

Question #	Question Text	Percent Positive (Agree, Strongly Agree)	Percent Neutral	Percent Negative (Disagree, Strongly Disagree)
1	I am given a real opportunity to improve my skills in my organization.	77%	11%	12%
2	I feel encouraged to come up with new and better ways of doing things.	73%	12%	15%
3	My work gives me a feeling of personal accomplishment.	76%	11%	12%
4	I know what is expected of me on the job.	80%	9%	11%
5	My workload is reasonable.	62%	14%	23%
6	My talents are used well in the workplace.	64%	16%	19%
7	I know how my work relates to the agency's goals.	90%	5%	5%
8	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68%	16%	16%
9	The people I work with cooperate to get the job done.	90%	5%	5%
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	59%	24%	17%
12	In my work unit, differences in performance are recognized in a meaningful way.	57%	20%	23%
13	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	88%	6%	6%
14	Employees in my work unit meet the needs of our customers.	95%	4%	1%
15	Employees in my work unit contribute positively to my agency's performance.	94%	5%	1%
16	Employees in my work unit produce high-quality work.	92%	7%	1%
17	Employees in my work unit adapt to changing priorities.	90%	7%	3%
18	Employees in my work unit successfully collaborate.	88%	8%	4%
19	Employees in my work unit achieve our goals.	94%	4%	2%
20	Employees are recognized for providing high quality products and services.	72%	12%	16%
21	Employees are protected from health and safety hazards on the job.	91%	6%	2%
22	My agency is successful at accomplishing its mission.	86%	10%	4%
23	I recommend my organization as a good place to work.	77%	13%	10%
24	I believe the results of this survey will be used to make my agency a better place to work.	61%	19%	20%
25	My supervisor supports my need to balance work and other life issues.	87%	7%	6%
26	My supervisor is committed to a workforce representative of all segments of society.	85%	10%	5%
27	Supervisors in my work unit support employee development.	85%	9%	6%
28	My supervisor listens to what I have to say.	85%	7%	8%
29	My supervisor treats me with respect.	88%	7%	5%
30	I have trust and confidence in my supervisor.	79%	12%	9%

31	Overall, how good a job do you feel is being done by your immediate supervisor?	82%	12%	7%
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	63%	17%	20%
33	My organization's senior leaders maintain high standards of honesty and integrity.	68%	16%	16%
34	Managers communicate the goals of the organization.	74%	13%	13%
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	68%	13%	19%
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	73%	17%	10%
37	I have a high level of respect for my organization's senior leaders.	67%	17%	16%
38	Senior leaders demonstrate support for Work-Life programs.	75%	14%	11%
39	How satisfied are you with your involvement in decisions that affect your work?	61%	18%	21%
40	How satisfied are you with the information you receive from management on what's going on in your organization?	67%	17%	16%
41	How satisfied are you with the recognition you receive for doing a good job?	66%	16%	19%
42	Considering everything, how satisfied are you with your job?	72%	16%	11%
43	Considering everything, how satisfied are you with your pay?	72%	13%	15%
44	Considering everything, how satisfied are you with your organization?	71%	17%	12%