

NATIONAL INDIAN GAMING COMMISSION
2018 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.	81.4%	41.6%	39.8%	12.0%	6.6%	0.0%	6.6%
Agree-disagree	2	I have enough information to do my job well.	83.0%	29.2%	53.8%	13.8%	3.2%	0.0%	3.2%
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	69.8%	34.1%	35.7%	19.5%	7.6%	3.1%	10.7%
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	88.4%	52.0%	36.4%	11.6%	0.0%	0.0%	0.0%
Agree-disagree	5	I like the kind of work I do.	96.9%	62.4%	34.4%	3.1%	0.0%	0.0%	0.0%
Agree-disagree	6	I know what is expected of me on the job.	87.2%	31.6%	55.6%	4.7%	6.3%	1.7%	8.1%
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	98.1%	70.0%	28.1%	1.9%	0.0%	0.0%	0.0%
Agree-disagree	8	I am constantly looking for ways to do my job better.	95.4%	50.9%	44.5%	4.6%	0.0%	0.0%	0.0%
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	79.4%	32.2%	47.3%	12.7%	6.5%	1.4%	7.9%
Agree-disagree	10	*My workload is reasonable.	77.5%	28.2%	49.3%	12.8%	5.3%	4.5%	9.8%
Agree-disagree	11	*My talents are used well in the workplace.	73.3%	25.6%	47.7%	12.7%	12.2%	1.8%	14.0%

NATIONAL INDIAN GAMING COMMISSION
2018 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	12	*I know how my work relates to the agency's goals.	92.2%	52.2%	40.0%	6.3%	1.4%	0.0%	1.4%
Agree-disagree	13	The work I do is important.	96.6%	59.1%	37.5%	3.4%	0.0%	0.0%	0.0%
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	79.6%	40.5%	39.1%	12.9%	1.4%	6.2%	7.5%
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	78.6%	43.5%	35.1%	15.8%	3.7%	1.8%	5.6%
Agree-disagree	16	I am held accountable for achieving results.	86.1%	37.5%	48.6%	12.2%	1.7%	0.0%	1.7%
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.5%	32.4%	29.1%	23.5%	6.6%	8.4%	15.0%
Agree-disagree	18	My training needs are assessed.	60.1%	24.8%	35.2%	21.0%	12.6%	6.3%	18.9%
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).	78.5%	34.8%	43.7%	15.3%	4.8%	1.4%	6.2%

NATIONAL INDIAN GAMING COMMISSION
2018 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	20	*The people I work with cooperate to get the job done.	83.4%	40.1%	43.4%	6.6%	10.0%	0.0%	10.0%
Agree-disagree	21	My work unit is able to recruit people with the right skills.	63.3%	26.8%	36.5%	24.3%	5.1%	7.3%	12.4%
Agree-disagree	22	Promotions in my work unit are based on merit.	51.2%	17.9%	33.3%	33.2%	6.7%	8.9%	15.6%
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	47.5%	10.8%	36.7%	24.0%	18.7%	9.8%	28.5%
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.4%	16.4%	27.0%	35.9%	12.6%	8.2%	20.8%
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	62.7%	19.7%	43.1%	28.4%	5.4%	3.5%	8.9%
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	81.9%	30.0%	52.0%	13.5%	1.4%	3.2%	4.5%
Agree-disagree	27	The skill level in my work unit has improved in the past year.	73.7%	34.1%	39.6%	16.6%	5.1%	4.6%	9.7%
Good-poor	28	How would you rate the overall quality of work done by your work unit?	97.4%	52.6%	44.8%	2.6%	0.0%	0.0%	0.0%
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	96.5%	53.7%	42.7%	2.0%	1.5%	0.0%	1.5%

NATIONAL INDIAN GAMING COMMISSION
2018 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	30	Employees have a feeling of personal empowerment with respect to work processes.	71.5%	18.3%	53.3%	13.5%	11.7%	3.3%	15.0%
Agree-disagree	31	Employees are recognized for providing high quality products and services.	70.7%	27.0%	43.7%	23.2%	2.8%	3.4%	6.2%
Agree-disagree	32	Creativity and innovation are rewarded.	58.6%	24.2%	34.4%	31.9%	6.1%	3.4%	9.5%
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	46.4%	16.8%	29.6%	33.2%	14.9%	5.5%	20.4%
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	64.6%	19.2%	45.4%	30.7%	1.4%	3.3%	4.7%
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	78.5%	32.8%	45.7%	18.6%	1.3%	1.6%	2.9%
Agree-disagree	36	My organization has prepared employees for potential security threats.	57.4%	17.1%	40.3%	29.3%	8.1%	5.2%	13.3%
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	63.7%	22.4%	41.3%	19.7%	8.7%	8.0%	16.6%

NATIONAL INDIAN GAMING COMMISSION
2018 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	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.	71.7%	30.3%	41.4%	14.2%	7.2%	6.9%	14.1%
Agree-disagree	39	My agency is successful at accomplishing its mission.	91.2%	33.0%	58.3%	8.8%	0.0%	0.0%	0.0%
Agree-disagree	40	*I recommend my organization as a good place to work.	85.0%	42.0%	43.0%	13.2%	1.8%	0.0%	1.8%
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	57.3%	25.4%	31.9%	33.1%	5.3%	4.3%	9.6%
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	83.5%	62.7%	20.9%	10.2%	1.8%	4.5%	6.2%
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	80.1%	46.5%	33.7%	11.5%	3.8%	4.5%	8.3%
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	77.0%	43.8%	33.2%	14.8%	3.6%	4.7%	8.2%

NATIONAL INDIAN GAMING COMMISSION
2018 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	45	My supervisor is committed to a workforce representative of all segments of society.	80.3%	42.7%	37.6%	9.4%	3.8%	6.5%	10.3%
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.9%	36.8%	36.1%	14.0%	1.9%	11.2%	13.1%
Agree-disagree	47	Supervisors in my work unit support employee development.	78.8%	47.7%	31.1%	10.0%	4.9%	6.2%	11.2%
Agree-disagree	48	My supervisor listens to what I have to say.	86.5%	54.9%	31.6%	5.4%	5.1%	3.0%	8.1%
Agree-disagree	49	My supervisor treats me with respect.	88.3%	58.1%	30.2%	1.8%	3.3%	6.6%	9.9%
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	80.5%	47.7%	32.8%	13.1%	6.4%	0.0%	6.4%
Agree-disagree	51	I have trust and confidence in my supervisor.	84.7%	54.9%	29.8%	5.4%	3.3%	6.6%	9.9%
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	88.0%	49.3%	38.7%	1.8%	5.5%	4.6%	10.1%
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	70.8%	20.7%	50.2%	15.6%	6.4%	7.1%	13.5%

NATIONAL INDIAN GAMING COMMISSION
2018 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	54	My organization's senior leaders maintain high standards of honesty and integrity.	75.9%	28.6%	47.3%	14.2%	5.1%	4.9%	10.0%
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	82.5%	34.8%	47.7%	11.4%	2.7%	3.5%	6.2%
Agree-disagree	56	*Managers communicate the goals of the organization.	75.7%	26.5%	49.2%	19.0%	5.3%	0.0%	5.3%
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	75.4%	23.0%	52.5%	17.6%	6.9%	0.0%	6.9%
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	66.2%	19.6%	46.6%	16.3%	12.0%	5.5%	17.5%
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	76.6%	24.9%	51.7%	13.0%	5.1%	5.3%	10.4%
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	72.6%	32.7%	39.8%	15.3%	6.9%	5.3%	12.2%
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	78.9%	33.8%	45.1%	14.8%	2.7%	3.7%	6.3%

NATIONAL INDIAN GAMING COMMISSION
2018 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	62	Senior leaders demonstrate support for Work/Life programs.	88.2%	43.2%	45.0%	11.8%	0.0%	0.0%	0.0%
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	65.4%	26.6%	38.8%	19.5%	13.9%	1.3%	15.1%
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.3%	21.9%	38.3%	16.5%	13.1%	10.1%	23.2%
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	73.0%	29.8%	43.2%	21.4%	5.5%	0.0%	5.5%
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	66.3%	23.3%	43.0%	22.5%	8.4%	2.7%	11.2%
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	49.6%	20.6%	29.0%	34.0%	11.3%	5.1%	16.4%
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	77.9%	30.4%	47.5%	15.2%	6.9%	0.0%	6.9%

NATIONAL INDIAN GAMING COMMISSION
2018 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 %
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	93.5%	44.5%	49.1%	3.6%	2.9%	0.0%	2.9%
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	88.1%	36.5%	51.7%	6.6%	5.2%	0.0%	5.2%
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	86.8%	38.6%	48.2%	6.8%	5.2%	1.3%	6.4%

* 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.