

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**	Do Not Know N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	71.9%	27.1%	44.9%	14.6%	9.5%	4.0%	13.5%	7188	11726	3681	2378	978	25951	N/A
Agree-disagree	2	I feel encouraged to come up with new and better ways of doing things.	69.5%	29.5%	40.0%	15.0%	10.3%	5.2%	15.5%	7759	10388	3763	2582	1263	25755	N/A
Agree-disagree	3	My work gives me a feeling of personal accomplishment.	76.4%	32.2%	44.2%	12.8%	7.1%	3.7%	10.8%	8471	11451	3273	1823	896	25914	N/A
Agree-disagree	4	I know what is expected of me on the job.	80.7%	31.6%	49.1%	10.8%	5.9%	2.6%	8.6%	8285	12786	2729	1546	652	25998	N/A
Agree-disagree	5	*My workload is reasonable.	58.6%	12.6%	46.0%	14.1%	16.0%	11.3%	27.3%	3280	11879	3585	4223	2952	25919	33
Agree-disagree	6	*My talents are used well in the workplace.	66.4%	19.9%	46.5%	15.1%	11.5%	7.1%	18.5%	5186	11952	3785	2910	1732	25565	45
Agree-disagree	7	*I know how my work relates to the agency's goals.	85.7%	34.1%	51.6%	8.3%	3.7%	2.3%	6.0%	8961	13349	2092	917	553	25872	55
Agree-disagree	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.5%	26.9%	35.5%	17.3%	10.3%	9.9%	20.2%	6924	9038	4317	2582	2402	25263	778
Agree-disagree	9	*The people I work with cooperate to get the job done.	83.6%	40.9%	42.7%	8.8%	5.5%	2.1%	7.6%	10883	11082	2202	1393	521	26081	N/A
Agree-disagree	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	42.8%	11.7%	31.1%	28.7%	16.4%	12.1%	28.5%	2724	7103	6398	3682	2619	22526	3,546
Agree-disagree	12	*In my work unit, differences in performance are recognized in a meaningful way.	50.9%	12.2%	38.8%	26.0%	15.1%	8.0%	23.1%	2929	9199	6033	3555	1805	23521	2,541
Agree-disagree	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	81.8%	30.6%	51.2%	10.3%	5.6%	2.3%	7.9%	8088	13236	2572	1419	555	25870	203
Agree-disagree	14	Employees are recognized for providing high quality products and services.	65.4%	19.9%	45.5%	16.8%	11.9%	6.0%	17.9%	5225	11812	4188	2987	1440	25652	331
Agree-disagree	15	Employees are protected from health and safety hazards on the job.	80.9%	32.7%	48.1%	10.2%	5.5%	3.4%	8.9%	8639	12405	2559	1363	803	25769	224
Agree-disagree	16	My agency is successful at accomplishing its mission.	74.3%	24.6%	49.7%	15.7%	6.6%	3.4%	10.0%	6469	12820	3947	1646	800	25682	344
Agree-disagree	17	*I recommend my organization as a good place to work.	69.5%	26.5%	43.0%	17.3%	8.9%	4.3%	13.2%	7061	11306	4412	2240	1049	26068	N/A
Agree-disagree	18	*I believe the results of this survey will be used to make my agency a better place to work.	39.0%	11.9%	27.1%	29.3%	17.7%	14.0%	31.7%	2923	6693	7081	4228	3245	24170	1,907
Agree-disagree	19	My supervisor supports my need to balance work and other life issues.	87.4%	53.0%	34.4%	6.8%	3.2%	2.6%	5.8%	13959	8871	1687	784	642	25943	120
Agree-disagree	20	My supervisor is committed to a workforce representative of all segments of society.	78.4%	42.6%	35.8%	15.2%	3.5%	2.9%	6.5%	10644	8742	3599	841	678	24504	1,527
Agree-disagree	21	Supervisors in my work unit support employee development.	79.5%	41.7%	37.7%	11.4%	5.5%	3.7%	9.1%	11010	9723	2842	1347	872	25794	266
Agree-disagree	22	My supervisor listens to what I have to say.	82.5%	47.0%	35.5%	9.2%	5.3%	2.9%	8.2%	12401	9153	2338	1354	732	25978	N/A
Agree-disagree	23	My supervisor treats me with respect.	85.3%	52.2%	33.0%	8.3%	3.8%	2.6%	6.4%	13746	8492	2101	963	664	25966	N/A
Agree-disagree	24	I have trust and confidence in my supervisor.	75.2%	44.9%	30.3%	12.9%	6.7%	5.1%	11.9%	11836	7833	3272	1751	1282	25974	N/A
Good-poor	25	Overall, how good a job do you feel is being done by your immediate supervisor?	77.4%	47.1%	30.3%	14.3%	4.9%	3.4%	8.3%	12416	7890	3654	1243	852	26055	N/A
Agree-disagree	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	40.7%	10.9%	29.8%	25.3%	19.4%	14.6%	34.1%	2843	7626	6404	4932	3620	25425	543
Agree-disagree	27	My organization's senior leaders maintain high standards of honesty and integrity.	49.3%	16.0%	33.3%	24.7%	12.8%	13.1%	26.0%	3992	8148	5987	3138	3121	24386	1,460
Agree-disagree	28	*Managers communicate the goals of the organization.	60.8%	15.5%	45.3%	20.4%	11.4%	7.3%	18.8%	4117	11736	5174	2876	1761	25664	226
Agree-disagree	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	55.7%	16.1%	39.7%	21.2%	13.8%	9.2%	23.1%	4200	10216	5306	3518	2221	25461	488
Good-poor	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	63.6%	28.0%	35.6%	21.1%	8.4%	6.9%	15.3%	6961	8713	5054	2007	1587	24322	1,565
Agree-disagree	31	I have a high level of respect for my organization's senior leaders.	48.5%	16.7%	31.8%	25.7%	14.2%	11.6%	25.8%	4307	8128	6525	3617	2893	25470	435
Agree-disagree	32	Senior leaders demonstrate support for Work-Life programs.	60.9%	21.2%	39.7%	25.0%	8.2%	5.9%	14.1%	5106	9359	5769	1880	1309	23423	2,470
Satisfied-dissatisfied	33	*How satisfied are you with your involvement in decisions that affect your work?	58.4%	17.6%	40.8%	20.9%	15.3%	5.4%	20.7%	4633	10580	5301	3920	1344	25778	N/A
Satisfied-dissatisfied	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	54.8%	15.4%	39.4%	21.8%	16.7%	6.7%	23.4%	4076	10220	5519	4240	1621	25676	N/A
Satisfied-dissatisfied	35	*How satisfied are you with the recognition you receive for doing a good job?	60.0%	20.0%	40.0%	21.0%	12.7%	6.3%	19.0%	5262	10411	5289	3216	1519	25697	N/A
Satisfied-dissatisfied	36	*Considering everything, how satisfied are you with your job?	70.8%	24.6%	46.3%	15.3%	10.0%	3.9%	13.9%	6366	11913	3842	2531	957	25609	N/A
Satisfied-dissatisfied	37	Considering everything, how satisfied are you with your pay?	66.3%	20.8%	45.4%	15.4%	13.0%	5.3%	18.3%	5508	11767	3889	3285	1298	25747	N/A
Satisfied-dissatisfied	38	*Considering everything, how satisfied are you with your organization?	62.7%	17.9%	44.8%	20.0%	12.2%	5.1%	17.3%	4699	11670	5083	3093	1224	25769	N/A

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

** Unweighted count of responses excluding "Do Not Know"

The Dashboard only includes items 1-38, excluding item 11.

Percentages are weighted to represent the Agency's population.

When responding to the Core OPM FEVS questions 1 through 38, respondents were asked to share their work experiences since the last OPM FEVS administration (June 2019).

Source: 2020 OPM Federal Employee Viewpoint Survey