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<b>FIELD PERIOD</b>	May 4 - June 15, 2017
<b>SAMPLE OR CENSUS</b>	CENSUS
<b>NUMBER OF SURVEYS</b>	8,589
<b>NUMBER OF SURVEYS</b>	12,575
<b>RESPONSE RATE</b>	68.3%

**41** items identified as **strengths** (65% positive or higher)

**2** items identified as **challenges** (35% negative or higher)

**Engagement Index Score**

**2017 ENGAGEMENT INDEX**  
**70%**

<b>LEADERS LEAD</b>	<b>SUPERVISORS</b>	<b>INTRINSIC WORK EXPERIENCE</b>
<b>58%</b>	<b>80%</b>	<b>73%</b>

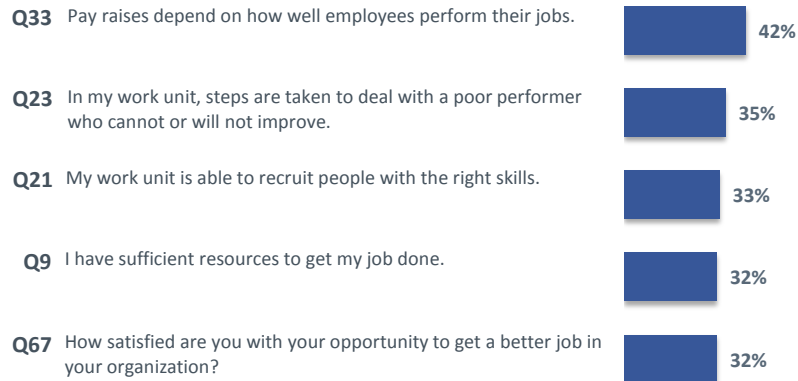
**Highest % Positive Items**

Select: Highest % Positive



**Highest % Negative Items**

Select: Highest % Negative



2017

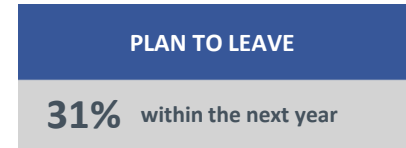
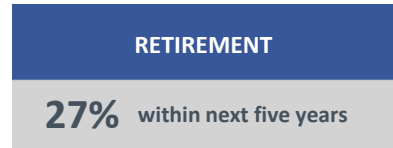
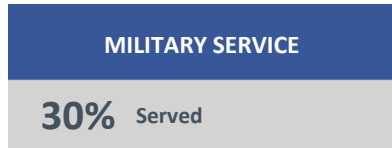
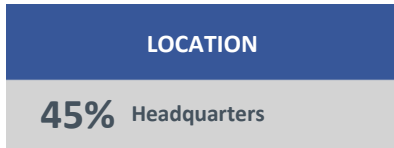
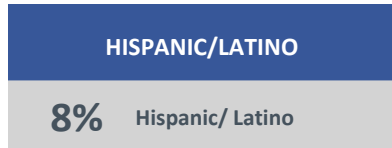
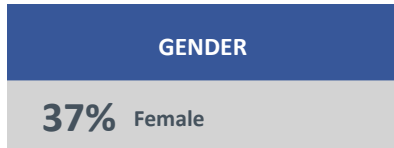
# Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



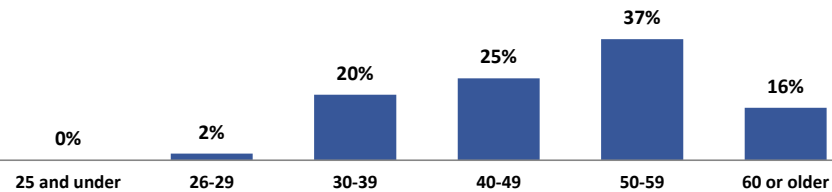
Annual Employee Survey (AES) Report

Department of Energy



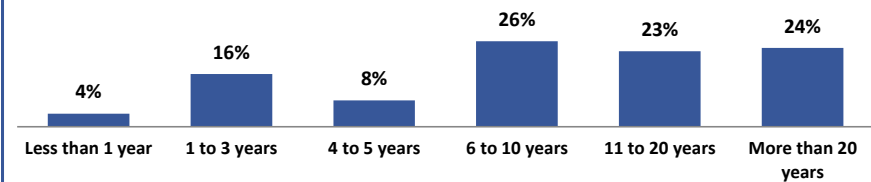
## Age Group

- Age Group
- Racial Category
- Education



## Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade





Select: Largest Increases since 2016

### Largest Increases in Percent Positive since 2016

66

items increased since 2016

	2014	2015	2016	2017	Percentage Point Change
Q55 Supervisors work well with employees of different backgrounds.	60%	60%	65%	72%	+7
Q25 Awards in my work unit depend on how well employees perform their jobs.	35%	39%	45%	50%	+5
Q31 Employees are recognized for providing high quality products and services.	42%	46%	52%	57%	+5
Q32 Creativity and innovation are rewarded.	32%	35%	41%	46%	+5
Q58 Managers promote communication among different work units.	46%	49%	55%	60%	+5

Select: Largest Decreases since 2016

### Largest Decreases in Percent Positive since 2016

2

items decreased since 2016

	2014	2015	2016	2017	Percentage Point Change
Q21 My work unit is able to recruit people with the right skills.	37%	42%	47%	44%	-3
Q9 I have sufficient resources to get my job done.	47%	48%	52%	51%	-1

Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	71.13%	26.32%	44.81%	13.86%	10.46%	4.55%	15.01%	2,310	3,825	1,175	886	380	8,576	N/A
Agree -disagree	2	I have enough information to do my job well.	72.70%	20.80%	51.90%	13.70%	10.28%	3.32%	13.60%	1,809	4,432	1,160	880	280	8,561	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	66.08%	27.68%	38.40%	15.37%	12.10%	6.46%	18.56%	2,401	3,262	1,296	1,019	540	8,518	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	73.67%	31.63%	42.04%	13.62%	7.82%	4.89%	12.71%	2,742	3,578	1,149	666	408	8,543	N/A
Agree -disagree	5	I like the kind of work I do.	83.99%	40.27%	43.72%	10.53%	3.50%	1.99%	5.48%	3,451	3,723	891	299	166	8,530	N/A
Agree -disagree	6	I know what is expected of me on the job.	79.12%	30.68%	48.45%	11.14%	6.67%	3.07%	9.74%	2,639	4,115	944	569	254	8,521	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.24%	65.23%	31.01%	2.31%	0.81%	0.65%	1.46%	5,626	2,613	190	66	52	8,547	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	90.86%	49.22%	41.64%	7.32%	1.19%	0.64%	1.82%	4,249	3,531	619	99	51	8,549	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.07%	12.36%	38.72%	16.58%	20.53%	11.82%	32.35%	1,063	3,309	1,404	1,775	1,003	8,554	19
Agree -disagree	10	*My workload is reasonable.	62.11%	12.89%	49.21%	15.98%	14.88%	7.04%	21.92%	1,103	4,205	1,341	1,287	594	8,530	16
Agree -disagree	11	*My talents are used well in the workplace.	62.86%	18.65%	44.21%	15.78%	12.97%	8.39%	21.36%	1,598	3,719	1,321	1,095	695	8,428	38
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	84.75%	35.02%	49.73%	8.77%	4.02%	2.46%	6.48%	3,031	4,211	730	336	203	8,511	36
Agree -disagree	13	The work I do is important.	88.88%	48.30%	40.57%	7.62%	2.10%	1.40%	3.50%	4,139	3,419	635	180	116	8,489	32
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.62%	26.28%	45.34%	13.11%	9.80%	5.46%	15.27%	2,261	3,828	1,111	853	474	8,527	19
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	72.13%	27.23%	44.90%	13.81%	8.13%	5.94%	14.07%	2,346	3,784	1,155	682	490	8,457	107
Agree -disagree	16	I am held accountable for achieving results.	84.03%	31.34%	52.69%	11.26%	3.16%	1.55%	4.71%	2,711	4,453	946	267	128	8,505	38
Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.99%	32.18%	36.81%	15.50%	7.29%	8.21%	15.50%	2,694	3,013	1,242	583	648	8,180	364

## Core Survey

Agree -disagree	18	My training needs are assessed.	57.44%	18.49%	38.95%	21.16%	13.94%	7.46%	21.40%	1,607	3,321	1,780	1,176	619	8,503	63
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).	64.80%	25.32%	39.47%	14.36%	11.90%	8.94%	20.85%	2,163	3,305	1,201	1,007	744	8,420	164
Agree -disagree	20	*The people I work with cooperate to get the job done.	82.06%	35.43%	46.63%	9.70%	6.11%	2.13%	8.24%	3,038	3,996	829	526	183	8,572	N/A
Agree -disagree	21	My work unit is able to recruit people with the right skills.	43.59%	10.23%	33.36%	23.14%	21.13%	12.14%	33.27%	868	2,783	1,893	1,761	998	8,303	274
Agree -disagree	22	Promotions in my work unit are based on merit.	42.43%	11.67%	30.76%	27.79%	15.74%	14.03%	29.78%	957	2,461	2,169	1,235	1,081	7,903	658
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36.35%	8.72%	27.64%	28.86%	19.13%	15.66%	34.79%	673	2,105	2,157	1,452	1,169	7,556	997
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	40.71%	10.06%	30.65%	28.36%	18.79%	12.14%	30.93%	822	2,455	2,238	1,494	951	7,960	582
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	49.90%	12.80%	37.10%	24.96%	13.64%	11.50%	25.14%	1,040	2,949	1,962	1,069	889	7,909	630
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	80.16%	30.37%	49.79%	10.40%	5.91%	3.53%	9.44%	2,597	4,239	878	507	295	8,516	28
Agree -disagree	27	The skill level in my work unit has improved in the past year.	60.72%	20.59%	40.14%	25.52%	9.05%	4.70%	13.75%	1,738	3,318	2,102	748	381	8,287	273
Good -poor	28	How would you rate the overall quality of work done by your work unit?	88.78%	49.49%	39.29%	9.00%	1.51%	0.71%	2.22%	4,264	3,355	760	127	59	8,565	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.02%	18.32%	56.71%	15.01%	7.29%	2.68%	9.97%	1,558	4,759	1,228	606	220	8,371	143
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	50.85%	12.45%	38.40%	23.43%	17.35%	8.38%	25.72%	1,056	3,204	1,927	1,437	686	8,310	197
Agree -disagree	31	Employees are recognized for providing high quality products and services.	57.14%	15.01%	42.14%	21.74%	13.72%	7.40%	21.11%	1,281	3,512	1,782	1,139	600	8,314	177
Agree -disagree	32	Creativity and innovation are rewarded.	46.42%	12.71%	33.71%	27.55%	16.42%	9.61%	26.03%	1,074	2,785	2,249	1,340	774	8,222	261
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	28.20%	6.62%	21.58%	29.69%	23.39%	18.71%	42.10%	544	1,720	2,287	1,804	1,424	7,779	693
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	61.38%	18.79%	42.59%	25.17%	7.40%	6.04%	13.44%	1,503	3,353	1,982	579	458	7,875	605
Agree -disagree	35	Employees are protected from health and safety hazards on the job.	85.80%	34.78%	51.02%	8.63%	3.49%	2.07%	5.56%	2,967	4,252	720	290	171	8,400	98

Core Survey

Agree -disagree	36	My organization has prepared employees for potential security threats.	82.91%	27.63%	55.28%	10.73%	4.29%	2.07%	6.36%	2,356	4,614	886	360	169	8,385	70
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	61.04%	21.97%	39.07%	19.54%	9.68%	9.75%	19.42%	1,805	3,120	1,529	768	764	7,986	499
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.	72.31%	29.26%	43.05%	16.39%	5.35%	5.95%	11.30%	2,318	3,326	1,244	399	445	7,732	726
Agree -disagree	39	My agency is successful at accomplishing its mission.	80.55%	26.55%	54.01%	14.11%	3.67%	1.67%	5.34%	2,266	4,509	1,145	300	133	8,353	145
Agree -disagree	40	*I recommend my organization as a good place to work.	68.56%	26.46%	42.10%	17.54%	9.29%	4.60%	13.90%	2,274	3,582	1,480	786	387	8,509	N/A
Agree -disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	44.87%	15.42%	29.44%	25.29%	16.54%	13.30%	29.84%	1,269	2,396	2,011	1,319	1,044	8,039	474
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	88.07%	52.71%	35.36%	6.37%	3.02%	2.54%	5.56%	4,504	2,983	532	252	207	8,478	33
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.36%	37.58%	36.78%	13.59%	7.17%	4.88%	12.05%	3,227	3,093	1,130	601	405	8,456	33
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	70.68%	33.58%	37.10%	14.78%	8.27%	6.27%	14.54%	2,863	3,102	1,238	691	519	8,413	60
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	73.75%	36.18%	37.56%	19.20%	3.74%	3.30%	7.05%	2,826	2,901	1,453	282	244	7,706	766
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.79%	30.89%	37.90%	16.85%	8.93%	5.43%	14.36%	2,645	3,188	1,406	749	451	8,439	35
Agree -disagree	47	Supervisors in my work unit support employee development.	76.03%	35.90%	40.13%	13.09%	6.21%	4.67%	10.88%	3,063	3,363	1,079	509	379	8,393	97
Agree -disagree	48	My supervisor listens to what I have to say.	82.81%	45.54%	37.27%	8.57%	5.55%	3.07%	8.62%	3,909	3,145	724	465	250	8,493	N/A
Agree -disagree	49	My supervisor treats me with respect.	86.15%	50.93%	35.23%	7.43%	3.69%	2.73%	6.42%	4,355	2,951	626	310	223	8,465	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	89.76%	47.68%	42.08%	4.94%	3.49%	1.81%	5.30%	4,085	3,547	412	290	145	8,479	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	75.14%	44.39%	30.74%	12.66%	6.54%	5.66%	12.20%	3,815	2,593	1,059	553	469	8,489	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	77.40%	47.63%	29.77%	13.78%	5.15%	3.67%	8.82%	4,075	2,521	1,158	434	304	8,492	N/A

Core Survey

Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	44.93%	13.15%	31.78%	24.10%	18.04%	12.93%	30.97%	1,126	2,657	1,972	1,482	1,054	8,291	172
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	57.18%	19.95%	37.22%	23.34%	9.74%	9.74%	19.48%	1,641	2,966	1,819	757	751	7,934	516
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	71.60%	23.82%	47.77%	17.86%	5.79%	4.74%	10.54%	1,949	3,832	1,404	454	366	8,005	414
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	66.02%	19.39%	46.63%	17.03%	10.29%	6.66%	16.95%	1,671	3,888	1,403	857	540	8,359	77
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.15%	19.90%	46.24%	20.26%	7.98%	5.60%	13.59%	1,622	3,662	1,581	630	431	7,926	497
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.03%	18.41%	41.63%	19.01%	12.52%	8.44%	20.96%	1,560	3,432	1,545	1,028	679	8,244	203
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	64.12%	20.40%	43.73%	18.18%	10.17%	7.52%	17.70%	1,723	3,606	1,477	835	603	8,244	202
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.38%	28.62%	35.76%	21.22%	7.45%	6.94%	14.40%	2,349	2,909	1,707	593	547	8,105	355
Agree -disagree	61	I have a high level of respect for my organization's senior leaders.	55.32%	21.47%	33.84%	23.80%	11.63%	9.26%	20.88%	1,835	2,825	1,955	964	758	8,337	120
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	66.86%	26.33%	40.53%	21.13%	6.80%	5.21%	12.01%	2,078	3,135	1,608	521	394	7,736	722
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	58.95%	18.32%	40.63%	20.33%	14.54%	6.18%	20.72%	1,584	3,430	1,703	1,216	512	8,445	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	56.71%	17.70%	39.00%	21.12%	15.65%	6.52%	22.17%	1,530	3,303	1,744	1,317	541	8,435	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	57.63%	18.79%	38.83%	22.56%	12.98%	6.83%	19.81%	1,619	3,273	1,882	1,087	559	8,420	N/A
Satisfied -dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	47.34%	13.09%	34.25%	29.25%	15.63%	7.78%	23.41%	1,137	2,905	2,430	1,300	643	8,415	N/A
Satisfied -dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	38.11%	11.88%	26.22%	29.67%	18.52%	13.70%	32.23%	1,027	2,210	2,488	1,559	1,138	8,422	N/A
Satisfied -dissatisfied	68	How satisfied are you with the training you receive for your present job?	59.64%	18.59%	41.04%	22.01%	12.55%	5.80%	18.35%	1,599	3,450	1,841	1,044	481	8,415	N/A



Core Survey

Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	71.51%	25.35%	46.15%	15.15%	9.29%	4.06%	13.35%	2,157	3,895	1,262	782	334	8,430	N/A
Satisfied -dissatisfied	70	Considering everything, how satisfied are you with your pay?	68.05%	22.66%	45.40%	14.73%	11.65%	5.57%	17.22%	1,947	3,834	1,230	969	465	8,445	N/A
Satisfied -dissatisfied	71	*Considering everything, how satisfied are you with your organization?	63.78%	20.06%	43.72%	18.93%	11.65%	5.64%	17.29%	1,725	3,692	1,583	970	469	8,439	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	82.77%	41.23%	41.54%	10.02%	5.57%	1.64%	7.21%	2,085	2,070	503	282	79	5,019	82
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	94.57%	57.52%	37.06%	3.72%	1.02%	0.69%	1.71%	2,506	1,596	157	42	30	4,331	50
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)	85.42%	34.21%	51.21%	11.08%	2.85%	0.65%	3.51%	882	1,300	278	72	16	2,548	125
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	84.10%	32.69%	51.41%	12.48%	2.27%	1.15%	3.42%	346	527	130	24	12	1,039	120
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)	80.29%	46.38%	33.91%	18.15%	0.92%	0.65%	1.56%	86	65	35	2	1	189	81
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	67.15%	33.03%	34.12%	30.44%	1.78%	0.62%	2.40%	55	59	51	3	1	169	80

\* 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.

Work Life-Telework

<b>72. Have you been notified whether or not you are eligible to telework?</b>	<b>N</b>	<b>%</b>
Yes, I was notified that I was eligible to telework.	6,121	72.12%
Yes, I was notified that I was not eligible to telework.	987	12.15%
No, I was not notified of my telework eligibility.	831	10.10%
Not sure if I was notified of my telework eligibility.	469	5.63%
<b>Total</b>	<b>8,408</b>	<b>100.00%</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	<b>N</b>	<b>%</b>
I telework 3 or more days per week.	193	2.33%
I telework 1 or 2 days per week.	1,511	18.08%
I telework, but no more than 1 or 2 days per month.	929	10.85%
I telework very infrequently.	2,458	28.70%
I do not telework because I have to be physically present on the job.	1,025	12.84%
I do not telework because I have technical issues.	230	2.76%
I do not telework because I did not receive approval to do so.	638	7.65%
I do not telework because I choose not to telework.	1,439	16.78%
<b>Total</b>	<b>8,423</b>	<b>100.00%</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules</b>	<b>N</b>	<b>%</b>
Yes	4,375	51.30%
No	3,439	41.43%
Not available to me	592	7.28%
<b>Total</b>	<b>8,406</b>	<b>100.00%</b>

<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs</b>	<b>N</b>	<b>%</b>
Yes	2,644	31.86%
No	5,197	61.67%
Not available to me	561	6.48%
<b>Total</b>	<b>8,402</b>	<b>100.00%</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program</b>	<b>N</b>	<b>%</b>
Yes	1,082	13.10%

Work Life-Telework

No	7,125	84.89%
Not available to me	159	2.01%
Total	8,366	100.00%

<b>77. Do you participate in the following Work/Life programs? Child Care Programs</b>	<b>N</b>	<b>%</b>
Yes	203	2.38%
No	6,997	83.58%
Not available to me	1,183	14.04%
Total	8,383	100.00%

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs</b>	<b>N</b>	<b>%</b>
Yes	190	2.27%
No	7,099	84.66%
Not available to me	1,102	13.07%
Total	8,391	100.00%

Percentages are weighted to represent the Agency's population.

## Demographics

<b><i>Where do you work?</i></b>	<b>N</b>	<b>%</b>
Headquarters	3,786	45.18%
Field	4,594	54.82%
<b>Total</b>	<b>8,380</b>	<b>100.00%</b>

<b><i>What is your supervisory status?</i></b>	<b>N</b>	<b>%</b>
Non-Supervisor	5,567	66.34%
Team Leader	1,104	13.16%
Supervisor	1,047	12.48%
Manager	433	5.16%
Senior Leader	240	2.86%
<b>Total</b>	<b>8,391</b>	<b>100.00%</b>

<b><i>Are you:</i></b>	<b>N</b>	<b>%</b>
Male	5,159	62.66%
Female	3,074	37.34%
<b>Total</b>	<b>8,233</b>	<b>100.00%</b>

<b><i>Are you Hispanic or Latino?</i></b>	<b>N</b>	<b>%</b>
Yes	645	7.95%
No	7,470	92.05%
<b>Total</b>	<b>8,115</b>	<b>100.00%</b>

<b><i>Please select the racial category or categories with which you most closely identify.</i></b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	114	1.46%
Asian	329	4.21%
Black or African American	649	8.30%
Native Hawaiian or Other Pacific Islander	20	0.26%
White	6,392	81.74%
Two or more races	316	4.04%
<b>Total</b>	<b>7,820</b>	<b>100.00%</b>

<b><i>What is the highest degree or level of education you have completed?</i></b>	<b>N</b>	<b>%</b>
Less than High School	4	0.05%

## Demographics

High School Diploma/GED or equivalent	239	2.89%
Trade or Technical Certificate	231	2.79%
Some College (no degree)	837	10.11%
Associate's Degree (e.g., AA, AS)	482	5.82%
Bachelor's Degree (e.g., BA, BS)	2,909	35.14%
Master's Degree (e.g., MA, MS, MBA)	2,819	34.05%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	757	9.14%
<b>Total</b>	<b>8,278</b>	<b>100.00%</b>

### ***What is your pay category/grade?***

	<b>N</b>	<b>%</b>
Federal Wage System	342	4.13%
GS 1-6	36	0.43%
GS 7-12	1,699	20.50%
GS 13-15	5,077	61.25%
Senior Executive Service	288	3.47%
Senior Level (SL) or Scientific or Professional (ST)	46	0.55%
Other	801	9.66%
<b>Total</b>	<b>8,289</b>	<b>100.00%</b>

### ***How long have you been with the Federal Government (excluding military service)?***

	<b>N</b>	<b>%</b>
Less than 1 year	144	1.73%
1 to 3 years	727	8.76%
4 to 5 years	448	5.40%
6 to 10 years	2,038	24.55%
11 to 14 years	1,041	12.54%
15 to 20 years	1,162	14.00%
More than 20 years	2,742	33.03%
<b>Total</b>	<b>8,302</b>	<b>100.00%</b>

### ***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?***

	<b>N</b>	<b>%</b>
Less than 1 year	299	3.61%
1 to 3 years	1,350	16.28%

## Demographics

4 to 5 years	634	7.65%
6 to 10 years	2,146	25.89%
11 to 20 years	1,902	22.94%
More than 20 years	1,959	23.63%
<b>Total</b>	<b>8,290</b>	<b>100.00%</b>

<b><i>Are you considering leaving your organization within the next year, and if so, why?</i></b>	<b>N</b>	<b>%</b>
No	5,684	68.56%
Yes, to retire	541	6.53%
Yes, to take another job within the Federal Government	1,159	13.98%
Yes, to take another job outside the Federal Government	500	6.03%
Yes, other	406	4.90%
<b>Total</b>	<b>8,290</b>	<b>100.00%</b>

<b><i>I am planning to retire:</i></b>	<b>N</b>	<b>%</b>
Within one year	340	4.11%
Between one and three years	959	11.60%
Between three and five years	937	11.33%
Five or more years	6,032	72.96%
<b>Total</b>	<b>8,268</b>	<b>100.00%</b>

<b><i>Self-Identify as:</i></b>	<b>N</b>	<b>%</b>
Heterosexual or Straight	6,464	83.10%
Gay, Lesbian, Bisexual, or Transgender	187	2.40%
I prefer not to say	1,128	14.50%
<b>Total</b>	<b>7,779</b>	<b>100.00%</b>

<b><i>What is your US military service status?</i></b>	<b>N</b>	<b>%</b>
No Prior Military Service	5,732	70.12%
Currently in National Guard or Reserves	122	1.49%
Retired	733	8.97%
Separated or Discharged	1,588	19.43%
<b>Total</b>	<b>8,175</b>	<b>100.00%</b>

## Demographics

<b><i>Are you an individual with a disability?</i></b>	<b>N</b>	<b>%</b>
Yes	1,072	13.06%
No	7,136	86.94%
Total	8,208	100.00%

<b><i>What is your age group?</i></b>	<b>N</b>	<b>%</b>
25 and under	34	0.40%
26-29	214	2.49%
30-39	1,717	19.99%
40-49	2,112	24.59%
50-59	3,150	36.67%
60 or older	1,362	15.86%
Total	8,589	100.00%

Percentages for demographic questions are unweighted.

## Trend Core Survey

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.	71.13%	13.86%	15.01%	8,576	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	72.70%	13.70%	13.60%	8,561	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	66.08%	15.37%	18.56%	8,518	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	73.67%	13.62%	12.71%	8,543	N/A
Agree-disagree	2017	5	I like the kind of work I do.	83.99%	10.53%	5.48%	8,530	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	79.12%	11.14%	9.74%	8,521	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	96.24%	2.31%	1.46%	8,547	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	90.86%	7.32%	1.82%	8,549	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.07%	16.58%	32.35%	8,554	19
Agree-disagree	2017	10	*My workload is reasonable.	62.11%	15.98%	21.92%	8,530	16
Agree-disagree	2017	11	*My talents are used well in the workplace.	62.86%	15.78%	21.36%	8,428	38
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	84.75%	8.77%	6.48%	8,511	36
Agree-disagree	2017	13	The work I do is important.	88.88%	7.62%	3.50%	8,489	32
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.62%	13.11%	15.27%	8,527	19
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	72.13%	13.81%	14.07%	8,457	107
Agree-disagree	2017	16	I am held accountable for achieving results.	84.03%	11.26%	4.71%	8,505	38
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.99%	15.50%	15.50%	8,180	364
Agree-disagree	2017	18	My training needs are assessed.	57.44%	21.16%	21.40%	8,503	63
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).	64.80%	14.36%	20.85%	8,420	164
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	82.06%	9.70%	8.24%	8,572	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	43.59%	23.14%	33.27%	8,303	274
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	42.43%	27.79%	29.78%	7,903	658
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36.35%	28.86%	34.79%	7,556	997
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	40.71%	28.36%	30.93%	7,960	582
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	49.90%	24.96%	25.14%	7,909	630
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	80.16%	10.40%	9.44%	8,516	28
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	60.72%	25.52%	13.75%	8,287	273
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	88.78%	9.00%	2.22%	8,565	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.02%	15.01%	9.97%	8,371	143
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	50.85%	23.43%	25.72%	8,310	197



## Trend Core Survey

Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	57.14%	21.74%	21.11%	8,314	177
Agree-disagree	2017	32	Creativity and innovation are rewarded.	46.42%	27.55%	26.03%	8,222	261
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	28.20%	29.69%	42.10%	7,779	693
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).	61.38%	25.17%	13.44%	7,875	605
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	85.80%	8.63%	5.56%	8,400	98
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	82.91%	10.73%	6.36%	8,385	70
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	61.04%	19.54%	19.42%	7,986	499
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.	72.31%	16.39%	11.30%	7,732	726
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	80.55%	14.11%	5.34%	8,353	145
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	68.56%	17.54%	13.90%	8,509	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.	44.87%	25.29%	29.84%	8,039	474
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	88.07%	6.37%	5.56%	8,478	33
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.36%	13.59%	12.05%	8,456	33
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	70.68%	14.78%	14.54%	8,413	60
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	73.75%	19.20%	7.05%	7,706	766
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.79%	16.85%	14.36%	8,439	35
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	76.03%	13.09%	10.88%	8,393	97
Agree-disagree	2017	48	My supervisor listens to what I have to say.	82.81%	8.57%	8.62%	8,493	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	86.15%	7.43%	6.42%	8,465	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	89.76%	4.94%	5.30%	8,479	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	75.14%	12.66%	12.20%	8,489	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	77.40%	13.78%	8.82%	8,492	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	44.93%	24.10%	30.97%	8,291	172
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	57.18%	23.34%	19.48%	7,934	516
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	71.60%	17.86%	10.54%	8,005	414
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	66.02%	17.03%	16.95%	8,359	77
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.15%	20.26%	13.59%	7,926	497
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.03%	19.01%	20.96%	8,244	203
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	64.12%	18.18%	17.70%	8,244	202
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.38%	21.22%	14.40%	8,105	355
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	55.32%	23.80%	20.88%	8,337	120
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	66.86%	21.13%	12.01%	7,736	722
Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	58.95%	20.33%	20.72%	8,445	N/A

## Trend Core Survey

Satisfied -dissatisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	56.71%	21.12%	22.17%	8,435	N/A
Satisfied -dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	57.63%	22.56%	19.81%	8,420	N/A
Satisfied -dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	47.34%	29.25%	23.41%	8,415	N/A
Satisfied -dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	38.11%	29.67%	32.23%	8,422	N/A
Satisfied -dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	59.64%	22.01%	18.35%	8,415	N/A
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	71.51%	15.15%	13.35%	8,430	N/A
Satisfied -dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	68.05%	14.73%	17.22%	8,445	N/A
Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	63.78%	18.93%	17.29%	8,439	N/A
Satisfied -dissatisfied	2017	79	How satisfied are you with the following Work/Life programs in your agency? Telework	82.77%	10.02%	7.21%	5,019	82
Satisfied -dissatisfied	2017	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	94.57%	3.72%	1.71%	4,331	50
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)	85.42%	11.08%	3.51%	2,548	125
Satisfied -dissatisfied	2017	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	84.10%	12.48%	3.42%	1,039	120
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)	80.29%	18.15%	1.56%	189	81
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)	67.15%	30.44%	2.40%	169	80
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	69.96%	13.95%	16.09%	8,065	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	71.64%	13.96%	14.40%	8,021	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	64.06%	15.85%	20.09%	7,974	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	73.44%	13.47%	13.09%	8,016	N/A
Agree-disagree	2016	5	I like the kind of work I do.	83.57%	10.59%	5.84%	7,996	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	76.83%	12.35%	10.82%	7,995	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	95.70%	2.66%	1.63%	8,020	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	89.75%	7.84%	2.40%	8,029	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.86%	15.33%	32.81%	8,039	15
Agree-disagree	2016	10	*My workload is reasonable.	59.40%	16.18%	24.42%	8,001	15
Agree-disagree	2016	11	*My talents are used well in the workplace.	60.61%	15.92%	23.47%	7,864	33
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	83.44%	9.65%	6.91%	7,992	24
Agree-disagree	2016	13	The work I do is important.	88.14%	7.99%	3.87%	7,939	26

## Trend Core Survey

Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.03%	13.42%	16.55%	8,013	20
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	68.86%	14.55%	16.59%	7,932	98
Agree-disagree	2016	16	I am held accountable for achieving results.	82.53%	11.78%	5.69%	7,975	33
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.74%	15.66%	18.60%	7,678	333
Agree-disagree	2016	18	My training needs are assessed.	55.07%	21.95%	22.99%	7,965	61
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).	61.62%	15.39%	22.99%	7,930	134
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	80.47%	10.22%	9.31%	8,062	N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	47.20%	22.40%	30.39%	7,791	261
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	41.08%	27.18%	31.75%	7,423	599
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.13%	29.08%	36.78%	7,126	906
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	36.89%	28.36%	34.75%	7,545	491
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	44.53%	25.19%	30.28%	7,450	568
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	78.04%	10.95%	11.01%	8,010	29
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	58.47%	26.21%	15.32%	7,732	305
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	86.89%	10.42%	2.68%	8,050	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	73.90%	14.92%	11.18%	7,834	143
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	47.94%	22.86%	29.20%	7,788	183
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	51.75%	22.76%	25.49%	7,786	163
Agree-disagree	2016	32	Creativity and innovation are rewarded.	41.47%	28.20%	30.33%	7,684	249
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	24.01%	28.89%	47.11%	7,323	609
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).	59.16%	26.11%	14.73%	7,381	583
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	84.68%	9.55%	5.77%	7,848	94
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	81.90%	10.77%	7.34%	7,869	65
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.58%	19.94%	22.48%	7,478	470
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.	68.98%	16.98%	14.04%	7,236	673
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	77.86%	15.57%	6.57%	7,796	159
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	65.92%	18.09%	15.99%	7,965	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.	42.71%	25.50%	31.79%	7,467	506
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	85.99%	7.65%	6.36%	7,943	30
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.15%	14.12%	13.73%	7,919	29
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	67.35%	16.35%	16.30%	7,848	66
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	71.04%	20.80%	8.16%	7,131	806
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	66.11%	18.14%	15.75%	7,903	33
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	73.83%	14.23%	11.94%	7,851	106
Agree-disagree	2016	48	My supervisor listens to what I have to say.	80.80%	9.69%	9.52%	7,958	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	84.45%	8.43%	7.12%	7,932	N/A

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Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	88.85%	5.44%	5.71%	7,946	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	72.80%	13.02%	14.18%	7,949	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.80%	15.43%	9.78%	7,951	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42.35%	23.33%	34.33%	7,834	109
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.91%	23.10%	22.99%	7,509	417
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	65.47%	21.00%	13.53%	7,359	505
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	63.70%	18.17%	18.13%	7,818	65
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	63.81%	21.09%	15.10%	7,390	501
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	55.01%	20.79%	24.19%	7,714	201
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	59.85%	20.14%	20.00%	7,711	208
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	61.78%	22.24%	15.97%	7,586	339
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	52.65%	23.67%	23.68%	7,848	73
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	64.42%	21.90%	13.68%	7,408	535
Satisfied -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	55.84%	20.14%	24.01%	7,914	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?	54.39%	21.33%	24.28%	7,892	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	53.33%	22.07%	24.60%	7,881	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	44.67%	27.95%	27.38%	7,885	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	37.75%	28.51%	33.74%	7,888	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	59.19%	22.57%	18.24%	7,889	N/A
Satisfied -dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	68.89%	16.05%	15.06%	7,893	N/A
Satisfied -dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	65.34%	15.43%	19.23%	7,891	N/A
Satisfied -dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	60.54%	19.67%	19.79%	7,903	N/A
Satisfied -dissatisfied	2016	79	How satisfied are you with the following Work/Life programs in your agency? Telework	79.46%	12.16%	8.38%	4,518	71
Satisfied -dissatisfied	2016	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	93.94%	4.33%	1.73%	4,196	30
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)	83.15%	12.52%	4.33%	2,483	120

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Satisfied -dissatisfied	2016	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	79.09%	17.88%	3.03%	997	147
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)	75.21%	22.00%	2.79%	192	89
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)	69.06%	27.76%	3.19%	173	69
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	64.92%	15.55%	19.53%	8,455	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	69.28%	15.11%	15.62%	8,413	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	58.27%	17.97%	23.76%	8,336	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	69.13%	14.88%	15.99%	8,410	N/A
Agree-disagree	2015	5	I like the kind of work I do.	81.47%	12.06%	6.48%	8,326	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	74.79%	12.80%	12.40%	8,391	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	95.74%	2.62%	1.64%	8,423	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	89.32%	8.34%	2.34%	8,439	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	47.95%	16.16%	35.89%	8,420	24
Agree-disagree	2015	10	*My workload is reasonable.	56.27%	17.08%	26.66%	8,404	13
Agree-disagree	2015	11	*My talents are used well in the workplace.	56.34%	16.48%	27.18%	8,152	34
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	81.22%	10.77%	8.01%	8,384	28
Agree-disagree	2015	13	The work I do is important.	86.53%	9.12%	4.35%	8,297	20
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	69.25%	13.44%	17.30%	8,403	17
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	64.25%	15.49%	20.26%	8,319	94
Agree-disagree	2015	16	I am held accountable for achieving results.	81.12%	12.10%	6.79%	8,373	32
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.55%	16.99%	21.46%	8,050	367
Agree-disagree	2015	18	My training needs are assessed.	50.93%	23.21%	25.86%	8,370	62
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).	57.13%	15.59%	27.28%	8,313	139
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	77.20%	12.05%	10.75%	8,453	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	42.08%	23.47%	34.45%	8,163	293
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	36.74%	27.08%	36.18%	7,864	546
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	30.43%	27.99%	41.58%	7,565	860
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	32.10%	28.01%	39.89%	7,894	539
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	39.12%	25.92%	34.96%	7,854	571
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	75.09%	12.85%	12.05%	8,400	29
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	52.08%	29.81%	18.10%	8,155	286
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	85.11%	12.04%	2.85%	8,443	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	70.52%	16.32%	13.16%	8,207	170
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	41.39%	24.81%	33.80%	8,178	189
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	45.62%	24.86%	29.53%	8,178	169
Agree-disagree	2015	32	Creativity and innovation are rewarded.	34.99%	29.88%	35.14%	8,069	260
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	21.29%	28.10%	50.61%	7,743	562

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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).	56.39%	26.96%	16.65%	7,679	676
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	82.53%	10.46%	7.01%	8,251	107
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	81.58%	11.26%	7.17%	8,277	67
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	52.16%	22.28%	25.56%	7,810	518
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.	66.07%	17.76%	16.17%	7,585	724
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	74.76%	17.56%	7.67%	8,175	184
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	60.04%	21.01%	18.95%	8,368	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.	35.66%	27.90%	36.44%	7,732	645
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	84.31%	8.18%	7.51%	8,337	29
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.15%	16.01%	15.84%	8,332	24
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	62.07%	18.13%	19.80%	8,240	62
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	66.79%	23.54%	9.67%	7,467	870
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	61.15%	19.88%	18.98%	8,304	31
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	68.54%	16.31%	15.16%	8,234	116
Agree-disagree	2015	48	My supervisor listens to what I have to say.	77.74%	11.37%	10.89%	8,354	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	81.77%	9.58%	8.65%	8,331	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	86.62%	6.94%	6.44%	8,333	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	67.79%	15.92%	16.30%	8,346	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.94%	17.30%	11.76%	8,343	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	35.88%	24.74%	39.38%	8,213	119
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	48.52%	24.61%	26.87%	7,845	482
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	60.16%	24.23%	15.61%	7,645	601
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	57.96%	20.18%	21.86%	8,230	63
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	57.95%	24.42%	17.63%	7,707	565
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	49.48%	21.96%	28.56%	8,079	218
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	54.09%	22.08%	23.83%	8,083	230
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	56.01%	24.22%	19.77%	7,960	359
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	48.12%	25.51%	26.38%	8,228	82
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	58.45%	25.05%	16.50%	7,662	649
Satisfied -dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	51.19%	22.40%	26.41%	8,295	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?	48.37%	23.22%	28.41%	8,285	N/A

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Satisfied -dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	47.54%	24.51%	27.95%	8,284	N/A
Satisfied -dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	38.55%	30.18%	31.27%	8,271	N/A
Satisfied -dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	32.18%	29.88%	37.94%	8,277	N/A
Satisfied -dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	53.80%	24.82%	21.38%	8,277	N/A
Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	64.07%	18.25%	17.69%	8,270	N/A
Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	62.84%	16.88%	20.28%	8,287	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	54.05%	22.61%	23.34%	8,293	N/A
Satisfied -dissatisfied	2015	79	How satisfied are you with the following Work/Life programs in your agency? Telework	77.97%	12.57%	9.47%	4,331	85
Satisfied -dissatisfied	2015	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.76%	4.79%	2.45%	4,419	42
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)	82.53%	13.35%	4.11%	2,712	144
Satisfied -dissatisfied	2015	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	78.10%	18.79%	3.12%	1,197	176
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)	73.41%	24.50%	2.09%	203	99
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)	72.20%	26.10%	1.70%	170	86
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	60.66%	17.09%	22.25%	6,507	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	67.85%	15.14%	17.01%	6,448	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	56.65%	17.47%	25.88%	6,409	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	66.59%	15.41%	18.00%	6,458	N/A
Agree-disagree	2014	5	I like the kind of work I do.	79.98%	12.52%	7.50%	6,390	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	73.25%	13.37%	13.38%	6,443	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	95.44%	2.68%	1.88%	6,465	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	89.20%	8.76%	2.03%	6,485	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	46.87%	15.62%	37.50%	6,483	18
Agree-disagree	2014	10	*My workload is reasonable.	54.90%	17.33%	27.77%	6,442	12
Agree-disagree	2014	11	*My talents are used well in the workplace.	53.84%	16.68%	29.48%	6,267	26
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	79.85%	11.50%	8.65%	6,439	23
Agree-disagree	2014	13	The work I do is important.	85.87%	9.24%	4.89%	6,387	21
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	67.36%	14.71%	17.93%	6,472	19
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	60.91%	17.24%	21.85%	6,395	83

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Agree-disagree	2014	16	I am held accountable for achieving results.	79.20%	13.62%	7.18%	6,446	26
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	59.21%	17.96%	22.82%	6,205	267
Agree-disagree	2014	18	My training needs are assessed.	46.09%	23.60%	30.31%	6,429	54
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).	55.26%	16.42%	28.32%	6,407	95
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	75.01%	13.39%	11.60%	6,499	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	36.91%	24.51%	38.58%	6,261	237
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	34.41%	27.99%	37.61%	6,020	456
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	29.67%	27.70%	42.63%	5,865	613
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	28.56%	29.09%	42.35%	6,138	342
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	34.86%	27.22%	37.92%	5,976	491
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	72.86%	13.73%	13.41%	6,463	22
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	49.09%	30.40%	20.51%	6,273	221
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	83.52%	13.88%	2.60%	6,490	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68.56%	17.81%	13.64%	6,299	135
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	38.43%	24.53%	37.05%	6,297	124
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	41.94%	24.77%	33.29%	6,277	137
Agree-disagree	2014	32	Creativity and innovation are rewarded.	32.04%	29.47%	38.49%	6,241	168
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	19.14%	27.15%	53.72%	5,982	402
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).	54.50%	28.25%	17.24%	5,917	497
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	80.83%	11.82%	7.35%	6,319	86
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	74.58%	15.26%	10.17%	6,311	95
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	50.49%	22.15%	27.35%	6,039	368
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.	63.62%	18.83%	17.56%	5,830	546
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	72.65%	19.11%	8.24%	6,277	121
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	57.12%	22.37%	20.51%	6,413	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.	31.29%	29.65%	39.06%	5,856	566
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	82.95%	9.16%	7.89%	6,366	44
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	65.23%	16.91%	17.86%	6,360	40
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	59.20%	18.70%	22.10%	6,305	55
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	65.09%	24.96%	9.94%	5,674	716
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	58.22%	21.00%	20.78%	6,357	33
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	64.75%	18.16%	17.08%	6,303	96
Agree-disagree	2014	48	My supervisor listens to what I have to say.	75.16%	12.54%	12.30%	6,400	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	79.77%	10.83%	9.40%	6,385	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	84.48%	7.09%	8.43%	6,381	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	64.83%	16.89%	18.28%	6,392	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.11%	18.72%	13.17%	6,390	N/A



## Trend Core Survey

Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	32.39%	24.73%	42.88%	6,282	89
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	45.42%	25.02%	29.57%	6,034	336
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	60.43%	22.98%	16.59%	5,903	403
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	55.99%	21.05%	22.96%	6,283	71
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	54.88%	25.98%	19.14%	5,882	466
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	46.29%	24.17%	29.54%	6,153	198
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	51.78%	23.50%	24.72%	6,171	182
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	52.72%	27.01%	20.28%	6,042	318
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	44.26%	25.30%	30.44%	6,300	63
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	54.21%	27.39%	18.40%	5,763	593
Satisfied -dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	48.26%	23.25%	28.49%	6,333	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?	44.62%	23.52%	31.86%	6,324	N/A
Satisfied -dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	42.47%	26.07%	31.46%	6,300	N/A
Satisfied -dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	35.84%	30.70%	33.46%	6,311	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	29.31%	29.81%	40.88%	6,304	N/A
Satisfied -dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	50.02%	25.01%	24.97%	6,310	N/A
Satisfied -dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	60.17%	20.57%	19.26%	6,312	N/A
Satisfied -dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	60.21%	17.70%	22.09%	6,326	N/A
Satisfied -dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	49.84%	23.63%	26.53%	6,318	N/A
Satisfied -dissatisfied	2014	79	How satisfied are you with the following Work/Life programs in your agency? Telework	74.31%	14.76%	10.92%	3,190	94
Satisfied -dissatisfied	2014	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.95%	5.08%	1.97%	3,416	39
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)	82.24%	13.74%	4.01%	2,139	142
Satisfied -dissatisfied	2014	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	77.19%	19.34%	3.48%	952	160
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)	77.70%	19.82%	2.49%	174	79

## Trend Core Survey

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)	74.39%	24.58%	1.03%	171	68
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	62.33%	16.72%	20.95%	6,699	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	68.87%	15.77%	15.36%	6,663	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	60.03%	16.89%	23.09%	6,617	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	68.51%	16.01%	15.48%	6,665	N/A
Agree-disagree	2013	5	I like the kind of work I do.	80.95%	12.55%	6.50%	6,625	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	74.16%	14.53%	11.31%	6,638	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	96.16%	2.19%	1.65%	6,664	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	89.53%	8.75%	1.72%	6,684	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	47.63%	17.82%	34.55%	6,692	10
Agree-disagree	2013	10	*My workload is reasonable.	58.54%	17.10%	24.36%	6,657	7
Agree-disagree	2013	11	*My talents are used well in the workplace.	55.35%	17.75%	26.90%	6,494	37
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	80.95%	10.84%	8.20%	6,646	28
Agree-disagree	2013	13	The work I do is important.	86.87%	8.94%	4.20%	6,597	24
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.14%	14.08%	15.78%	6,673	14
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	63.20%	17.47%	19.33%	6,609	70
Agree-disagree	2013	16	I am held accountable for achieving results.	80.28%	13.17%	6.55%	6,647	27
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.73%	17.53%	19.74%	6,392	285
Agree-disagree	2013	18	My training needs are assessed.	49.13%	23.17%	27.71%	6,624	63
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).	57.78%	16.06%	26.16%	6,599	96
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	76.34%	12.89%	10.77%	6,696	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	42.21%	25.26%	32.53%	6,490	201
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	36.72%	28.25%	35.03%	6,248	418
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.37%	27.00%	41.63%	6,055	611
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	30.66%	28.43%	40.92%	6,362	321
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	36.66%	26.76%	36.58%	6,275	402
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	73.33%	14.10%	12.57%	6,655	21
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	52.50%	28.90%	18.60%	6,460	223
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	84.93%	12.13%	2.94%	6,683	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.20%	16.94%	11.86%	6,479	115
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	42.09%	24.80%	33.12%	6,471	126
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	46.08%	24.46%	29.46%	6,484	95
Agree-disagree	2013	32	Creativity and innovation are rewarded.	35.76%	29.58%	34.66%	6,437	151
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	19.09%	28.67%	52.24%	6,140	425
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).	58.82%	26.35%	14.82%	6,178	418
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	85.46%	9.50%	5.04%	6,521	70
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	78.81%	14.23%	6.95%	6,502	73

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Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	53.69%	21.23%	25.08%	6,234	357
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.	67.34%	17.53%	15.13%	5,931	633
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	75.87%	16.86%	7.27%	6,456	128
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	60.73%	21.92%	17.34%	6,591	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.	34.11%	29.17%	36.72%	6,047	551
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	83.64%	9.26%	7.10%	6,533	31
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.29%	16.12%	16.59%	6,548	19
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	61.12%	19.21%	19.67%	6,498	40
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	65.36%	25.04%	9.60%	5,920	632
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	60.67%	20.32%	19.01%	6,523	23
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	66.89%	17.49%	15.62%	6,496	52
Agree-disagree	2013	48	My supervisor listens to what I have to say.	77.07%	11.92%	11.01%	6,559	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	80.53%	10.55%	8.93%	6,540	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	85.79%	7.11%	7.10%	6,551	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	67.63%	16.37%	16.00%	6,547	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	69.77%	18.41%	11.82%	6,551	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	38.36%	26.39%	35.24%	6,487	38
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.90%	22.48%	23.62%	6,313	202
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	61.80%	22.74%	15.47%	6,175	312
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	58.45%	21.00%	20.55%	6,475	37
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	59.54%	23.55%	16.90%	6,163	342
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.28%	22.49%	26.23%	6,367	139
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	56.14%	21.82%	22.04%	6,370	132
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	57.60%	23.58%	18.82%	6,254	241
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	49.68%	23.88%	26.45%	6,453	46
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	58.79%	24.73%	16.47%	6,019	482
Satisfied -dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	51.73%	22.87%	25.40%	6,486	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?	48.35%	23.10%	28.55%	6,480	N/A
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	45.80%	25.67%	28.53%	6,461	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	40.74%	29.54%	29.73%	6,465	N/A

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Satisfied -dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	32.74%	30.29%	36.97%	6,459	N/A
Satisfied -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	50.13%	25.87%	24.00%	6,469	N/A
Satisfied -dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	63.92%	19.17%	16.91%	6,464	N/A
Satisfied -dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	60.91%	17.04%	22.05%	6,468	N/A
Satisfied -dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	55.61%	21.83%	22.56%	6,480	N/A
Satisfied -dissatisfied	2013	79	How satisfied are you with the following Work/Life programs in your agency? Telework	75.13%	15.11%	9.76%	3,112	80
Satisfied -dissatisfied	2013	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	93.75%	4.56%	1.69%	3,606	31
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)	84.65%	12.05%	3.30%	2,298	118
Satisfied -dissatisfied	2013	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	80.44%	17.00%	2.56%	965	139
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)	76.36%	20.93%	2.71%	170	89
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)	73.57%	23.59%	2.84%	170	69
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	65.83%	15.80%	18.37%	6,461	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	71.66%	14.16%	14.18%	6,448	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	60.93%	17.37%	21.70%	6,426	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	70.65%	14.00%	15.35%	6,449	N/A
Agree-disagree	2012	5	I like the kind of work I do.	82.77%	10.70%	6.53%	6,421	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	75.21%	13.09%	11.71%	6,408	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	96.84%	1.98%	1.18%	6,444	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	90.83%	7.59%	1.58%	6,448	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.30%	16.63%	32.07%	6,437	19
Agree-disagree	2012	10	*My workload is reasonable.	60.72%	16.69%	22.59%	6,437	10
Agree-disagree	2012	11	*My talents are used well in the workplace.	56.93%	16.27%	26.80%	6,340	42
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	82.41%	10.06%	7.53%	6,412	24
Agree-disagree	2012	13	The work I do is important.	87.54%	8.52%	3.94%	6,394	19
Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.62%	13.06%	15.32%	6,432	17
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	63.77%	16.70%	19.53%	6,377	76
Agree-disagree	2012	16	I am held accountable for achieving results.	81.88%	12.13%	5.99%	6,413	27
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.91%	17.87%	19.22%	6,124	307
Agree-disagree	2012	18	My training needs are assessed.	50.58%	22.71%	26.71%	6,388	67

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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).	57.56%	15.71%	26.73%	6,352	103
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	76.52%	12.57%	10.91%	6,455	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	45.54%	24.58%	29.88%	6,240	215
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	37.52%	27.13%	35.35%	6,051	396
Agree-disagree	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	30.41%	27.73%	41.86%	5,856	584
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	31.97%	27.77%	40.26%	6,070	375
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	39.63%	25.30%	35.07%	6,064	378
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	74.14%	12.97%	12.88%	6,429	20
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	54.06%	28.14%	17.80%	6,227	223
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	85.98%	11.45%	2.57%	6,439	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	73.24%	16.03%	10.73%	6,244	105
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	44.81%	24.40%	30.79%	6,238	126
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	49.55%	23.21%	27.24%	6,235	116
Agree-disagree	2012	32	Creativity and innovation are rewarded.	39.50%	27.81%	32.69%	6,187	157
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	21.50%	28.36%	50.14%	5,951	396
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).	60.83%	25.29%	13.88%	5,946	395
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	85.92%	9.28%	4.80%	6,282	66
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	80.45%	13.00%	6.55%	6,274	80
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	53.69%	21.35%	24.96%	5,993	354
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.	67.88%	17.80%	14.32%	5,778	551
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	77.46%	15.93%	6.61%	6,214	115
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	63.56%	19.82%	16.62%	6,342	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.	35.84%	31.09%	33.08%	5,710	634
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	83.14%	8.89%	7.97%	6,293	32
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.57%	15.88%	16.55%	6,294	21
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	61.35%	18.44%	20.21%	6,250	51
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	66.00%	24.56%	9.44%	5,690	619
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	60.76%	20.02%	19.22%	6,269	34
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	67.64%	16.92%	15.44%	6,223	75
Agree-disagree	2012	48	My supervisor listens to what I have to say.	76.94%	11.76%	11.30%	6,304	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	80.49%	10.29%	9.22%	6,298	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	86.14%	6.60%	7.26%	6,294	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	66.37%	17.04%	16.59%	6,299	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	69.51%	18.56%	11.93%	6,295	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	40.49%	25.57%	33.94%	6,209	54
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	55.33%	22.03%	22.65%	6,091	169

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Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	63.50%	21.57%	14.93%	5,955	291
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	61.20%	19.80%	18.99%	6,210	37
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.01%	23.09%	14.90%	5,906	344
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	52.75%	21.57%	25.68%	6,114	135
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	58.11%	20.79%	21.10%	6,117	128
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	58.75%	23.22%	18.03%	6,028	221
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	51.03%	23.16%	25.81%	6,200	46
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	59.60%	23.50%	16.90%	5,785	452
Satisfied-dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	53.00%	22.59%	24.41%	6,229	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?	48.18%	23.62%	28.20%	6,221	N/A
Satisfied-dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	48.42%	23.33%	28.25%	6,210	N/A
Satisfied-dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	40.88%	30.15%	28.97%	6,213	N/A
Satisfied-dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	34.56%	29.97%	35.47%	6,206	N/A
Satisfied-dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	53.69%	23.93%	22.38%	6,214	N/A
Satisfied-dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	65.57%	17.56%	16.87%	6,205	N/A
Satisfied-dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	62.67%	16.96%	20.37%	6,209	N/A
Satisfied-dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	56.69%	22.63%	20.68%	6,204	N/A
Satisfied-dissatisfied	2012	79	How satisfied are you with the following Work/Life programs in your agency? Telework	74.38%	15.81%	9.81%	2,641	108
Satisfied-dissatisfied	2012	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.83%	5.22%	1.94%	3,538	25
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)	84.91%	12.31%	2.78%	2,279	82
Satisfied-dissatisfied	2012	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	81.23%	15.77%	3.00%	927	92
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)	71.03%	24.18%	4.79%	142	68
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)	70.79%	28.58%	0.63%	176	56
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	65.72%	15.93%	18.35%	5,611	N/A

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Agree-disagree	2011	2	I have enough information to do my job well.	70.96%	15.03%	14.01%	5,597	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	60.06%	18.02%	21.92%	5,598	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	68.86%	15.56%	15.58%	5,602	N/A
Agree-disagree	2011	5	I like the kind of work I do.	81.94%	11.53%	6.53%	5,603	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	73.52%	14.26%	12.22%	5,590	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	96.65%	2.15%	1.20%	5,600	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	90.52%	7.63%	1.85%	5,592	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	50.79%	17.75%	31.46%	5,592	14
Agree-disagree	2011	10	*My workload is reasonable.	59.43%	16.79%	23.78%	5,590	11
Agree-disagree	2011	11	*My talents are used well in the workplace.	55.41%	16.80%	27.79%	5,531	59
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	80.54%	11.39%	8.08%	5,561	33
Agree-disagree	2011	13	The work I do is important.	86.79%	8.77%	4.44%	5,562	30
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.59%	13.68%	15.73%	5,583	18
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	63.37%	16.53%	20.10%	5,524	78
Agree-disagree	2011	16	I am held accountable for achieving results.	81.55%	13.04%	5.41%	5,561	27
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.27%	17.90%	19.83%	5,334	263
Agree-disagree	2011	18	My training needs are assessed.	48.28%	24.03%	27.70%	5,497	76
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).	59.78%	15.01%	25.21%	5,527	68
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	76.82%	12.55%	10.63%	5,301	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	45.30%	24.75%	29.94%	5,408	194
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	36.96%	28.09%	34.95%	5,246	351
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.23%	28.95%	42.81%	5,133	470
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	32.48%	29.64%	37.88%	5,319	283
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	40.49%	26.05%	33.46%	5,266	326
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	72.60%	13.96%	13.44%	5,567	27
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	53.78%	29.40%	16.82%	5,420	164
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	82.95%	14.14%	2.91%	5,587	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	72.74%	16.16%	11.10%	5,423	101
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	44.49%	25.72%	29.79%	5,402	121
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	50.13%	24.23%	25.64%	5,449	75
Agree-disagree	2011	32	Creativity and innovation are rewarded.	38.86%	29.79%	31.36%	5,391	120
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	22.95%	29.18%	47.88%	5,196	326
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).	60.55%	25.40%	14.04%	5,209	309
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	86.19%	8.82%	5.00%	5,466	50
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	80.70%	13.35%	5.94%	5,457	50
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	52.11%	22.52%	25.36%	5,255	255

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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.	66.99%	18.45%	14.56%	5,073	428
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	78.01%	15.79%	6.20%	5,415	79
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	63.14%	20.69%	16.18%	5,500	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.	37.11%	31.09%	31.80%	5,080	430
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	81.65%	10.15%	8.20%	5,450	37
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	66.01%	17.41%	16.59%	5,461	19
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	59.77%	19.91%	20.33%	5,448	33
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	65.42%	24.83%	9.75%	4,982	488
Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	59.75%	20.73%	19.52%	5,451	22
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	66.87%	17.78%	15.36%	5,419	46
Agree-disagree	2011	48	My supervisor listens to what I have to say.	75.88%	12.40%	11.72%	5,473	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	80.31%	10.25%	9.43%	5,458	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	83.26%	7.51%	9.23%	5,468	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	65.69%	17.18%	17.13%	5,438	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.06%	19.21%	12.73%	5,454	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	39.03%	26.38%	34.60%	5,382	48
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.59%	22.94%	23.46%	5,267	161
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	61.15%	22.86%	15.98%	5,220	214
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	60.29%	19.81%	19.89%	5,382	36
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.49%	22.51%	15.01%	5,153	270
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.88%	21.77%	26.35%	5,302	123
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	55.43%	22.37%	22.20%	5,261	134
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	54.13%	25.08%	20.79%	5,254	161
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	49.35%	23.74%	26.91%	5,374	40
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	54.62%	25.42%	19.96%	5,007	406
Satisfied -dissatisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	51.30%	23.47%	25.23%	5,399	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?	47.60%	24.24%	28.16%	5,404	N/A
Satisfied -dissatisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	49.28%	24.46%	26.26%	5,399	N/A
Satisfied -dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	40.29%	29.25%	30.46%	5,391	N/A
Satisfied -dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	34.34%	29.75%	35.92%	5,400	N/A



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Satisfied -dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?	53.16%	24.60%	22.24%	5,396	N/A
Satisfied -dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?	65.48%	17.85%	16.67%	5,384	N/A
Satisfied -dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?	66.80%	16.64%	16.56%	5,395	N/A
Satisfied -dissatisfied	2011	71	*Considering everything, how satisfied are you with your organization?	57.31%	21.08%	21.60%	5,384	N/A
Satisfied -dissatisfied	2011	79	How satisfied are you with the following Work/Life programs in your agency? Telework	66.46%	18.75%	14.80%	1,943	111
Satisfied -dissatisfied	2011	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.86%	4.72%	2.42%	3,109	26
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)	84.59%	12.05%	3.35%	1,948	53
Satisfied -dissatisfied	2011	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	86.77%	11.16%	2.07%	731	71
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)	72.99%	24.61%	2.40%	109	51
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)	67.63%	32.37%	0.00%	132	51
Agree-disagree	2010	1	*I am given a real opportunity to improve my skills in my organization.	67.36%	15.49%	17.14%	6,639	N/A
Agree-disagree	2010	2	I have enough information to do my job well.	72.42%	14.57%	13.01%	6,636	N/A
Agree-disagree	2010	3	I feel encouraged to come up with new and better ways of doing things.	61.97%	17.17%	20.86%	6,625	N/A
Agree-disagree	2010	4	My work gives me a feeling of personal accomplishment.	70.83%	15.02%	14.15%	6,641	N/A
Agree-disagree	2010	5	I like the kind of work I do.	82.05%	11.38%	6.57%	6,631	N/A
Agree-disagree	2010	6	I know what is expected of me on the job.	74.92%	13.63%	11.45%	6,623	N/A
Agree-disagree	2010	7	When needed I am willing to put in the extra effort to get a job done.	96.69%	2.16%	1.15%	6,624	N/A
Agree-disagree	2010	8	I am constantly looking for ways to do my job better.	89.94%	8.31%	1.75%	6,625	N/A
Agree-disagree	2010	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	52.20%	16.94%	30.87%	6,617	20
Agree-disagree	2010	10	*My workload is reasonable.	59.06%	16.52%	24.42%	6,619	21
Agree-disagree	2010	11	*My talents are used well in the workplace.	57.94%	16.80%	25.26%	6,561	52
Agree-disagree	2010	12	*I know how my work relates to the agency's goals and priorities.	81.99%	11.40%	6.61%	6,612	23
Agree-disagree	2010	13	The work I do is important.	87.35%	8.85%	3.80%	6,563	32
Agree-disagree	2010	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.47%	13.74%	14.79%	6,613	30
Agree-disagree	2010	15	My performance appraisal is a fair reflection of my performance.	63.03%	15.41%	21.56%	6,567	67
Agree-disagree	2010	16	I am held accountable for achieving results.	82.00%	12.32%	5.68%	6,593	33
Agree-disagree	2010	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.71%	19.33%	18.97%	6,321	305
Agree-disagree	2010	18	My training needs are assessed.	50.41%	24.23%	25.37%	6,530	59
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).	59.18%	14.77%	26.05%	6,592	46
Agree-disagree	2010	20	*The people I work with cooperate to get the job done.	77.08%	12.92%	10.00%	6,468	N/A

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Agree-disagree	2010	21	My work unit is able to recruit people with the right skills.	47.29%	24.91%	27.80%	6,390	245
Agree-disagree	2010	22	Promotions in my work unit are based on merit.	39.15%	27.80%	33.05%	6,239	395
Agree-disagree	2010	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	29.03%	29.19%	41.78%	6,067	562
Agree-disagree	2010	24	*In my work unit, differences in performance are recognized in a meaningful way.	34.80%	28.56%	36.64%	6,276	350
Agree-disagree	2010	25	Awards in my work unit depend on how well employees perform their jobs.	41.49%	25.51%	33.00%	6,287	336
Agree-disagree	2010	26	Employees in my work unit share job knowledge with each other.	72.87%	14.19%	12.94%	6,589	37
Agree-disagree	2010	27	The skill level in my work unit has improved in the past year.	55.77%	28.16%	16.06%	6,366	243
Good-poor	2010	28	How would you rate the overall quality of work done by your work unit?	83.31%	13.98%	2.71%	6,623	N/A
Agree-disagree	2010	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	73.81%	16.38%	9.81%	6,474	100
Agree-disagree	2010	30	Employees have a feeling of personal empowerment with respect to work processes.	46.76%	25.63%	27.60%	6,408	171
Agree-disagree	2010	31	Employees are recognized for providing high quality products and services.	51.35%	25.01%	23.65%	6,463	115
Agree-disagree	2010	32	Creativity and innovation are rewarded.	40.38%	30.54%	29.07%	6,396	174
Agree-disagree	2010	33	Pay raises depend on how well employees perform their jobs.	26.12%	29.12%	44.76%	6,200	377
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).	63.01%	24.52%	12.47%	6,205	364
Agree-disagree	2010	35	Employees are protected from health and safety hazards on the job.	86.24%	9.32%	4.43%	6,514	53
Agree-disagree	2010	36	My organization has prepared employees for potential security threats.	80.49%	13.72%	5.80%	6,488	76
Agree-disagree	2010	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	53.30%	22.81%	23.89%	6,210	354
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.	66.81%	19.25%	13.93%	6,044	511
Agree-disagree	2010	39	My agency is successful at accomplishing its mission.	77.33%	16.03%	6.64%	6,396	101
Agree-disagree	2010	40	*I recommend my organization as a good place to work.	66.49%	20.36%	13.15%	6,558	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.	37.05%	32.52%	30.43%	5,952	616
Agree-disagree	2010	42	My supervisor supports my need to balance work and other life issues.	80.95%	10.81%	8.24%	6,510	43
Agree-disagree	2010	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.00%	16.80%	16.21%	6,510	37
Agree-disagree	2010	44	Discussions with my supervisor about my performance are worthwhile.	61.04%	18.94%	20.02%	6,488	57
Agree-disagree	2010	45	My supervisor is committed to a workforce representative of all segments of society.	65.93%	24.10%	9.97%	5,907	641
Agree-disagree	2010	46	My supervisor provides me with constructive suggestions to improve my job performance.	58.58%	21.63%	19.79%	6,500	38
Agree-disagree	2010	47	Supervisors in my work unit support employee development.	67.84%	17.92%	14.25%	6,463	73
Agree-disagree	2010	48	My supervisor listens to what I have to say.	76.62%	12.36%	11.03%	6,552	N/A
Agree-disagree	2010	49	My supervisor treats me with respect.	80.61%	10.48%	8.92%	6,540	N/A
Agree-disagree	2010	50	In the last six months, my supervisor has talked with me about my performance.	83.02%	8.16%	8.82%	6,539	N/A
Agree-disagree	2010	51	I have trust and confidence in my supervisor.	66.61%	16.81%	16.58%	6,522	N/A
Good-poor	2010	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.58%	18.84%	12.58%	6,540	N/A
Agree-disagree	2010	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	40.50%	27.30%	32.20%	6,425	64
Agree-disagree	2010	54	My organization's senior leaders maintain high standards of honesty and integrity.	54.45%	23.83%	21.72%	6,288	206
Agree-disagree	2010	55	Supervisors work well with employees of different backgrounds.	62.90%	22.62%	14.48%	6,220	274
Agree-disagree	2010	56	*Managers communicate the goals and priorities of the organization.	62.31%	20.00%	17.69%	6,426	57

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Agree-disagree	2010	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	63.48%	22.62%	13.90%	6,140	331
Agree-disagree	2010	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	52.69%	23.03%	24.28%	6,328	158
Agree-disagree	2010	59	Managers support collaboration across work units to accomplish work objectives.	57.27%	22.97%	19.75%	6,294	162
Good-poor	2010	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	55.35%	25.66%	18.99%	6,252	223
Agree-disagree	2010	61	I have a high level of respect for my organization's senior leaders.	50.61%	24.33%	25.07%	6,349	61
Agree-disagree	2010	62	Senior leaders demonstrate support for Work/Life programs.	56.06%	26.98%	16.96%	5,919	552
Satisfied-dissatisfied	2010	63	*How satisfied are you with your involvement in decisions that affect your work?	54.11%	23.35%	22.53%	6,473	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?	48.47%	25.02%	26.51%	6,476	N/A
Satisfied-dissatisfied	2010	65	*How satisfied are you with the recognition you receive for doing a good job?	51.92%	23.25%	24.83%	6,470	N/A
Satisfied-dissatisfied	2010	66	How satisfied are you with the policies and practices of your senior leaders?	41.88%	29.75%	28.37%	6,467	N/A
Satisfied-dissatisfied	2010	67	How satisfied are you with your opportunity to get a better job in your organization?	38.40%	30.30%	31.30%	6,455	N/A
Satisfied-dissatisfied	2010	68	How satisfied are you with the training you receive for your present job?	53.53%	25.62%	20.85%	6,468	N/A
Satisfied-dissatisfied	2010	69	*Considering everything, how satisfied are you with your job?	67.72%	17.93%	14.34%	6,468	N/A
Satisfied-dissatisfied	2010	70	Considering everything, how satisfied are you with your pay?	72.74%	14.88%	12.39%	6,466	N/A
Satisfied-dissatisfied	2010	71	*Considering everything, how satisfied are you with your organization?	59.91%	20.69%	19.40%	6,462	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.

## Trend Core Survey

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.



## Trend Work Life-Telework

<b>77. Do you participate in the following Work/Life programs?</b>							
<b>Child Care Programs</b>							
	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>
Number of respondents	8,383	7,861	8,245	6,296	6,442	6,183	5,350
Yes	2.38%	2.87%	2.98%	3.50%	3.32%	2.89%	2.25%
No	83.58%	82.17%	81.30%	80.76%	81.86%	82.24%	82.56%
Not available to me	14.04%	14.96%	15.72%	15.74%	14.81%	14.87%	15.19%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
<b>78. Do you participate in the following Work/Life programs?</b>							
<b>Elder Care Programs</b>							
	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>
Number of respondents	8,391	7,871	8,256	6,303	6,450	6,181	5,347
Yes	2.27%	2.57%	2.52%	3.34%	3.13%	3.19%	2.53%
No	84.66%	82.82%	82.11%	81.47%	82.25%	81.99%	82.40%
Not available to me	13.07%	14.61%	15.37%	15.19%	14.62%	14.82%	15.08%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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.