

Core Survey

Item	Item Text	Percent Positive %	Strongly Agree %	Agree %	Fair %	Disagree %	Strongly Disagree %	Percent Negative %	Do Not Know N	Item Response Total** N
1	*I am given a real opportunity to improve my skills in my organization.	84.9%	49.1%	35.7%	5.6%	6.2%	3.3%	9.5%	N/A	636
2	I have enough information to do my job well.	89.2%	45.4%	43.8%	5.1%	4.6%	1.1%	5.7%	N/A	635
3	I feel encouraged to come up with new and better ways of doing things.	79.0%	44.2%	34.8%	10.0%	6.0%	4.9%	11.0%	N/A	633
4	My work gives me a feeling of personal accomplishment.	84.9%	53.2%	31.7%	9.0%	4.2%	2.0%	6.1%	N/A	634
5	I like the kind of work I do.	89.6%	58.5%	31.1%	7.1%	2.5%	0.9%	3.4%	N/A	636
6	I know what is expected of me on the job.	88.3%	50.0%	38.3%	6.2%	4.1%	1.4%	5.5%	N/A	634
7	When needed I am willing to put in the extra effort to get a job done.	99.0%	82.3%	16.7%	1.0%	0.0%	0.0%	0.0%	N/A	635
8	I am constantly looking for ways to do my job better.	92.7%	61.8%	30.9%	6.3%	0.8%	0.2%	1.0%	N/A	636
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	56.4%	16.1%	40.3%	15.7%	18.8%	9.2%	27.9%	0	632
10	*My workload is reasonable.	77.0%	25.2%	51.8%	9.9%	8.6%	4.5%	13.1%	0	636
11	*My talents are used well in the workplace.	77.1%	36.9%	40.1%	9.5%	8.6%	4.9%	13.4%	1	634
12	*I know how my work relates to the agency's goals.	95.6%	58.8%	36.8%	2.2%	1.4%	0.8%	2.2%	0	636
13	The work I do is important.	94.2%	65.3%	28.9%	3.7%	1.2%	0.9%	2.1%	1	634

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14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	78.1%	38.1%	40.0%	10.0%	8.2%	3.8%	11.9%	2	634
15	My performance appraisal is a fair reflection of my performance.	88.7%	53.8%	35.0%	5.5%	3.6%	2.2%	5.8%	3	634
16	I am held accountable for achieving results.	90.4%	49.5%	40.9%	7.5%	1.4%	0.8%	2.1%	0	637
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	81.2%	52.4%	28.8%	11.8%	3.1%	4.0%	7.1%	57	577
18	My training needs are assessed.	63.9%	28.0%	36.0%	19.8%	10.7%	5.6%	16.3%	11	625
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).	84.7%	50.9%	33.8%	8.6%	4.0%	2.7%	6.7%	17	618
20	*The people I work with cooperate to get the job done.	89.3%	59.0%	30.3%	6.0%	2.9%	1.8%	4.7%	N/A	636
21	My work unit is able to recruit people with the right skills.	74.4%	31.1%	43.3%	12.9%	8.8%	3.9%	12.7%	21	613
22	Promotions in my work unit are based on merit.	67.2%	32.3%	34.9%	20.5%	7.4%	4.9%	12.3%	70	563
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	43.8%	14.6%	29.2%	28.2%	16.8%	11.2%	28.0%	111	526
24	*In my work unit, differences in performance are recognized in a meaningful way.	56.3%	22.3%	34.0%	23.3%	14.5%	5.9%	20.4%	81	555
25	Awards in my work unit depend on how well employees perform their jobs.	66.5%	30.4%	36.1%	19.5%	8.6%	5.4%	14.0%	85	551

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26	Employees in my work unit share job knowledge with each other.	89.7%	58.1%	31.7%	3.8%	4.5%	2.0%	6.4%	1	636
27	The skill level in my work unit has improved in the past year.	72.0%	37.5%	34.5%	20.5%	5.8%	1.7%	7.5%	40	596
28	How would you rate the overall quality of work done by your work unit?	94.9%	73.3%	21.6%	4.3%	0.5%	0.3%	0.8%	N/A	635
29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	91.9%	63.0%	28.8%	5.3%	2.5%	0.3%	2.8%	4	632
30	Employees have a feeling of personal empowerment with respect to work processes.	71.7%	29.4%	42.3%	14.4%	9.1%	4.8%	13.9%	16	616
31	Employees are recognized for providing high quality products and services.	80.5%	38.8%	41.7%	9.8%	6.4%	3.4%	9.8%	6	627
32	Creativity and innovation are rewarded.	71.1%	30.3%	40.8%	15.2%	8.0%	5.7%	13.7%	15	616
33	Pay raises depend on how well employees perform their jobs.	53.4%	21.3%	32.1%	24.6%	13.7%	8.4%	22.0%	108	522
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	74.6%	32.4%	42.3%	14.8%	6.6%	4.0%	10.6%	47	585
35	Employees are protected from health and safety hazards on the job.	90.2%	49.1%	41.1%	8.5%	0.7%	0.7%	1.3%	27	606
36	My organization has prepared employees for potential security threats.	79.6%	33.2%	46.4%	14.3%	4.4%	1.7%	6.1%	16	616
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	78.2%	43.7%	34.5%	10.7%	5.5%	5.6%	11.1%	44	587

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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.	87.8%	54.4%	33.4%	6.0%	3.5%	2.6%	6.2%	63	568
39	My agency is successful at accomplishing its mission.	93.8%	53.6%	40.2%	5.2%	0.9%	0.1%	1.1%	1	630
40	*I recommend my organization as a good place to work.	86.0%	61.9%	24.1%	8.8%	3.3%	2.0%	5.2%	N/A	633
41	*I believe the results of this survey will be used to make my agency a better place to work.	65.7%	32.7%	33.1%	20.4%	9.0%	4.8%	13.8%	62	571
42	My supervisor supports my need to balance work and other life issues.	90.0%	64.3%	25.7%	4.2%	3.1%	2.7%	5.8%	3	630
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	81.9%	54.3%	27.6%	7.6%	6.8%	3.7%	10.5%	1	632
44	Discussions with my supervisor about my performance are worthwhile.	80.4%	51.4%	29.0%	9.9%	5.5%	4.1%	9.6%	3	628
45	My supervisor is committed to a workforce representative of all segments of society.	80.9%	54.4%	26.6%	13.9%	2.5%	2.6%	5.1%	62	567
46	My supervisor provides me with constructive suggestions to improve my job performance.	77.0%	45.5%	31.6%	12.1%	7.0%	3.9%	10.9%	2	629
47	Supervisors in my work unit support employee development.	85.7%	55.4%	30.3%	7.9%	3.9%	2.4%	6.4%	8	623
48	My supervisor listens to what I have to say.	89.4%	60.6%	28.7%	4.5%	3.7%	2.5%	6.1%	N/A	631

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49	My supervisor treats me with respect.	90.4%	66.4%	23.9%	4.9%	2.8%	1.9%	4.7%	N/A	632
50	In the last six months, my supervisor has talked with me about my performance.	94.6%	64.8%	29.9%	2.8%	1.3%	1.3%	2.5%	N/A	630
51	I have trust and confidence in my supervisor.	84.5%	58.1%	26.4%	6.7%	4.7%	4.1%	8.8%	N/A	630
52	Overall, how good a job do you feel is being done by your immediate supervisor?	85.3%	62.1%	23.2%	8.4%	3.8%	2.5%	6.3%	N/A	629
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	67.2%	27.9%	39.3%	19.0%	9.2%	4.6%	13.8%	34	595
54	My organization's senior leaders maintain high standards of honesty and integrity.	79.9%	40.5%	39.4%	13.0%	4.5%	2.6%	7.1%	67	560
55	Supervisors work well with employees of different backgrounds.	82.6%	44.6%	38.0%	10.6%	4.8%	2.0%	6.8%	55	571
56	*Managers communicate the goals of the organization.	83.7%	41.3%	42.4%	8.5%	6.1%	1.7%	7.8%	8	619
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	83.7%	40.1%	43.6%	10.5%	3.9%	1.9%	5.8%	63	566
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	75.1%	38.5%	36.6%	13.0%	8.0%	4.0%	12.0%	25	601
59	Managers support collaboration across work units to accomplish work objectives.	78.1%	40.1%	38.0%	11.5%	7.0%	3.4%	10.3%	18	605

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60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	81.1%	48.0%	33.1%	12.8%	3.9%	2.2%	6.1%	42	581
61	I have a high level of respect for my organization's senior leaders.	74.6%	38.6%	35.9%	18.0%	5.1%	2.4%	7.4%	39	588
62	Senior leaders demonstrate support for Work/Life programs.	74.8%	37.8%	37.0%	18.0%	4.4%	2.7%	7.2%	102	524
63	*How satisfied are you with your involvement in decisions that affect your work?	78.6%	33.7%	45.0%	11.0%	7.3%	3.1%	10.4%	N/A	624
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	79.7%	34.1%	45.6%	9.8%	8.2%	2.3%	10.5%	N/A	624
65	*How satisfied are you with the recognition you receive for doing a good job?	78.2%	40.0%	38.2%	10.8%	7.4%	3.5%	11.0%	N/A	624
66	How satisfied are you with the policies and practices of your senior leaders?	68.3%	28.3%	40.1%	22.1%	6.2%	3.3%	9.5%	N/A	620
67	How satisfied are you with your opportunity to get a better job in your organization?	51.0%	21.6%	29.4%	26.9%	14.5%	7.6%	22.1%	N/A	622
68	How satisfied are you with the training you receive for your present job?	70.3%	29.8%	40.5%	17.6%	9.9%	2.2%	12.1%	N/A	620
69	*Considering everything, how satisfied are you with your job?	84.9%	46.3%	38.6%	7.8%	5.5%	1.8%	7.3%	N/A	622
70	Considering everything, how satisfied are you with your pay?	55.5%	16.5%	39.1%	15.6%	19.8%	9.1%	28.9%	N/A	625

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71	*Considering everything, how satisfied are you with your organization?	85.4%	46.2%	39.3%	8.1%	4.6%	1.8%	6.5%	N/A	624
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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.

FIELD PERIOD

May 2 - June 13, 2018

SAMPLE OR CENSUS

CENSUS

NUMBER OF SURVEYS COMPLETED

638

NUMBER OF SURVEYS ADMINISTERED

1055

RESPONSE RATE

60.5%