

Item	Item Text	Response Type	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.	Agree-disagree	72.5%	28.1%	44.5%	14.2%	9.3%	4.0%	13.3%	4,202	6,163	1,870	1,191	502	13,928	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	69.7%	29.5%	40.3%	14.5%	10.5%	5.3%	15.8%	4,341	5,520	1,921	1,376	679	13,837	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	75.0%	32.3%	42.7%	13.5%	7.5%	4.0%	11.5%	4,670	5,901	1,826	976	521	13,894	N/A
4	I know what is expected of me on the job.	Agree-disagree	80.7%	31.9%	48.8%	10.8%	5.7%	2.8%	8.4%	4,705	6,703	1,403	744	364	13,919	N/A
5	*My workload is reasonable.	Agree-disagree	54.7%	12.1%	42.6%	13.8%	18.0%	13.6%	31.5%	1,835	5,985	1,859	2,410	1,802	13,891	27
6	*My talents are used well in the workplace.	Agree-disagree	66.7%	20.5%	46.2%	14.8%	11.6%	6.9%	18.5%	2,989	6,316	1,999	1,498	873	13,675	33
7	*I know how my work relates to the agency's goals.	Agree-disagree	85.0%	34.7%	50.4%	9.0%	3.7%	2.2%	6.0%	5,052	6,932	1,123	466	277	13,850	38
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	66.4%	29.8%	36.6%	15.6%	9.0%	9.1%	18.0%	4,281	4,935	2,050	1,129	1,145	13,540	410
9	*The people I work with cooperate to get the job done.	Agree-disagree	83.2%	40.5%	42.6%	9.1%	5.8%	1.9%	7.7%	6,019	5,803	1,156	740	243	13,961	N/A
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	43.6%	11.8%	31.7%	27.5%	16.1%	12.8%	28.9%	1,542	3,802	3,210	1,774	1,351	11,679	2,282
12	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	52.5%	13.9%	38.7%	24.6%	15.5%	7.4%	22.9%	1,873	4,953	2,979	1,787	864	12,456	1,480
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	81.2%	30.7%	50.6%	10.3%	6.2%	2.3%	8.5%	4,515	6,893	1,321	791	295	13,815	132
14	Employees in my work unit meet the needs of our customers.	Always-never	87.3%	35.3%	52.0%	10.7%	1.8%	0.3%	2.0%	5,024	6,913	1,289	200	31	13,457	477
15	Employees in my work unit contribute positively to my agency's performance.	Always-never	86.7%	45.2%	41.6%	10.9%	1.8%	0.5%	2.3%	6,454	5,510	1,307	204	62	13,537	272
16	Employees in my work unit produce high-quality work.	Always-never	84.6%	42.5%	42.1%	12.5%	2.4%	0.5%	2.9%	6,125	5,696	1,508	281	54	13,664	228
17	Employees in my work unit adapt to changing priorities.	Always-never	80.6%	41.2%	39.4%	14.2%	4.3%	0.9%	5.2%	5,913	5,346	1,767	498	104	13,628	251
18	Employees in my work unit successfully collaborate.	Always-never	76.4%	37.6%	38.8%	16.8%	5.6%	1.2%	6.8%	5,505	5,311	2,143	677	153	13,789	151
19	Employees in my work unit achieve our goals.	Always-never	83.2%	34.9%	48.3%	13.7%	2.6%	0.6%	3.2%	5,120	6,519	1,668	288	62	13,657	281
20	Employees are recognized for providing high quality products and services.	Agree-disagree	66.2%	23.4%	42.8%	16.3%	11.1%	6.3%	17.4%	3,492	5,815	2,112	1,383	771	13,573	287
21	Employees are protected from health and safety hazards on the job.	Agree-disagree	78.5%	34.6%	44.0%	11.8%	6.1%	3.6%	9.7%	5,150	5,878	1,458	715	405	13,606	267
22	My agency is successful at accomplishing its mission.	Agree-disagree	74.6%	26.8%	47.8%	16.1%	6.5%	2.8%	9.3%	4,108	6,516	1,950	753	322	13,649	242
23	*I recommend my organization as a good place to work.	Agree-disagree	67.9%	27.7%	40.2%	17.7%	9.4%	5.0%	14.4%	4,230	5,522	2,308	1,181	625	13,866	N/A
24	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	39.9%	12.9%	27.0%	27.9%	17.3%	14.8%	32.2%	1,858	3,599	3,518	2,106	1,709	12,790	1,078
25	My supervisor supports my need to balance work and other life issues.	Agree-disagree	85.7%	54.2%	31.4%	7.3%	3.9%	3.2%	7.0%	7,786	4,185	910	480	397	13,758	67
26	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	78.5%	45.5%	33.0%	14.7%	3.8%	3.0%	6.8%	6,249	4,197	1,779	436	357	13,018	794
27	Supervisors in my work unit support employee development.	Agree-disagree	79.6%	44.6%	35.0%	11.0%	5.7%	3.8%	9.4%	6,449	4,696	1,377	685	461	13,668	145
28	My supervisor listens to what I have to say.	Agree-disagree	83.0%	50.2%	32.8%	8.8%	5.3%	2.9%	8.3%	7,177	4,392	1,134	686	375	13,764	N/A
29	My supervisor treats me with respect.	Agree-disagree	86.0%	55.8%	30.2%	7.6%	3.6%	2.8%	6.4%	7,941	4,010	986	446	368	13,751	N/A
30	I have trust and confidence in my supervisor.	Agree-disagree	75.6%	48.5%	27.1%	12.6%	6.6%	5.2%	11.8%	6,910	3,700	1,616	872	659	13,757	N/A
31	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	77.3%	48.5%	28.8%	13.8%	5.5%	3.4%	8.9%	7,011	3,891	1,755	693	433	13,783	N/A
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	42.7%	12.1%	30.5%	25.8%	18.5%	13.1%	31.6%	1,837	4,294	3,348	2,287	1,596	13,362	336
33	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	55.2%	18.9%	36.4%	24.6%	10.5%	9.6%	20.2%	2,670	4,686	2,989	1,212	1,121	12,678	976
34	*Managers communicate the goals of the organization.	Agree-disagree	60.9%	16.5%	44.5%	20.0%	11.4%	7.6%	19.0%	2,465	6,099	2,549	1,426	954	13,493	157
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	55.4%	16.6%	38.8%	20.2%	14.3%	10.0%	24.3%	2,465	5,285	2,613	1,776	1,229	13,368	289
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	62.6%	27.8%	34.8%	21.7%	8.7%	7.1%	15.7%	3,823	4,469	2,628	1,010	823	12,753	875
37	I have a high level of respect for my organization's senior leaders.	Agree-disagree	52.9%	19.2%	33.6%	25.5%	12.1%	9.5%	21.6%	2,836	4,564	3,270	1,502	1,156	13,328	291
38	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	61.4%	22.0%	39.5%	23.4%	8.3%	6.9%	15.2%	3,131	4,956	2,691	927	733	12,438	1,178
39	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	58.1%	18.5%	39.6%	21.0%	15.2%	5.8%	20.9%	2,705	5,421	2,720	1,955	725	13,526	N/A
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	55.3%	16.2%	39.1%	21.6%	16.6%	6.5%	23.1%	2,422	5,363	2,783	2,088	815	13,471	N/A
41	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	61.9%	23.1%	38.9%	19.3%	12.4%	6.3%	18.7%	3,401	5,283	2,494	1,560	753	13,491	N/A
42	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	69.4%	25.3%	44.1%	15.4%	10.4%	4.8%	15.2%	3,660	5,906	1,982	1,314	582	13,444	N/A
43	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	60.5%	20.0%	40.6%	15.8%	16.1%	7.5%	23.7%	2,993	5,686	2,027	1,964	838	13,508	N/A
44	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	61.7%	18.8%	42.9%	19.9%	12.9%	5.5%	18.4%	2,849	5,875	2,529	1,591	671	13,515	N/A

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

\*\* Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Source: Department of the Interior AES Report, 2021 OPM Federal Employee Viewpoint Survey