	48	My supervisor listens to what I have to say.	74.1%	34.2%	39.9%	13.0%	7.8%	5.2%	12.9%	26,179	28,136	8,809	5,375	3,511	72,010	N/A
Agree-disagree	49	My supervisor treats me with respect.	80.6%	40.4%	40.3%	10.4%	4.8%	4.2%	9.0%	30,447	28,134	7,136	3,385	2,902	72,004	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	76.3%	33.6%	42.6%	11.0%	8.1%	4.6%	12.7%	25,870	30,813	7,164	5,287	2,906	72,040	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	66.5%	33.8%	32.7%	16.7%	8.6%	8.2%	16.8%	25,709	23,068	11,550	6,004	5,704	72,035	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	69.3%	39.0%	30.3%	18.4%	6.7%	5.6%	12.3%	29,155	21,549	12,794	4,676	3,819	71,993	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	34.6%	10.2%	24.3%	22.2%	19.8%	23.5%	43.3%	7,853	17,956	15,572	13,638	15,223	70,242	1,321
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	45.7%	14.8%	30.9%	23.8%	12.2%	18.3%	30.5%	10,778	21,420	15,872	8,060	11,530	67,660	3,895
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	63.7%	19.2%	44.5%	20.8%	7.1%	8.5%	15.5%	14,067	30,806	13,747	4,662	5,300	68,582	2,685
Agree-disagree	56	*Managers communicate the goals of the organization.	53.0%	14.1%	38.8%	21.1%	13.2%	12.8%	26.0%	10,819	28,222	14,328	8,943	8,165	70,477	926

Core Survey

Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	50.8%	14.0%	36.8%	25.5%	11.6%	12.1%	23.7%	10,183	25,497	16,273	7,292	7,214	66,459	5,032
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	44.7%	12.9%	31.8%	22.5%	16.4%	16.5%	32.8%	9,693	22,932	15,110	10,906	10,448	69,089	2,465
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	48.0%	13.8%	34.3%	23.1%	13.9%	14.9%	28.9%	10,264	24,242	15,187	9,207	9,349	68,249	2,598
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	52.2%	21.8%	30.5%	24.3%	11.0%	12.4%	23.5%	15,917	21,258	16,103	7,136	7,868	68,282	3,126
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	47.7%	18.3%	29.3%	23.7%	13.2%	15.4%	28.6%	13,626	20,974	16,390	9,207	10,212	70,409	931
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	44.8%	16.1%	28.7%	26.7%	12.8%	15.7%	28.5%	11,613	19,763	16,912	8,020	9,285	65,593	5,716
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	44.0%	12.1%	31.8%	24.7%	20.8%	10.5%	31.3%	9,412	23,272	16,888	14,436	6,961	70,969	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	41.9%	10.8%	31.1%	23.8%	22.3%	12.0%	34.3%	8,498	22,941	16,388	15,255	7,933	71,015	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	43.0%	12.8%	30.1%	24.2%	19.6%	13.2%	32.8%	10,040	22,201	16,767	13,370	8,599	70,977	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	36.7%	9.6%	27.0%	28.6%	20.6%	14.1%	34.7%	7,497	19,936	19,948	14,185	9,374	70,940	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	33.7%	9.7%	24.0%	26.3%	21.2%	18.8%	40.0%	7,556	17,549	18,609	14,607	12,569	70,890	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	50.9%	13.0%	37.9%	22.4%	16.4%	10.3%	26.7%	9,713	27,032	15,831	11,489	6,906	70,971	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	60.4%	18.4%	42.0%	19.3%	12.5%	7.8%	20.3%	14,058	30,058	13,099	8,647	5,093	70,955	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	55.3%	17.7%	37.6%	15.9%	16.4%	12.4%	28.8%	13,556	27,550	10,950	11,012	7,821	70,889	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	50.6%	13.7%	37.0%	22.2%	16.3%	10.8%	27.1%	10,566	26,782	15,082	11,045	7,052	70,527	N/A

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.



<b>72. Please select the response below that BEST describes your current teleworking schedule.</b>	<b>N</b>	<b>%</b>
I telework very infrequently, on an unscheduled or short-term basis	6,832	8.0%
I telework, but only about 1 or 2 days per month	3,013	3.5%
I telework 1 or 2 days per week	8,076	9.4%
I telework 3 or 4 days per week	3,766	4.1%
I telework every work day	692	1.0%
I do not telework because I have to be physically present on the job	35,690	57.0%
I do not telework because of technical issues that prevent me from teleworking	1,018	1.4%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I	5,650	7.9%
I do not telework because I choose not to telework	5,942	7.8%
<b>Total</b>	<b>70,679</b>	<b>100.0%</b>

<b>73. How satisfied are you with the following Work/Life programs in your agency? Telework</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	9,125	26.7%	13.1%
Satisfied	9,014	27.7%	12.9%
Neither Satisfied nor Dissatisfied	7,850	28.5%	11.3%
Dissatisfied	2,815	9.1%	4.0%
Very Dissatisfied	2,318	8.0%	3.3%
<b>Item Response Total</b>	<b>31,122</b>	<b>100.0%</b>	<b>44.6%</b>
I choose not to participate in these programs	3,447	--	4.9%
These programs are not available to me	31,207	--	44.8%
I am unaware of these programs	3,930	--	5.6%
<b>Total</b>	<b>69,706</b>	<b>100.0%</b>	<b>100.0%</b>

<b>74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	14,535	32.0%	20.8%
Satisfied	13,477	32.5%	19.3%
Neither Satisfied nor Dissatisfied	7,348	19.9%	10.5%
Dissatisfied	2,592	7.0%	3.7%
Very Dissatisfied	2,936	8.6%	4.2%
<b>Item Response Total</b>	<b>40,888</b>	<b>100.0%</b>	<b>58.6%</b>
I choose not to participate in these programs	4,591	--	6.6%
These programs are not available to me	20,724	--	29.7%
I am unaware of these programs	3,526	--	5.1%
<b>Total</b>	<b>69,729</b>	<b>100.0%</b>	<b>100.0%</b>

<b>75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs</b>			<b>All Response Options</b>	
	<b>N</b>	<b>Satisfaction %</b>	<b>%</b>	
Very Satisfied	9,576	16.3%	13.6%	
Satisfied	21,444	39.5%	30.4%	
Neither Satisfied nor Dissatisfied	14,799	27.8%	21.0%	
Dissatisfied	4,907	9.5%	7.0%	
Very Dissatisfied	3,363	7.0%	4.8%	
<b>Item Response Total</b>	<b>54,089</b>	<b>100.0%</b>	<b>76.6%</b>	
I choose not to participate in these programs	4,232	--	6.0%	
These programs are not available to me	7,106	--	10.1%	
I am unaware of these programs	5,161	--	7.3%	
<b>Total</b>	<b>70,588</b>	<b>100.0%</b>	<b>100.0%</b>	

<b>76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program</b>			<b>All Response Options</b>	
	<b>N</b>	<b>Satisfaction %</b>	<b>%</b>	
Very Satisfied	7,857	14.5%	11.1%	
Satisfied	17,868	35.5%	25.3%	
Neither Satisfied nor Dissatisfied	20,808	41.5%	29.4%	
Dissatisfied	2,118	4.4%	3.0%	
Very Dissatisfied	1,821	4.1%	2.6%	
<b>Item Response Total</b>	<b>50,472</b>	<b>100.0%</b>	<b>71.3%</b>	
I choose not to participate in these programs	13,545	--	19.1%	
These programs are not available to me	1,723	--	2.4%	
I am unaware of these programs	5,004	--	7.1%	
<b>Total</b>	<b>70,744</b>	<b>100.0%</b>	<b>100.0%</b>	

<b>77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs</b>			<b>All Response Options</b>	
	<b>N</b>	<b>Satisfaction %</b>	<b>%</b>	
Very Satisfied	2,485	8.4%	3.5%	
Satisfied	5,171	18.6%	7.3%	
Neither Satisfied nor Dissatisfied	16,112	58.8%	22.8%	
Dissatisfied	1,564	6.2%	2.2%	
Very Dissatisfied	1,918	8.1%	2.7%	
<b>Item Response Total</b>	<b>27,250</b>	<b>100.0%</b>	<b>38.5%</b>	
I choose not to participate in these programs	16,793	--	23.7%	
These programs are not available to me	13,994	--	19.8%	

Work Life-Telework

I am unaware of these programs	12,741	--	18.0%
<b>Total</b>	<b>70,778</b>	<b>100.0%</b>	<b>100.0%</b>

			<b>All Response Options</b>
<b>78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs</b>	<b>N</b>	<b>Satisfaction %</b>	<b>%</b>
Very Satisfied	1,905	7.3%	2.7%
Satisfied	3,454	14.2%	4.9%
Neither Satisfied nor Dissatisfied	16,148	66.9%	22.8%
Dissatisfied	1,163	5.2%	1.6%
Very Dissatisfied	1,356	6.5%	1.9%
<b>Item Response Total</b>	<b>24,026</b>	<b>100.0%</b>	<b>34.0%</b>
I choose not to participate in these programs	16,343	--	23.1%
These programs are not available to me	12,854	--	18.2%
I am unaware of these programs	17,475	--	24.7%
<b>Total</b>	<b>70,698</b>	<b>100.0%</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

## Demographics

<b><i>Where do you work?</i></b>		<b>%</b>
Headquarters		21.0%
Field		79.0%
<hr/>		
Total		100.0%
<b><i>What is your supervisory status?</i></b>		<b>%</b>
Non-Supervisor		64.4%
Team Leader		11.8%
Supervisor		15.4%
Manager		7.2%
Senior Leader		1.2%
<hr/>		
Total		100.0%
<b><i>Are you:</i></b>		<b>%</b>
Male		64.2%
Female		35.8%
<hr/>		
Total		100.0%
<b><i>Are you Hispanic or Latino?</i></b>		<b>%</b>
Yes		18.7%
No		81.3%
<hr/>		
Total		100.0%
<b><i>Please select the racial category or categories with which you most closely identify.</i></b>		<b>%</b>
American Indian or Alaska Native		1.2%
Asian		5.1%
Black or African American		13.6%
Native Hawaiian or Other Pacific Islander		1.1%
White		74.4%
Two or more races		4.6%
<hr/>		
Total		100.0%
<b><i>What is the highest degree or level of education you have completed?</i></b>		<b>%</b>
Less than High School		0.1%

## Demographics

High School Diploma/GED or equivalent	6.2%
Trade or Technical Certificate	2.5%
Some College (no degree)	22.2%
Associate's Degree (e.g., AA, AS)	10.0%
Bachelor's Degree (e.g., BA, BS)	36.3%
Master's Degree (e.g., MA, MS, MBA)	17.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	5.4%
<hr/>	
Total	100.0%

### ***What is your pay category/grade? %***

Federal Wage System	3.7%
GS 1-6	2.9%
GS 7-12	34.8%
GS 13-15	38.0%
Senior Executive Service	0.7%
Senior Level (SL) or Scientific or Professional (ST)	0.1%
Other	19.7%
<hr/>	
Total	100.0%

### ***How long have you been with the Federal Government (excluding military service)? %***

Less than 1 year	1.9%
1 to 3 years	11.4%
4 to 5 years	6.0%
6 to 10 years	23.7%
11 to 14 years	16.8%
15 to 20 years	23.4%
More than 20 years	16.7%
<hr/>	
Total	100.0%

### ***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)? %***

Less than 1 year	3.0%
1 to 3 years	16.8%

## Demographics

4 to 5 years	7.2%
6 to 10 years	25.3%
11 to 20 years	37.9%
More than 20 years	9.8%
<hr/>	
Total	100.0%

### ***Are you considering leaving your organization within the next year, and if so, why?*** %

No	62.9%
Yes, to retire	5.0%
Yes, to take another job within the Federal Government	22.6%
Yes, to take another job outside the Federal Government	3.7%
Yes, other	5.8%
<hr/>	
Total	100.0%

### ***I am planning to retire:*** %

Within one year	3.2%
Between one and three years	8.3%
Between three and five years	11.1%
Five or more years	77.4%
<hr/>	
Total	100.0%

### ***Are you transgender?*** %

Yes	0.6%
No	99.4%
<hr/>	
Total	100.0%

### ***Which one of the following do you consider yourself to be?*** %

Straight, that is not gay or lesbian	93.8%
Gay or Lesbian	2.5%
Bisexual	1.1%
Something else	2.5%
<hr/>	
Total	100.0%

### ***What is your US military service status?*** %

## Demographics

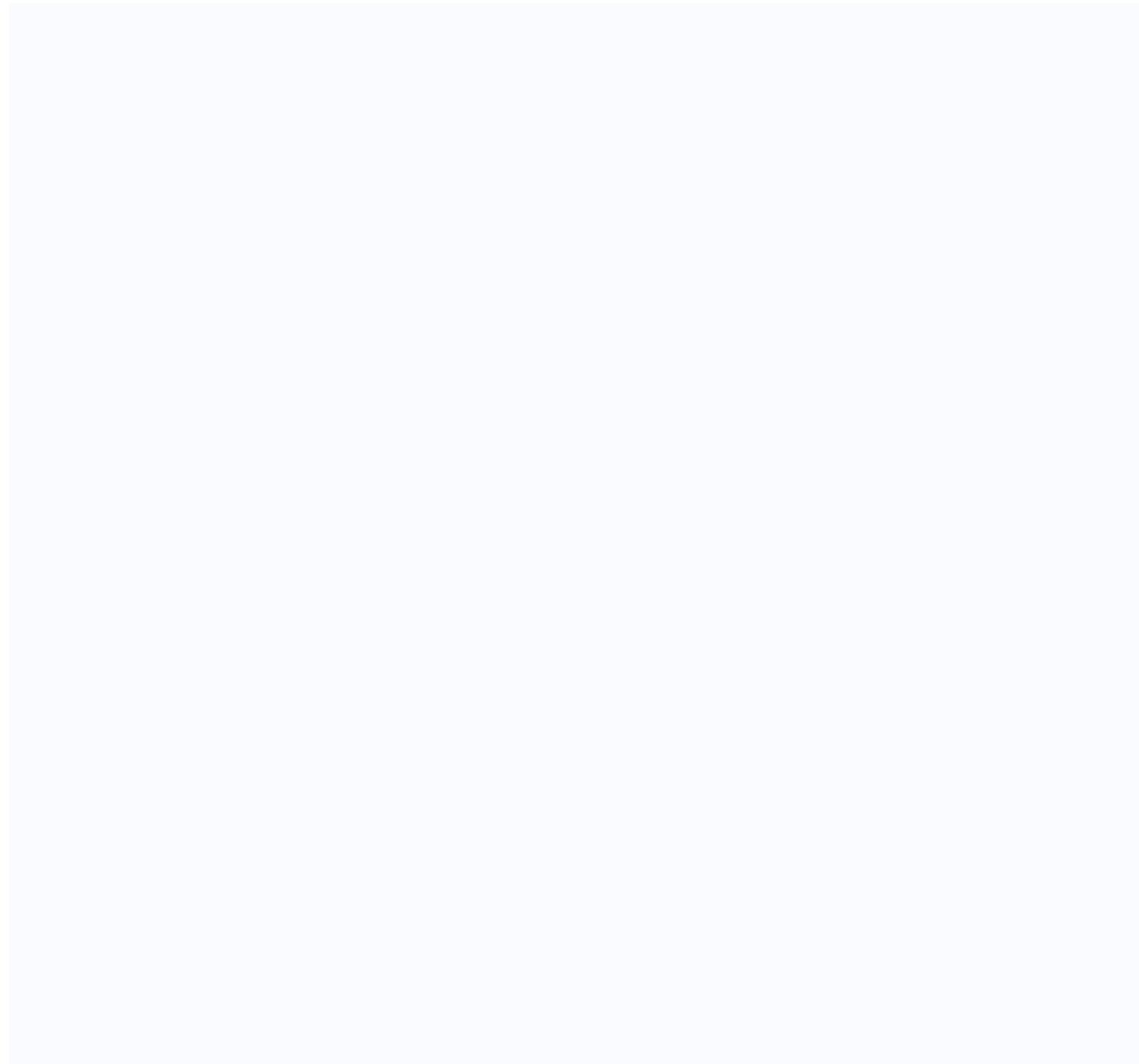
No Prior Military Service	66.4%
Currently in National Guard or Reserves	2.2%
Retired	11.1%
Separated or Discharged	20.3%
Total	100.0%

<b><i>Are you an individual with a disability?</i></b>	<b>%</b>
Yes	12.6%
No	87.4%
Total	100.0%

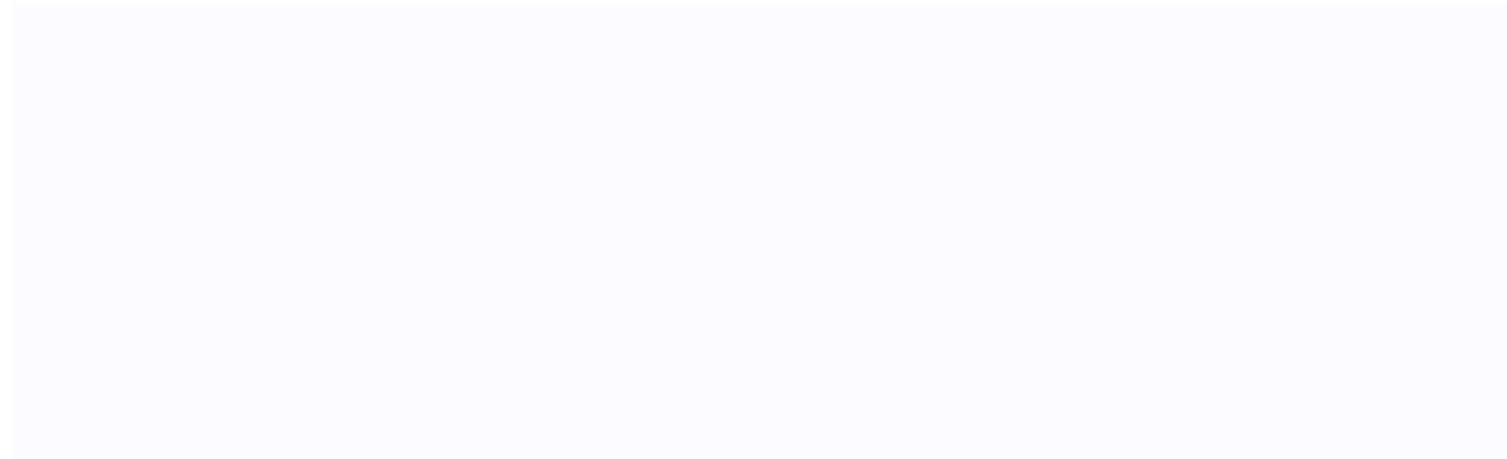
<b><i>What is your age group?</i></b>	<b>%</b>
25 and under	1.7%
26-29 years old	4.3%
30-39 years old	24.4%
40-49 years old	31.1%
50-59 years old	27.8%
60 years or older	10.6%
Total	100.0%

Percentages for demographic questions are unweighted.

## Demographics



## Demographics



## Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2018	1	*I am given a real opportunity to improve my skills in my organization.	55.7%	17.8%	26.4%	73,112	N/A
Agree-disagree	2018	2	I have enough information to do my job well.	64.7%	16.3%	19.0%	73,422	N/A
Agree-disagree	2018	3	I feel encouraged to come up with new and better ways of doing things.	47.9%	19.5%	32.6%	73,087	N/A
Agree-disagree	2018	4	My work gives me a feeling of personal accomplishment.	62.7%	17.4%	20.0%	73,530	N/A
Agree-disagree	2018	5	I like the kind of work I do.	78.9%	13.2%	7.9%	73,451	N/A
Agree-disagree	2018	6	I know what is expected of me on the job.	78.6%	11.1%	10.3%	73,485	N/A
Agree-disagree	2018	7	When needed I am willing to put in the extra effort to get a job done.	93.7%	3.8%	2.5%	73,576	N/A
Agree-disagree	2018	8	I am constantly looking for ways to do my job better.	87.4%	9.4%	3.2%	73,682	N/A
Agree-disagree	2018	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	40.0%	15.8%	44.2%	72,804	236
Agree-disagree	2018	10	*My workload is reasonable.	55.7%	16.6%	27.7%	73,118	177
Agree-disagree	2018	11	*My talents are used well in the workplace.	50.6%	18.3%	31.1%	72,486	397
Agree-disagree	2018	12	*I know how my work relates to the agency's goals.	80.0%	10.8%	9.1%	73,163	280
Agree-disagree	2018	13	The work I do is important.	88.7%	6.9%	4.4%	73,206	221
Agree-disagree	2018	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	58.6%	15.2%	26.2%	73,248	424
Agree-disagree	2018	15	My performance appraisal is a fair reflection of my performance.	64.6%	15.9%	19.5%	72,715	826
Agree-disagree	2018	16	I am held accountable for achieving results.	75.4%	14.8%	9.8%	73,132	373
Agree-disagree	2018	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	57.9%	18.7%	23.4%	71,196	2,368
Agree-disagree	2018	18	My training needs are assessed.	49.4%	23.4%	27.3%	72,909	744
Agree-disagree	2018	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	69.2%	14.2%	16.6%	72,229	1,475
Agree-disagree	2018	20	*The people I work with cooperate to get the job done.	70.8%	14.8%	14.4%	73,618	N/A
Agree-disagree	2018	21	My work unit is able to recruit people with the right skills.	36.4%	26.9%	36.7%	71,577	1,937
Agree-disagree	2018	22	Promotions in my work unit are based on merit.	27.2%	25.8%	46.9%	70,076	3,352
Agree-disagree	2018	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.3%	24.1%	47.6%	69,141	4,324
Agree-disagree	2018	24	*In my work unit, differences in performance are recognized in a meaningful way.	31.0%	26.2%	42.8%	70,844	2,691

## Trend Core Survey

Agree-disagree	2018	25	Awards in my work unit depend on how well employees perform their jobs.	38.5%	23.7%	37.9%	70,298	3,213
Agree-disagree	2018	26	Employees in my work unit share job knowledge with each other.	73.3%	13.9%	12.9%	73,298	249
Agree-disagree	2018	27	The skill level in my work unit has improved in the past year.	51.6%	28.6%	19.8%	71,230	2,141
Good-poor	2018	28	How would you rate the overall quality of work done by your work unit?	77.5%	17.5%	5.0%	73,447	N/A
Agree-disagree	2018	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.8%	14.3%	9.9%	72,933	507
Agree-disagree	2018	30	Employees have a feeling of personal empowerment with respect to work processes.	38.5%	25.2%	36.3%	71,099	1,273
Agree-disagree	2018	31	Employees are recognized for providing high quality products and services.	41.3%	22.7%	36.1%	71,308	1,099
Agree-disagree	2018	32	Creativity and innovation are rewarded.	33.0%	26.6%	40.5%	70,530	1,592
Agree-disagree	2018	33	Pay raises depend on how well employees perform their jobs.	20.2%	24.8%	55.0%	68,898	3,535
Agree-disagree	2018	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	52.0%	30.5%	17.5%	66,979	5,458
Agree-disagree	2018	35	Employees are protected from health and safety hazards on the job.	61.5%	17.9%	20.6%	71,653	863
Agree-disagree	2018	36	My organization has prepared employees for potential security threats.	69.3%	15.8%	14.9%	71,729	514
Agree-disagree	2018	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	42.1%	23.7%	34.1%	69,162	3,309
Agree-disagree	2018	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	62.2%	21.4%	16.4%	66,187	6,052
Agree-disagree	2018	39	My agency is successful at accomplishing its mission.	68.8%	18.7%	12.4%	71,521	937
Agree-disagree	2018	40	*I recommend my organization as a good place to work.	56.3%	22.1%	21.6%	72,382	N/A
Agree-disagree	2018	41	*I believe the results of this survey will be used to make my agency a better place to work.	38.7%	24.2%	37.1%	67,510	4,867
Agree-disagree	2018	42	My supervisor supports my need to balance work and other life issues.	71.9%	12.9%	15.2%	71,685	454
Agree-disagree	2018	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	63.5%	17.5%	19.0%	71,827	358
Agree-disagree	2018	44	Discussions with my supervisor about my performance are worthwhile.	61.4%	18.9%	19.7%	71,347	760
Agree-disagree	2018	45	My supervisor is committed to a workforce representative of all segments of society.	64.2%	23.8%	12.0%	66,828	5,305
Agree-disagree	2018	46	My supervisor provides me with constructive suggestions to improve my job performance.	62.0%	19.0%	19.0%	71,800	381
Agree-disagree	2018	47	Supervisors in my work unit support employee development.	60.9%	19.3%	19.8%	71,224	959
Agree-disagree	2018	48	My supervisor listens to what I have to say.	74.1%	13.0%	12.9%	72,010	N/A
Agree-disagree	2018	49	My supervisor treats me with respect.	80.6%	10.4%	9.0%	72,004	N/A
Agree-disagree	2018	50	In the last six months, my supervisor has talked with me about my performance.	76.3%	11.0%	12.7%	72,040	N/A
Agree-disagree	2018	51	I have trust and confidence in my supervisor.	66.5%	16.7%	16.8%	72,035	N/A
Good-poor	2018	52	Overall, how good a job do you feel is being done by your immediate supervisor?	69.3%	18.4%	12.3%	71,993	N/A
Agree-disagree	2018	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	34.6%	22.2%	43.3%	70,242	1,321

## Trend Core Survey

Agree-disagree	2018	54	My organization's senior leaders maintain high standards of honesty and integrity.	45.7%	23.8%	30.5%	67,660	3,895
Agree-disagree	2018	55	Supervisors work well with employees of different backgrounds.	63.7%	20.8%	15.5%	68,582	2,685
Agree-disagree	2018	56	*Managers communicate the goals of the organization.	53.0%	21.1%	26.0%	70,477	926
Agree-disagree	2018	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	50.8%	25.5%	23.7%	66,459	5,032
Agree-disagree	2018	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	44.7%	22.5%	32.8%	69,089	2,465
Agree-disagree	2018	59	Managers support collaboration across work units to accomplish work objectives.	48.0%	23.1%	28.9%	68,249	2,598
Good-poor	2018	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	52.2%	24.3%	23.5%	68,282	3,126
Agree-disagree	2018	61	I have a high level of respect for my organization's senior leaders.	47.7%	23.7%	28.6%	70,409	931
Agree-disagree	2018	62	Senior leaders demonstrate support for Work/Life programs.	44.8%	26.7%	28.5%	65,593	5,716
Satisfied-dissatisfied	2018	63	*How satisfied are you with your involvement in decisions that affect your work?	44.0%	24.7%	31.3%	70,969	N/A
Satisfied-dissatisfied	2018	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	41.9%	23.8%	34.3%	71,015	N/A
Satisfied-dissatisfied	2018	65	*How satisfied are you with the recognition you receive for doing a good job?	43.0%	24.2%	32.8%	70,977	N/A
Satisfied-dissatisfied	2018	66	How satisfied are you with the policies and practices of your senior leaders?	36.7%	28.6%	34.7%	70,940	N/A
Satisfied-dissatisfied	2018	67	How satisfied are you with your opportunity to get a better job in your organization?	33.7%	26.3%	40.0%	70,890	N/A
Satisfied-dissatisfied	2018	68	How satisfied are you with the training you receive for your present job?	50.9%	22.4%	26.7%	70,971	N/A
Satisfied-dissatisfied	2018	69	*Considering everything, how satisfied are you with your job?	60.4%	19.3%	20.3%	70,955	N/A
Satisfied-dissatisfied	2018	70	Considering everything, how satisfied are you with your pay?	55.3%	15.9%	28.8%	70,889	N/A
Satisfied-dissatisfied	2018	71	*Considering everything, how satisfied are you with your organization?	50.6%	22.2%	27.1%	70,527	N/A
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	54.7%	17.7%	27.6%	47,329	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	63.9%	16.7%	19.4%	47,218	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	47.2%	19.4%	33.4%	46,968	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	63.2%	17.1%	19.7%	47,111	N/A

## Trend Core Survey

Agree-disagree	2017	5	I like the kind of work I do.	80.0%	12.9%	7.1%	47,040	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	78.3%	11.0%	10.8%	47,008	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	94.4%	3.3%	2.3%	47,158	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	87.5%	9.5%	3.0%	47,210	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	39.7%	16.0%	44.3%	47,169	115
Agree-disagree	2017	10	*My workload is reasonable.	57.4%	16.3%	26.3%	47,109	64
Agree-disagree	2017	11	*My talents are used well in the workplace.	49.7%	18.2%	32.1%	46,437	236
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	79.3%	11.1%	9.6%	46,905	141
Agree-disagree	2017	13	The work I do is important.	89.4%	6.6%	4.0%	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.	59.3%	15.5%	25.2%	47,008	187
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	64.1%	15.6%	20.3%	46,661	536
Agree-disagree	2017	16	I am held accountable for achieving results.	74.3%	15.0%	10.6%	46,829	212
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.6%	19.1%	24.2%	45,372	1,693
Agree-disagree	2017	18	My training needs are assessed.	48.7%	23.0%	28.3%	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).	67.4%	14.8%	17.8%	46,198	1,152
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	71.1%	14.2%	14.7%	47,295	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	35.5%	26.5%	38.0%	45,999	1,327
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	25.8%	25.3%	48.9%	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.	25.8%	24.0%	50.3%	43,968	3,205
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	29.3%	25.8%	44.9%	45,318	1,872
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	36.1%	23.2%	40.6%	44,742	2,323
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	72.4%	14.4%	13.1%	47,040	130
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	50.2%	29.1%	20.7%	45,813	1,420
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	77.3%	17.7%	5.0%	47,205	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	65.2%	18.2%	16.6%	45,923	521
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	37.2%	25.2%	37.6%	45,535	881
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	39.6%	23.4%	37.0%	45,586	761
Agree-disagree	2017	32	Creativity and innovation are rewarded.	31.9%	26.5%	41.5%	45,057	1,178
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	18.9%	23.7%	57.4%	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).	51.3%	30.4%	18.2%	42,646	3,717
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	61.9%	17.8%	20.3%	45,722	639

## Trend Core Survey

Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	68.0%	16.3%	15.6%	45,841	364
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	41.4%	23.2%	35.4%	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.	60.6%	22.3%	17.0%	42,228	3,884
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	68.8%	19.5%	11.7%	45,793	587
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	55.7%	21.8%	22.4%	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.	39.0%	23.3%	37.7%	43,017	3,330
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	71.7%	12.7%	15.6%	46,008	218
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	62.7%	18.3%	19.0%	45,944	195
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	60.8%	19.1%	20.1%	45,537	412
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	63.4%	24.5%	12.1%	42,546	3,500
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	61.1%	19.3%	19.6%	45,822	200
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	60.2%	19.6%	20.2%	45,548	546
Agree-disagree	2017	48	My supervisor listens to what I have to say.	74.2%	12.7%	13.2%	46,106	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	80.2%	10.6%	9.1%	45,988	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	76.5%	10.7%	12.7%	46,003	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	66.0%	17.0%	17.0%	46,026	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.9%	18.6%	12.5%	46,061	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	33.3%	22.1%	44.6%	44,882	941
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	44.2%	24.5%	31.3%	43,026	2,725
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	63.6%	21.1%	15.3%	43,812	1,693
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	51.7%	20.4%	27.9%	44,989	573
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	50.2%	25.1%	24.7%	42,346	3,197
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	43.9%	22.5%	33.5%	44,167	1,444
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	47.4%	22.9%	29.7%	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?	51.3%	24.7%	24.0%	43,687	1,978
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	46.2%	23.8%	30.0%	45,001	665
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	43.9%	26.4%	29.7%	41,826	3,850

## Trend Core Survey

Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	43.5%	24.4%	32.1%	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?	40.6%	23.8%	35.6%	45,387	N/A
Satisfied -dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	42.0%	24.0%	33.9%	45,367	N/A
Satisfied -dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	35.7%	28.3%	36.0%	45,311	N/A
Satisfied -dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	32.2%	26.0%	41.7%	45,354	N/A
Satisfied -dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	49.1%	22.3%	28.5%	45,346	N/A
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	60.7%	19.0%	20.3%	45,343	N/A
Satisfied -dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	54.9%	16.1%	29.1%	45,381	N/A
Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	49.8%	21.9%	28.3%	45,411	N/A
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	50.4%	17.7%	32.0%	46,913	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	61.3%	16.6%	22.1%	46,616	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	42.8%	18.8%	38.3%	46,131	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	59.6%	16.8%	23.6%	46,541	N/A
Agree-disagree	2016	5	I like the kind of work I do.	78.2%	13.2%	8.6%	46,204	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	75.5%	11.8%	12.7%	46,421	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	93.3%	3.7%	3.0%	46,642	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	86.1%	10.1%	3.8%	46,736	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.4%	14.7%	47.9%	46,712	121
Agree-disagree	2016	10	*My workload is reasonable.	52.8%	16.7%	30.5%	46,457	110
Agree-disagree	2016	11	*My talents are used well in the workplace.	46.2%	18.2%	35.6%	45,478	268
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	75.3%	11.9%	12.9%	46,308	230
Agree-disagree	2016	13	The work I do is important.	86.8%	7.4%	5.8%	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.	58.2%	14.9%	26.9%	46,526	208
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	59.6%	15.4%	25.0%	46,184	534
Agree-disagree	2016	16	I am held accountable for achieving results.	71.3%	16.7%	12.0%	46,354	251
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.4%	19.9%	28.7%	44,936	1,715
Agree-disagree	2016	18	My training needs are assessed.	44.7%	23.9%	31.4%	46,176	529

## Trend Core Survey

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).	63.1%	15.1%	21.8%	45,681	1,231
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	68.5%	14.9%	16.5%	46,881	N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	31.9%	27.0%	41.2%	45,480	1,408
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	23.0%	23.1%	53.8%	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.	22.8%	22.3%	54.9%	43,778	2,902
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	25.7%	24.0%	50.4%	44,955	1,777
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	31.0%	22.3%	46.7%	44,342	2,288
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	70.5%	14.9%	14.6%	46,527	170
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	46.6%	29.9%	23.5%	45,366	1,422
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	74.7%	19.1%	6.2%	46,795	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	62.1%	18.5%	19.4%	45,602	544
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	31.4%	24.4%	44.1%	45,306	857
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	34.0%	22.6%	43.4%	45,287	783
Agree-disagree	2016	32	Creativity and innovation are rewarded.	27.1%	25.5%	47.4%	44,765	1,186
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	14.5%	21.4%	64.1%	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).	48.7%	31.5%	19.7%	42,171	3,901
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	59.3%	17.9%	22.8%	45,397	635
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	64.3%	17.1%	18.7%	45,513	394
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	36.9%	23.9%	39.2%	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.	57.4%	23.1%	19.5%	41,461	4,231
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	60.8%	20.6%	18.6%	45,379	706
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	48.6%	22.9%	28.5%	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.	35.3%	22.4%	42.3%	42,768	3,364
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	68.7%	13.1%	18.2%	45,772	255
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	59.9%	18.4%	21.8%	45,723	195
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	56.6%	19.9%	23.5%	45,115	473
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	59.5%	26.0%	14.6%	41,927	3,891
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	57.1%	20.2%	22.7%	45,552	229
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	55.8%	20.7%	23.5%	45,288	597

## Trend Core Survey

Agree-disagree	2016	48	My supervisor listens to what I have to say.	71.4%	14.1%	14.5%	45,930	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	78.3%	11.5%	10.2%	45,774	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	74.4%	11.2%	14.4%	45,764	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	62.4%	17.7%	19.8%	45,823	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	65.5%	20.3%	14.2%	45,867	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	27.8%	20.1%	52.1%	45,051	641
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	39.3%	23.0%	37.7%	43,219	2,395
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	57.2%	23.6%	19.2%	42,918	2,394
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	47.4%	21.4%	31.2%	44,861	541
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	45.0%	26.5%	28.5%	41,905	3,501
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	38.2%	23.0%	38.8%	43,880	1,629
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	41.9%	23.7%	34.4%	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?	46.9%	25.5%	27.6%	43,505	2,052
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	40.4%	23.6%	36.0%	45,120	439
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	39.7%	27.1%	33.2%	41,729	3,843
Satisfied -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	39.1%	24.2%	36.6%	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?	36.8%	23.3%	39.9%	45,302	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	36.7%	24.2%	39.1%	45,219	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	30.3%	27.0%	42.7%	45,236	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	28.6%	25.6%	45.9%	45,242	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	46.2%	23.5%	30.3%	45,262	N/A
Satisfied -dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	54.7%	20.4%	25.0%	45,248	N/A

## Trend Core Survey

Satisfied -dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	51.4%	15.7%	32.9%	45,349	N/A
Satisfied -dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	42.0%	22.2%	35.8%	45,345	N/A
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	46.3%	18.9%	34.8%	42,999	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	59.5%	17.6%	23.0%	42,975	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	39.4%	18.6%	42.0%	42,911	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	56.0%	17.4%	26.6%	42,922	N/A
Agree-disagree	2015	5	I like the kind of work I do.	76.4%	13.7%	9.9%	42,891	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	73.0%	12.7%	14.3%	42,780	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	92.6%	3.9%	3.5%	42,945	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	84.9%	10.7%	4.4%	42,891	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.0%	15.5%	47.6%	42,826	168
Agree-disagree	2015	10	*My workload is reasonable.	54.6%	17.2%	28.2%	42,783	118
Agree-disagree	2015	11	*My talents are used well in the workplace.	43.2%	18.0%	38.7%	42,376	369
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	72.5%	12.6%	14.9%	42,537	273
Agree-disagree	2015	13	The work I do is important.	84.6%	8.3%	7.1%	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.	57.5%	15.6%	26.9%	42,672	247
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	58.1%	16.5%	25.4%	42,372	574
Agree-disagree	2015	16	I am held accountable for achieving results.	69.8%	17.0%	13.3%	42,542	297
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	50.2%	20.0%	29.8%	41,186	1,687
Agree-disagree	2015	18	My training needs are assessed.	42.2%	24.1%	33.8%	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).	61.0%	16.0%	23.0%	41,909	1,097
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	65.7%	15.5%	18.7%	42,977	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	30.0%	27.2%	42.8%	41,687	1,321
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	20.1%	23.1%	56.8%	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.	20.4%	22.1%	57.5%	40,527	2,416
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	23.4%	23.9%	52.7%	41,459	1,484
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	28.5%	22.0%	49.5%	40,985	1,908
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	67.8%	15.5%	16.7%	42,761	142
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	43.7%	30.9%	25.4%	41,689	1,213
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	72.8%	20.6%	6.7%	42,900	N/A

## Trend Core Survey

Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	61.2%	19.1%	19.7%	41,653	524
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	28.6%	24.7%	46.7%	41,501	696
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	30.7%	23.3%	46.0%	41,486	660
Agree-disagree	2015	32	Creativity and innovation are rewarded.	23.8%	25.3%	50.9%	41,051	999
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	14.1%	20.8%	65.1%	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).	45.9%	31.4%	22.7%	38,513	3,599
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	58.7%	17.9%	23.3%	41,572	585
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	62.9%	17.4%	19.7%	41,604	405
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	33.8%	23.5%	42.7%	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.	55.1%	23.3%	21.6%	38,153	3,874
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	59.8%	20.8%	19.3%	41,397	668
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	45.8%	24.2%	30.0%	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.	32.1%	22.8%	45.1%	38,920	3,199
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	67.0%	14.4%	18.6%	41,792	225
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	57.4%	18.8%	23.9%	41,811	152
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	54.1%	20.8%	25.1%	41,458	452
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	56.7%	27.3%	15.9%	38,314	3,550
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	54.6%	20.8%	24.6%	41,707	182
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	52.6%	21.8%	25.6%	41,372	516
Agree-disagree	2015	48	My supervisor listens to what I have to say.	70.0%	14.2%	15.8%	41,919	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	77.1%	11.7%	11.1%	41,869	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	73.8%	10.9%	15.2%	41,855	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	59.8%	18.6%	21.6%	41,860	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	63.3%	21.1%	15.6%	41,887	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	25.3%	20.4%	54.3%	41,128	525
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	36.8%	23.7%	39.4%	39,519	2,103
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	54.7%	24.2%	21.1%	39,417	2,117
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	44.5%	22.0%	33.5%	40,988	493

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Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	41.9%	27.4%	30.7%	38,324	3,165
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	35.7%	23.4%	40.9%	40,055	1,469
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	39.0%	24.8%	36.2%	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?	44.7%	26.6%	28.7%	39,671	1,837
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	38.1%	24.0%	37.9%	41,075	462
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	37.1%	28.5%	34.4%	37,698	3,828
Satisfied -dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	36.8%	24.8%	38.4%	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?	34.1%	23.7%	42.3%	41,341	N/A
Satisfied -dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	34.1%	23.8%	42.1%	41,300	N/A
Satisfied -dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	27.8%	27.4%	44.7%	41,226	N/A
Satisfied -dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	25.1%	24.9%	50.0%	41,252	N/A
Satisfied -dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	44.1%	23.4%	32.5%	41,240	N/A
Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	52.1%	20.6%	27.3%	41,254	N/A
Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	49.6%	16.4%	34.0%	41,274	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	39.4%	22.7%	37.9%	41,273	N/A
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	46.8%	18.4%	34.8%	42,719	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	60.9%	17.2%	21.9%	42,347	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	40.3%	19.3%	40.5%	41,998	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	57.5%	17.1%	25.4%	42,363	N/A
Agree-disagree	2014	5	I like the kind of work I do.	77.1%	13.6%	9.2%	41,926	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	74.6%	12.4%	12.9%	42,273	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	93.6%	3.7%	2.7%	42,402	N/A

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Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	86.1%	10.2%	3.7%	42,622	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.1%	16.0%	46.9%	42,572	120
Agree-disagree	2014	10	*My workload is reasonable.	55.0%	17.2%	27.8%	42,358	108
Agree-disagree	2014	11	*My talents are used well in the workplace.	43.4%	18.2%	38.3%	41,105	326
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	74.7%	12.0%	13.3%	42,185	257
Agree-disagree	2014	13	The work I do is important.	85.8%	8.0%	6.1%	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.	59.5%	15.2%	25.4%	42,435	190
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	60.5%	16.5%	23.0%	42,040	523
Agree-disagree	2014	16	I am held accountable for achieving results.	71.9%	16.2%	11.9%	42,254	255
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.8%	19.8%	28.4%	40,982	1,540
Agree-disagree	2014	18	My training needs are assessed.	41.8%	23.9%	34.3%	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).	63.5%	15.8%	20.7%	41,642	1,055
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	66.3%	15.7%	18.0%	42,672	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	30.7%	27.5%	41.7%	41,279	1,415
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	20.7%	23.7%	55.6%	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.	22.5%	21.5%	56.0%	40,164	2,340
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	24.0%	23.9%	52.1%	41,144	1,448
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	28.2%	22.9%	48.8%	40,531	1,970
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	68.9%	15.4%	15.7%	42,477	127
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	45.1%	30.8%	24.2%	41,557	1,048
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	73.8%	20.3%	5.9%	42,534	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	62.6%	18.9%	18.5%	41,140	536
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	30.3%	24.6%	45.1%	40,948	747
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	32.1%	23.1%	44.8%	40,953	635
Agree-disagree	2014	32	Creativity and innovation are rewarded.	24.4%	26.0%	49.5%	40,592	921
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	13.6%	21.5%	65.0%	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).	47.7%	31.7%	20.6%	37,965	3,646
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	61.1%	17.8%	21.1%	41,008	560
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	65.6%	17.1%	17.3%	41,150	372
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	36.0%	23.3%	40.7%	39,536	2,008

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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.	56.9%	23.6%	19.5%	37,422	3,851
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	62.9%	20.5%	16.6%	40,857	693
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	48.1%	24.6%	27.4%	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.	34.6%	24.2%	41.2%	38,245	3,282
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	67.7%	14.3%	18.0%	41,114	260
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	57.3%	19.1%	23.7%	41,096	189
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	55.0%	20.9%	24.2%	40,599	442
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	57.9%	27.2%	14.9%	37,740	3,520
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	55.0%	21.4%	23.6%	41,010	194
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	52.7%	21.7%	25.5%	40,680	563
Agree-disagree	2014	48	My supervisor listens to what I have to say.	69.5%	14.8%	15.7%	41,248	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	76.5%	12.2%	11.3%	41,171	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	75.5%	10.9%	13.7%	41,157	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	59.3%	19.1%	21.5%	41,163	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	63.1%	21.4%	15.5%	41,174	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	25.9%	20.2%	53.8%	40,322	494
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	39.1%	23.5%	37.4%	38,657	2,097
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	56.3%	24.2%	19.5%	38,484	1,946
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	46.0%	21.3%	32.7%	40,130	466
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	43.9%	27.1%	28.9%	37,499	3,098
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	36.9%	23.1%	40.0%	39,293	1,367
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	40.5%	24.5%	35.0%	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?	45.3%	25.6%	29.1%	38,804	1,829
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	38.4%	24.1%	37.4%	40,221	389
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	38.8%	28.6%	32.6%	36,829	3,773
Satisfied -dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	37.3%	25.0%	37.7%	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?	34.4%	23.5%	42.1%	40,206	N/A

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Satisfied -dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	34.5%	24.0%	41.5%	40,071	N/A
Satisfied -dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	28.5%	27.1%	44.5%	40,134	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	25.3%	24.2%	50.5%	40,131	N/A
Satisfied -dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	43.6%	23.6%	32.9%	40,136	N/A
Satisfied -dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	53.1%	20.9%	26.0%	40,110	N/A
Satisfied -dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	51.1%	16.4%	32.5%	40,192	N/A
Satisfied -dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	41.7%	23.1%	35.2%	40,203	N/A
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	48.4%	19.4%	32.2%	39,021	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	63.1%	16.5%	20.4%	38,726	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	41.5%	20.3%	38.2%	38,416	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	60.2%	17.3%	22.5%	38,744	N/A
Agree-disagree	2013	5	I like the kind of work I do.	79.5%	12.3%	8.1%	38,390	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	76.3%	11.7%	12.1%	38,650	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	94.1%	3.6%	2.3%	38,781	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	87.3%	9.7%	3.1%	38,955	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.2%	15.6%	47.2%	38,908	112
Agree-disagree	2013	10	*My workload is reasonable.	58.0%	17.2%	24.9%	38,710	55
Agree-disagree	2013	11	*My talents are used well in the workplace.	45.7%	18.3%	35.9%	37,691	264
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	77.0%	11.4%	11.6%	38,641	183
Agree-disagree	2013	13	The work I do is important.	87.7%	7.3%	4.9%	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.	60.0%	15.4%	24.6%	38,829	159
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	62.4%	17.4%	20.2%	38,368	543
Agree-disagree	2013	16	I am held accountable for achieving results.	73.2%	16.0%	10.8%	38,621	215
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	52.7%	20.1%	27.2%	37,508	1,343
Agree-disagree	2013	18	My training needs are assessed.	43.0%	24.6%	32.4%	38,481	435

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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).	65.8%	15.9%	18.2%	38,025	1,007
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	67.0%	16.0%	17.0%	38,987	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	32.0%	28.7%	39.3%	37,845	1,178
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	21.6%	25.4%	53.0%	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.	23.7%	22.5%	53.7%	36,742	2,116
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	25.2%	25.8%	49.0%	37,559	1,335
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	30.0%	24.1%	45.9%	37,034	1,783
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	68.3%	15.9%	15.8%	38,778	135
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	47.8%	30.3%	21.9%	37,890	1,030
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	75.3%	19.5%	5.2%	38,878	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	64.7%	18.9%	16.4%	37,681	421
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	32.9%	25.0%	42.0%	37,434	663
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	34.9%	24.3%	40.8%	37,329	623
Agree-disagree	2013	32	Creativity and innovation are rewarded.	26.0%	27.4%	46.6%	36,978	940
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	13.0%	23.0%	64.0%	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).	48.9%	32.1%	19.0%	35,053	2,966
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	62.1%	18.3%	19.6%	37,453	473
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	66.8%	17.0%	16.2%	37,607	322
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	37.4%	24.3%	38.3%	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.	58.5%	23.0%	18.5%	34,583	3,235
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	65.6%	19.7%	14.7%	37,366	580
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	51.9%	24.2%	23.9%	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.	36.0%	24.8%	39.1%	34,846	3,133
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	69.1%	14.7%	16.3%	37,561	234
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	58.1%	19.4%	22.6%	37,593	139
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	55.3%	21.8%	22.9%	37,198	364
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	58.1%	27.5%	14.5%	34,761	2,911
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	55.9%	21.8%	22.2%	37,520	146
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	55.5%	21.4%	23.1%	37,260	414

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Agree-disagree	2013	48	My supervisor listens to what I have to say.	70.0%	14.9%	15.1%	37,635	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	76.5%	12.5%	11.0%	37,585	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	74.1%	11.8%	14.1%	37,555	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	60.7%	19.1%	20.2%	37,590	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	62.6%	22.0%	15.4%	37,592	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	29.9%	23.4%	46.7%	36,909	244
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	44.6%	22.6%	32.8%	36,092	1,002
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	54.4%	24.7%	20.9%	35,596	1,354
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	50.5%	21.4%	28.1%	36,726	290
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	47.4%	27.1%	25.5%	34,587	2,366
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	39.8%	24.0%	36.2%	35,925	1,090
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	44.1%	24.7%	31.2%	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?	47.0%	26.5%	26.5%	35,495	1,466
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	41.8%	23.5%	34.7%	36,656	315
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	41.3%	28.5%	30.1%	33,829	3,119
Satisfied -dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	38.8%	25.9%	35.4%	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?	36.9%	23.1%	40.0%	36,596	N/A
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	37.1%	25.1%	37.8%	36,498	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	31.1%	27.4%	41.5%	36,482	N/A
Satisfied -dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	27.3%	26.0%	46.7%	36,490	N/A
Satisfied -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	44.9%	23.5%	31.6%	36,521	N/A
Satisfied -dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	55.9%	20.9%	23.2%	36,514	N/A
Satisfied -dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	50.6%	16.9%	32.5%	36,562	N/A

## Trend Core Survey

Satisfied -dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	44.5%	23.1%	32.5%	36,584	N/A
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	52.2%	18.2%	29.7%	82,061	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	64.4%	16.4%	19.2%	81,902	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	43.2%	20.2%	36.5%	81,427	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	62.7%	16.8%	20.5%	81,816	N/A
Agree-disagree	2012	5	I like the kind of work I do.	80.4%	12.1%	7.5%	81,477	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	77.3%	11.6%	11.1%	81,481	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	95.1%	3.0%	2.0%	81,864	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	88.4%	8.9%	2.7%	81,954	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	41.4%	16.6%	42.0%	81,772	283
Agree-disagree	2012	10	*My workload is reasonable.	59.2%	16.2%	24.6%	81,679	159
Agree-disagree	2012	11	*My talents are used well in the workplace.	48.0%	18.4%	33.6%	80,232	592
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	79.0%	11.4%	9.6%	81,304	430
Agree-disagree	2012	13	The work I do is important.	90.0%	6.3%	3.7%	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.	60.8%	14.4%	24.8%	81,581	436
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	63.6%	15.7%	20.7%	80,823	1,151
Agree-disagree	2012	16	I am held accountable for achieving results.	75.5%	15.3%	9.2%	81,261	513
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	54.0%	20.4%	25.6%	79,064	2,677
Agree-disagree	2012	18	My training needs are assessed.	45.5%	24.0%	30.5%	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).	66.4%	15.4%	18.2%	79,900	2,196
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	66.8%	16.1%	17.1%	81,994	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	35.3%	28.9%	35.9%	79,547	2,508
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	23.9%	26.0%	50.1%	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.	25.4%	23.4%	51.1%	77,778	3,970
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	27.7%	26.2%	46.1%	79,356	2,512
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	33.2%	23.6%	43.1%	78,661	3,201
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	68.9%	15.8%	15.3%	81,641	286
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	50.3%	29.1%	20.6%	79,663	2,254
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	76.2%	18.7%	5.1%	81,895	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	66.0%	18.3%	15.7%	79,867	822
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	34.9%	25.6%	39.5%	79,379	1,321

## Trend Core Survey

Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	36.7%	24.9%	38.4%	79,259	1,277
Agree-disagree	2012	32	Creativity and innovation are rewarded.	28.3%	27.8%	43.9%	78,609	1,829
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	16.6%	24.6%	58.7%	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).	51.0%	31.0%	18.0%	74,764	5,810
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	61.9%	18.2%	19.9%	79,692	853
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	68.7%	16.5%	14.8%	79,825	585
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	38.4%	23.9%	37.6%	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.	59.5%	22.5%	18.0%	73,564	6,655
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	68.5%	19.5%	12.0%	79,374	1,119
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	56.5%	22.6%	20.9%	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.	42.5%	25.6%	32.0%	73,434	7,151
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	69.0%	14.3%	16.8%	79,833	537
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	59.5%	19.0%	21.5%	79,959	330
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	57.6%	20.7%	21.7%	79,312	785
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	58.5%	27.4%	14.1%	74,243	5,873
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	57.4%	21.0%	21.6%	79,828	354
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	57.2%	20.8%	22.0%	79,271	854
Agree-disagree	2012	48	My supervisor listens to what I have to say.	69.9%	14.8%	15.3%	80,152	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	76.2%	12.6%	11.3%	80,067	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	76.8%	10.7%	12.5%	80,025	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	61.8%	18.7%	19.5%	80,010	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	63.8%	21.4%	14.8%	79,973	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	32.9%	23.9%	43.2%	78,882	512
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	46.9%	23.3%	29.8%	77,305	2,051
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	55.8%	23.7%	20.5%	76,528	2,664
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	53.2%	20.9%	25.9%	78,468	726
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	50.1%	26.7%	23.2%	73,788	5,326
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	42.4%	23.7%	33.9%	76,703	2,513
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	46.1%	24.4%	29.5%	76,373	2,694

## Trend Core Survey

Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	49.1%	25.9%	25.0%	75,969	3,213
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	46.2%	23.5%	30.3%	78,478	722
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	43.0%	28.6%	28.4%	72,251	6,878
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	42.4%	25.1%	32.5%	78,766	N/A
Satisfied -dissatisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	39.8%	24.0%	36.2%	78,711	N/A
Satisfied -dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	40.1%	23.8%	36.1%	78,535	N/A
Satisfied -dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	34.7%	27.8%	37.5%	78,525	N/A
Satisfied -dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	31.0%	26.2%	42.8%	78,526	N/A
Satisfied -dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	48.3%	22.6%	29.1%	78,531	N/A
Satisfied -dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	60.5%	19.4%	20.1%	78,485	N/A
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	56.8%	15.8%	27.4%	78,550	N/A
Satisfied -dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	50.0%	22.4%	27.6%	78,592	N/A
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	56.0%	18.5%	25.4%	15,484	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	67.4%	16.3%	16.2%	15,481	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	46.2%	21.1%	32.7%	15,469	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	65.9%	17.4%	16.7%	15,472	N/A
Agree-disagree	2011	5	I like the kind of work I do.	84.1%	10.3%	5.7%	15,449	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	78.1%	11.6%	10.3%	15,428	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	96.0%	2.6%	1.4%	15,467	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	89.8%	8.2%	2.0%	15,441	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	41.3%	18.9%	39.8%	15,419	59
Agree-disagree	2011	10	*My workload is reasonable.	60.6%	17.4%	22.1%	15,419	48
Agree-disagree	2011	11	*My talents are used well in the workplace.	49.7%	18.9%	31.4%	15,289	138
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	81.2%	11.1%	7.8%	15,389	51
Agree-disagree	2011	13	The work I do is important.	91.4%	5.7%	2.9%	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.	62.0%	14.9%	23.0%	15,383	85
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	65.5%	15.8%	18.7%	15,185	279

## Trend Core Survey

Agree-disagree	2011	16	I am held accountable for achieving results.	77.7%	14.4%	7.9%	15,339	84
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.5%	20.1%	23.4%	14,950	508
Agree-disagree	2011	18	My training needs are assessed.	47.3%	25.0%	27.8%	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).	68.2%	16.0%	15.8%	15,165	299
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	70.3%	15.6%	14.1%	14,891	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	37.5%	30.9%	31.6%	15,062	416
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	26.4%	28.0%	45.7%	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.	26.8%	25.1%	48.1%	14,696	768
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	30.3%	28.3%	41.4%	14,947	515
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	35.9%	24.5%	39.6%	14,776	678
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	70.2%	16.2%	13.6%	15,363	72
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	54.3%	28.0%	17.7%	14,971	424
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	76.4%	18.8%	4.9%	15,429	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	69.0%	18.0%	13.0%	14,939	140
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	39.6%	27.5%	32.9%	14,835	255
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	41.1%	26.0%	32.9%	14,879	224
Agree-disagree	2011	32	Creativity and innovation are rewarded.	32.3%	28.4%	39.3%	14,715	333
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	19.1%	27.2%	53.8%	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).	54.0%	30.2%	15.9%	14,195	870
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	63.7%	18.4%	17.9%	14,865	194
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	69.6%	16.5%	13.9%	14,917	105
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	40.8%	24.5%	34.8%	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.	61.6%	22.3%	16.2%	13,970	1,029
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	72.0%	18.1%	9.9%	14,851	155
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	61.9%	21.8%	16.3%	15,026	N/A
Agree-disagree	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	45.2%	27.0%	27.8%	13,918	1,123
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	71.2%	13.8%	15.0%	14,843	85
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	62.3%	18.2%	19.5%	14,860	46
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	59.0%	21.6%	19.3%	14,727	167
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	61.0%	26.8%	12.2%	13,974	898

## Trend Core Survey

Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	59.0%	21.3%	19.7%	14,810	63
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	60.4%	20.4%	19.2%	14,688	150
Agree-disagree	2011	48	My supervisor listens to what I have to say.	70.8%	15.4%	13.8%	14,890	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	77.8%	12.0%	10.2%	14,866	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	75.0%	11.6%	13.4%	14,873	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	63.8%	18.1%	18.1%	14,827	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	66.1%	19.6%	14.3%	14,879	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	36.5%	25.1%	38.4%	14,571	87
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	50.5%	22.7%	26.8%	14,327	330
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	59.0%	23.2%	17.9%	14,282	364
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	55.7%	21.6%	22.7%	14,519	104
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	53.7%	26.6%	19.7%	13,838	786
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	45.4%	24.5%	30.1%	14,288	337
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	48.7%	25.0%	26.3%	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?	49.6%	26.9%	23.5%	14,220	351
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	49.4%	23.1%	27.5%	14,528	93
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	46.3%	27.3%	26.4%	13,685	901
Satisfied -dissatisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	44.7%	26.1%	29.2%	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?	42.9%	24.7%	32.4%	14,473	N/A
Satisfied -dissatisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	42.9%	24.9%	32.2%	14,460	N/A
Satisfied -dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	37.1%	28.2%	34.7%	14,444	N/A
Satisfied -dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	35.1%	27.9%	36.9%	14,450	N/A
Satisfied -dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?	50.7%	23.2%	26.1%	14,440	N/A

Trend Core Survey

Satisfied -dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?	65.1%	19.4%	15.4%	14,428	N/A
Satisfied -dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?	61.6%	15.9%	22.5%	14,433	N/A
Satisfied -dissatisfied	2011	71	*Considering everything, how satisfied are you with your organization?	55.6%	21.6%	22.9%	14,429	N/A

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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

## Agency-Specific Questions

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

	# of Respondents	Percent
	2018	2018
Employees receive frequent performance feedback from supervisors	10,075	14.6%
Individual employee performance is recognized	28,455	41.8%
Employees are given a voice in decision-making	24,159	34.6%
Employees have a good work-life balance	37,229	53.2%
Leaders have good people skills	30,389	43.0%
Employees have the training to do their jobs effectively	20,336	28.8%
Leaders clearly communicate the mission and priorities	17,824	24.3%
Employees all understand how their individual jobs contribute to the mission	10,403	14.2%
Employees receive training to advance their careers	21,472	32.0%
Total	200,342	--

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

	# of Respondents	Percent
	2018	2018
Strongly Agree	12,873	18.7%
Agree	20,149	27.7%
Neither Agree nor Disagree	12,586	18.0%
Disagree	14,379	20.7%
Strongly Disagree	9,810	15.0%

Total	69,797	100.0%
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### 3. What attributes or behaviors characterize a great leader (select up 3)?

	# of Respondents 2018	Percent 2018
Keeps employees informed about important decisions that affect the organization	19,552	27.7%
Clearly communicates the organization's priorities	13,385	18.4%
Provides motivation to meet our challenges	14,083	20.7%
Understands what we face on the job	19,813	28.7%
Has functional expertise in the mission area(s) they oversee	18,785	27.1%
Focuses on results	2,659	3.8%
Has the credibility - I can trust what the leader says	33,929	47.5%
Is inspiring	7,899	11.4%
Has great people skills	17,560	25.6%
Holds subordinate leaders accountable	11,225	16.0%
Open to employee input and feedback	19,666	28.2%
Ensures their employees have the resources they need to get their work done	28,416	40.5%
Total	206,972	--

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

	# of Respondents 2018	Percent 2018
Strongly Agree	10,789	14.8%

Agree	23,732	32.9%
Neither Agree nor Disagree	15,008	22.0%
Disagree	12,339	18.2%
Strongly Disagree	7,788	12.0%
Total	69,656	100.0%

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

	# of Respondents	Percent
	2018	2018
Strongly Agree	7,059	9.6%
Agree	17,780	24.3%
Neither Agree nor Disagree	19,441	28.5%
Disagree	14,301	21.0%
Strongly Disagree	10,878	16.7%
Total	69,459	100.0%

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

	# of Respondents	Percent
	2018	2018
Strongly Agree	6,816	9.2%
Agree	17,711	24.2%
Neither Agree nor Disagree	20,876	30.1%
Disagree	13,744	20.1%
Strongly Disagree	10,705	16.4%
Total	69,852	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey

## 2018 Federal Employee Viewpoint Survey Item Changes

2018 Item Text and Response Options	2017 Item Text and Response Options
(12) I know how my work relates to the agency's goals.	(12) I know how my work relates to the agency's goals and priorities.
(29) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
(56) Managers communicate the goals of the organization.	(56) Managers communicate the goals and priorities of the organization.
Item removed from 2018 FEVS	(72) Have you been notified whether or not you are eligible to telework? <ul style="list-style-type: none"> <li>• Yes, I was notified that I was eligible to telework</li> <li>• Yes, I was notified that I was not eligible to telework</li> <li>• No, I was not notified of my telework eligibility</li> <li>• Not sure if I was notified of my telework eligibility</li> </ul>
(72) Please select the response below that BEST describes your current teleworking schedule. <ul style="list-style-type: none"> <li>• I telework very infrequently, on an unscheduled or short-term basis</li> <li>• I telework, but only about 1 or 2 days per month</li> <li>• I telework 1 or 2 days per week</li> <li>• I telework 3 or 4 days per week</li> <li>• I telework every work day</li> <li>• I do not telework because I have to be physically present on the job (e.g. Law Enforcement Officers, Park Rangers, Security Personnel)</li> <li>• I do not telework because of technical issues (e.g. connectivity, inadequate equipment) that prevent me from teleworking</li> <li>• I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework</li> <li>• I do not telework because I choose not to telework</li> </ul>	(73) Please select the response below that BEST describes your current teleworking situation. <ul style="list-style-type: none"> <li>• I telework 3 or more days per week</li> <li>• I telework 1 or 2 days per week</li> <li>• I telework, but no more than 1 or 2 days per month</li> <li>• I telework very infrequently, on an unscheduled or short-term basis</li> <li>• I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel)</li> <li>• I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking</li> <li>• I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework</li> <li>• I do not telework because I choose not to telework</li> </ul>

<p>(73-78) How satisfied are you with the following Work/Life programs in your agency? <b>Note: 2017 FEVS items 74-84 were combined (participation - satisfaction); new response scale for these items is displayed below item 78.</b></p>	<p>(74-78) Do you participate in the following Work/Life programs? <b>Note: Response scale for these items is displayed below item 78.</b></p>	<p>(79-84) How satisfied are you with the following Work/Life programs in your agency? <b>Note: Response scale for these items is displayed below item 84.</b></p>
(73) Telework	N/A	(79) Telework
(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)	(74) Alternative Work Schedules (AWS)	(80) Alternative Work Schedules (AWS)
(75) Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)	(75) Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	(81) Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)
(76) Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)	(76) Employee Assistance Program (EAP)	(82) Employee Assistance Program (EAP)
(77) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)	(77) Child Care Programs (for example, daycare, parenting classes, parenting support groups)	(83) Child Care Programs (for example, daycare, parenting classes, parenting support groups)
(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)	(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)	(84) Elder Care Programs (for example, elder/adult care, support groups, speakers)
<ul style="list-style-type: none"> <li>• Very satisfied</li> <li>• Satisfied</li> <li>• Neither Satisfied nor Dissatisfied</li> <li>• Dissatisfied</li> <li>• Very Dissatisfied</li> <li>• I choose not to participate in these programs</li> <li>• These programs are not available to me</li> <li>• I am unaware of these programs</li> </ul>	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> <li>• Not available to me</li> </ul>	<ul style="list-style-type: none"> <li>• Very satisfied</li> <li>• Satisfied</li> <li>• Neither Satisfied nor Dissatisfied</li> <li>• Dissatisfied</li> <li>• Very Dissatisfied</li> <li>• No Basis to Judge</li> </ul>
<p>(90) Are you transgender?</p> <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	Not a separate item in 2017 FEVS	

(91) Which one of the following do you consider yourself to be?

- Straight, that is not gay or lesbian
- Gay or Lesbian
- Bisexual
- Something else

(96) Do you consider yourself to be one or more of the following? (Mark all that apply)

- Heterosexual or Straight
- Gay or Lesbian
- Bisexual
- Transgender
- I prefer not to say