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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.	73.85%	12.61%	13.54%	190	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	64.39%	11.54%	24.07%	188	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	64.25%	12.40%	23.34%	188	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	62.41%	15.88%	21.71%	189	N/A
Agree-disagree	2017	5	I like the kind of work I do.	75.51%	14.91%	9.58%	189	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	71.81%	12.34%	15.86%	185	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	96.09%	1.63%	2.28%	188	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	91.00%	6.76%	2.25%	190	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	55.39%	8.55%	36.06%	187	0
Agree-disagree	2017	10	*My workload is reasonable.	61.01%	11.59%	27.40%	187	1
Agree-disagree	2017	11	*My talents are used well in the workplace.	59.72%	11.89%	28.40%	182	2
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	77.46%	9.98%	12.56%	189	0
Agree-disagree	2017	13	The work I do is important.	85.92%	8.45%	5.62%	188	1
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	86.32%	7.05%	6.63%	188	0
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	81.61%	9.30%	9.09%	186	3
Agree-disagree	2017	16	I am held accountable for achieving results.	87.40%	8.87%	3.73%	186	2
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.28%	19.40%	19.32%	173	14
Agree-disagree	2017	18	My training needs are assessed.	70.96%	12.53%	16.50%	185	3
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).	78.44%	9.38%	12.18%	186	4
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	72.15%	11.55%	16.30%	189	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	61.31%	15.45%	23.25%	184	6
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	51.39%	23.91%	24.71%	173	17
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.06%	25.51%	37.43%	164	24
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	37.60%	32.01%	30.39%	172	17
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	55.16%	20.43%	24.40%	171	19
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	74.42%	12.56%	13.02%	187	1
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	60.66%	23.82%	15.51%	180	10
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	84.00%	11.45%	4.54%	189	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	62.99%	11.90%	25.11%	178	6

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Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	44.18%	19.31%	36.50%	173	11
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	50.73%	18.08%	31.19%	176	7
Agree-disagree	2017	32	Creativity and innovation are rewarded.	45.73%	22.46%	31.81%	174	10
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	31.94%	32.18%	35.89%	163	21
Agree-disagree	2017	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	75.62%	14.16%	10.22%	174	10
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	90.19%	6.96%	2.85%	180	3
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	85.52%	7.43%	7.05%	180	2
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	52.87%	19.02%	28.11%	173	11
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.	68.53%	16.76%	14.72%	164	19
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	70.99%	13.31%	15.70%	182	3
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	60.28%	16.23%	23.49%	182	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.	54.91%	17.67%	27.41%	169	15
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	90.05%	1.98%	7.97%	183	1
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	79.63%	6.99%	13.38%	182	2
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	72.67%	12.16%	15.17%	179	3
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	81.17%	12.07%	6.76%	164	19
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.10%	12.66%	15.24%	182	2
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	83.05%	9.11%	7.84%	180	3
Agree-disagree	2017	48	My supervisor listens to what I have to say.	79.94%	10.27%	9.79%	182	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	85.59%	8.31%	6.10%	183	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	92.53%	4.71%	2.76%	182	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	71.79%	12.83%	15.39%	183	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	76.56%	12.73%	10.70%	182	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	39.88%	17.28%	42.85%	176	6
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	47.29%	21.45%	31.26%	171	11
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	67.98%	20.57%	11.45%	172	8
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	60.23%	17.43%	22.34%	178	3
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	59.12%	18.38%	22.50%	168	10
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	49.25%	17.78%	32.97%	177	4
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	54.96%	21.37%	23.68%	176	4
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	59.21%	21.33%	19.47%	173	9
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	46.09%	22.89%	31.02%	178	4
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	70.35%	13.80%	15.85%	174	8

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Satisfied -dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	48.30%	22.70%	29.00%	181	N/A
Satisfied -dissatisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	51.70%	13.75%	34.56%	180	N/A
Satisfied -dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	58.39%	14.88%	26.73%	179	N/A
Satisfied -dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	39.40%	26.46%	34.14%	180	N/A
Satisfied -dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	36.81%	31.36%	31.82%	180	N/A
Satisfied -dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	77.66%	13.98%	8.36%	180	N/A
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	59.95%	18.21%	21.84%	180	N/A
Satisfied -dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	65.35%	15.13%	19.52%	180	N/A
Satisfied -dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	54.00%	17.48%	28.53%	181	N/A
Satisfied -dissatisfied	2017	79	How satisfied are you with the following Work/Life programs in your agency? Telework	84.41%	6.59%	8.99%	155	4
Satisfied -dissatisfied	2017	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	94.59%	5.41%	0.00%	81	1
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)	86.21%	11.39%	2.40%	36	5
Satisfied -dissatisfied	2017	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	81.05%	14.72%	4.23%	21	5
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)	100.00%	0.00%	0.00%	2	3
Satisfied -dissatisfied	2017	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	39.68%	60.32%	0.00%	5	1
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	80.36%	8.41%	11.24%	178	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	68.06%	15.25%	16.69%	179	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	69.38%	11.66%	18.95%	176	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	73.96%	7.37%	18.67%	178	N/A
Agree-disagree	2016	5	I like the kind of work I do.	84.75%	7.00%	8.25%	175	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	74.54%	11.88%	13.58%	177	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	97.16%	1.13%	1.72%	178	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	93.59%	4.70%	1.71%	178	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	59.69%	12.36%	27.95%	178	1
Agree-disagree	2016	10	*My workload is reasonable.	62.03%	9.29%	28.68%	176	1
Agree-disagree	2016	11	*My talents are used well in the workplace.	62.77%	10.68%	26.55%	176	2

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Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	84.44%	5.67%	9.90%	178	0
Agree-disagree	2016	13	The work I do is important.	90.25%	4.62%	5.13%	175	0
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	89.68%	5.70%	4.62%	178	1
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	73.41%	10.92%	15.66%	171	7
Agree-disagree	2016	16	I am held accountable for achieving results.	86.37%	9.63%	4.00%	174	1
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.39%	16.57%	21.05%	167	10
Agree-disagree	2016	18	My training needs are assessed.	73.93%	11.77%	14.30%	176	3
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).	70.65%	12.66%	16.69%	172	7
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	77.00%	11.42%	11.58%	179	N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	75.29%	11.23%	13.48%	171	8
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	55.77%	22.33%	21.90%	155	23
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	44.78%	28.28%	26.94%	154	25
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	44.19%	25.62%	30.18%	162	16
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	56.93%	17.92%	25.15%	168	11
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	80.25%	10.37%	9.38%	179	0
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	74.06%	14.22%	11.73%	174	5
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	90.27%	7.40%	2.33%	178	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	72.19%	11.93%	15.88%	177	2
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	56.60%	14.12%	29.28%	176	3
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	61.93%	15.97%	22.10%	175	4
Agree-disagree	2016	32	Creativity and innovation are rewarded.	54.03%	20.91%	25.06%	170	7
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	37.51%	23.94%	38.55%	152	24
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).	71.43%	19.20%	9.37%	167	11
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	89.30%	7.94%	2.76%	179	0
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	89.03%	5.76%	5.21%	176	0
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	58.56%	19.24%	22.19%	162	17
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.	71.17%	15.99%	12.84%	153	25
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	79.96%	10.46%	9.58%	178	1
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	68.57%	15.53%	15.90%	179	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.	65.28%	15.84%	18.89%	177	2
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	87.25%	5.14%	7.60%	179	0
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	84.08%	5.82%	10.10%	178	0
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	75.30%	11.02%	13.68%	177	0
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	81.60%	12.01%	6.39%	161	16
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	74.98%	12.14%	12.88%	179	0

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Agree-disagree	2016	47	Supervisors in my work unit support employee development.	86.06%	7.41%	6.53%	179	0
Agree-disagree	2016	48	My supervisor listens to what I have to say.	85.09%	6.17%	8.74%	179	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	88.05%	2.98%	8.97%	178	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	92.03%	3.33%	4.64%	177	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	76.95%	11.85%	11.20%	179	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.88%	13.19%	6.93%	179	N/A
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55.62%	15.13%	29.25%	178	1
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	60.62%	13.23%	26.15%	173	6
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	70.15%	17.53%	12.33%	170	7
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	67.95%	14.85%	17.20%	177	1
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	69.06%	15.92%	15.03%	175	4
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.73%	16.98%	24.29%	175	2
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	63.84%	16.89%	19.27%	178	1
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	61.05%	21.81%	17.14%	175	3
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	56.63%	19.01%	24.37%	178	1
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	73.44%	12.93%	13.63%	176	3
Satisfied -dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	63.53%	14.80%	21.67%	179	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?	59.73%	12.21%	28.06%	179	N/A
Satisfied -dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	62.50%	13.56%	23.94%	178	N/A
Satisfied -dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	48.90%	23.97%	27.13%	179	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	45.27%	24.92%	29.81%	176	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	78.62%	13.17%	8.21%	179	N/A
Satisfied -dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	68.85%	15.09%	16.05%	179	N/A
Satisfied -dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	68.39%	16.60%	15.01%	178	N/A
Satisfied -dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	65.73%	16.44%	17.82%	177	N/A
Satisfied -dissatisfied	2016	79	How satisfied are you with the following Work/Life programs in your agency? Telework	89.25%	4.85%	5.89%	155	0

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Satisfied -dissatisfied	2016	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	94.44%	4.11%	1.45%	68	0
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)	87.20%	12.80%	0.00%	45	3
Satisfied -dissatisfied	2016	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	45.66%	42.40%	11.94%	16	8
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)	0.00%	100.00%	0.00%	1	2
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)	0.00%	0.00%	100.00%	1	1
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	85.41%	5.11%	9.48%	142	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	75.15%	8.57%	16.28%	142	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	71.60%	8.45%	19.96%	142	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	76.70%	8.94%	14.36%	142	N/A
Agree-disagree	2015	5	I like the kind of work I do.	86.24%	6.24%	7.53%	139	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	81.20%	7.81%	10.99%	140	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	94.26%	3.43%	2.31%	142	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	91.15%	7.24%	1.61%	142	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	71.24%	7.92%	20.85%	142	0
Agree-disagree	2015	10	*My workload is reasonable.	72.67%	11.37%	15.96%	138	0
Agree-disagree	2015	11	*My talents are used well in the workplace.	70.07%	7.80%	22.13%	139	1
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	91.29%	4.35%	4.35%	142	0
Agree-disagree	2015	13	The work I do is important.	92.77%	4.45%	2.78%	140	0
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	87.86%	5.65%	6.49%	141	0
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	75.68%	11.46%	12.85%	140	2
Agree-disagree	2015	16	I am held accountable for achieving results.	93.62%	4.97%	1.41%	142	0
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.21%	13.04%	18.75%	132	10
Agree-disagree	2015	18	My training needs are assessed.	77.52%	11.39%	11.09%	142	0
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).	77.52%	10.77%	11.71%	140	2
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	82.45%	5.56%	11.99%	141	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	74.04%	13.32%	12.64%	140	2
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	58.53%	20.39%	21.08%	134	8
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	42.91%	32.76%	24.33%	124	18
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	52.71%	21.99%	25.30%	134	8
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	61.31%	16.07%	22.62%	129	11
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	79.96%	10.52%	9.53%	141	1
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	74.88%	14.14%	10.98%	135	6
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	91.42%	7.88%	0.70%	142	N/A

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Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77.79%	13.41%	8.80%	137	2
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	50.87%	23.25%	25.88%	136	4
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	66.53%	18.00%	15.47%	136	4
Agree-disagree	2015	32	Creativity and innovation are rewarded.	57.41%	23.76%	18.83%	135	5
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	39.77%	27.26%	32.97%	126	13
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).	75.57%	17.08%	7.36%	134	6
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	87.14%	6.07%	6.79%	138	1
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	93.44%	2.78%	3.79%	137	0
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	64.67%	18.00%	17.33%	130	9
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.	75.33%	14.82%	9.85%	130	10
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	85.73%	10.50%	3.77%	140	0
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	75.81%	10.83%	13.36%	140	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.	62.78%	18.41%	18.81%	135	5
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	87.05%	5.52%	7.43%	139	1
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	81.18%	7.17%	11.64%	139	1
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	76.16%	10.46%	13.38%	137	1
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	80.80%	10.42%	8.78%	132	6
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	74.86%	14.24%	10.90%	137	2
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	81.60%	5.92%	12.48%	137	2
Agree-disagree	2015	48	My supervisor listens to what I have to say.	83.57%	2.72%	13.71%	140	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	83.37%	7.94%	8.68%	140	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	87.63%	4.84%	7.54%	140	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	70.95%	13.87%	15.17%	140	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.84%	15.70%	9.46%	138	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	56.20%	17.16%	26.64%	139	1
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	65.18%	14.93%	19.89%	134	5
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	73.33%	13.46%	13.21%	134	4
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	67.98%	14.77%	17.25%	138	2
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	63.68%	20.39%	15.93%	134	6
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	59.96%	17.71%	22.32%	137	3
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	60.14%	20.35%	19.51%	139	1
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	68.55%	17.01%	14.44%	134	5

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Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	65.69%	12.97%	21.34%	139	1
Agree-disagree	2015	62	Senior leaders demonstrate support for Work/Life programs.	76.09%	14.97%	8.93%	134	5
Satisfied -dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	65.87%	14.08%	20.05%	139	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?	62.92%	20.56%	16.52%	140	N/A
Satisfied -dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	63.03%	17.38%	19.59%	139	N/A
Satisfied -dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	59.44%	17.23%	23.33%	140	N/A
Satisfied -dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	48.23%	28.96%	22.80%	140	N/A
Satisfied -dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	80.46%	11.18%	8.35%	138	N/A
Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	72.09%	16.21%	11.70%	140	N/A
Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	70.54%	9.90%	19.56%	139	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	73.80%	8.85%	17.35%	140	N/A
Satisfied -dissatisfied	2015	79	How satisfied are you with the following Work/Life programs in your agency? Telework	75.30%	10.71%	13.99%	124	1
Satisfied -dissatisfied	2015	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.07%	4.60%	3.33%	60	2
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)	81.29%	15.73%	2.97%	42	2
Satisfied -dissatisfied	2015	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	67.65%	32.35%	0.00%	11	7
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)	34.90%	65.10%	0.00%	3	3
Satisfied -dissatisfied	2015	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	0.00%	46.59%	53.41%	2	0
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	84.80%	3.81%	11.39%	133	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	76.66%	11.32%	12.02%	133	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	72.07%	12.20%	15.72%	127	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	74.62%	13.09%	12.29%	132	N/A
Agree-disagree	2014	5	I like the kind of work I do.	83.77%	9.22%	7.02%	130	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	79.57%	9.95%	10.48%	132	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	98.44%	0.70%	0.86%	132	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	94.35%	5.65%	0.00%	133	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	66.08%	10.98%	22.94%	132	1

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Agree-disagree	2014	10	*My workload is reasonable.	62.42%	16.08%	21.50%	132	1
Agree-disagree	2014	11	*My talents are used well in the workplace.	69.65%	7.79%	22.56%	129	1
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	89.00%	4.18%	6.82%	132	1
Agree-disagree	2014	13	The work I do is important.	96.80%	0.93%	2.28%	131	0
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	82.47%	6.99%	10.54%	132	1
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	70.38%	14.96%	14.66%	128	5
Agree-disagree	2014	16	I am held accountable for achieving results.	86.54%	11.89%	1.57%	131	1
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.93%	17.67%	19.40%	121	11
Agree-disagree	2014	18	My training needs are assessed.	69.15%	11.61%	19.24%	131	1
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).	77.98%	10.30%	11.72%	126	7
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	80.90%	10.26%	8.84%	133	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	73.19%	10.56%	16.26%	132	1
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	56.40%	24.40%	19.20%	117	15
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	45.63%	31.40%	22.98%	118	15
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	46.63%	25.94%	27.43%	114	18
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	58.11%	22.24%	19.65%	117	15
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	79.15%	10.83%	10.02%	133	0
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	78.21%	14.30%	7.49%	125	8
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	87.93%	11.36%	0.71%	133	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	80.20%	12.25%	7.55%	130	1
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	60.48%	25.20%	14.31%	126	5
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	67.57%	21.23%	11.19%	126	5
Agree-disagree	2014	32	Creativity and innovation are rewarded.	56.29%	26.80%	16.91%	126	5
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	40.45%	25.43%	34.11%	115	16
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).	69.87%	21.82%	8.31%	123	6
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	88.97%	9.41%	1.62%	130	0
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	85.97%	8.08%	5.95%	130	0
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.20%	21.06%	16.73%	122	9
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.	75.76%	15.84%	8.40%	122	7
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	91.53%	4.66%	3.81%	130	1
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	75.01%	14.77%	10.22%	131	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.	63.85%	18.51%	17.64%	126	5
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	81.94%	5.83%	12.23%	129	2
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.78%	14.08%	11.15%	131	0
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	72.02%	16.10%	11.88%	130	1

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Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	79.63%	12.11%	8.26%	122	9
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.69%	13.80%	13.51%	130	1
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	80.93%	9.36%	9.72%	131	0
Agree-disagree	2014	48	My supervisor listens to what I have to say.	79.20%	12.62%	8.18%	130	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	85.00%	9.07%	5.93%	131	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	86.64%	8.23%	5.13%	131	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	68.32%	18.10%	13.57%	131	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	71.78%	18.90%	9.32%	131	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	61.71%	24.19%	14.09%	128	2
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	69.57%	18.40%	12.03%	127	3
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	73.08%	12.82%	14.10%	125	5
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	74.07%	15.60%	10.33%	129	1
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	76.37%	14.41%	9.21%	125	3
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	70.32%	13.63%	16.05%	126	3
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	69.53%	13.72%	16.75%	126	3
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.57%	18.92%	11.51%	124	5
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	68.21%	14.36%	17.43%	128	1
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	71.91%	16.81%	11.28%	127	3
Satisfied -dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	69.08%	11.97%	18.95%	130	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?	67.16%	14.09%	18.75%	129	N/A
Satisfied -dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	57.77%	25.13%	17.10%	130	N/A
Satisfied -dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	55.08%	23.10%	21.81%	128	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	47.53%	25.41%	27.06%	130	N/A
Satisfied -dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	75.80%	16.25%	7.95%	130	N/A
Satisfied -dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	68.98%	17.06%	13.96%	130	N/A
Satisfied -dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	70.84%	9.94%	19.22%	130	N/A
Satisfied -dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	72.54%	14.95%	12.51%	129	N/A

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Satisfied -dissatisfied	2014	79	How satisfied are you with the following Work/Life programs in your agency? Telework	61.78%	17.26%	20.96%	90	1
Satisfied -dissatisfied	2014	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	93.96%	4.54%	1.50%	65	1
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)	85.28%	12.61%	2.11%	44	3
Satisfied -dissatisfied	2014	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	87.51%	12.49%	0.00%	7	4
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)	100.00%	0.00%	0.00%	2	1
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)	100.00%	0.00%	0.00%	1	2
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	80.76%	6.00%	13.24%	92	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	76.46%	8.39%	15.15%	91	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	73.53%	6.80%	19.68%	91	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	74.73%	12.92%	12.35%	92	N/A
Agree-disagree	2013	5	I like the kind of work I do.	89.26%	6.67%	4.07%	92	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	75.68%	12.45%	11.87%	92	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	96.82%	1.00%	2.18%	91	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	91.00%	7.83%	1.16%	92	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	67.07%	10.70%	22.22%	91	0
Agree-disagree	2013	10	*My workload is reasonable.	66.37%	11.46%	22.17%	90	0
Agree-disagree	2013	11	*My talents are used well in the workplace.	67.77%	9.28%	22.95%	91	0
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	88.79%	4.68%	6.53%	91	0
Agree-disagree	2013	13	The work I do is important.	93.15%	4.42%	2.42%	88	0
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	85.55%	6.24%	8.21%	92	0
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	76.73%	11.61%	11.66%	89	3
Agree-disagree	2013	16	I am held accountable for achieving results.	90.93%	8.06%	1.01%	90	0
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	54.59%	22.90%	22.50%	87	5
Agree-disagree	2013	18	My training needs are assessed.	68.26%	13.11%	18.63%	92	0
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).	72.37%	11.52%	16.11%	87	5
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	78.99%	9.92%	11.09%	91	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	70.76%	14.49%	14.76%	91	1
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	58.69%	13.82%	27.49%	83	8
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	42.78%	25.41%	31.81%	84	8
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	54.26%	21.03%	24.71%	87	5
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	61.42%	13.26%	25.32%	82	9
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	77.27%	6.65%	16.07%	91	0
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	74.08%	18.09%	7.82%	90	2

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Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	92.35%	5.69%	1.96%	92	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83.83%	5.18%	10.99%	89	2
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	61.91%	13.07%	25.01%	91	1
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	63.97%	17.53%	18.50%	88	3
Agree-disagree	2013	32	Creativity and innovation are rewarded.	51.16%	26.83%	22.02%	84	7
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	42.25%	16.32%	41.43%	79	13
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).	53.81%	25.47%	20.72%	85	7
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	86.56%	10.46%	2.98%	89	1
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	85.93%	8.19%	5.88%	92	0
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	60.39%	11.95%	27.66%	85	7
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.	69.52%	15.06%	15.43%	85	7
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	87.71%	8.32%	3.98%	92	0
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	74.35%	12.41%	13.24%	92	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.	61.33%	17.57%	21.10%	84	8
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	77.82%	8.79%	13.40%	92	0
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	70.20%	7.58%	22.22%	92	0
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	64.61%	13.49%	21.90%	89	2
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	74.18%	9.52%	16.30%	88	4
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	57.95%	21.14%	20.91%	92	0
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	77.03%	8.30%	14.67%	92	0
Agree-disagree	2013	48	My supervisor listens to what I have to say.	71.48%	9.74%	18.78%	92	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	77.98%	7.98%	14.05%	92	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	75.93%	7.40%	16.67%	92	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	66.33%	14.31%	19.36%	92	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	66.51%	16.96%	16.53%	92	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	60.32%	16.72%	22.96%	91	1
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	64.28%	13.55%	22.17%	91	1
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	75.12%	10.56%	14.32%	84	6
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	73.64%	13.04%	13.32%	92	0
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	73.66%	15.11%	11.23%	88	2
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	56.97%	16.28%	26.75%	91	0
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	64.49%	13.12%	22.39%	92	0

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Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	68.93%	18.96%	12.11%	87	3
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	68.57%	14.77%	16.66%	91	0
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	71.33%	17.79%	10.89%	89	3
Satisfied -dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	65.95%	12.76%	21.29%	91	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?	67.29%	13.59%	19.12%	91	N/A
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	67.12%	13.55%	19.33%	90	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	60.72%	21.82%	17.46%	91	N/A
Satisfied -dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	50.43%	24.79%	24.78%	89	N/A
Satisfied -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	75.07%	13.32%	11.60%	91	N/A
Satisfied -dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	74.70%	14.06%	11.23%	90	N/A
Satisfied -dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	66.03%	17.49%	16.48%	91	N/A
Satisfied -dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	74.23%	8.87%	16.89%	91	N/A
Satisfied -dissatisfied	2013	79	How satisfied are you with the following Work/Life programs in your agency? Telework	68.31%	16.98%	14.71%	46	0
Satisfied -dissatisfied	2013	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	95.86%	4.14%	0.00%	44	2
Satisfied -dissatisfied	2013	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	78.62%	19.44%	1.94%	47	3
Satisfied -dissatisfied	2013	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	88.24%	11.76%	0.00%	7	4
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)	100.00%	0.00%	0.00%	1	0
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)	100.00%	0.00%	0.00%	1	0
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	87.33%	5.62%	7.05%	57	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	80.57%	12.51%	6.92%	57	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	83.13%	4.93%	11.94%	58	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	87.64%	5.14%	7.21%	58	N/A
Agree-disagree	2012	5	I like the kind of work I do.	90.81%	3.78%	5.41%	58	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	84.01%	3.74%	12.25%	57	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	98.37%	0.00%	1.63%	58	N/A

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Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	96.22%	3.78%	0.00%	58	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	52.46%	13.77%	33.77%	57	0
Agree-disagree	2012	10	*My workload is reasonable.	62.41%	4.98%	32.61%	58	0
Agree-disagree	2012	11	*My talents are used well in the workplace.	80.31%	10.69%	9.00%	57	1
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	83.14%	11.63%	5.24%	58	0
Agree-disagree	2012	13	The work I do is important.	98.17%	0.00%	1.83%	58	0
Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	89.86%	6.66%	3.48%	58	0
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	72.94%	12.93%	14.13%	57	1
Agree-disagree	2012	16	I am held accountable for achieving results.	83.63%	12.82%	3.55%	58	0
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	64.37%	16.53%	19.10%	51	6
Agree-disagree	2012	18	My training needs are assessed.	60.64%	13.86%	25.50%	58	0
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).	77.37%	4.80%	17.83%	57	1
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	77.93%	10.42%	11.64%	57	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	64.58%	17.82%	17.61%	57	0
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	59.69%	14.26%	26.05%	54	4
Agree-disagree	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.96%	18.61%	47.43%	55	3
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	45.23%	23.27%	31.51%	52	6
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	57.82%	15.04%	27.14%	53	4
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	85.73%	4.58%	9.69%	58	0
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	67.77%	22.16%	10.07%	58	0
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	95.22%	4.78%	0.00%	58	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	78.09%	10.43%	11.48%	56	1
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	59.72%	22.69%	17.59%	57	0
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	61.92%	22.84%	15.25%	56	1
Agree-disagree	2012	32	Creativity and innovation are rewarded.	54.78%	27.00%	18.22%	53	4
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	36.16%	15.49%	48.35%	48	9
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).	45.63%	37.99%	16.38%	49	8
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	87.07%	9.35%	3.58%	56	1
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	72.95%	10.49%	16.56%	57	0
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	67.19%	10.01%	22.80%	52	5
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.	71.39%	20.67%	7.94%	49	8
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	94.72%	5.28%	0.00%	57	0
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	78.77%	13.86%	7.37%	57	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.	58.72%	22.37%	18.90%	55	2
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	74.95%	12.74%	12.31%	57	0

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Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	71.68%	15.71%	12.61%	57	0
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	70.90%	10.12%	18.98%	56	1
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	78.17%	16.63%	5.19%	56	1
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	69.22%	16.84%	13.93%	57	0
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	78.88%	8.48%	12.64%	56	0
Agree-disagree	2012	48	My supervisor listens to what I have to say.	78.83%	10.43%	10.74%	56	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	84.56%	5.05%	10.39%	56	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	79.13%	5.09%	15.79%	56	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	78.43%	9.28%	12.29%	56	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.97%	17.53%	7.49%	56	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	46.97%	37.38%	15.65%	56	0
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	74.24%	14.59%	11.18%	54	2
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	72.60%	17.59%	9.81%	54	2
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	75.72%	12.93%	11.35%	56	0
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	64.78%	22.39%	12.83%	53	3
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50.99%	26.98%	22.03%	55	1
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	61.16%	15.40%	23.44%	54	2
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	72.80%	23.55%	3.65%	53	2
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	70.79%	17.89%	11.32%	55	1
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	61.27%	28.46%	10.27%	53	3
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	68.23%	12.60%	19.18%	55	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?	71.72%	8.24%	20.05%	55	N/A
Satisfied -dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	72.11%	12.93%	14.97%	54	N/A
Satisfied -dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	55.32%	25.61%	19.06%	55	N/A
Satisfied -dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	42.81%	40.14%	17.05%	55	N/A
Satisfied -dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	69.49%	23.12%	7.39%	54	N/A
Satisfied -dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	82.08%	8.84%	9.09%	55	N/A
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	61.71%	18.76%	19.53%	55	N/A

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Satisfied -dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	78.33%	14.18%	7.49%	55	N/A
Satisfied -dissatisfied	2012	79	How satisfied are you with the following Work/Life programs in your agency? Telework	63.94%	9.96%	26.10%	29	1
Satisfied -dissatisfied	2012	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	95.71%	0.00%	4.29%	27	0
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)	86.80%	13.20%	0.00%	29	0
Satisfied -dissatisfied	2012	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	100.00%	0.00%	0.00%	5	0
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)	--	--	--	0	0
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)	100.00%	0.00%	0.00%	1	0
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	76.67%	6.89%	16.43%	71	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	83.32%	5.02%	11.66%	71	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	75.45%	6.53%	18.02%	71	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	82.47%	9.19%	8.33%	71	N/A
Agree-disagree	2011	5	I like the kind of work I do.	86.69%	8.85%	4.46%	71	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	81.95%	5.21%	12.84%	71	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	95.13%	4.87%	0.00%	71	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	91.50%	8.50%	0.00%	71	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	69.19%	6.53%	24.28%	71	0
Agree-disagree	2011	10	*My workload is reasonable.	59.06%	11.49%	29.45%	71	0
Agree-disagree	2011	11	*My talents are used well in the workplace.	64.56%	11.47%	23.98%	71	0
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	89.53%	3.69%	6.78%	71	0
Agree-disagree	2011	13	The work I do is important.	90.95%	5.13%	3.92%	70	0
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	66.45%	17.17%	16.38%	71	0
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	82.78%	5.03%	12.20%	71	0
Agree-disagree	2011	16	I am held accountable for achieving results.	84.55%	6.53%	8.92%	71	0
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	58.76%	23.60%	17.64%	65	6
Agree-disagree	2011	18	My training needs are assessed.	74.01%	15.16%	10.83%	71	0
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).	83.45%	5.03%	11.52%	70	1
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	71.91%	13.07%	15.02%	70	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	56.43%	24.37%	19.20%	67	3
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	60.00%	15.11%	24.89%	64	7
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	54.28%	15.99%	29.74%	66	5
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	52.48%	26.34%	21.18%	65	6
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	75.66%	11.73%	12.61%	66	5

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Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	76.29%	7.46%	16.24%	71	0
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	64.75%	23.69%	11.56%	69	2
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	84.87%	10.67%	4.46%	71	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	74.14%	10.63%	15.23%	70	1
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	52.27%	20.94%	26.79%	67	4
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	72.08%	15.45%	12.47%	68	3
Agree-disagree	2011	32	Creativity and innovation are rewarded.	46.69%	29.83%	23.48%	68	3
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	39.82%	25.85%	34.34%	63	8
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).	54.93%	20.14%	24.94%	64	7
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	68.36%	22.24%	9.40%	70	1
Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	61.09%	14.15%	24.75%	71	0
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	59.31%	20.56%	20.12%	65	6
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.	67.80%	13.59%	18.62%	64	7
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	87.39%	11.26%	1.35%	71	0
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	75.04%	9.60%	15.35%	71	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.	64.18%	16.32%	19.50%	70	1
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	84.07%	6.19%	9.74%	71	0
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	71.80%	14.03%	14.17%	71	0
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	74.72%	10.70%	14.57%	70	1
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	72.56%	19.70%	7.74%	63	8
Agree-disagree	2011	46	My supervisor provides me with constructive suggestions to improve my job performance.	73.54%	9.54%	16.92%	70	1
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	80.48%	9.64%	9.87%	71	0
Agree-disagree	2011	48	My supervisor listens to what I have to say.	77.69%	8.38%	13.93%	71	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	84.29%	5.67%	10.04%	70	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	89.80%	7.50%	2.70%	71	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	72.80%	7.96%	19.23%	71	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	72.80%	14.58%	12.62%	71	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	57.99%	17.63%	24.39%	69	1
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	73.37%	10.73%	15.90%	68	3
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	70.16%	17.01%	12.83%	67	4
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	74.87%	14.28%	10.85%	71	0
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	68.81%	22.87%	8.32%	69	2
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	48.60%	24.71%	26.69%	70	1

Trend Core Survey

Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	56.03%	23.43%	20.55%	67	3
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.80%	18.80%	16.40%	68	2
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	72.53%	14.34%	13.14%	71	0
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	63.14%	25.77%	11.09%	69	2
Satisfied -dissatisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	71.13%	11.20%	17.67%	71	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?	65.22%	22.61%	12.16%	71	N/A
Satisfied -dissatisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	72.14%	18.22%	9.64%	71	N/A
Satisfied -dissatisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	66.68%	20.35%	12.97%	71	N/A
Satisfied -dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?	40.34%	29.20%	30.47%	71	N/A
Satisfied -dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?	71.73%	19.97%	8.30%	71	N/A
Satisfied -dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?	76.77%	11.82%	11.40%	71	N/A
Satisfied -dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?	62.00%	22.05%	15.95%	71	N/A
Satisfied -dissatisfied	2011	71	*Considering everything, how satisfied are you with your organization?	76.15%	8.45%	15.40%	70	N/A
Satisfied -dissatisfied	2011	79	How satisfied are you with the following Work/Life programs in your agency? Telework	76.59%	7.96%	15.45%	30	3
Satisfied -dissatisfied	2011	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	90.50%	2.21%	7.29%	43	0
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)	84.28%	9.51%	6.21%	46	1
Satisfied -dissatisfied	2011	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	100.00%	0.00%	0.00%	7	3
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)	54.04%	0.00%	45.96%	2	2
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)	100.00%	0.00%	0.00%	1	3
Agree-disagree	2010	1	*I am given a real opportunity to improve my skills in my organization.	76.55%	8.14%	15.30%	60	N/A
Agree-disagree	2010	2	I have enough information to do my job well.	75.05%	10.45%	14.51%	60	N/A
Agree-disagree	2010	3	I feel encouraged to come up with new and better ways of doing things.	74.77%	9.03%	16.21%	60	N/A
Agree-disagree	2010	4	My work gives me a feeling of personal accomplishment.	73.95%	7.73%	18.33%	60	N/A
Agree-disagree	2010	5	I like the kind of work I do.	89.74%	6.69%	3.56%	60	N/A
Agree-disagree	2010	6	I know what is expected of me on the job.	78.81%	10.24%	10.95%	60	N/A

Trend Core Survey

Agree-disagree	2010	7	When needed I am willing to put in the extra effort to get a job done.	94.93%	1.91%	3.17%	59	N/A
Agree-disagree	2010	8	I am constantly looking for ways to do my job better.	96.66%	1.89%	1.45%	60	N/A
Agree-disagree	2010	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	61.90%	10.71%	27.39%	59	1
Agree-disagree	2010	10	*My workload is reasonable.	47.27%	14.12%	38.61%	60	0
Agree-disagree	2010	11	*My talents are used well in the workplace.	60.12%	8.38%	31.49%	60	0
Agree-disagree	2010	12	*I know how my work relates to the agency's goals and priorities.	90.13%	6.71%	3.16%	60	0
Agree-disagree	2010	13	The work I do is important.	91.39%	7.06%	1.55%	57	2
Agree-disagree	2010	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	66.45%	13.19%	20.36%	59	1
Agree-disagree	2010	15	My performance appraisal is a fair reflection of my performance.	79.36%	5.13%	15.51%	59	0
Agree-disagree	2010	16	I am held accountable for achieving results.	86.31%	10.25%	3.43%	59	1
Agree-disagree	2010	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	54.30%	15.73%	29.97%	55	5
Agree-disagree	2010	18	My training needs are assessed.	68.33%	6.95%	24.72%	58	1
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).	82.83%	9.03%	8.14%	60	0
Agree-disagree	2010	20	*The people I work with cooperate to get the job done.	78.03%	9.80%	12.17%	60	N/A
Agree-disagree	2010	21	My work unit is able to recruit people with the right skills.	57.77%	23.64%	18.58%	56	4
Agree-disagree	2010	22	Promotions in my work unit are based on merit.	51.90%	15.23%	32.86%	54	6
Agree-disagree	2010	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.06%	22.09%	40.85%	57	3
Agree-disagree	2010	24	*In my work unit, differences in performance are recognized in a meaningful way.	53.50%	21.98%	24.51%	52	7
Agree-disagree	2010	25	Awards in my work unit depend on how well employees perform their jobs.	67.63%	11.17%	21.20%	53	7
Agree-disagree	2010	26	Employees in my work unit share job knowledge with each other.	80.49%	7.33%	12.18%	57	1
Agree-disagree	2010	27	The skill level in my work unit has improved in the past year.	68.70%	17.12%	14.18%	57	2
Good-poor	2010	28	How would you rate the overall quality of work done by your work unit?	86.57%	8.19%	5.24%	60	N/A
Agree-disagree	2010	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	76.09%	7.52%	16.39%	57	2
Agree-disagree	2010	30	Employees have a feeling of personal empowerment with respect to work processes.	54.75%	8.76%	36.49%	58	2
Agree-disagree	2010	31	Employees are recognized for providing high quality products and services.	56.70%	20.13%	23.17%	56	4
Agree-disagree	2010	32	Creativity and innovation are rewarded.	45.16%	25.40%	29.44%	57	3
Agree-disagree	2010	33	Pay raises depend on how well employees perform their jobs.	49.24%	10.91%	39.86%	54	4
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).	45.65%	27.44%	26.92%	54	6
Agree-disagree	2010	35	Employees are protected from health and safety hazards on the job.	61.25%	29.42%	9.32%	58	2
Agree-disagree	2010	36	My organization has prepared employees for potential security threats.	42.32%	21.32%	36.36%	58	2
Agree-disagree	2010	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	53.71%	23.09%	23.21%	56	4
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.	64.00%	14.39%	21.61%	55	5
Agree-disagree	2010	39	My agency is successful at accomplishing its mission.	84.91%	6.29%	8.80%	60	0
Agree-disagree	2010	40	*I recommend my organization as a good place to work.	67.31%	17.61%	15.08%	60	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.	56.37%	13.87%	29.76%	58	2

Trend Core Survey

Agree-disagree	2010	42	My supervisor supports my need to balance work and other life issues.	85.61%	6.45%	7.94%	60	0
Agree-disagree	2010	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.86%	11.75%	13.39%	60	0
Agree-disagree	2010	44	Discussions with my supervisor about my performance are worthwhile.	75.75%	10.83%	13.42%	58	2
Agree-disagree	2010	45	My supervisor is committed to a workforce representative of all segments of society.	67.84%	23.60%	8.55%	57	3
Agree-disagree	2010	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.70%	12.15%	15.16%	59	1
Agree-disagree	2010	47	Supervisors in my work unit support employee development.	81.24%	10.88%	7.88%	59	1
Agree-disagree	2010	48	My supervisor listens to what I have to say.	76.11%	8.84%	15.05%	60	N/A
Agree-disagree	2010	49	My supervisor treats me with respect.	83.48%	8.79%	7.73%	60	N/A
Agree-disagree	2010	50	In the last six months, my supervisor has talked with me about my performance.	90.35%	4.63%	5.02%	60	N/A
Agree-disagree	2010	51	I have trust and confidence in my supervisor.	70.04%	15.14%	14.82%	60	N/A
Good-poor	2010	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.17%	23.68%	8.15%	60	N/A
Agree-disagree	2010	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	54.13%	18.95%	26.92%	59	0
Agree-disagree	2010	54	My organization's senior leaders maintain high standards of honesty and integrity.	70.24%	14.00%	15.76%	58	1
Agree-disagree	2010	55	Supervisors work well with employees of different backgrounds.	68.55%	13.18%	18.27%	57	2
Agree-disagree	2010	56	*Managers communicate the goals and priorities of the organization.	75.51%	12.56%	11.93%	59	1
Agree-disagree	2010	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	75.01%	13.95%	11.04%	56	4
Agree-disagree	2010	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50.36%	21.66%	27.98%	57	3
Agree-disagree	2010	59	Managers support collaboration across work units to accomplish work objectives.	45.68%	29.48%	24.84%	58	2
Good-poor	2010	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.53%	23.00%	11.47%	59	1
Agree-disagree	2010	61	I have a high level of respect for my organization's senior leaders.	70.19%	13.19%	16.62%	60	0
Agree-disagree	2010	62	Senior leaders demonstrate support for Work/Life programs.	71.99%	15.49%	12.52%	56	4
Satisfied -dissatisfied	2010	63	*How satisfied are you with your involvement in decisions that affect your work?	60.30%	20.09%	19.61%	60	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?	63.75%	15.72%	20.54%	60	N/A
Satisfied -dissatisfied	2010	65	*How satisfied are you with the recognition you receive for doing a good job?	63.85%	23.15%	13.00%	60	N/A
Satisfied -dissatisfied	2010	66	How satisfied are you with the policies and practices of your senior leaders?	64.06%	12.21%	23.73%	60	N/A
Satisfied -dissatisfied	2010	67	How satisfied are you with your opportunity to get a better job in your organization?	30.91%	38.89%	30.20%	60	N/A
Satisfied -dissatisfied	2010	68	How satisfied are you with the training you receive for your present job?	69.66%	15.26%	15.07%	60	N/A
Satisfied -dissatisfied	2010	69	*Considering everything, how satisfied are you with your job?	71.21%	13.10%	15.70%	59	N/A
Satisfied -dissatisfied	2010	70	Considering everything, how satisfied are you with your pay?	67.20%	15.16%	17.65%	60	N/A

Trend Core Survey

Satisfied -dissatisfied	2010	71	*Considering everything, how satisfied are you with your organization?	69.21%	12.12%	18.67%	60	N/A
Satisfied -dissatisfied	2010	79	How satisfied are you with the following Work/Life programs in your agency? Telework	--	--	--	0	0
Satisfied -dissatisfied	2010	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	--	--	--	0	0
Satisfied -dissatisfied	2010	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	--	--	--	0	0
Satisfied -dissatisfied	2010	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	--	--	--	0	0
Satisfied -dissatisfied	2010	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	--	--	--	0	0
Satisfied -dissatisfied	2010	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	--	--	--	0	0

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population

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