

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	72.0%	27.8%	44.2%	11.5%	9.6%	6.9%	16.5%	136	221	57	48	33	495	N/A
2	I have enough information to do my job well.	72.5%	23.0%	49.5%	12.8%	9.8%	4.9%	14.7%	113	245	65	48	24	495	N/A
3	I feel encouraged to come up with new and better ways of doing things.	64.2%	26.1%	38.1%	12.5%	13.8%	9.5%	23.3%	127	190	64	69	47	497	N/A
4	My work gives me a feeling of personal accomplishment.	74.8%	29.9%	44.9%	13.7%	6.9%	4.6%	11.5%	147	226	68	35	23	499	N/A
5	I like the kind of work I do.	84.6%	37.6%	47.0%	10.8%	2.0%	2.6%	4.5%	184	235	54	10	12	495	N/A
6	I know what is expected of me on the job.	75.7%	29.8%	45.8%	12.5%	6.1%	5.7%	11.8%	147	229	62	31	28	497	N/A
7	When needed I am willing to put in the extra effort to get a job done.	96.2%	68.1%	28.1%	2.6%	0.4%	0.8%	1.2%	338	141	14	2	4	499	N/A
8	I am constantly looking for ways to do my job better.	90.8%	50.2%	40.6%	7.2%	1.4%	0.7%	2.1%	245	207	36	7	3	498	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	66.0%	21.1%	44.8%	14.9%	12.1%	7.0%	19.2%	103	224	73	61	34	495	3
10	*My workload is reasonable.	68.6%	19.9%	48.6%	15.3%	10.6%	5.5%	16.1%	97	243	76	54	27	497	1
11	*My talents are used well in the workplace.	58.0%	18.1%	39.9%	13.3%	16.4%	12.3%	28.7%	89	199	66	81	60	495	2
12	*I know how my work relates to the agency's goals.	85.0%	38.1%	46.9%	7.6%	3.1%	4.3%	7.4%	188	234	38	16	20	496	3
13	The work I do is important.	86.7%	43.0%	43.7%	7.9%	2.8%	2.5%	5.4%	209	217	40	14	12	492	4
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	80.8%	47.5%	33.4%	7.1%	5.8%	6.3%	12.1%	232	166	35	29	32	494	5
15	My performance appraisal is a fair reflection of my performance.	74.8%	32.7%	42.1%	12.2%	6.6%	6.4%	13.0%	161	205	59	33	31	489	10
16	I am held accountable for achieving results.	88.1%	38.0%	50.1%	6.8%	2.9%	2.2%	5.1%	187	249	33	14	11	494	4
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	59.3%	28.6%	30.7%	19.8%	8.3%	12.5%	20.9%	131	142	88	36	58	455	42

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18	My training needs are assessed.	51.3%	20.3%	31.0%	25.3%	14.6%	8.8%	23.4%	99	154	126	69	44	492	6
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).	62.8%	30.4%	32.4%	15.3%	12.8%	9.1%	21.9%	151	160	74	65	44	494	5
20	*The people I work with cooperate to get the job done.	80.1%	39.0%	41.1%	10.2%	6.6%	3.2%	9.7%	193	205	52	33	16	499	N/A
21	My work unit is able to recruit people with the right skills.	60.5%	19.8%	40.6%	21.7%	13.2%	4.6%	17.8%	93	195	102	62	22	474	26
22	Promotions in my work unit are based on merit.	44.9%	17.6%	27.3%	25.2%	13.2%	16.7%	29.9%	79	122	112	58	73	444	54
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	40.3%	13.2%	27.0%	28.5%	16.3%	14.9%	31.2%	54	111	115	66	62	408	91
24	*In my work unit, differences in performance are recognized in a meaningful way.	36.6%	12.4%	24.1%	28.3%	18.9%	16.2%	35.2%	55	107	123	86	72	443	56
25	Awards in my work unit depend on how well employees perform their jobs.	42.0%	15.8%	26.2%	28.0%	15.7%	14.3%	30.0%	66	109	118	66	60	419	80
26	Employees in my work unit share job knowledge with each other.	75.8%	33.5%	42.4%	11.2%	7.4%	5.5%	12.9%	166	212	56	37	27	498	1
27	The skill level in my work unit has improved in the past year.	60.4%	22.4%	38.0%	24.9%	8.7%	6.0%	14.7%	103	176	115	39	28	461	38
28	How would you rate the overall quality of work done by your work unit?	89.2%	52.4%	36.8%	8.2%	1.4%	1.2%	2.6%	258	186	42	6	6	498	N/A
29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	86.4%	45.7%	40.7%	7.3%	3.7%	2.5%	6.3%	224	200	36	18	12	490	9
30	Employees have a feeling of personal empowerment with respect to work processes.	46.9%	13.2%	33.7%	20.5%	19.6%	13.1%	32.7%	62	160	98	93	62	475	16
31	Employees are recognized for providing high quality products and services.	48.2%	14.6%	33.6%	22.8%	17.1%	11.9%	28.9%	70	160	107	82	56	475	17
32	Creativity and innovation are rewarded.	33.8%	10.4%	23.4%	29.8%	22.1%	14.3%	36.4%	50	109	139	103	66	467	24

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33	Pay raises depend on how well employees perform their jobs.	41.1%	11.7%	29.3%	20.6%	21.5%	16.9%	38.4%	51	129	88	94	74	436	56
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	63.4%	23.4%	40.0%	21.0%	9.1%	6.5%	15.6%	106	181	92	41	30	450	41
35	Employees are protected from health and safety hazards on the job.	88.9%	44.0%	44.9%	6.0%	2.7%	2.4%	5.1%	213	216	30	13	12	484	9
36	My organization has prepared employees for potential security threats.	80.8%	33.1%	47.7%	14.1%	3.1%	2.0%	5.1%	159	229	69	16	10	483	10
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	50.5%	20.8%	29.6%	19.6%	13.1%	16.8%	29.9%	93	132	86	56	74	441	52
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.	61.7%	26.7%	35.0%	15.5%	10.2%	12.6%	22.9%	115	148	64	43	53	423	69
39	My agency is successful at accomplishing its mission.	81.3%	27.1%	54.2%	13.7%	2.4%	2.6%	5.0%	130	260	66	11	12	479	14
40	*I recommend my organization as a good place to work.	69.3%	28.2%	41.1%	19.4%	7.0%	4.2%	11.3%	137	204	95	35	21	492	N/A
41	*I believe the results of this survey will be used to make my agency a better place to work.	53.8%	22.2%	31.6%	19.0%	14.8%	12.4%	27.2%	98	142	85	66	55	446	46
42	My supervisor supports my need to balance work and other life issues.	87.9%	58.1%	29.8%	5.2%	3.2%	3.7%	6.9%	281	147	26	16	19	489	2
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.5%	43.9%	30.6%	9.7%	8.8%	7.0%	15.8%	213	152	46	43	35	489	0
44	Discussions with my supervisor about my performance are worthwhile.	65.8%	37.3%	28.4%	14.5%	10.4%	9.3%	19.7%	179	139	69	51	46	484	5

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45	My supervisor is committed to a workforce representative of all segments of society.	75.1%	48.4%	26.8%	17.4%	3.5%	3.9%	7.4%	213	119	77	16	18	443	46
46	My supervisor provides me with constructive suggestions to improve my job performance.	66.3%	36.9%	29.4%	16.3%	9.8%	7.6%	17.4%	178	144	80	49	37	488	1
47	Supervisors in my work unit support employee development.	75.5%	41.5%	34.1%	11.8%	6.1%	6.5%	12.6%	195	164	56	29	31	475	15
48	My supervisor listens to what I have to say.	81.9%	50.2%	31.7%	8.8%	5.1%	4.3%	9.3%	243	155	43	25	22	488	N/A
49	My supervisor treats me with respect.	83.8%	55.7%	28.1%	7.3%	4.6%	4.3%	8.9%	269	139	36	22	22	488	N/A
50	In the last six months, my supervisor has talked with me about my performance.	91.4%	50.3%	41.1%	4.4%	3.0%	1.2%	4.2%	243	203	22	15	6	489	N/A
51	I have trust and confidence in my supervisor.	73.6%	45.9%	27.7%	12.5%	7.3%	6.6%	13.9%	220	138	62	35	33	488	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	76.1%	47.7%	28.4%	13.5%	5.7%	4.7%	10.4%	231	140	66	28	23	488	N/A
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43.0%	15.3%	27.7%	26.8%	15.9%	14.4%	30.2%	70	130	124	74	65	463	25
54	My organization's senior leaders maintain high standards of honesty and integrity.	50.3%	18.9%	31.5%	24.8%	12.3%	12.6%	24.8%	80	138	104	51	53	426	62
55	Supervisors work well with employees of different backgrounds.	66.5%	23.5%	43.0%	21.1%	6.3%	6.1%	12.4%	106	197	92	28	28	451	36
56	*Managers communicate the goals of the organization.	63.6%	21.1%	42.5%	15.1%	13.3%	8.0%	21.3%	102	206	70	64	37	479	5
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	63.5%	21.7%	41.8%	18.6%	12.5%	5.4%	17.9%	98	191	82	56	24	451	37
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	55.0%	19.1%	35.8%	17.7%	14.3%	13.1%	27.4%	91	174	83	65	60	473	14

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59	Managers support collaboration across work units to accomplish work objectives.	58.4%	21.0%	37.4%	19.0%	11.5%	11.1%	22.6%	100	180	89	53	52	474	14
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	61.3%	30.0%	31.4%	22.0%	6.7%	10.0%	16.7%	141	144	98	30	44	457	30
61	I have a high level of respect for my organization's senior leaders.	52.6%	21.9%	30.7%	24.5%	12.9%	10.0%	23.0%	103	145	114	60	46	468	19
62	Senior leaders demonstrate support for Work-Life programs.	68.0%	29.0%	38.9%	20.7%	6.7%	4.6%	11.3%	131	174	92	30	21	448	38
63	*How satisfied are you with your involvement in decisions that affect your work?	56.1%	22.1%	34.0%	16.6%	19.2%	8.1%	27.3%	106	166	82	93	38	485	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	56.9%	20.2%	36.7%	16.7%	20.3%	6.2%	26.4%	98	178	81	96	29	482	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	52.2%	21.1%	31.1%	23.0%	15.5%	9.3%	24.8%	103	153	109	76	45	486	N/A
66	How satisfied are you with the policies and practices of your senior leaders?	43.2%	16.2%	27.0%	31.5%	15.6%	9.8%	25.4%	78	133	150	76	47	484	N/A
67	How satisfied are you with your opportunity to get a better job in your organization?	30.0%	10.4%	19.5%	31.9%	20.2%	18.0%	38.2%	51	95	154	99	85	484	N/A
68	How satisfied are you with the training you receive for your present job?	62.8%	22.0%	40.9%	20.1%	11.3%	5.7%	17.0%	105	200	98	56	27	486	N/A
69	*Considering everything, how satisfied are you with your job?	70.0%	24.6%	45.4%	15.4%	10.3%	4.2%	14.5%	119	221	75	51	20	486	N/A
70	Considering everything, how satisfied are you with your pay?	74.8%	32.2%	42.6%	12.3%	8.3%	4.7%	13.0%	154	209	59	40	22	484	N/A
71	*Considering everything, how satisfied are you with your organization?	67.1%	20.3%	46.8%	18.0%	9.3%	5.6%	15.0%	97	226	86	46	26	481	N/A

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\* 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'

Percentages are weighted to represent the Agency's population.