1. I am given a real opportunity to improve my skills in my job.
2. I feel encouraged to come up with new and better ways of doing things.
3. My work gives me a feeling of personal accomplishment.
4. I know what is expected of me on the job.
5. My workload is reasonable.
6. My talents are used well in the workplace.
7. I know how my work relates to the agency’s goals.
8. I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.
9. I feel it is possible to speak up about work-related matters.
10. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.
11. In my work unit, differences in performance are recognized in a meaningful way.
12. My work unit has the job relevant knowledge and skills necessary to accomplish organizational goals.
13. I feel this survey will be used to make my agency a better place to work.
14. My supervisor supports my need to balance work and other life issues.
15. My supervisor is committed to a workforce representative of all segments of society.
16. My supervisor listens to what I have to say.
17. My supervisor treats me with respect.
18. I have trust and confidence in my supervisor.
19. Overall, how good do you feel is being done by your immediate supervisor?
20. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.
21. My organization’s senior leaders maintain high standards of honesty and integrity.
22. Managers communicate the goals of the organization.
23. Managers promote communication among different work units (for example, about projects, goals, needed resources).
24. Overall, how good do you feel is being done by the manager directly above your immediate supervisor?
25. I have a high level of respect for my organization’s senior leaders.
26. Senior leaders demonstrate support for Work-Life programs.
27. How satisfied are you with your involvement in decisions that affect your work?
28. How satisfied are you with the recognition you receive for doing a good job?
29. Considering everything, how satisfied are you with your job?
30. Considering everything, how satisfied are you with your pay?

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

* AES-provided items as of 2017 (SCPR 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.