

NATIONAL INDIAN GAMING COMMISSION
2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

| Response Type | Item | Item Text | Percent Positive % | Strongly Agree/ Very Good/ Very Satisfied % | Agree/ Good/ Satisfied % | Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied % | Disagree/ Poor/ Dissatisfied % | Strongly Disagree/ Very Poor/ Very Dissatisfied % | Percent Negative % |
|-----------------|------|--|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|
| Agree -disagree | 1 | *I am given a real opportunity to improve my skills in my organization. | 56.72% | 27.61% | 29.11% | 30.67% | 10.05% | 2.56% | 12.61% |
| Agree -disagree | 2 | I have enough information to do my job well. | 71.36% | 22.32% | 49.04% | 9.12% | 16.07% | 3.46% | 19.53% |
| Agree -disagree | 3 | I feel encouraged to come up with new and better ways of doing things. | 57.50% | 17.56% | 39.94% | 20.97% | 16.84% | 4.69% | 21.54% |
| Agree -disagree | 4 | My work gives me a feeling of personal accomplishment. | 75.75% | 34.50% | 41.24% | 17.01% | 4.69% | 2.56% | 7.25% |
| Agree -disagree | 5 | I like the kind of work I do. | 94.73% | 54.48% | 40.25% | 2.72% | 0.00% | 2.56% | 2.56% |
| Agree -disagree | 6 | I know what is expected of me on the job. | 72.43% | 30.60% | 41.83% | 14.70% | 9.03% | 3.84% | 12.87% |
| Agree -disagree | 7 | When needed I am willing to put in the extra effort to get a job done. | 97.07% | 72.86% | 24.21% | 1.47% | 1.46% | 0.00% | 1.46% |
| Agree -disagree | 8 | I am constantly looking for ways to do my job better. | 87.38% | 42.24% | 45.14% | 10.43% | 2.18% | 0.00% | 2.18% |
| Agree -disagree | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | 64.59% | 24.32% | 40.27% | 19.23% | 11.83% | 4.34% | 16.18% |

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|-----------------|------|---|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|
| Agree -disagree | 10 | *My workload is reasonable. | 79.07% | 21.78% | 57.30% | 11.13% | 8.52% | 1.28% | 9.80% |
| Agree -disagree | 11 | *My talents are used well in the workplace. | 60.23% | 22.77% | 37.47% | 20.51% | 13.28% | 5.97% | 19.26% |
| Agree -disagree | 12 | *I know how my work relates to the agency's goals and priorities. | 79.47% | 46.78% | 32.69% | 13.96% | 5.28% | 1.30% | 6.57% |
| Agree -disagree | 13 | The work I do is important. | 91.22% | 60.85% | 30.37% | 3.57% | 2.14% | 3.07% | 5.21% |
| Agree -disagree | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | 79.72% | 37.78% | 41.93% | 10.11% | 5.95% | 4.23% | 10.18% |
| Agree -disagree | 15 | My performance appraisal is a fair reflection of my performance. | 58.33% | 26.67% | 31.66% | 31.31% | 1.31% | 9.05% | 10.35% |
| Agree -disagree | 16 | I am held accountable for achieving results. | 82.31% | 33.36% | 48.96% | 12.29% | 3.18% | 2.21% | 5.39% |
| Agree -disagree | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 52.59% | 24.67% | 27.92% | 24.36% | 6.14% | 16.90% | 23.05% |

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|-----------------|------|--|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|
| Agree -disagree | 18 | My training needs are assessed. | 55.15% | 14.55% | 40.60% | 22.21% | 14.95% | 7.69% | 22.65% |
| 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). | 65.52% | 28.78% | 36.74% | 15.48% | 9.46% | 9.54% | 19.00% |
| Agree -disagree | 20 | *The people I work with cooperate to get the job done. | 79.52% | 22.27% | 57.25% | 8.94% | 8.93% | 2.60% | 11.54% |
| Agree -disagree | 21 | My work unit is able to recruit people with the right skills. | 50.15% | 16.34% | 33.81% | 29.72% | 13.35% | 6.79% | 20.13% |
| Agree -disagree | 22 | Promotions in my work unit are based on merit. | 30.47% | 10.47% | 20.00% | 49.29% | 7.54% | 12.70% | 20.25% |
| Agree -disagree | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 29.39% | 1.42% | 27.97% | 45.06% | 12.87% | 12.68% | 25.55% |
| Agree -disagree | 24 | *In my work unit, differences in performance are recognized in a meaningful way. | 40.51% | 8.33% | 32.18% | 35.08% | 14.27% | 10.15% | 24.42% |

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|-----------------|------|--|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|
| Agree -disagree | 25 | Awards in my work unit depend on how well employees perform their jobs. | 47.37% | 14.32% | 33.05% | 30.29% | 14.44% | 7.90% | 22.34% |
| Agree -disagree | 26 | Employees in my work unit share job knowledge with each other. | 81.82% | 29.97% | 51.85% | 8.70% | 4.63% | 4.85% | 9.48% |
| Agree -disagree | 27 | The skill level in my work unit has improved in the past year. | 56.27% | 22.11% | 34.16% | 35.22% | 4.91% | 3.60% | 8.51% |
| Good -poor | 28 | How would you rate the overall quality of work done by your work unit? | 86.36% | 45.48% | 40.87% | 10.18% | 2.16% | 1.30% | 3.46% |
| Agree -disagree | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 80.16% | 28.79% | 51.37% | 14.03% | 2.00% | 3.81% | 5.81% |
| Agree -disagree | 30 | Employees have a feeling of personal empowerment with respect to work processes. | 49.16% | 13.59% | 35.56% | 27.40% | 19.64% | 3.80% | 23.44% |
| Agree -disagree | 31 | Employees are recognized for providing high quality products and services. | 45.95% | 21.78% | 24.17% | 34.99% | 12.41% | 6.65% | 19.07% |
| Agree -disagree | 32 | Creativity and innovation are rewarded. | 41.97% | 18.25% | 23.73% | 34.15% | 15.00% | 8.88% | 23.88% |
| Agree -disagree | 33 | Pay raises depend on how well employees perform their jobs. | 35.85% | 7.65% | 28.20% | 31.30% | 23.01% | 9.85% | 32.85% |

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|-----------------|------|--|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|
| Agree -disagree | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | 66.05% | 21.83% | 44.22% | 24.15% | 3.00% | 6.81% | 9.81% |
| Agree -disagree | 35 | Employees are protected from health and safety hazards on the job. | 80.74% | 24.59% | 56.15% | 15.91% | 0.00% | 3.34% | 3.34% |
| Agree -disagree | 36 | My organization has prepared employees for potential security threats. | 67.11% | 15.40% | 51.71% | 16.05% | 12.74% | 4.10% | 16.84% |
| Agree -disagree | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | 47.45% | 14.74% | 32.70% | 31.04% | 7.83% | 13.69% | 21.51% |
| Agree -disagree | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | 57.41% | 18.65% | 38.75% | 34.01% | 0.00% | 8.59% | 8.59% |

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|-----------------|------|--|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|
| Agree -disagree | 39 | My agency is successful at accomplishing its mission. | 79.28% | 25.89% | 53.39% | 13.75% | 1.50% | 5.46% | 6.97% |
| Agree -disagree | 40 | *I recommend my organization as a good place to work. | 76.95% | 27.75% | 49.20% | 13.10% | 4.48% | 5.46% | 9.95% |
| Agree -disagree | 41 | *I believe the results of this survey will be used to make my agency a better place to work. | 45.99% | 14.94% | 31.06% | 26.44% | 13.36% | 14.21% | 27.57% |
| Agree -disagree | 42 | My supervisor supports my need to balance work and other life issues. | 86.76% | 56.26% | 30.50% | 11.89% | 0.00% | 1.34% | 1.34% |
| Agree -disagree | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills. | 73.11% | 37.99% | 35.12% | 22.70% | 1.51% | 2.68% | 4.19% |
| Agree -disagree | 44 | Discussions with my supervisor about my performance are worthwhile. | 65.21% | 30.26% | 34.95% | 19.42% | 8.99% | 6.39% | 15.37% |
| Agree -disagree | 45 | My supervisor is committed to a workforce representative of all segments of society. | 82.48% | 35.68% | 46.81% | 10.66% | 4.01% | 2.86% | 6.86% |
| Agree -disagree | 46 | My supervisor provides me with constructive suggestions to improve my job performance. | 59.35% | 29.94% | 29.40% | 27.20% | 6.55% | 6.91% | 13.45% |

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|-----------------|------|--|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|
| Agree -disagree | 47 | Supervisors in my work unit support employee development. | 75.69% | 38.52% | 37.17% | 21.02% | 1.92% | 1.37% | 3.29% |
| Agree -disagree | 48 | My supervisor listens to what I have to say. | 75.80% | 44.17% | 31.62% | 18.74% | 4.12% | 1.34% | 5.46% |
| Agree -disagree | 49 | My supervisor treats me with respect. | 87.15% | 50.90% | 36.25% | 11.51% | 0.00% | 1.34% | 1.34% |
| Agree -disagree | 50 | In the last six months, my supervisor has talked with me about my performance. | 67.34% | 21.22% | 46.12% | 12.28% | 16.62% | 3.76% | 20.38% |
| Agree -disagree | 51 | I have trust and confidence in my supervisor. | 75.19% | 40.96% | 34.23% | 14.78% | 7.35% | 2.68% | 10.03% |
| Good -poor | 52 | Overall, how good a job do you feel is being done by your immediate supervisor? | 73.28% | 41.00% | 32.28% | 19.92% | 5.46% | 1.34% | 6.81% |
| Agree -disagree | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 50.96% | 16.39% | 34.57% | 25.63% | 15.10% | 8.31% | 23.41% |
| Agree -disagree | 54 | My organization's senior leaders maintain high standards of honesty and integrity. | 57.33% | 18.49% | 38.84% | 26.69% | 6.24% | 9.74% | 15.98% |

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|-----------------|------|---|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|
| Agree -disagree | 55 | Supervisors work well with employees of different backgrounds. | 70.53% | 17.40% | 53.13% | 24.63% | 1.42% | 3.42% | 4.85% |
| Agree -disagree | 56 | *Managers communicate the goals and priorities of the organization. | 58.87% | 16.87% | 42.01% | 21.58% | 13.92% | 5.62% | 19.55% |
| Agree -disagree | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives. | 55.30% | 16.53% | 38.77% | 27.55% | 10.76% | 6.39% | 17.14% |
| Agree -disagree | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 53.53% | 14.47% | 39.06% | 19.74% | 10.42% | 16.32% | 26.73% |
| Agree -disagree | 59 | Managers support collaboration across work units to accomplish work objectives. | 60.35% | 17.05% | 43.30% | 13.22% | 13.54% | 12.89% | 26.43% |
| Good -poor | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 54.84% | 20.64% | 34.20% | 36.17% | 5.11% | 3.88% | 8.99% |
| Agree -disagree | 61 | I have a high level of respect for my organization's senior leaders. | 64.93% | 18.08% | 46.85% | 22.28% | 9.21% | 3.58% | 12.79% |

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|-------------------------|------|--|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|
| Agree -disagree | 62 | Senior leaders demonstrate support for Work/Life programs. | 73.95% | 25.44% | 48.51% | 23.13% | 1.46% | 1.46% | 2.92% |
| Satisfied -dissatisfied | 63 | *How satisfied are you with your involvement in decisions that affect your work? | 57.71% | 20.96% | 36.74% | 25.97% | 12.68% | 3.64% | 16.32% |
| Satisfied -dissatisfied | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 45.34% | 16.86% | 28.48% | 25.00% | 20.67% | 8.99% | 29.66% |
| Satisfied -dissatisfied | 65 | *How satisfied are you with the recognition you receive for doing a good job? | 52.88% | 14.72% | 38.16% | 34.25% | 7.17% | 5.70% | 12.87% |
| Satisfied -dissatisfied | 66 | How satisfied are you with the policies and practices of your senior leaders? | 44.34% | 14.93% | 29.42% | 39.94% | 6.24% | 9.48% | 15.72% |
| Satisfied -dissatisfied | 67 | How satisfied are you with your opportunity to get a better job in your organization? | 36.42% | 16.67% | 19.75% | 34.06% | 16.50% | 13.02% | 29.52% |

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|-------------------------|------|---|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|
| Satisfied -dissatisfied | 68 | How satisfied are you with the training you receive for your present job? | 53.28% | 17.16% | 36.12% | 26.60% | 14.57% | 5.55% | 20.12% |
| Satisfied -dissatisfied | 69 | *Considering everything, how satisfied are you with your job? | 77.56% | 31.61% | 45.94% | 15.37% | 5.68% | 1.39% | 7.07% |
| Satisfied -dissatisfied | 70 | Considering everything, how satisfied are you with your pay? | 72.82% | 29.20% | 43.62% | 16.39% | 9.43% | 1.36% | 10.80% |
| Satisfied -dissatisfied | 71 | *Considering everything, how satisfied are you with your organization? | 67.43% | 26.51% | 40.91% | 24.14% | 7.07% | 1.36% | 8.43% |
| Satisfied -dissatisfied | 79 | How satisfied are you with the following Work/Life programs in your agency? Telework | 86.07% | 55.67% | 30.40% | 7.74% | 4.55% | 1.63% | 6.18% |
| Satisfied -dissatisfied | 80 | How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) | 95.13% | 57.64% | 37.49% | 4.87% | 0.00% | 0.00% | 0.00% |

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|-------------------------|------|---|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|
| Satisfied -dissatisfied | 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) | 70.40% | 15.85% | 54.54% | 20.11% | 9.49% | 0.00% | 9.49% |
| Satisfied -dissatisfied | 82 | How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) | 100.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Satisfied -dissatisfied | 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) | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% |
| Satisfied -dissatisfied | 84 | How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) | -- | -- | -- | -- | -- | -- | -- |

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|---------------|------|-----------|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|
|---------------|------|-----------|--------------------|---|--------------------------|--|--------------------------------|---|--------------------|

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| 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 | 1 | *I am given a real opportunity to improve my skills in my organization. | 16 | 19 | 19 | 6 | 2 | 62 | N/A |
| Agree -disagree | 2 | I have enough information to do my job well. | 13 | 30 | 6 | 10 | 2 | 61 | N/A |
| Agree -disagree | 3 | I feel encouraged to come up with new and better ways of doing things. | 10 | 26 | 13 | 10 | 3 | 62 | N/A |
| Agree -disagree | 4 | My work gives me a feeling of personal accomplishment. | 21 | 26 | 10 | 3 | 2 | 62 | N/A |
| Agree -disagree | 5 | I like the kind of work I do. | 33 | 25 | 2 | 0 | 2 | 62 | N/A |
| Agree -disagree | 6 | I know what is expected of me on the job. | 18 | 26 | 9 | 6 | 3 | 62 | N/A |
| Agree -disagree | 7 | When needed I am willing to put in the extra effort to get a job done. | 44 | 15 | 1 | 1 | 0 | 61 | N/A |
| Agree -disagree | 8 | I am constantly looking for ways to do my job better. | 26 | 28 | 6 | 1 | 0 | 61 | N/A |
| Agree -disagree | 9 | I have sufficient resources (for example, people, materials, budget) to get my job done. | 14 | 26 | 12 | 7 | 3 | 62 | 0 |

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|-----------------|------|---|--|-----------------------------------|---|---|--|----------------------------|--|
| Agree -disagree | 10 | *My workload is reasonable. | 12 | 36 | 7 | 6 | 1 | 62 | 0 |
| Agree -disagree | 11 | *My talents are used well in the workplace. | 13 | 24 | 13 | 8 | 4 | 62 | 0 |
| Agree -disagree | 12 | *I know how my work relates to the agency's goals and priorities. | 27 | 22 | 8 | 3 | 1 | 61 | 0 |
| Agree -disagree | 13 | The work I do is important. | 38 | 19 | 2 | 1 | 2 | 62 | 0 |
| Agree -disagree | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | 22 | 24 | 6 | 4 | 3 | 59 | 3 |
| Agree -disagree | 15 | My performance appraisal is a fair reflection of my performance. | 15 | 20 | 19 | 1 | 6 | 61 | 1 |
| Agree -disagree | 16 | I am held accountable for achieving results. | 19 | 30 | 8 | 2 | 1 | 60 | 2 |
| Agree -disagree | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 13 | 15 | 15 | 4 | 10 | 57 | 5 |

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|-----------------|------|--|--|-----------------------------------|---|---|--|----------------------------|--|
| Agree -disagree | 18 | My training needs are assessed. | 8 | 25 | 14 | 9 | 5 | 61 | 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). | 17 | 22 | 10 | 5 | 6 | 60 | 2 |
| Agree -disagree | 20 | *The people I work with cooperate to get the job done. | 14 | 35 | 5 | 5 | 2 | 61 | N/A |
| Agree -disagree | 21 | My work unit is able to recruit people with the right skills. | 9 | 20 | 18 | 8 | 4 | 59 | 3 |
| Agree -disagree | 22 | Promotions in my work unit are based on merit. | 6 | 11 | 27 | 4 | 7 | 55 | 7 |
| Agree -disagree | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 1 | 17 | 24 | 7 | 7 | 56 | 6 |
| Agree -disagree | 24 | *In my work unit, differences in performance are recognized in a meaningful way. | 5 | 17 | 21 | 7 | 6 | 56 | 6 |

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|-----------------|------|--|--|-----------------------------------|---|---|--|----------------------------|--|
| Agree -disagree | 25 | Awards in my work unit depend on how well employees perform their jobs. | 8 | 17 | 16 | 7 | 4 | 52 | 8 |
| Agree -disagree | 26 | Employees in my work unit share job knowledge with each other. | 18 | 32 | 6 | 3 | 3 | 62 | 0 |
| Agree -disagree | 27 | The skill level in my work unit has improved in the past year. | 12 | 21 | 21 | 3 | 2 | 59 | 3 |
| Good -poor | 28 | How would you rate the overall quality of work done by your work unit? | 26 | 27 | 6 | 1 | 1 | 61 | N/A |
| Agree -disagree | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 15 | 30 | 8 | 1 | 2 | 56 | 2 |
| Agree -disagree | 30 | Employees have a feeling of personal empowerment with respect to work processes. | 7 | 20 | 16 | 11 | 2 | 56 | 3 |
| Agree -disagree | 31 | Employees are recognized for providing high quality products and services. | 11 | 14 | 20 | 7 | 4 | 56 | 2 |
| Agree -disagree | 32 | Creativity and innovation are rewarded. | 9 | 14 | 19 | 8 | 5 | 55 | 4 |
| Agree -disagree | 33 | Pay raises depend on how well employees perform their jobs. | 4 | 15 | 17 | 11 | 6 | 53 | 6 |

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| 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 | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | 12 | 26 | 15 | 2 | 4 | 59 | 0 |
| Agree -disagree | 35 | Employees are protected from health and safety hazards on the job. | 13 | 32 | 10 | 0 | 2 | 57 | 1 |
| Agree -disagree | 36 | My organization has prepared employees for potential security threats. | 8 | 29 | 9 | 7 | 2 | 55 | 4 |
| Agree -disagree | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | 7 | 17 | 17 | 4 | 7 | 52 | 5 |
| Agree -disagree | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | 8 | 21 | 17 | 0 | 4 | 50 | 9 |

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|-----------------|------|--|--|-----------------------------------|---|---|--|----------------------------|--|
| Agree -disagree | 39 | My agency is successful at accomplishing its mission. | 14 | 33 | 8 | 1 | 3 | 59 | 0 |
| Agree -disagree | 40 | *I recommend my organization as a good place to work. | 15 | 30 | 9 | 2 | 3 | 59 | N/A |
| Agree -disagree | 41 | *I believe the results of this survey will be used to make my agency a better place to work. | 8 | 18 | 14 | 8 | 8 | 56 | 2 |
| Agree -disagree | 42 | My supervisor supports my need to balance work and other life issues. | 32 | 18 | 8 | 0 | 1 | 59 | 0 |
| Agree -disagree | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills. | 21 | 21 | 14 | 1 | 2 | 59 | 0 |
| Agree -disagree | 44 | Discussions with my supervisor about my performance are worthwhile. | 15 | 20 | 11 | 5 | 4 | 55 | 2 |
| Agree -disagree | 45 | My supervisor is committed to a workforce representative of all segments of society. | 19 | 26 | 6 | 2 | 2 | 55 | 4 |
| Agree -disagree | 46 | My supervisor provides me with constructive suggestions to improve my job performance. | 16 | 18 | 16 | 4 | 4 | 58 | 1 |

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|-----------------|------|--|--|-----------------------------------|---|---|--|----------------------------|--|
| Agree -disagree | 47 | Supervisors in my work unit support employee development. | 21 | 22 | 13 | 1 | 1 | 58 | 1 |
| Agree -disagree | 48 | My supervisor listens to what I have to say. | 25 | 19 | 12 | 2 | 1 | 59 | N/A |
| Agree -disagree | 49 | My supervisor treats me with respect. | 28 | 23 | 7 | 0 | 1 | 59 | N/A |
| Agree -disagree | 50 | In the last six months, my supervisor has talked with me about my performance. | 12 | 27 | 8 | 10 | 2 | 59 | N/A |
| Agree -disagree | 51 | I have trust and confidence in my supervisor. | 23 | 20 | 10 | 4 | 2 | 59 | N/A |
| Good -poor | 52 | Overall, how good a job do you feel is being done by your immediate supervisor? | 23 | 19 | 13 | 3 | 1 | 59 | N/A |
| Agree -disagree | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 9 | 21 | 15 | 9 | 5 | 59 | 0 |
| Agree -disagree | 54 | My organization's senior leaders maintain high standards of honesty and integrity. | 10 | 22 | 15 | 4 | 5 | 56 | 3 |

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|-----------------|------|---|--|-----------------------------------|---|---|--|----------------------------|--|
| Agree -disagree | 55 | Supervisors work well with employees of different backgrounds. | 9 | 30 | 14 | 1 | 2 | 56 | 3 |
| Agree -disagree | 56 | *Managers communicate the goals and priorities of the organization. | 9 | 25 | 13 | 7 | 3 | 57 | 0 |
| Agree -disagree | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives. | 8 | 21 | 15 | 5 | 3 | 52 | 6 |
| Agree -disagree | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 8 | 24 | 12 | 6 | 8 | 58 | 1 |
| Agree -disagree | 59 | Managers support collaboration across work units to accomplish work objectives. | 9 | 25 | 8 | 7 | 6 | 55 | 3 |
| Good -poor | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 11 | 19 | 20 | 3 | 2 | 55 | 3 |
| Agree -disagree | 61 | I have a high level of respect for my organization's senior leaders. | 11 | 28 | 13 | 5 | 2 | 59 | 0 |

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|-------------------------|------|--|--|-----------------------------------|---|---|--|----------------------------|--|
| Agree -disagree | 62 | Senior leaders demonstrate support for Work/Life programs. | 13 | 26 | 14 | 1 | 1 | 55 | 3 |
| Satisfied -dissatisfied | 63 | *How satisfied are you with your involvement in decisions that affect your work? | 11 | 22 | 15 | 8 | 2 | 58 | N/A |
| Satisfied -dissatisfied | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 10 | 17 | 14 | 12 | 5 | 58 | N/A |
| Satisfied -dissatisfied | 65 | *How satisfied are you with the recognition you receive for doing a good job? | 8 | 22 | 19 | 4 | 4 | 57 | N/A |
| Satisfied -dissatisfied | 66 | How satisfied are you with the policies and practices of your senior leaders? | 8 | 17 | 23 | 4 | 5 | 57 | N/A |
| Satisfied -dissatisfied | 67 | How satisfied are you with your opportunity to get a better job in your organization? | 9 | 11 | 20 | 10 | 7 | 57 | N/A |

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|-------------------------|------|---|--|-----------------------------------|---|---|--|----------------------------|--|
| Satisfied -dissatisfied | 68 | How satisfied are you with the training you receive for your present job? | 9 | 21 | 16 | 9 | 3 | 58 | N/A |
| Satisfied -dissatisfied | 69 | *Considering everything, how satisfied are you with your job? | 17 | 26 | 10 | 3 | 1 | 57 | N/A |
| Satisfied -dissatisfied | 70 | Considering everything, how satisfied are you with your pay? | 16 | 24 | 11 | 6 | 1 | 58 | N/A |
| Satisfied -dissatisfied | 71 | *Considering everything, how satisfied are you with your organization? | 15 | 24 | 14 | 4 | 1 | 58 | N/A |
| Satisfied -dissatisfied | 79 | How satisfied are you with the following Work/Life programs in your agency? Telework | 27 | 14 | 4 | 2 | 1 | 48 | 0 |
| Satisfied -dissatisfied | 80 | How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) | 18 | 12 | 2 | 0 | 0 | 32 | 0 |

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|-------------------------|------|---|--|-----------------------------------|---|---|--|----------------------------|--|
| Satisfied -dissatisfied | 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) | 1 | 5 | 2 | 1 | 0 | 9 | 0 |
| Satisfied -dissatisfied | 82 | How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) | 0 | 7 | 0 | 0 | 0 | 7 | 1 |
| Satisfied -dissatisfied | 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 | 1 | 0 | 0 | 1 | 0 |
| Satisfied -dissatisfied | 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.

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|---------------|------|-----------|--|-----------------------------------|---|---|--|----------------------------|--|
|---------------|------|-----------|--|-----------------------------------|---|---|--|----------------------------|--|

Percentages are weighted to represent the Agency's population.