						Neither			
						Agree nor			
				Strongly		Disagree/			
				Agree/		Fair/		Strongly	
				Very		Neither		Disagree/	
				Good/	Agree/	Satisfied	Disagree/	Very Poor/	
			Percent	Very	Good/	nor	Poor/	Very	Percent
Response			Positive	Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Negative
Type	Item	Item Text	%	%	%	%	%	%	%
Agree	1	*I am given a real opportunity to							
-disagree		improve my skills in my organization.	65.84%	19.38%	46.47%	16.32%	14.67%	3.17%	17.84%
Agree	2	I have enough information to do my job							
-disagree		well.	62.55%	10.47%	52.08%	13.57%	19.32%	4.55%	23.87%
Agree	3	I feel encouraged to come up with new							
-disagree		and better ways of doing things.	60.41%	15.09%	45.32%	17.25%	13.40%	8.93%	22.34%
Agree	4	*My work gives me a feeling of personal							
-disagree		accomplishment.	79.70%	29.88%	49.82%	7.18%	7.05%	6.06%	13.11%
Agree	5	*I like the kind of work I do.							
-disagree			92.72%	44.01%	48.72%	4.38%	1.41%	1.48%	2.90%
Agree	6	I know what is expected of me on the							
-disagree		job.	66.15%	18.18%	47.98%	16.35%	9.90%	7.60%	17.50%
Agree	7	When needed I am willing to put in the							
-disagree		extra effort to get a job done.	98.42%	68.38%	30.04%	1.58%	0.00%	0.00%	0.00%
Agree	8	I am constantly looking for ways to do							
-disagree		my job better.	92.40%	45.62%	46.77%	7.60%	0.00%	0.00%	0.00%
Agree	9	I have sufficient resources (for example,							
-disagree		people, materials, budget) to get my job							
		done.	69.57%	17.88%	51.69%	14.09%	10.46%	5.89%	16.34%
Agree	10	*My workload is reasonable.							
-disagree			57.99%	15.49%	42.50%	18.79%	16.78%	6.43%	23.21%
Agree	11	*My talents are used well in the							
-disagree		workplace.	54.04%	14.23%	39.81%	17.74%	16.95%	11.27%	28.21%
Agree	12	*I know how my work relates to the							
-disagree		agency's goals and priorities.	79.69%	28.37%	51.31%	8.65%	8.76%	2.90%	11.66%
Agree	13	*The work I do is important.							
-disagree			92.35%	46.42%	45.92%	6.22%	0.00%	1.43%	1.43%

				Strongly		Neither Agree nor Disagree/			
				Agree/ Very		Fair/ Neither		Strongly Disagree/	
			Percent	Good/ Very	Agree/ Good/	Satisfied nor	Disagree/ Poor/	Very Poor/ Very	Percent
Response			Positive	Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Negative
Туре	Item	Item Text	%	%	%	%	%	%	%
Agree	14	*Physical conditions (for example, noise					, ,		, -
-disagree		level, temperature, lighting, cleanliness							
		in the workplace) allow employees to							
		perform their jobs well.	80.33%	35.24%	45.10%	18.14%	1.53%	0.00%	1.53%
Agree	15	*My performance appraisal is a fair							
-disagree		reflection of my performance.	68.71%	17.91%	50.80%	23.64%	1.51%	6.14%	7.65%
Agree	16	I am held accountable for achieving							
-disagree		results.	83.95%	27.11%	56.83%	10.28%	4.38%	1.39%	5.78%
Agree	17	I can disclose a suspected violation of							
-disagree		any law, rule or regulation without fear							
		of reprisal.	43.20%	14.77%	28.43%	26.83%	18.47%	11.49%	29.97%
Agree	18	*My training needs are assessed.	== ===/	40.000	22.224		10.101		2.4.000/
-disagree	40	***	52.20%	13.20%	39.00%	23.78%	18.13%	5.89%	24.02%
Agree	19	*In my most recent performance							
-disagree		appraisal, I understood what I had to do to be rated at different performance							
		levels (for example, Fully Successful,							
		Outstanding).	60.76%	21.38%	39.38%	23.38%	12.61%	3.26%	15.86%
Agree	20	*The people I work with cooperate to	00.7070	21.3070	33.3070	23.3070	12.0170	3.2070	13.0070
-disagree		get the job done.	82.21%	24.81%	57.40%	6.09%	8.77%	2.92%	11.70%
Agree	21	*My work unit is able to recruit people							
-disagree		with the right skills.	52.68%	12.55%	40.13%	31.29%	12.96%	3.07%	16.03%
Agree	22	*Promotions in my work unit are based							
-disagree		on merit.	35.46%	6.29%	29.17%	43.37%	13.09%	8.08%	21.17%
Agree	23	*In my work unit, steps are taken to							
-disagree		deal with a poor performer who cannot							
		or will not improve.	25.71%	3.21%	22.50%	33.03%	21.65%	19.62%	41.27%

Response Type Item Item Text Agree  Agree  Agree  Agree  Agree  Berformance are recognized in a meaningful way.  Agree  25 Awards in my work unit depend on how  Agree  Agree  Strongly Agree/ Agree  Agree/ Fair/ Neither Agree  Fair/ Nego  Fair/ Neither Agree  Fair/ Nego  Fair/ Nego  Satisfied Disagree/ Very Poor/ Neither Agree  Fair/ Nego  Satisfied Disagree/ Nego  Satisfied Dissatisfied Dissatisfied Dissatisfied Nego  Satisfied Nego  Satisfie
Response Type Item Item Text
Response Type Item Item Text  Agree
Response Type Item Item Text Agree -disagree -
Response Type Item Item Text  Agree 24 *In my work unit, differences in performance are recognized in a meaningful way.  Satisfied Satisfied Dissatisfied Dissati
Response Type Item Item Text % % % % % % % % % % % % % % % % % % %
Response Type Item Item Text % % % % % % % % % % % % % % % % % % %
Type         Item         Item Text         %
Agree - disagree
-disagree performance are recognized in a meaningful way. 31.87% 10.55% 21.32% 27.67% 25.86% 14.60% 40.4
meaningful way. 31.87% 10.55% 21.32% 27.67% 25.86% 14.60% 40.4
Agree 25 Awards in my work unit depend on how
-disagree   well employees perform their jobs.   36.42%   11.99%   24.42%   36.57%   18.07%   8.94%   27.0
Agree 26 Employees in my work unit share job
-disagree knowledge with each other. 74.27% 29.46% 44.81% 15.45% 2.92% 7.35% 10.3
Agree 27 The skill level in my work unit has
-disagree improved in the past year. 66.60% 12.36% 54.25% 17.53% 11.29% 4.58% 15.8
Good 28 How would you rate the overall quality
-poor of work done by your work unit? 85.23% 47.46% 37.78% 11.77% 3.00% 0.00% 3.0
Agree 29 *The workforce has the job-relevant
-disagree knowledge and skills necessary to
accomplish organizational goals. 74.32% 22.26% 52.06% 13.51% 6.27% 5.91% 12.1
Agree 30 *Employees have a feeling of personal
-disagree empowerment with respect to work
processes. 43.87% 4.76% 39.11% 28.18% 15.58% 12.36% 27.5
Agree 31 Employees are recognized for providing
-disagree high quality products and services. 50.99% 11.20% 39.79% 27.29% 11.77% 9.94% 21.
Agree 32 *Creativity and innovation are
-disagree rewarded. 29.63% 6.34% 23.30% 45.16% 16.83% 8.38% 25.3
Agree 33 *Pay raises depend on how well
-disagree employees perform their jobs. 30.85% 5.01% 25.84% 33.70% 22.35% 13.09% 35.4
Agree 34 Policies and programs promote
-disagree diversity in the workplace (for example,
recruiting minorities and women,
training in awareness of diversity issues,
mentoring). 60.05% 15.64% 44.41% 33.66% 3.14% 3.15% 6.2

		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
Item		%	%	%	%	%	%	%
35	*Employees are protected from health	92 <u>02</u> %	25 25%	E7 700/	15 40%	1 /100/	0.00%	1.48%
26		03.02/0	23.23/0	37.76/0	13.43/0	1.40/0	0.00%	1.487
30								
	threats.	55.07%	9.89%	45.18%	30.56%	11.24%	3.13%	14.37%
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	58.65%	12.91%	45.75%	28.69%	5.34%	7.32%	12.66%
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.	63.23%	18.46%	44.77%	22.22%	10.52%	4.03%	14.55%
39	My agency is successful at accomplishing its mission.	75.90%	24.57%	51.34%	16.01%	5.00%	3.08%	8.09%
40	I recommend my organization as a good place to work.	71.71%	26.40%	45.31%	18.16%	2.97%	7.17%	10.14%
41	I believe the results of this survey will be used to make my agency a better place to work.	52.84%	12.87%	39.97%	27.76%	8.09%	11.31%	19.41%
42	*My supervisor supports my need to	78 00%	45 50°/	22 20%	7.46%	7 76%	5 80%	13.64%
43	My supervisor provides me with opportunities to demonstrate my							14.91%
	35 36 37 38 39 40 41	*Employees are protected from health and safety hazards on the job.  *My organization has prepared employees for potential security threats.  Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.  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.  My agency is successful at accomplishing its mission.  I recommend my organization as a good place to work.  I believe the results of this survey will be used to make my agency a better place to work.  *My supervisor supports my need to balance work and other life issues.  My supervisor provides me with	Item Item Text	Item Item Text 9 Satisfied 9 S	Agree/Very Good/ Agree/Very Good/ Percent Positive Satisfied Satis	Strongly Agree/ Very Good/ Agree/ Very Good/ Positive Good/ Satisfied nor Satisfied nor Dissatisfied nor Satisfied when Satisfied and safety hazards on the job. 83.02% 25.25% 57.78% 15.49% 15	Strongly Agree/ Very Agree/ Very Good/ Neither Good/ Poor/ Poor/ Satisfied Dissatisfied Poor/ Poor/ Satisfied Satisfied Poor/ Poor/ Satisfied Satisfied Poor/ Poor/ Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied Poor/ Satisfied Satisf	Strongly Agree/ Very Good/ Agree/ Very Good/ Percent Positive Satisfied on Poor Very Poor/ Very Satisfied Satisfied Satisfied Satisfied Satisfied Wery Good/ Wery Poor/ Very Dissatisfied Wery Good/ Wery Poor/ Very Satisfied Wery Good/ Wery Poor/ Very Dissatisfied Wery Good/ Wery Poor/ Very Satisfied Wery Good/ Wery Poor/ Very Satisfied Wery Good/ Wery Poor/ Very Satisfied Wery Good/ Wery Poor/ Very Dissatisfied Wery Good/ Wery Poor/ Very Satisfied Wery Good/ Wery Poor/ Very Dissatisfied Wery Good/ Wery Poor/ Very Satisfied Wery Good/ Wery Poor/ Very Mery Wery Poor/ Very Mery Poor/ Very Mery Wery Poor/ Very Mery Poor/ Very Mery Wery Poor/ Very Wery Poor/ Very Mery Poor/ Very Wery Poor/ Very Poor/ Ver

					Neither			
					Agree nor			
			Strongly		_			
			Agree/		Fair/		Strongly	
			Very		Neither		Disagree/	
			Good/	Agree/	Satisfied	Disagree/	Very Poor/	
		Percent	Very	Good/	nor	Poor/	Very	Percent
		Positive	Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Negative
Item	Item Text	%	%	%	%	%	%	%
44	*Discussions with my supervisor about							
	my performance are worthwhile.	58.74%	24.35%	34.39%	23.43%	7.27%	10.56%	17.83%
45	My supervisor is committed to a							
	workforce representative of all							
	segments of society.	70.49%	31.09%	39.40%	20.99%	1.67%	6.85%	8.52%
46	My supervisor provides me with							
	constructive suggestions to improve my							
	job performance.	55.44%	18.35%	37.10%	23.12%	7.47%	13.96%	21.43%
47	*Supervisors in my work unit support							
	employee development.	69.51%	31.74%	37.77%	15.63%	7.31%	7.55%	14.86%
48	My supervisor listens to what I have to							
	say.	73.63%	38.68%	34.95%	14.59%	6.07%	5.71%	11.78%
49	My supervisor treats me with respect.							
		76.52%	41.73%	34.79%	13.00%	6.19%	4.30%	10.48%
50	In the last six months, my supervisor							
	has talked with me about my							
	performance.	70.56%	29.82%	40.74%	14.86%	11.73%	2.85%	14.58%
51	*I have trust and confidence in my							
	supervisor.	64.54%	38.76%	25.78%	17.76%	4.50%	13.20%	17.70%
52	*Overall, how good a job do you feel is							
	being done by your immediate							
	supervisor?	70.28%	38.79%	31.49%	16.38%	7.58%	5.76%	13.33%
53	*In my organization, senior leaders							
	generate high levels of motivation and							
	commitment in the workforce.	60.11%	11.83%	48.28%	21.99%	10.25%	7.64%	17.90%
54	My organization's senior leaders							
	maintain high standards of honesty and							
	integrity.	75.52%	23.29%	52.23%	14.11%	3.34%	7.04%	10.38%
	44 45 46 47 48 49 50 51 52	<ul> <li>*Discussions with my supervisor about my performance are worthwhile.</li> <li>My supervisor is committed to a workforce representative of all segments of society.</li> <li>My supervisor provides me with constructive suggestions to improve my job performance.</li> <li>*Supervisors in my work unit support employee development.</li> <li>My supervisor listens to what I have to say.</li> <li>My supervisor treats me with respect.</li> <li>In the last six months, my supervisor has talked with me about my performance.</li> <li>*I have trust and confidence in my supervisor.</li> <li>*Overall, how good a job do you feel is being done by your immediate supervisor?</li> <li>*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</li> <li>My organization's senior leaders maintain high standards of honesty and</li> </ul>	Item Item Text	ItemItem TextAgree/Very Good/Very Good/Very Good/Very Satisfied44*Discussions with my supervisor about my performance are worthwhile.58.74%24.35%45My supervisor is committed to a workforce representative of all segments of society.70.49%31.09%46My supervisor provides me with constructive suggestions to improve my job performance.55.44%18.35%47*Supervisors in my work unit support employee development.69.51%31.74%48My supervisor listens to what I have to say.73.63%38.68%49My supervisor treats me with respect.76.52%41.73%50In the last six months, my supervisor has talked with me about my performance.70.56%29.82%51*I have trust and confidence in my supervisor.64.54%38.76%52*Overall, how good a job do you feel is being done by your immediate supervisor?70.28%38.79%53*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.60.11%11.83%54My organization's senior leaders maintain high standards of honesty and60.11%11.83%	Item Item Text % % % %  44 *Discussions with my supervisor about my performance are worthwhile. 58.74% 24.35% 34.39%  45 My supervisor is committed to a workforce representative of all segments of society. 70.49% 31.09% 39.40%  46 My supervisor provides me with constructive suggestions to improve my job performance. 55.44% 18.35% 37.10%  47 *Supervisors in my work unit support employee development. 69.51% 31.74% 37.77%  48 My supervisor listens to what I have to say. 73.63% 38.68% 34.95%  49 My supervisor treats me with respect. 76.52% 41.73% 34.79%  50 In the last six months, my supervisor has talked with me about my performance. 70.56% 29.82% 40.74%  51 *I have trust and confidence in my supervisor. 64.54% 38.76% 25.78%  52 *Overall, how good a job do you feel is being done by your immediate supervisor? 70.28% 38.79% 31.49%  53 *In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 60.11% 11.83% 48.28%  My organization's senior leaders maintain high standards of honesty and	Agree nor Disagree/ Fair/ Neither Ocod/ Percent Positive My supervisor is committed to a workforce representative of all segments of society.  46 My supervisor provides me with constructive suggestions to improve my job performance.  47 *Supervisors in my work unit support employee development.  48 My supervisor listens to what I have to say.  49 My supervisor treats me with respect.  49 My supervisor treats me with respect.  50 In the last six months, my supervisor has talked with me about my performance.  51 *I have trust and confidence in my supervisor.  52 *Overall, how good a job do you feel is being done by your immediate supervisor?  54 My organization, senior leaders generate high levels of motivation and commitment in the workforce.  55 My organization's senior leaders generate high levels of motivation and commitment in the workforce.  56 My organization's senior leaders generate high levels of motivation and commitment in the workforce.  56 My organization's senior leaders generate high levels of motivation and commitment in the workforce.  57 My organization's senior leaders generate high levels of motivation and commitment in the workforce.	ItemItem TextStrongly Agree/ Very Very Very Very Very Very Very Very	Agree nor Disagree/ Fair/ Neither   Strongly Very Nery Neither   Satisfied Very Nery Nery New Yery Nery Nery Nery Nery Neither   Satisfied New Yery Nery Nery Nery Nery Nery Nery Nery N

						Neither			
						Agree nor			
				Strongly		Disagree/			
				Agree/		Fair/		Strongly	
				Very		Neither		Disagree/	
				Good/	Agree/	Satisfied	Disagree/	Very Poor/	
			Percent	Very	Good/	nor	Poor/	Very	Percent
Response			Positive	Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Negative
Туре	Item	Item Text	%	%	%	%	%	%	%
Agree	55	*Supervisors work well with employees							
-disagree		of different backgrounds.	69.19%	17.40%	51.79%	25.62%	1.66%	3.54%	5.20%
Agree	56	*Managers communicate the goals and							
-disagree		priorities of the organization.	80.32%	14.70%	65.62%	13.52%	1.58%	4.58%	6.16%
Agree	57	*Managers review and evaluate the							
-disagree		organization's progress toward meeting							
		its goals and objectives.	68.63%	12.49%	56.14%	20.42%	5.33%	5.61%	10.95%
Agree	58	Managers promote communication							
-disagree		among different work units (for							
		example, about projects, goals, needed							
		resources).	58.17%	14.02%	44.15%	18.30%	9.78%	13.75%	23.54%
Agree	59	Managers support collaboration across							
-disagree		work units to accomplish work							
		objectives.	64.89%	18.41%	46.48%	13.52%	8.24%	13.36%	21.60%
Good	60	Overall, how good a job do you feel is							
-poor		being done by the manager directly							
		above your immediate supervisor?	53.74%	23.41%	30.33%	23.68%	11.75%	10.84%	22.58%
Agree	61	*I have a high level of respect for my							
-disagree		organization's senior leaders.	75.48%	30.27%	45.21%	13.63%	4.86%	6.03%	10.89%
Agree	62	Senior leaders demonstrate support for							
-disagree		Work/Life programs.	89.90%	33.05%	56.84%	4.99%	3.34%	1.77%	5.11%
Satisfied	63	*How satisfied are you with your							
-dissatisfi		involvement in decisions that affect							
ed		your work?	50.74%	13.46%	37.28%	25.57%	13.55%	10.14%	23.69%
Satisfied	64	*How satisfied are you with the							
-dissatisfi		information you receive from							
ed		management on what's going on in							
		your organization?	48.96%	12.30%	36.66%	25.51%	20.96%	4.56%	25.52%

				•					
						Neither Agree nor			
				Strongly		Disagree/			
						_		Ctrongly	
				Agree/		Fair/		Strongly	
				Very		Neither	5. /	Disagree/	
				Good/	Agree/	Satisfied	Disagree/	Very Poor/	
_			Percent	Very	Good/	nor	Poor/	Very	Percent
Response			Positive	Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Negative
Type	Item	Item Text	%	%	%	%	%	%	%
Satisfied	65	*How satisfied are you with the							
-dissatisfi		recognition you receive for doing a							
ed		good job?	48.24%	17.86%	30.38%	33.94%	13.41%	4.41%	17.82%
Satisfied	66	*How satisfied are you with the policies							
-dissatisfi		and practices of your senior leaders?							
ed			54.67%	10.33%	44.34%	28.05%	11.24%	6.04%	17.28%
Satisfied	67	*How satisfied are you with your							
-dissatisfi		opportunity to get a better job in your							
ed		organization?	36.36%	9.17%	27.19%	39.98%	17.56%	6.09%	23.66%
Satisfied	68	*How satisfied are you with the training							
-dissatisfi		you receive for your present job?							
ed			60.23%	15.06%	45.17%	21.99%	14.89%	2.89%	17.78%
Satisfied	69	*Considering everything, how satisfied							
-dissatisfi		are you with your job?							
ed		, , ,	71.88%	31.06%	40.82%	17.99%	5.77%	4.36%	10.14%
Satisfied	70	*Considering everything, how satisfied							
-dissatisfi		are you with your pay?							
ed		, , , ,	76.08%	26.18%	49.89%	13.35%	9.12%	1.46%	10.58%
Satisfied	71	Considering everything, how satisfied							
-dissatisfi		are you with your organization?							
ed		and you man your or games and	67.14%	23.41%	43.72%	19.45%	7.65%	5.76%	13.41%
Satisfied	79	How satisfied are you with the following				- 10,1	34,5		- 12,1
-dissatisfi	-	Work/Life programs in your agency?							
ed		Telework	83.63%	49.30%	34.33%	12.73%	3.64%	0.00%	3.64%
Satisfied	80	How satisfied are you with the following						1 1 2 / 1	
-dissatisfi		Work/Life programs in your agency?							
ed		Alternative Work Schedules (AWS)	92.66%	46.34%	46.33%	2.72%	2.30%	2.32%	4.61%
			0 = . 0 0 / 0	1	. 5.5575	<b>_</b> / •			

Response Type	Item	ltem 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 %
Satisfied	81	How satisfied are you with the following							
-dissatisfi		Work/Life programs in your agency?							
ed		Health and Wellness Programs (for							
		example, exercise, medical screening,	F2 400/	0.000/	<b>50</b> 400/	47.500/	0.000/	0.000/	0.000/
Carreta	00	quit smoking programs)	52.48%	0.00%	52.48%	47.52%	0.00%	0.00%	0.00%
Satisfied	82	How satisfied are you with the following							
-dissatisfi		Work/Life programs in your agency?	75.03%	7.88%	67.15%	24.97%	0.00%	0.00%	0.00%
ed Satisfied	83	Employee Assistance Program (EAP) How satisfied are you with the following	75.03%	7.88%	67.15%	24.97%	0.00%	0.00%	0.00%
-dissatisfi	03	Work/Life programs in your agency?							
ed		Child Care Programs (for example,							
Cu		daycare, parenting classes, parenting							
		support groups)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Satisfied	84	How satisfied are you with the following			2.22,3		212272		
-dissatisfi		Work/Life programs in your agency?							
ed		Elder Care Programs (for example,							
		support groups, speakers)	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%

<sup>\*</sup> AES prescribed items

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

<sup>\*\*</sup> Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Response			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	Item Response Total**	Do Not Know/ No Basis to Judge
Туре	Item	Item Text	N	N	N	N	N	N	N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	13	31	11	10	2	67	N/A
Agree -disagree	2	I have enough information to do my job well.	7	35	9	13	3	67	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	10	30	12	9	6		N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	20	33	5	5	4	67	N/A
Agree	5	*I like the kind of work I do.	29	22	2	1	1	66	NI/A
-disagree Agree	6	I know what is expected of me on the	29	32	3	1	1	66	N/A
-disagree		job.	12	32	11	7	5	67	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	46	20	1	0	0	67	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	30	32	5	0	0	67	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	12	35	9	7	4	67	0
Agree -disagree	10	*My workload is reasonable.	10	28	12	11	4	65	1
Agree -disagree	11	*My talents are used well in the workplace.	9	25	11	11	7	63	1
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	19	34	6	6	2		0
Agree -disagree	13	*The work I do is important.	30			0	1		0

Response Type	Item	Item Text	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	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	23	30	12	1	0	66	1
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	11	31	15	1	4	62	5
Agree -disagree	16	I am held accountable for achieving results.	18	38	7	3	1	67	0
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	9	17	16	11	7	60	4
Agree -disagree	18	*My training needs are assessed.	9	26	16	12	4	67	0
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).	13	24	14	8	2	61	6
Agree -disagree	20	*The people I work with cooperate to get the job done.	17	38	4	6	2	67	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	8	25	19	8	2		5
Agree -disagree	22	*Promotions in my work unit are based on merit.	4	18	26	8	5	61	6
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	2	14	20	13	12	61	6

					Neither				
					Agree nor				
			Strongly		Disagree/				
			Agree/		Fair/		Strongly		Do Not
			Very		Neither		Disagree/		Know/
			Good/	Agree/	Satisfied	Disagree/	Very Poor/	Item	No
			Very	Good/	nor	Poor/	Very	Response	Basis to
Response			Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Total**	Judge
Type	Item	Item Text	N	N	N	N	N	N	N
Agree	24	*In my work unit, differences in							
-disagree		performance are recognized in a							
		meaningful way.	6	12	15	14	8	55	10
Agree	25	Awards in my work unit depend on how							
-disagree		well employees perform their jobs.	7	14	20	10	5	56	11
Agree	26	Employees in my work unit share job							
-disagree		knowledge with each other.	20	30	10	2	5	67	0
Agree	27	The skill level in my work unit has							
-disagree		improved in the past year.	8	34	11	7	3	63	4
Good	28	How would you rate the overall quality							
-poor		of work done by your work unit?	32	25	8	2	0	67	N/A
Agree	29	*The workforce has the job-relevant							
-disagree		knowledge and skills necessary to							
		accomplish organizational goals.	15	34	9	4	4	66	1
Agree	30	*Employees have a feeling of personal							
-disagree		empowerment with respect to work							
		processes.	3	25	18	10	8	64	2
Agree	31	Employees are recognized for providing							
-disagree		high quality products and services.	7	24	16	7	6	60	6
Agree	32	*Creativity and innovation are							
-disagree		rewarded.	4	14	27	10	5	60	6
Agree	33	*Pay raises depend on how well							
-disagree		employees perform their jobs.	3	16	20	13	8	60	7
Agree	34	Policies and programs promote							
-disagree		diversity in the workplace (for example,							
		recruiting minorities and women,							
		training in awareness of diversity issues,							
		mentoring).	10	28	21	2	2	63	4
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Response Type	ltem	Item Text	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	35	*Employees are protected from health							
-disagree		and safety hazards on the job.	16	37	10	1	0	64	3
Agree	36	*My organization has prepared							
-disagree		employees for potential security			4.0	_			
A	27	threats.	6	27	19	7	2	61	6
Agree	37	Arbitrary action, personal favoritism							
-disagree		and coercion for partisan political purposes are not tolerated.	7	25	16	3	4	55	10
Agree	38	Prohibited Personnel Practices (for	/	25	10	3	4	33	10
-disagree	36	example, illegally discriminating for or							
-uisagi ee		against any employee/applicant,							
		obstructing a person's right to compete							
		for employment, knowingly violating							
		veterans' preference requirements) are							
		not tolerated.	9	22	11	5	2	49	17
Agree	39	My agency is successful at							
-disagree		accomplishing its mission.	16	32	10	3	2	63	4
Agree	40	I recommend my organization as a good							
-disagree		place to work.	18	30	12	2	5	67	N/A
Agree	41	I believe the results of this survey will							
-disagree		be used to make my agency a better							
		place to work.	8	24	17	5	7	61	6
Agree	42	*My supervisor supports my need to							
-disagree		balance work and other life issues.	30	22	5	5	4	66	1
Agree	43	My supervisor provides me with							
-disagree		opportunities to demonstrate my							
		leadership skills.	20	27	10	4	6	67	0

					Neither				
					Agree nor				
			Strongly		Disagree/				
			Agree/		Fair/		Strongly		Do Not
			Very		Neither		Disagree/		Know/
			Good/	Agree/	Satisfied	Disagree/	Very Poor/	Item	No
			Very	Good/	nor	Poor/	Very	Response	Basis to
Response			Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Total**	Judge
Type	Item	Item Text	N	N	N	N	N	N	N
Agree	44	*Discussions with my supervisor about							
-disagree		my performance are worthwhile.	16	22	15	5	7	65	1
Agree	45	My supervisor is committed to a							
-disagree		workforce representative of all							
		segments of society.	18	23	12	1	4	58	9
Agree	46	My supervisor provides me with							
-disagree		constructive suggestions to improve my							
		job performance.	12	24	15	5	9	65	0
Agree	47	*Supervisors in my work unit support							
-disagree		employee development.	21	25	10	5	5	66	1
Agree	48	My supervisor listens to what I have to							
-disagree		say.	26	23	10	4	4	67	N/A
Agree	49	My supervisor treats me with respect.							
-disagree			28	23	9	4	3	67	N/A
Agree	50	In the last six months, my supervisor							
-disagree		has talked with me about my							
		performance.	20	27	10	8	2	67	N/A
Agree	51	*I have trust and confidence in my							
-disagree		supervisor.	26	17	12	3	9	67	N/A
Good	52	*Overall, how good a job do you feel is							
-poor		being done by your immediate							
		supervisor?	26	21	11	5	4	67	N/A
Agree	53	*In my organization, senior leaders							
-disagree		generate high levels of motivation and							
		commitment in the workforce.	8	32	14	7	5	66	1
Agree	54	My organization's senior leaders							
-disagree		maintain high standards of honesty and							
		integrity.	14	30	8	2	4	58	9
		<u> </u>						-	

					Neither				
					Agree nor				
			Strongly		Disagree/				
			Agree/		Fair/		Strongly		Do Not
			Very		Neither		Disagree/		Know/
			Good/	Agree/	Satisfied	Disagree/	Very Poor/	Item	No
			Very	Good/	nor	Poor/	Very	Response	Basis to
Response			Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Total**	Judge
Type	Item	Item Text	N	N	N	N	N	N	N
Agree	55	*Supervisors work well with employees							
-disagree		of different backgrounds.	10	29	14	1	2	56	11
Agree	56	*Managers communicate the goals and							
-disagree		priorities of the organization.	10	44	9	1	3	67	0
Agree	57	*Managers review and evaluate the							
-disagree		organization's progress toward meeting							
		its goals and objectives.	7	31	11	3	3	55	10
Agree	58	Managers promote communication							
-disagree		among different work units (for							
		example, about projects, goals, needed							
		resources).	9	28	12	6	9	64	2
Agree	59	Managers support collaboration across							
-disagree		work units to accomplish work							
		objectives.	12	30	9	5	9	65	2
Good	60	Overall, how good a job do you feel is							
-poor		being done by the manager directly							
		above your immediate supervisor?	15	19	15	7	7	63	4
Agree	61	*I have a high level of respect for my							
-disagree		organization's senior leaders.	20	30	9	3	4	66	1
Agree	62	Senior leaders demonstrate support for							
-disagree		Work/Life programs.	20	34	3	2	1	60	7
Satisfied	63	*How satisfied are you with your							
-dissatisfi		involvement in decisions that affect							
ed		your work?	9	25	17	9	7	67	N/A
Satisfied	64	*How satisfied are you with the							
-dissatisfi		information you receive from							
ed		management on what's going on in							
		your organization?	8	24	17	14	3	66	N/A
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Response Type	ltem	Item Text	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
Satisfied			IN	IN	14	14	IN	IV	IV
-dissatisfi ed	65	*How satisfied are you with the recognition you receive for doing a good job?	12	20	22	9	3	66	N/A
Satisfied -dissatisfi ed	66	*How satisfied are you with the policies and practices of your senior leaders?	7	29	19	7	4	66	N/A
	C7	*!!	,	29	19	/	4	00	IN/A
Satisfied -dissatisfi ed	67	*How satisfied are you with your opportunity to get a better job in your organization?	6	18	26	12	4	66	N/A
Satisfied	68	*How satisfied are you with the training	0	10	20	12		00	IN/A
-dissatisfi	00	you receive for your present job?	10	30	14	10	2	66	N/A
Satisfied	69	*Considering everything, how satisfied	10	30	14	10		00	IN/ A
-dissatisfi	09	are you with your job?	21	27	12	4	2	67	N1/A
Satisfied	70	*Considering everything, how satisfied	21	21	12	4	3	07	N/A
-dissatisfi	70	are you with your pay?	18	33	9	6	1	67	N/A
Satisfied	71	Considering everything, how satisfied	10	33	9	О	1	07	IN/A
-dissatisfi	71	are you with your organization?							
ed		· · · ·	16	29	13	5	4	67	N/A
Satisfied -dissatisfi	79	How satisfied are you with the following							
ed		Work/Life programs in your agency? Telework	27	19	7	2	0	55	0
Satisfied	80	How satisfied are you with the following	27	19	,	2	0		0
-dissatisfi	80	Work/Life programs in your agency?							
ed		Alternative Work Schedules (AWS)	19	19	1	1	1	41	0

Response Type	Item	Item Text	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
Satisfied -dissatisfi ed	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for							
eu		example, exercise, medical screening, quit smoking programs)	0	1	1	0	0	2	0
Satisfied -dissatisfi ed	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	1	8	3	0	0	12	4
Satisfied -dissatisfi ed	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	0	0		1
Satisfied -dissatisfi ed	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	0		1	0	0		1

<sup>\*</sup> AES prescribed items

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

<sup>\*\*</sup> Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Juc

### Work Life-Telework

2. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	57	85.02%
Yes, I was notified that I was not eligible to telework.	6	9.04%
No, I was not notified of my telework eligibility.	3	4.44%
Not sure if I was notified of my telework eligibility.	1	1.50%
Total	67	100.00%
3. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	14	20.98%
I telework 1 or 2 days per week.	21	30.74%
I telework, but no more than 1 or 2 days per month.	6	9.02%
I telework very infrequently.	14	21.17%
I do not telework because I have to be physically present on the job.	2	3.13%
I do not telework because I have technical issues.	1	1.61%
I do not telework because I did not receive approval to do so.	5	7.35%
I do not telework because I choose not to telework.	4	6.00%
Total	67	100.00%
4. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	42	62.30%
No	22	33.35%
Not available to me	3	4.35%
Total	67	100.00%
5. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	2	2.78%
No	36	53.45%
Not available to me	29	43.76%
Total	67	100.00%
6. Do you participate in the following Work/Life programs? Employee Assistance Program	N	9
Yes	11	18.31%
No	50	80.18%

### Work Life-Telework

Total  Do you participate in the following Work/Life programs? Child Care Programs  Yes  No  Not available to me  Total  Do you participate in the following Work/Life programs? Elder Care Programs	N 1 42 24	100.00% % 1.81% 62.34% 35.85%
ves No Not available to me Total	1 42 24	1.81% 62.34%
Not available to me Total	42 24	62.34%
Not available to me Total	24	
- otal		35.85%
	67	
Do you participate in the following Work/Life programs? Flder Care Programs	0,	100.00%
you put the pute in the joine thing the my and programs, and the control regions	N	9
'es	2	3.31%
No	41	60.97%
Not available to me	24	35.71%
-otal	67	100.00%