

Core Survey

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** N	Do Not Know/ No Basis to Judge N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	69.8%	25.1%	44.6%	14.2%	11.5%	4.6%	16.1%	6,873	11,975	3,714	2,986	1,154	26,702	N/A
Agree-disagree	2	I have enough information to do my job well.	69.8%	18.5%	51.3%	15.4%	11.6%	3.2%	14.8%	5,021	13,686	4,048	3,042	819	26,616	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	65.1%	26.1%	39.0%	16.1%	12.5%	6.2%	18.7%	7,067	10,432	4,255	3,255	1,568	26,577	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	75.0%	32.0%	43.0%	13.4%	7.7%	3.9%	11.5%	8,649	11,530	3,533	2,012	986	26,710	N/A
Agree-disagree	5	I like the kind of work I do.	86.1%	42.2%	43.8%	9.5%	3.0%	1.4%	4.4%	11,301	11,716	2,526	791	357	26,691	N/A
Agree-disagree	6	I know what is expected of me on the job.	78.3%	29.9%	48.4%	12.1%	6.8%	2.7%	9.5%	8,064	12,950	3,193	1,796	688	26,691	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.0%	62.1%	33.8%	2.8%	0.7%	0.6%	1.3%	16,717	8,971	707	174	136	26,705	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	92.2%	49.6%	42.6%	6.6%	0.9%	0.4%	1.2%	13,338	11,354	1,737	220	86	26,735	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	42.1%	10.7%	31.4%	15.7%	24.4%	17.9%	42.2%	2,893	8,492	4,145	6,464	4,616	26,610	39
Agree-disagree	10	*My workload is reasonable.	49.6%	10.0%	39.7%	17.3%	20.1%	13.0%	33.1%	2,709	10,600	4,549	5,329	3,377	26,564	36
Agree-disagree	11	*My talents are used well in the workplace.	61.9%	17.7%	44.2%	16.7%	13.0%	8.4%	21.4%	4,773	11,779	4,358	3,400	2,131	26,441	77
Agree-disagree	12	*I know how my work relates to the agency's goals.	83.6%	32.2%	51.4%	9.9%	4.1%	2.5%	6.5%	8,717	13,669	2,560	1,045	605	26,596	78
Agree-disagree	13	The work I do is important.	90.4%	48.6%	41.8%	6.8%	1.6%	1.2%	2.8%	13,033	11,089	1,793	417	290	26,622	52
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.4%	24.8%	45.6%	14.0%	9.9%	5.7%	15.6%	6,739	12,139	3,679	2,626	1,478	26,661	83
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	72.4%	25.9%	46.5%	14.1%	8.1%	5.4%	13.5%	6,957	12,323	3,659	2,081	1,365	26,385	334
Agree-disagree	16	I am held accountable for achieving results.	82.8%	28.5%	54.3%	11.8%	3.7%	1.8%	5.5%	7,723	14,407	3,034	941	445	26,550	124
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63.1%	25.9%	37.1%	16.9%	9.8%	10.2%	20.0%	6,800	9,543	4,320	2,468	2,538	25,669	1,034
Agree-disagree	18	My training needs are assessed.	55.6%	16.3%	39.4%	21.9%	14.4%	8.0%	22.4%	4,438	10,526	5,783	3,794	2,040	26,581	143

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Agree-disagree	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).	73.6%	27.6%	46.0%	12.7%	8.5%	5.1%	13.7%	7,348	12,108	3,307	2,241	1,324	26,328	399
Agree-disagree	20	*The people I work with cooperate to get the job done.	77.4%	31.6%	45.8%	12.0%	7.7%	3.0%	10.7%	8,601	12,198	3,132	1,996	756	26,683	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	41.9%	8.7%	33.2%	24.3%	21.4%	12.4%	33.8%	2,317	8,753	6,257	5,490	3,086	25,903	686
Agree-disagree	22	Promotions in my work unit are based on merit.	41.5%	10.6%	30.9%	27.9%	16.1%	14.5%	30.6%	2,732	7,796	6,863	3,911	3,409	24,711	1,794
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.9%	7.9%	27.1%	28.4%	19.7%	16.9%	36.6%	1,966	6,616	6,752	4,689	3,907	23,930	2,597
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	39.5%	8.8%	30.7%	29.2%	18.9%	12.4%	31.3%	2,266	7,737	7,204	4,629	2,958	24,794	1,760
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	52.3%	13.1%	39.2%	23.4%	13.2%	11.0%	24.2%	3,334	9,766	5,724	3,190	2,593	24,607	1,937
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	76.3%	25.8%	50.4%	12.4%	6.9%	4.5%	11.4%	6,997	13,286	3,215	1,795	1,139	26,432	118
Agree-disagree	27	The skill level in my work unit has improved in the past year.	57.9%	18.3%	39.7%	26.3%	9.7%	6.1%	15.7%	4,851	10,310	6,684	2,431	1,462	25,738	808
Good-poor	28	How would you rate the overall quality of work done by your work unit?	84.3%	43.8%	40.5%	12.6%	2.2%	0.9%	3.1%	11,917	10,681	3,197	541	217	26,553	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	80.4%	31.3%	49.0%	12.0%	5.7%	2.0%	7.7%	8,443	12,896	3,057	1,452	498	26,346	220
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	48.3%	10.8%	37.5%	24.4%	17.8%	9.4%	27.2%	2,852	9,703	6,216	4,565	2,334	25,670	624
Agree-disagree	31	Employees are recognized for providing high quality products and services.	55.4%	13.7%	41.7%	21.3%	15.0%	8.3%	23.3%	3,648	10,863	5,426	3,768	2,039	25,744	525
Agree-disagree	32	Creativity and innovation are rewarded.	44.8%	11.8%	33.0%	28.0%	17.1%	10.1%	27.2%	3,090	8,510	7,061	4,260	2,433	25,354	832
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	26.0%	6.2%	19.8%	30.9%	24.3%	18.7%	43.1%	1,541	4,925	7,524	5,855	4,368	24,213	2,037
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	55.6%	15.7%	39.9%	27.9%	9.5%	7.0%	16.5%	3,938	9,942	6,788	2,315	1,649	24,632	1,637
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	79.7%	24.8%	55.0%	12.3%	4.7%	3.2%	7.9%	6,612	14,304	3,117	1,176	772	25,981	336
Agree-disagree	36	My organization has prepared employees for potential security threats.	70.3%	18.5%	51.9%	17.4%	8.3%	4.0%	12.3%	4,893	13,478	4,394	2,094	952	25,811	418
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	56.1%	18.4%	37.6%	20.7%	11.7%	11.6%	23.3%	4,726	9,448	5,075	2,873	2,790	24,912	1,362

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Agree-disagree	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.	69.9%	25.9%	43.9%	17.3%	6.0%	6.8%	12.8%	6,417	10,612	4,095	1,428	1,547	24,099	2,136
Agree-disagree	39	My agency is successful at accomplishing its mission.	70.8%	19.2%	51.5%	18.7%	7.1%	3.5%	10.6%	5,158	13,385	4,701	1,748	828	25,820	469
Agree-disagree	40	*I recommend my organization as a good place to work.	66.4%	24.3%	42.1%	19.4%	9.5%	4.7%	14.2%	6,570	11,121	5,012	2,424	1,151	26,278	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	38.4%	12.2%	26.2%	28.7%	17.5%	15.4%	32.9%	3,075	6,552	6,997	4,233	3,563	24,420	1,871
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	85.1%	48.2%	37.0%	7.7%	3.7%	3.4%	7.2%	12,780	9,570	1,969	945	856	26,120	108
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.3%	35.7%	36.6%	14.5%	7.9%	5.3%	13.3%	9,489	9,497	3,724	2,027	1,331	26,068	135
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	69.1%	32.2%	36.9%	15.8%	8.7%	6.5%	15.2%	8,466	9,564	4,035	2,204	1,628	25,897	287
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	71.8%	34.4%	37.4%	19.8%	4.2%	4.2%	8.4%	8,449	8,989	4,685	984	979	24,086	2,115
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.6%	28.4%	37.2%	18.3%	9.9%	6.3%	16.2%	7,504	9,677	4,734	2,527	1,584	26,026	179
Agree-disagree	47	Supervisors in my work unit support employee development.	73.1%	33.7%	39.4%	14.6%	6.8%	5.4%	12.2%	8,920	10,197	3,706	1,713	1,325	25,861	335
Agree-disagree	48	My supervisor listens to what I have to say.	79.7%	42.3%	37.4%	10.4%	6.2%	3.8%	10.0%	11,223	9,740	2,663	1,590	955	26,171	N/A
Agree-disagree	49	My supervisor treats me with respect.	83.6%	47.8%	35.8%	8.6%	4.3%	3.4%	7.8%	12,665	9,281	2,215	1,117	878	26,156	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	82.3%	40.5%	41.8%	8.4%	6.4%	2.9%	9.3%	10,786	10,888	2,141	1,638	715	26,168	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	71.1%	40.0%	31.2%	14.5%	7.6%	6.8%	14.3%	10,623	8,136	3,745	1,950	1,712	26,166	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	72.9%	43.2%	29.7%	16.3%	6.2%	4.6%	10.8%	11,464	7,764	4,195	1,570	1,162	26,155	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	35.0%	9.0%	26.0%	25.5%	21.7%	17.8%	39.5%	2,345	6,747	6,468	5,450	4,338	25,348	699
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	43.9%	13.1%	30.8%	25.9%	14.6%	15.6%	30.2%	3,280	7,568	6,267	3,491	3,632	24,238	1,771
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	66.7%	19.7%	47.0%	21.3%	6.5%	5.5%	12.0%	4,913	11,466	5,048	1,536	1,248	24,211	1,685
Agree-disagree	56	*Managers communicate the goals of the organization.	58.2%	14.4%	43.9%	21.0%	12.2%	8.5%	20.7%	3,789	11,342	5,312	3,053	2,057	25,553	391

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Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	56.5%	14.5%	42.1%	25.3%	10.6%	7.6%	18.1%	3,582	10,212	5,976	2,480	1,723	23,973	2,013
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	53.0%	14.3%	38.7%	22.1%	14.3%	10.6%	24.9%	3,715	9,837	5,509	3,551	2,574	25,186	839
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	58.4%	16.3%	42.1%	21.1%	11.5%	9.0%	20.5%	4,226	10,604	5,220	2,830	2,159	25,039	884
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	58.7%	24.4%	34.2%	23.4%	9.6%	8.3%	17.9%	6,118	8,476	5,676	2,287	1,967	24,524	1,455
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	44.8%	15.3%	29.5%	26.9%	15.5%	12.8%	28.3%	3,975	7,625	6,814	3,901	3,135	25,450	518
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	55.8%	18.8%	37.0%	27.3%	9.3%	7.6%	17.0%	4,473	8,594	6,198	2,093	1,644	23,002	2,980
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	54.9%	16.0%	38.9%	21.4%	17.1%	6.6%	23.7%	4,239	10,180	5,467	4,372	1,638	25,896	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	48.9%	12.8%	36.2%	23.5%	19.6%	7.9%	27.5%	3,392	9,453	6,035	5,016	1,963	25,859	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	55.5%	16.9%	38.7%	22.8%	14.5%	7.2%	21.7%	4,485	10,093	5,816	3,689	1,769	25,852	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	37.4%	9.3%	28.2%	31.2%	20.7%	10.7%	31.3%	2,465	7,398	8,046	5,279	2,661	25,849	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	39.0%	11.0%	27.9%	28.8%	18.8%	13.4%	32.3%	2,945	7,312	7,426	4,827	3,325	25,835	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	57.4%	16.2%	41.2%	22.5%	13.6%	6.5%	20.1%	4,307	10,744	5,762	3,452	1,598	25,863	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	68.8%	22.0%	46.8%	16.5%	10.3%	4.4%	14.7%	5,798	12,203	4,209	2,589	1,086	25,885	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	63.6%	18.5%	45.1%	16.4%	13.6%	6.4%	20.0%	4,919	11,762	4,142	3,429	1,555	25,807	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	59.0%	15.7%	43.3%	21.4%	13.7%	5.9%	19.6%	4,176	11,300	5,456	3,421	1,412	25,765	N/A

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

** Unweighted count of responses excluding 'Do Not Know' and 'No
The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.