

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	58.77%	20.31%	20.91%	507	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	67.36%	12.74%	19.89%	508	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	61.73%	16.44%	21.83%	506	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	69.78%	14.16%	16.06%	507	N/A
Agree-disagree	2017	5	I like the kind of work I do.	82.45%	10.05%	7.50%	502	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	74.46%	13.60%	11.95%	506	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	96.88%	2.01%	1.11%	506	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	89.21%	9.40%	1.39%	507	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	29.80%	18.21%	51.99%	506	1
Agree-disagree	2017	10	*My workload is reasonable.	63.68%	16.17%	20.15%	506	1
Agree-disagree	2017	11	*My talents are used well in the workplace.	56.51%	15.35%	28.14%	500	3
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	77.65%	11.86%	10.49%	501	2
Agree-disagree	2017	13	The work I do is important.	83.10%	10.52%	6.38%	502	3
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	81.48%	10.28%	8.25%	505	1
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	71.41%	15.68%	12.90%	500	6
Agree-disagree	2017	16	I am held accountable for achieving results.	79.78%	14.86%	5.36%	506	1
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	66.09%	15.31%	18.60%	463	44
Agree-disagree	2017	18	My training needs are assessed.	39.12%	25.42%	35.47%	502	5
Agree-disagree	2017	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).	60.58%	19.27%	20.15%	498	10
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	76.70%	12.84%	10.47%	506	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	43.91%	24.94%	31.15%	482	23
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	34.05%	25.86%	40.09%	465	41
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.29%	30.32%	41.39%	425	81
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	24.44%	23.90%	51.66%	466	40
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	33.92%	26.41%	39.67%	449	55
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	72.79%	12.14%	15.06%	503	2
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	56.27%	28.69%	15.03%	480	24
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	85.02%	12.59%	2.39%	504	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68.65%	16.51%	14.84%	491	8
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	41.44%	23.54%	35.02%	476	24
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	45.20%	23.98%	30.82%	488	12
Agree-disagree	2017	32	Creativity and innovation are rewarded.	35.19%	28.42%	36.40%	483	16
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	16.61%	19.33%	64.06%	479	21
Agree-disagree	2017	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	53.07%	26.65%	20.28%	450	47
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	85.07%	11.55%	3.38%	482	17
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	72.65%	17.11%	10.24%	482	17
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	53.45%	20.73%	25.82%	446	53
Agree-disagree	2017	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.	67.78%	18.12%	14.10%	435	63
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	72.59%	19.72%	7.69%	483	14
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	62.30%	22.25%	15.44%	499	N/A
Agree-disagree	2017	41	*I believe the results of this survey will be used to make my agency a better place to work.	43.72%	17.91%	38.36%	467	33
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	90.12%	3.96%	5.92%	498	1
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	71.40%	15.65%	12.95%	499	0
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	68.04%	15.65%	16.31%	491	5
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	79.71%	13.49%	6.81%	431	65
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.67%	13.78%	17.54%	497	2
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	68.12%	16.86%	15.02%	492	6
Agree-disagree	2017	48	My supervisor listens to what I have to say.	85.84%	7.72%	6.45%	499	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	89.05%	4.75%	6.20%	499	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	87.14%	6.44%	6.43%	498	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	74.71%	13.50%	11.79%	500	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.84%	12.64%	8.52%	499	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42.29%	24.60%	33.11%	484	13
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	55.80%	21.27%	22.93%	461	36
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	68.54%	17.00%	14.46%	446	44
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	52.46%	19.53%	28.01%	490	5
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	52.40%	21.95%	25.65%	440	53

Trend Core Survey

Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	46.32%	17.80%	35.88%	480	15
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	49.90%	18.22%	31.88%	477	18
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	62.55%	18.47%	18.98%	474	22
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	56.27%	22.79%	20.93%	492	4
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	64.15%	18.11%	17.73%	458	38
Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	53.57%	22.94%	23.49%	496	N/A
Satisfied -dissatisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	49.16%	20.03%	30.82%	496	N/A
Satisfied -dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	47.04%	25.92%	27.04%	495	N/A
Satisfied -dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	39.93%	31.02%	29.04%	492	N/A
Satisfied -dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	24.98%	27.17%	47.86%	497	N/A
Satisfied -dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	39.11%	27.53%	33.36%	495	N/A
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	63.49%	18.53%	17.98%	493	N/A
Satisfied -dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	45.84%	16.98%	37.18%	496	N/A
Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	55.79%	24.34%	19.87%	494	N/A
Satisfied -dissatisfied	2017	79	How satisfied are you with the following Work/Life programs in your agency? Telework	58.58%	13.53%	27.89%	382	3
Satisfied -dissatisfied	2017	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	83.50%	7.19%	9.31%	261	2
Satisfied -dissatisfied	2017	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	72.24%	23.00%	4.75%	77	5
Satisfied -dissatisfied	2017	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	70.24%	24.77%	4.99%	40	6
Satisfied -dissatisfied	2017	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	55.36%	28.80%	15.84%	7	3
Satisfied -dissatisfied	2017	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	56.86%	28.53%	14.61%	7	3
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	63.60%	16.68%	19.72%	502	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	68.54%	14.93%	16.52%	503	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	60.03%	17.71%	22.26%	501	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	69.25%	14.98%	15.78%	501	N/A
Agree-disagree	2016	5	I like the kind of work I do.	81.63%	11.13%	7.24%	494	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	72.04%	13.22%	14.74%	498	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	97.38%	1.92%	0.70%	504	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	89.58%	9.07%	1.35%	503	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	28.44%	13.97%	57.59%	501	1
Agree-disagree	2016	10	*My workload is reasonable.	59.04%	15.74%	25.21%	503	0
Agree-disagree	2016	11	*My talents are used well in the workplace.	56.91%	13.81%	29.28%	495	0
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	75.84%	12.76%	11.40%	498	3
Agree-disagree	2016	13	The work I do is important.	83.41%	9.78%	6.81%	491	2
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	83.30%	6.88%	9.81%	502	1
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	66.50%	19.19%	14.31%	478	25
Agree-disagree	2016	16	I am held accountable for achieving results.	75.79%	15.50%	8.71%	494	5
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	66.80%	17.57%	15.63%	462	39
Agree-disagree	2016	18	My training needs are assessed.	49.59%	21.35%	29.06%	498	5
Agree-disagree	2016	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).	56.78%	18.43%	24.79%	461	43
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	76.88%	10.77%	12.35%	505	N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	51.73%	21.08%	27.19%	496	8
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	41.46%	22.13%	36.41%	455	45
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.52%	29.90%	41.58%	429	71
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	24.43%	23.37%	52.20%	457	41
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	32.06%	26.67%	41.27%	429	69
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	73.58%	11.49%	14.93%	498	3
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	58.58%	27.84%	13.58%	479	21
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	85.55%	12.69%	1.76%	501	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	66.48%	16.31%	17.21%	482	10
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	40.74%	20.66%	38.60%	480	16
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	42.84%	20.49%	36.67%	479	15
Agree-disagree	2016	32	Creativity and innovation are rewarded.	36.89%	22.85%	40.26%	467	24
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	19.73%	20.32%	59.95%	443	52
Agree-disagree	2016	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	54.38%	25.58%	20.04%	435	57
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	85.11%	11.31%	3.58%	482	12

Trend Core Survey

Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	69.88%	17.58%	12.54%	479	13
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	55.99%	20.41%	23.60%	443	50
Agree-disagree	2016	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.	70.68%	17.19%	12.13%	416	73
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	67.70%	19.77%	12.53%	489	6
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	63.02%	19.85%	17.13%	495	N/A
Agree-disagree	2016	41	*I believe the results of this survey will be used to make my agency a better place to work.	41.09%	19.77%	39.14%	456	39
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	91.52%	4.20%	4.28%	492	3
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.10%	15.31%	12.59%	491	2
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	68.93%	14.29%	16.78%	491	3
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	76.77%	17.25%	5.97%	440	53
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.06%	19.56%	15.38%	491	2
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	71.37%	15.22%	13.41%	489	4
Agree-disagree	2016	48	My supervisor listens to what I have to say.	85.74%	7.64%	6.61%	494	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	88.57%	5.38%	6.04%	491	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	89.25%	4.93%	5.82%	494	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	74.97%	12.45%	12.59%	493	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	77.13%	13.97%	8.90%	493	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	34.94%	23.05%	42.01%	483	8
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.95%	21.97%	24.08%	447	41
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	61.08%	23.24%	15.69%	449	38
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	51.21%	17.14%	31.65%	485	3
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	51.09%	25.37%	23.54%	441	47
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	43.09%	19.82%	37.09%	479	10
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	46.27%	19.82%	33.91%	477	10
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	55.34%	22.44%	22.22%	475	14
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	49.95%	22.51%	27.54%	486	4
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	64.79%	18.28%	16.93%	457	34
Satisfied -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	49.67%	21.69%	28.64%	488	N/A
Satisfied -dissatisfied	2016	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	41.99%	23.15%	34.87%	490	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	46.26%	22.37%	31.37%	484	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	37.21%	29.33%	33.46%	488	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	26.43%	27.60%	45.97%	487	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	45.29%	26.27%	28.44%	486	N/A
Satisfied -dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	60.05%	22.32%	17.62%	490	N/A
Satisfied -dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	42.89%	15.35%	41.76%	488	N/A
Satisfied -dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	52.64%	22.16%	25.19%	483	N/A
Satisfied -dissatisfied	2016	79	How satisfied are you with the following Work/Life programs in your agency? Telework	61.61%	9.05%	29.34%	367	3
Satisfied -dissatisfied	2016	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	81.64%	8.91%	9.45%	248	4
Satisfied -dissatisfied	2016	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	81.80%	12.83%	5.36%	64	5
Satisfied -dissatisfied	2016	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	66.19%	26.61%	7.20%	48	5
Satisfied -dissatisfied	2016	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	67.66%	32.34%	0.00%	3	3
Satisfied -dissatisfied	2016	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	55.89%	36.71%	7.41%	14	4
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	58.00%	16.04%	25.96%	486	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	58.08%	17.25%	24.66%	483	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	54.94%	13.40%	31.66%	478	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	64.86%	15.42%	19.72%	485	N/A
Agree-disagree	2015	5	I like the kind of work I do.	76.29%	12.71%	11.00%	483	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	66.70%	13.44%	19.87%	479	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	95.56%	3.41%	1.03%	487	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	87.78%	9.31%	2.91%	487	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	22.20%	15.90%	61.90%	483	2
Agree-disagree	2015	10	*My workload is reasonable.	51.42%	14.87%	33.71%	482	0
Agree-disagree	2015	11	*My talents are used well in the workplace.	49.08%	16.27%	34.66%	475	1
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	66.47%	13.28%	20.26%	481	1

Trend Core Survey

Agree-disagree	2015	13	The work I do is important.	79.73%	13.04%	7.23%	480	1
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	80.08%	10.84%	9.08%	481	1
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	62.56%	17.19%	20.25%	468	12
Agree-disagree	2015	16	I am held accountable for achieving results.	73.31%	16.69%	10.00%	479	3
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.52%	18.85%	19.63%	439	42
Agree-disagree	2015	18	My training needs are assessed.	39.01%	24.46%	36.52%	473	6
Agree-disagree	2015	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).	52.05%	19.69%	28.26%	466	19
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	74.13%	11.41%	14.45%	486	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	50.51%	18.87%	30.61%	467	19
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	33.89%	23.70%	42.41%	453	34
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	23.23%	29.08%	47.69%	409	77
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	21.78%	19.85%	58.37%	446	38
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	28.29%	25.01%	46.70%	432	53
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	69.07%	14.47%	16.46%	483	3
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	53.62%	28.20%	18.19%	465	22
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	83.34%	12.20%	4.46%	487	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	58.17%	17.88%	23.96%	470	11
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	29.64%	22.96%	47.40%	472	9
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	37.08%	21.97%	40.95%	465	17
Agree-disagree	2015	32	Creativity and innovation are rewarded.	30.41%	26.43%	43.16%	462	18
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	14.00%	16.62%	69.38%	453	29
Agree-disagree	2015	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	49.10%	24.39%	26.51%	427	53
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	87.35%	8.22%	4.43%	460	19
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	63.54%	22.03%	14.43%	453	25
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	47.96%	24.54%	27.50%	426	53
Agree-disagree	2015	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.	64.47%	17.74%	17.79%	420	60
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	60.60%	25.28%	14.12%	464	16
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	51.85%	21.57%	26.58%	480	N/A
Agree-disagree	2015	41	*I believe the results of this survey will be used to make my agency a better place to work.	43.18%	17.35%	39.47%	438	45
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	87.86%	6.03%	6.10%	480	2
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.27%	14.55%	18.19%	476	3
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	62.28%	15.27%	22.45%	478	4
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	72.57%	17.78%	9.65%	417	62
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	61.38%	18.69%	19.93%	478	2
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	69.76%	13.10%	17.14%	473	7
Agree-disagree	2015	48	My supervisor listens to what I have to say.	80.57%	8.78%	10.65%	482	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	84.46%	8.18%	7.36%	480	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	89.26%	5.27%	5.47%	480	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	67.06%	17.75%	15.19%	480	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	72.33%	19.12%	8.55%	480	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	31.58%	20.62%	47.79%	470	7
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	50.25%	23.13%	26.62%	438	38
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	59.33%	21.17%	19.51%	429	49
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	41.22%	19.77%	39.01%	470	6
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	42.48%	24.98%	32.55%	422	56
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	35.47%	19.36%	45.16%	465	15
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	42.24%	20.20%	37.56%	459	17
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	52.57%	20.70%	26.74%	464	15
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	42.80%	23.55%	33.66%	472	7
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	57.26%	22.06%	20.68%	433	47
Satisfied -dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	42.04%	23.00%	34.96%	479	N/A
Satisfied -dissatisfied	2015	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	35.95%	20.10%	43.96%	479	N/A
Satisfied -dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	38.85%	24.04%	37.11%	477	N/A
Satisfied -dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	28.61%	31.60%	39.79%	474	N/A
Satisfied -dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	21.46%	27.77%	50.77%	480	N/A
Satisfied -dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	45.61%	24.36%	30.03%	478	N/A
Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	52.34%	21.06%	26.60%	476	N/A

Trend Core Survey

Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	33.60%	14.99%	51.40%	478	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	46.17%	21.84%	31.99%	477	N/A
Satisfied -dissatisfied	2015	79	How satisfied are you with the following Work/Life programs in your agency? Telework	65.00%	10.73%	24.27%	356	2
Satisfied -dissatisfied	2015	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	83.23%	7.19%	9.58%	268	6
Satisfied -dissatisfied	2015	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	63.69%	26.20%	10.11%	58	3
Satisfied -dissatisfied	2015	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	70.06%	27.53%	2.41%	44	6
Satisfied -dissatisfied	2015	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	49.05%	50.95%	0.00%	2	3
Satisfied -dissatisfied	2015	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	32.66%	67.34%	0.00%	9	6
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	50.40%	20.95%	28.65%	397	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	54.22%	18.09%	27.69%	395	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	47.15%	20.00%	32.85%	393	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	62.01%	13.48%	24.52%	395	N/A
Agree-disagree	2014	5	I like the kind of work I do.	71.93%	16.08%	11.99%	390	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	62.71%	17.09%	20.20%	394	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	95.27%	3.20%	1.53%	391	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	86.46%	12.99%	0.55%	397	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	19.24%	11.93%	68.84%	395	2
Agree-disagree	2014	10	*My workload is reasonable.	43.77%	19.19%	37.04%	395	0
Agree-disagree	2014	11	*My talents are used well in the workplace.	43.04%	18.73%	38.23%	391	1
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	70.04%	15.21%	14.75%	395	2
Agree-disagree	2014	13	The work I do is important.	78.50%	13.68%	7.82%	389	3
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	83.80%	9.00%	7.20%	397	0
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	61.65%	20.52%	17.83%	379	17
Agree-disagree	2014	16	I am held accountable for achieving results.	71.69%	17.48%	10.84%	393	4
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.32%	24.88%	18.80%	339	56
Agree-disagree	2014	18	My training needs are assessed.	32.69%	24.51%	42.80%	391	6
Agree-disagree	2014	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).	53.79%	16.95%	29.26%	375	21
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	71.73%	13.23%	15.04%	397	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	32.98%	23.21%	43.81%	375	21
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	30.03%	22.56%	47.41%	351	45
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	20.29%	29.34%	50.37%	323	69
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	19.14%	20.31%	60.54%	353	41
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	25.88%	25.90%	48.22%	338	54
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	67.37%	14.71%	17.91%	392	2
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	48.23%	29.15%	22.63%	377	17
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	84.16%	12.09%	3.75%	396	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	46.31%	22.07%	31.62%	376	13
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	24.24%	21.95%	53.81%	377	13
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	31.29%	26.64%	42.07%	381	9
Agree-disagree	2014	32	Creativity and innovation are rewarded.	24.03%	28.69%	47.29%	372	16
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	12.25%	18.65%	69.10%	357	31
Agree-disagree	2014	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	49.44%	28.72%	21.84%	343	44
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	87.81%	9.73%	2.46%	378	13
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	65.60%	25.64%	8.76%	371	19
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	41.58%	30.51%	27.90%	336	53
Agree-disagree	2014	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.	63.58%	21.30%	15.13%	321	66
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	51.07%	31.05%	17.88%	377	12
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	45.17%	32.33%	22.50%	391	N/A
Agree-disagree	2014	41	*I believe the results of this survey will be used to make my agency a better place to work.	33.78%	26.04%	40.18%	342	49
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	87.63%	6.49%	5.88%	386	3
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	65.60%	16.26%	18.14%	388	1
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	61.27%	17.34%	21.39%	384	5
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	72.23%	20.10%	7.67%	332	54
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	57.92%	20.07%	22.01%	384	3
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	63.19%	19.00%	17.81%	383	6
Agree-disagree	2014	48	My supervisor listens to what I have to say.	79.02%	9.91%	11.06%	389	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	82.49%	10.69%	6.82%	388	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	85.82%	6.90%	7.28%	388	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	66.82%	16.42%	16.76%	388	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.67%	16.89%	12.44%	388	N/A

Trend Core Survey

Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	23.56%	22.70%	53.74%	378	9
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	42.65%	30.80%	26.55%	352	33
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	57.44%	26.00%	16.56%	350	33
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	36.43%	26.64%	36.94%	379	8
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	34.92%	31.19%	33.90%	338	46
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	33.72%	22.57%	43.71%	377	10
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	37.98%	25.49%	36.54%	373	10
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	52.12%	21.57%	26.31%	367	20
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	36.64%	26.78%	36.58%	381	6
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	52.68%	30.74%	16.59%	357	31
Satisfied-dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	41.10%	23.93%	34.97%	384	N/A
Satisfied-dissatisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	31.38%	24.59%	44.03%	382	N/A
Satisfied-dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	30.95%	31.81%	37.24%	382	N/A
Satisfied-dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	27.39%	30.04%	42.57%	382	N/A
Satisfied-dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	19.35%	23.37%	57.28%	383	N/A
Satisfied-dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	32.91%	26.60%	40.49%	382	N/A
Satisfied-dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	49.66%	25.08%	25.26%	383	N/A
Satisfied-dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	29.85%	18.11%	52.04%	383	N/A
Satisfied-dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	36.84%	28.60%	34.56%	384	N/A
Satisfied-dissatisfied	2014	79	How satisfied are you with the following Work/Life programs in your agency? Telework	66.68%	14.65%	18.67%	285	3
Satisfied-dissatisfied	2014	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	83.80%	9.55%	6.65%	216	2
Satisfied-dissatisfied	2014	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	64.76%	30.86%	4.37%	61	5
Satisfied-dissatisfied	2014	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	76.60%	20.92%	2.48%	43	9
Satisfied-dissatisfied	2014	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	41.11%	58.89%	0.00%	4	2
Satisfied-dissatisfied	2014	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	39.90%	49.45%	10.64%	9	2
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	59.00%	18.08%	22.91%	354	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	62.02%	18.92%	19.06%	355	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	56.54%	18.80%	24.66%	349	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	65.81%	15.99%	18.20%	354	N/A
Agree-disagree	2013	5	I like the kind of work I do.	75.51%	16.05%	8.44%	349	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	71.37%	13.98%	14.66%	350	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	95.59%	2.45%	1.96%	354	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	87.80%	9.89%	2.31%	355	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	27.12%	18.07%	54.80%	354	0
Agree-disagree	2013	10	*My workload is reasonable.	54.95%	15.58%	29.47%	354	0
Agree-disagree	2013	11	*My talents are used well in the workplace.	50.72%	18.21%	31.07%	348	1
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	79.82%	10.29%	9.89%	354	1
Agree-disagree	2013	13	The work I do is important.	81.94%	13.50%	4.56%	350	3
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	85.06%	8.96%	5.98%	353	1
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	69.30%	17.31%	13.39%	348	6
Agree-disagree	2013	16	I am held accountable for achieving results.	79.19%	15.83%	4.97%	349	3
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.39%	18.37%	16.24%	326	27
Agree-disagree	2013	18	My training needs are assessed.	38.40%	24.72%	36.88%	345	9
Agree-disagree	2013	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).	58.59%	18.58%	22.82%	345	10
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	73.30%	13.32%	13.38%	355	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	45.89%	21.82%	32.29%	341	12
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	31.04%	26.92%	42.04%	315	39
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	24.23%	27.62%	48.15%	296	58
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	24.51%	24.65%	50.84%	324	31
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	30.39%	26.90%	42.71%	307	47
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	72.02%	14.45%	13.53%	348	7
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	51.36%	30.18%	18.45%	333	22
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	84.19%	12.67%	3.13%	355	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	64.04%	18.03%	17.92%	343	5

Trend Core Survey

Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	39.43%	27.28%	33.29%	333	13
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	44.75%	27.25%	28.00%	336	12
Agree-disagree	2013	32	Creativity and innovation are rewarded.	35.33%	29.52%	35.15%	329	19
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	17.54%	26.77%	55.70%	310	33
Agree-disagree	2013	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	54.62%	28.41%	16.97%	307	40
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	90.40%	7.78%	1.82%	335	11
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	75.43%	16.81%	7.75%	333	14
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	55.07%	20.03%	24.90%	315	32
Agree-disagree	2013	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.	70.11%	18.18%	11.71%	310	37
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	69.34%	21.11%	9.55%	338	9
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	63.61%	20.36%	16.02%	349	N/A
Agree-disagree	2013	41	*I believe the results of this survey will be used to make my agency a better place to work.	39.35%	24.21%	36.45%	297	52
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	89.02%	5.18%	5.80%	348	2
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.00%	15.90%	12.10%	346	2
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	66.23%	17.81%	15.96%	342	4
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	71.18%	21.68%	7.14%	308	39
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.28%	19.37%	15.35%	347	1
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	69.32%	14.72%	15.97%	341	5
Agree-disagree	2013	48	My supervisor listens to what I have to say.	81.27%	8.45%	10.28%	348	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	87.49%	5.35%	7.16%	348	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	87.79%	6.55%	5.66%	347	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	70.97%	16.06%	12.98%	346	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	73.63%	16.95%	9.42%	346	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	35.86%	22.70%	41.44%	343	2
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	56.47%	23.31%	20.22%	326	19
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	65.64%	20.57%	13.79%	329	17
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	53.76%	20.17%	26.07%	340	5
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	53.36%	23.90%	22.74%	306	39
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	44.00%	22.22%	33.78%	335	10
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	51.54%	20.76%	27.70%	337	8
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	55.78%	25.77%	18.45%	333	14
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	51.43%	20.79%	27.78%	342	3
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	57.09%	22.74%	20.17%	312	34
Satisfied -dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	48.30%	24.29%	27.42%	343	N/A
Satisfied -dissatisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	42.32%	23.36%	34.33%	344	N/A
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	44.71%	26.74%	28.56%	343	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	38.69%	28.68%	32.63%	343	N/A
Satisfied -dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	21.03%	29.84%	49.13%	343	N/A
Satisfied -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	34.64%	29.21%	36.15%	342	N/A
Satisfied -dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	56.26%	23.60%	20.14%	343	N/A
Satisfied -dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	42.67%	22.05%	35.28%	344	N/A
Satisfied -dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	54.52%	25.24%	20.24%	343	N/A
Satisfied -dissatisfied	2013	79	How satisfied are you with the following Work/Life programs in your agency? Telework	75.96%	10.12%	13.91%	257	6
Satisfied -dissatisfied	2013	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	88.41%	5.61%	5.99%	197	2
Satisfied -dissatisfied	2013	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	73.94%	22.48%	3.58%	56	8
Satisfied -dissatisfied	2013	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	70.73%	24.64%	4.63%	43	5
Satisfied -dissatisfied	2013	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	48.39%	25.81%	25.81%	4	2
Satisfied -dissatisfied	2013	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	39.77%	41.06%	19.17%	10	5
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	65.37%	14.93%	19.70%	352	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	65.74%	17.86%	16.40%	352	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	64.87%	16.94%	18.18%	350	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	68.57%	22.67%	8.75%	353	N/A
Agree-disagree	2012	5	I like the kind of work I do.	81.07%	13.21%	5.72%	353	N/A

Trend Core Survey

Agree-disagree	2012	6	I know what is expected of me on the job.	71.05%	15.90%	13.05%	349	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	98.59%	1.05%	0.36%	353	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	93.18%	6.22%	0.60%	352	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	34.79%	18.96%	46.25%	351	0
Agree-disagree	2012	10	*My workload is reasonable.	56.87%	18.18%	24.95%	351	0
Agree-disagree	2012	11	*My talents are used well in the workplace.	57.47%	19.67%	22.86%	346	0
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	79.95%	13.01%	7.04%	349	3
Agree-disagree	2012	13	The work I do is important.	86.02%	10.50%	3.48%	348	1
Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	86.17%	7.04%	6.79%	352	0
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	73.18%	13.43%	13.40%	345	7
Agree-disagree	2012	16	I am held accountable for achieving results.	83.85%	13.04%	3.11%	349	2
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.02%	21.61%	10.37%	319	32
Agree-disagree	2012	18	My training needs are assessed.	40.27%	28.86%	30.87%	348	4
Agree-disagree	2012	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).	58.13%	20.13%	21.74%	349	4
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	80.84%	12.65%	6.51%	353	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	51.90%	25.37%	22.73%	345	8
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	41.14%	31.22%	27.64%	316	36
Agree-disagree	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	32.18%	31.96%	35.87%	308	43
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	29.36%	29.31%	41.32%	327	26
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	42.37%	28.36%	29.26%	317	36
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	78.89%	11.30%	9.81%	353	0
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	67.83%	25.09%	7.09%	342	11
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	89.90%	8.70%	1.40%	353	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	65.61%	19.08%	15.31%	339	11
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	48.52%	21.68%	29.80%	337	13
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	50.82%	23.37%	25.80%	342	7
Agree-disagree	2012	32	Creativity and innovation are rewarded.	44.57%	25.82%	29.61%	338	11
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	28.40%	27.67%	43.93%	313	32
Agree-disagree	2012	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	61.20%	25.65%	13.15%	312	36
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	88.27%	9.91%	1.82%	342	6
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	72.73%	20.09%	7.18%	337	12
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.51%	19.11%	18.38%	307	40
Agree-disagree	2012	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.	75.78%	15.98%	8.24%	310	37
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	75.29%	16.66%	8.04%	341	6
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	75.64%	17.13%	7.23%	349	N/A
Agree-disagree	2012	41	*I believe the results of this survey will be used to make my agency a better place to work.	48.19%	28.65%	23.17%	305	44
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	87.49%	7.25%	5.27%	347	2
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	70.17%	16.14%	13.69%	349	0
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	65.52%	18.41%	16.06%	346	2
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	71.64%	22.44%	5.91%	316	33
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	62.12%	23.58%	14.31%	347	2
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	69.32%	17.02%	13.66%	346	3
Agree-disagree	2012	48	My supervisor listens to what I have to say.	83.06%	9.64%	7.30%	349	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	84.33%	9.44%	6.23%	349	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	89.41%	6.12%	4.47%	348	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	72.85%	14.49%	12.66%	349	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.53%	17.07%	8.41%	347	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.97%	23.98%	27.04%	341	6
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	65.89%	20.53%	13.58%	336	12
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	68.35%	22.20%	9.44%	334	13
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	56.08%	22.58%	21.34%	346	1
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	58.50%	28.89%	12.61%	324	24
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.61%	21.76%	26.63%	339	8
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	57.26%	20.33%	22.41%	342	5
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	62.03%	24.24%	13.73%	339	8
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	62.04%	21.89%	16.07%	344	1
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	64.10%	22.76%	13.15%	325	22
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	55.31%	22.67%	22.02%	345	N/A
Satisfied -dissatisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	48.97%	23.42%	27.62%	345	N/A
Satisfied -dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	53.84%	22.33%	23.82%	346	N/A
Satisfied -dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	48.53%	28.30%	23.17%	345	N/A

Trend Core Survey

Satisfied -dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	31.54%	33.83%	34.63%	347	N/A
Satisfied -dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	46.84%	28.75%	24.41%	342	N/A
Satisfied -dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	69.15%	20.40%	10.45%	342	N/A
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	65.48%	15.95%	18.58%	346	N/A
Satisfied -dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	68.80%	18.64%	12.56%	344	N/A
Satisfied -dissatisfied	2012	79	How satisfied are you with the following Work/Life programs in your agency? Telework	71.67%	16.56%	11.77%	257	3
Satisfied -dissatisfied	2012	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	89.60%	6.11%	4.29%	201	5
Satisfied -dissatisfied	2012	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	74.72%	20.45%	4.83%	72	3
Satisfied -dissatisfied	2012	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	72.69%	25.41%	1.89%	49	7
Satisfied -dissatisfied	2012	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	82.42%	0.00%	17.58%	6	1
Satisfied -dissatisfied	2012	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	61.46%	38.54%	0.00%	16	2
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	70.16%	16.22%	13.62%	385	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	69.36%	19.39%	11.25%	387	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	65.36%	18.96%	15.69%	387	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	71.73%	17.09%	11.18%	387	N/A
Agree-disagree	2011	5	I like the kind of work I do.	80.49%	13.57%	5.94%	386	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	80.99%	11.05%	7.96%	384	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	96.45%	2.57%	0.98%	386	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	91.31%	6.44%	2.25%	386	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	35.38%	21.16%	43.45%	384	2
Agree-disagree	2011	10	*My workload is reasonable.	61.09%	19.06%	19.86%	387	0
Agree-disagree	2011	11	*My talents are used well in the workplace.	61.84%	18.32%	19.84%	385	0
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	85.29%	8.97%	5.74%	386	0
Agree-disagree	2011	13	The work I do is important.	87.81%	7.62%	4.57%	385	2
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	86.77%	8.15%	5.09%	385	0
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	74.58%	15.93%	9.49%	367	19
Agree-disagree	2011	16	I am held accountable for achieving results.	84.61%	11.85%	3.53%	382	2
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.88%	21.09%	9.02%	355	29
Agree-disagree	2011	18	My training needs are assessed.	47.90%	25.83%	26.27%	377	9
Agree-disagree	2011	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).	64.54%	19.15%	16.31%	372	15
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	82.52%	8.54%	8.93%	376	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	61.01%	18.86%	20.13%	379	8
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	48.15%	30.21%	21.63%	346	41
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.06%	33.11%	27.83%	325	60
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	35.80%	33.00%	31.20%	340	47
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	49.16%	29.20%	21.64%	332	53
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	76.56%	12.19%	11.25%	385	2
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	71.55%	20.77%	7.68%	367	18
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	88.89%	10.05%	1.07%	385	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	72.87%	16.80%	10.33%	377	6
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	54.22%	24.30%	21.48%	373	11
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	59.41%	24.47%	16.12%	372	13
Agree-disagree	2011	32	Creativity and innovation are rewarded.	49.92%	28.40%	21.68%	361	23
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	41.94%	29.83%	28.23%	337	47
Agree-disagree	2011	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	61.12%	26.33%	12.55%	344	40
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	91.31%	6.96%	1.73%	376	8
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	81.00%	14.05%	4.95%	372	10
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	59.40%	26.08%	14.52%	344	38
Agree-disagree	2011	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.	74.85%	17.65%	7.50%	333	52
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	80.59%	15.30%	4.10%	377	6
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	78.71%	14.80%	6.49%	385	N/A
Agree-disagree	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	57.94%	25.52%	16.54%	342	42
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	91.07%	5.34%	3.59%	380	4
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	75.95%	12.36%	11.69%	383	0
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	71.85%	15.54%	12.61%	379	4
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	76.39%	19.62%	3.99%	336	47
Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	69.57%	18.01%	12.42%	381	2
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	74.19%	15.59%	10.22%	381	3

Trend Core Survey

Agree-disagree	2011	48	My supervisor listens to what I have to say.	84.44%	9.97%	5.59%	384	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	88.58%	6.84%	4.58%	383	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	92.06%	4.27%	3.67%	384	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	78.43%	12.20%	9.37%	379	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	80.65%	13.11%	6.24%	383	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	56.77%	25.45%	17.78%	375	7
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	70.99%	19.04%	9.97%	366	15
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	73.89%	17.63%	8.49%	365	17
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	61.37%	21.84%	16.79%	373	9
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	63.66%	25.71%	10.63%	335	44
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	53.43%	23.93%	22.63%	365	17
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	58.48%	22.86%	18.66%	360	19
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	68.18%	20.71%	11.11%	364	14
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	64.91%	22.41%	12.68%	380	2
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	69.68%	24.27%	6.05%	353	30
Satisfied -dissatisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	60.03%	23.89%	16.08%	382	N/A
Satisfied -dissatisfied	2011	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	51.76%	25.61%	22.63%	382	N/A
Satisfied -dissatisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	61.80%	22.90%	15.30%	380	N/A
Satisfied -dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	53.46%	28.70%	17.84%	378	N/A
Satisfied -dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	35.27%	37.41%	27.31%	381	N/A
Satisfied -dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?	49.80%	30.40%	19.80%	381	N/A
Satisfied -dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?	77.50%	12.70%	9.80%	381	N/A
Satisfied -dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?	72.07%	16.76%	11.17%	382	N/A
Satisfied -dissatisfied	2011	71	*Considering everything, how satisfied are you with your organization?	72.76%	17.90%	9.35%	381	N/A
Satisfied -dissatisfied	2011	79	How satisfied are you with the following Work/Life programs in your agency? Telework	78.04%	11.43%	10.52%	259	3
Satisfied -dissatisfied	2011	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	90.95%	4.61%	4.44%	221	2
Satisfied -dissatisfied	2011	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	75.05%	22.08%	2.87%	88	2
Satisfied -dissatisfied	2011	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	80.64%	19.36%	0.00%	41	2
Satisfied -dissatisfied	2011	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	53.97%	46.03%	0.00%	9	0
Satisfied -dissatisfied	2011	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	61.54%	38.46%	0.00%	13	1
Agree-disagree	2010	1	*I am given a real opportunity to improve my skills in my organization.	70.78%	16.29%	12.93%	301	N/A
Agree-disagree	2010	2	I have enough information to do my job well.	75.89%	13.73%	10.37%	301	N/A
Agree-disagree	2010	3	I feel encouraged to come up with new and better ways of doing things.	68.58%	17.56%	13.86%	299	N/A
Agree-disagree	2010	4	My work gives me a feeling of personal accomplishment.	75.67%	16.43%	7.91%	301	N/A
Agree-disagree	2010	5	I like the kind of work I do.	82.17%	14.77%	3.06%	301	N/A
Agree-disagree	2010	6	I know what is expected of me on the job.	79.89%	11.15%	8.96%	300	N/A
Agree-disagree	2010	7	When needed I am willing to put in the extra effort to get a job done.	96.20%	1.89%	1.91%	301	N/A
Agree-disagree	2010	8	I am constantly looking for ways to do my job better.	90.68%	8.29%	1.03%	301	N/A
Agree-disagree	2010	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	57.83%	15.46%	26.71%	300	1
Agree-disagree	2010	10	*My workload is reasonable.	67.91%	14.76%	17.33%	298	2
Agree-disagree	2010	11	*My talents are used well in the workplace.	64.24%	19.20%	16.56%	299	2
Agree-disagree	2010	12	*I know how my work relates to the agency's goals and priorities.	83.14%	12.73%	4.13%	298	3
Agree-disagree	2010	13	The work I do is important.	89.75%	9.10%	1.15%	294	1
Agree-disagree	2010	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	88.19%	7.32%	4.48%	300	0
Agree-disagree	2010	15	My performance appraisal is a fair reflection of my performance.	75.07%	16.01%	8.92%	296	3
Agree-disagree	2010	16	I am held accountable for achieving results.	83.89%	13.66%	2.46%	299	1
Agree-disagree	2010	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	67.56%	24.00%	8.44%	272	26
Agree-disagree	2010	18	My training needs are assessed.	53.82%	25.86%	20.32%	292	8
Agree-disagree	2010	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).	69.33%	16.56%	14.11%	299	2
Agree-disagree	2010	20	*The people I work with cooperate to get the job done.	79.18%	13.82%	7.00%	287	N/A
Agree-disagree	2010	21	My work unit is able to recruit people with the right skills.	76.24%	16.85%	6.91%	291	9
Agree-disagree	2010	22	Promotions in my work unit are based on merit.	46.74%	31.25%	22.00%	279	21
Agree-disagree	2010	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	45.13%	32.04%	22.83%	272	28
Agree-disagree	2010	24	*In my work unit, differences in performance are recognized in a meaningful way.	42.45%	28.55%	29.00%	284	14
Agree-disagree	2010	25	Awards in my work unit depend on how well employees perform their jobs.	53.45%	22.34%	24.21%	280	19

Trend Core Survey

Agree-disagree	2010	26	Employees in my work unit share job knowledge with each other.	75.55%	13.82%	10.64%	297	1
Agree-disagree	2010	27	The skill level in my work unit has improved in the past year.	72.26%	19.85%	7.89%	294	4
Good-poor	2010	28	How would you rate the overall quality of work done by your work unit?	92.02%	6.88%	1.10%	298	N/A
Agree-disagree	2010	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	80.68%	10.38%	8.95%	293	2
Agree-disagree	2010	30	Employees have a feeling of personal empowerment with respect to work processes.	53.05%	27.25%	19.70%	286	8
Agree-disagree	2010	31	Employees are recognized for providing high quality products and services.	61.30%	21.74%	16.96%	292	3
Agree-disagree	2010	32	Creativity and innovation are rewarded.	47.57%	33.80%	18.63%	285	8
Agree-disagree	2010	33	Pay raises depend on how well employees perform their jobs.	47.27%	24.90%	27.83%	282	10
Agree-disagree	2010	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	56.29%	27.21%	16.50%	269	24
Agree-disagree	2010	35	Employees are protected from health and safety hazards on the job.	87.88%	10.41%	1.71%	286	7
Agree-disagree	2010	36	My organization has prepared employees for potential security threats.	81.21%	13.29%	5.50%	286	6
Agree-disagree	2010	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	56.45%	27.90%	15.64%	260	32
Agree-disagree	2010	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.	73.85%	18.64%	7.51%	262	32
Agree-disagree	2010	39	My agency is successful at accomplishing its mission.	83.97%	12.29%	3.75%	280	4
Agree-disagree	2010	40	*I recommend my organization as a good place to work.	83.42%	12.77%	3.82%	292	N/A
Agree-disagree	2010	41	*I believe the results of this survey will be used to make my agency a better place to work.	50.41%	29.54%	20.05%	253	41
Agree-disagree	2010	42	My supervisor supports my need to balance work and other life issues.	86.90%	7.27%	5.83%	292	2
Agree-disagree	2010	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	73.99%	14.96%	11.05%	292	3
Agree-disagree	2010	44	Discussions with my supervisor about my performance are worthwhile.	70.22%	17.73%	12.05%	292	2
Agree-disagree	2010	45	My supervisor is committed to a workforce representative of all segments of society.	73.49%	19.27%	7.25%	265	29
Agree-disagree	2010	46	My supervisor provides me with constructive suggestions to improve my job performance.	67.99%	19.45%	12.56%	291	2
Agree-disagree	2010	47	Supervisors in my work unit support employee development.	71.79%	17.35%	10.86%	288	4
Agree-disagree	2010	48	My supervisor listens to what I have to say.	84.25%	10.19%	5.56%	294	N/A
Agree-disagree	2010	49	My supervisor treats me with respect.	86.61%	9.11%	4.28%	293	N/A
Agree-disagree	2010	50	In the last six months, my supervisor has talked with me about my performance.	89.78%	5.33%	4.89%	292	N/A
Agree-disagree	2010	51	I have trust and confidence in my supervisor.	74.44%	16.15%	9.41%	291	N/A
Good-poor	2010	52	Overall, how good a job do you feel is being done by your immediate supervisor?	80.20%	12.97%	6.83%	293	N/A
Agree-disagree	2010	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52.55%	26.03%	21.42%	290	3
Agree-disagree	2010	54	My organization's senior leaders maintain high standards of honesty and integrity.	68.05%	23.51%	8.45%	276	16
Agree-disagree	2010	55	Supervisors work well with employees of different backgrounds.	71.46%	20.84%	7.70%	274	19
Agree-disagree	2010	56	*Managers communicate the goals and priorities of the organization.	61.71%	25.80%	12.49%	290	3
Agree-disagree	2010	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.62%	26.87%	10.52%	270	24
Agree-disagree	2010	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.21%	27.62%	21.17%	285	9
Agree-disagree	2010	59	Managers support collaboration across work units to accomplish work objectives.	54.79%	26.04%	19.17%	278	11
Good-poor	2010	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.19%	20.35%	10.46%	277	16
Agree-disagree	2010	61	I have a high level of respect for my organization's senior leaders.	61.47%	23.37%	15.16%	288	2
Agree-disagree	2010	62	Senior leaders demonstrate support for Work/Life programs.	66.84%	24.75%	8.41%	280	13
Satisfied -dissatisfied	2010	63	*How satisfied are you with your involvement in decisions that affect your work?	55.73%	26.66%	17.61%	292	N/A
Satisfied -dissatisfied	2010	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	52.19%	23.47%	24.34%	293	N/A
Satisfied -dissatisfied	2010	65	*How satisfied are you with the recognition you receive for doing a good job?	61.55%	23.10%	15.35%	295	N/A
Satisfied -dissatisfied	2010	66	How satisfied are you with the policies and practices of your senior leaders?	49.54%	31.65%	18.80%	294	N/A
Satisfied -dissatisfied	2010	67	How satisfied are you with your opportunity to get a better job in your organization?	41.94%	31.95%	26.11%	293	N/A
Satisfied -dissatisfied	2010	68	How satisfied are you with the training you receive for your present job?	58.60%	25.22%	16.18%	293	N/A
Satisfied -dissatisfied	2010	69	*Considering everything, how satisfied are you with your job?	77.38%	17.23%	5.39%	293	N/A
Satisfied -dissatisfied	2010	70	Considering everything, how satisfied are you with your pay?	78.97%	15.20%	5.83%	294	N/A
Satisfied -dissatisfied	2010	71	*Considering everything, how satisfied are you with your organization?	73.91%	19.17%	6.92%	292	N/A
Satisfied -dissatisfied	2010	79	How satisfied are you with the following Work/Life programs in your agency? Telework	--	--	--	0	0
Satisfied -dissatisfied	2010	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	--	--	--	0	0
Satisfied -dissatisfied	2010	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	--	--	--	0	0
Satisfied -dissatisfied	2010	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	--	--	--	0	0
Satisfied -dissatisfied	2010	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	--	--	--	0	0
Satisfied -dissatisfied	2010	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	--	--	--	0	0

* 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'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 10 completed surveys.