

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1.	I am given a real opportunity to improve my skills in my organization.	N	442	935	283	281	98	2,039	NA
		%	67.42	21.67	45.75	13.84	13.97	4.76	100.00
2.	I have enough information to do my job well.	N	331	1,044	308	272	63	2,018	NA
		%	68.54	16.26	52.28	15.18	13.16	3.12	100.00
3.	I feel encouraged to come up with new and better ways of doing things.	N	420	806	346	293	150	2,015	NA
		%	60.46	20.44	40.02	17.27	14.85	7.42	100.00
*4.	My work gives me a feeling of personal accomplishment.	N	569	851	305	211	94	2,030	NA
		%	69.80	27.87	41.93	15.09	10.52	4.59	100.00
*5.	I like the kind of work I do.	N	693	901	250	117	47	2,008	NA
		%	79.52	34.72	44.80	12.37	5.80	2.30	100.00
6.	I know what is expected of me on the job.	N	457	987	274	224	66	2,008	NA
		%	72.26	22.59	49.68	13.42	11.09	3.23	100.00
7.	When needed I am willing to put in the extra effort to get a job done.	N	1,308	644	42	11	12	2,017	NA
		%	96.72	64.58	32.14	2.12	0.54	0.62	100.00
8.	I am constantly looking for ways to do my job better.	N	990	882	128	20	12	2,032	NA
		%	92.14	48.59	43.55	6.27	0.96	0.62	100.00
9.	I have sufficient resources (for example, people, materials, budget) to get my job done.	N	176	685	298	560	314	2,033	5
		%	42.65	8.79	33.86	14.54	27.57	15.24	100.00
*10.	My workload is reasonable.	N	133	766	331	476	309	2,015	5
		%	44.36	6.55	37.81	16.46	23.50	15.68	100.00
*11.	My talents are used well in the workplace.	N	244	780	357	380	209	1,970	9
		%	51.85	12.34	39.52	18.15	19.42	10.57	100.00
*12.	I know how my work relates to the agency's goals and priorities.	N	624	1,034	202	105	53	2,018	7
		%	82.47	30.69	51.78	9.82	5.15	2.56	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014
Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Census
Number of surveys completed: 2,045
Number of surveys administered: 3,654

Response Rate: 56.0%

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*13.	The work I do is important.	N		871	847	183	69	34	2,004	4
		%	85.80	43.33	42.47	9.18	3.40	1.62	100.00	
*14.	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		381	750	255	344	294	2,024	6
		%	57.37	19.40	37.97	12.70	16.48	13.44	100.00	
*15.	My performance appraisal is a fair reflection of my performance.	N		463	838	324	194	166	1,985	45
		%	64.00	22.43	41.57	16.93	10.45	8.62	100.00	
16.	I am held accountable for achieving results.	N		481	1,015	314	146	56	2,012	8
		%	74.04	23.56	50.48	15.74	7.44	2.78	100.00	
17.	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		461	747	333	183	158	1,882	144
		%	64.24	24.56	39.68	17.52	9.84	8.39	100.00	
*18.	My training needs are assessed.	N		194	625	472	491	228	2,010	16
		%	40.42	9.49	30.92	23.66	24.57	11.35	100.00	
*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).	N		444	720	294	296	196	1,950	92
		%	58.42	21.78	36.64	15.45	15.69	10.44	100.00	
*20.	The people I work with cooperate to get the job done.	N		570	1,015	235	162	54	2,036	NA
		%	78.12	27.90	50.22	11.41	7.74	2.73	100.00	
*21.	My work unit is able to recruit people with the right skills.	N		209	870	383	399	140	2,001	39
		%	54.03	10.13	43.90	19.28	19.78	6.91	100.00	
*22.	Promotions in my work unit are based on merit.	N		138	501	546	378	313	1,876	155
		%	33.43	6.92	26.51	29.30	20.46	16.81	100.00	
*23.	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		106	432	451	493	398	1,880	156
		%	28.57	5.49	23.08	24.01	26.25	21.17	100.00	
*24.	In my work unit, differences in performance are recognized in a meaningful way.	N		116	521	482	507	308	1,934	93
		%	33.04	5.74	27.30	24.67	26.45	15.84	100.00	

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
25.	Awards in my work unit depend on how well employees perform their jobs.	N		175	643	428	354	290	1,890	130
		%	43.15	8.96	34.20	22.47	19.00	15.38	100.00	
26.	Employees in my work unit share job knowledge with each other.	N		425	1,113	251	163	77	2,029	8
		%	75.54	20.39	55.15	12.69	8.00	3.77	100.00	
27.	The skill level in my work unit has improved in the past year.	N		315	822	514	187	102	1,940	98
		%	58.51	15.94	42.57	26.65	9.69	5.15	100.00	
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28.	How would you rate the overall quality of work done by your work unit?	N		854	850	282	38	18	2,042	NA
		%	83.21	41.47	41.75	14.03	1.90	0.86	100.00	
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		230	1,070	347	248	73	1,968	24
		%	66.05	11.33	54.72	17.72	12.51	3.72	100.00	
*30.	Employees have a feeling of personal empowerment with respect to work processes.	N		144	647	458	481	238	1,968	31
		%	40.30	7.17	33.13	23.71	24.07	11.92	100.00	
31.	Employees are recognized for providing high quality products and services.	N		185	793	466	346	174	1,964	24
		%	49.59	9.34	40.26	23.72	17.83	8.86	100.00	
*32.	Creativity and innovation are rewarded.	N		178	648	523	410	194	1,953	35
		%	41.83	9.05	32.78	26.76	21.37	10.03	100.00	
*33.	Pay raises depend on how well employees perform their jobs.	N		59	215	437	606	532	1,849	134
		%	14.53	3.10	11.43	23.58	32.91	28.98	100.00	

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
34.	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		300	784	478	190	127	1,879	114
		%	56.90	15.49	41.42	25.90	10.28	6.92	100.00	
*35.	Employees are protected from health and safety hazards on the job.	N		410	1,041	299	132	64	1,946	46
		%	75.35	21.63	53.72	14.76	6.67	3.22	100.00	
*36.	My organization has prepared employees for potential security threats.	N		418	1,028	300	144	65	1,955	32
		%	75.04	22.29	52.75	14.66	7.14	3.16	100.00	
37.	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		273	672	393	293	245	1,876	108
		%	50.26	14.71	35.55	21.08	15.71	12.95	100.00	
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.	N		440	828	317	107	126	1,818	159
		%	69.59	24.24	45.35	17.59	5.97	6.85	100.00	
39.	My agency is successful at accomplishing its mission.	N		309	1,016	412	150	64	1,951	40
		%	67.42	15.60	51.82	21.46	7.77	3.35	100.00	
40.	I recommend my organization as a good place to work.	N		362	890	417	241	83	1,993	NA
		%	62.59	18.12	44.47	21.17	12.17	4.07	100.00	
41.	I believe the results of this survey will be used to make my agency a better place to work.	N		208	540	467	396	246	1,857	141
		%	39.52	10.93	28.59	25.58	21.49	13.41	100.00	
*42.	My supervisor supports my need to balance work and other life issues.	N		737	794	218	132	98	1,979	12
		%	76.18	36.10	40.08	11.63	7.07	5.13	100.00	
43.	My supervisor provides me with opportunities to demonstrate my leadership skills.	N		657	778	235	181	127	1,978	6
		%	72.25	32.74	39.51	11.82	9.33	6.60	100.00	
*44.	Discussions with my supervisor about my performance are worthwhile.	N		522	679	356	224	161	1,942	34
		%	61.05	26.20	34.85	18.58	11.77	8.59	100.00	

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45.	My supervisor is committed to a workforce representative of all segments of society.	N		572	747	344	72	85	1,820	151
		%	71.88	30.60	41.28	19.38	3.87	4.87	100.00	
46.	My supervisor provides me with constructive suggestions to improve my job performance.	N		439	731	355	264	174	1,963	13
		%	58.91	21.69	37.22	18.15	13.77	9.16	100.00	
*47.	Supervisors in my work unit support employee development.	N		542	830	318	161	110	1,961	22
		%	69.59	26.82	42.77	16.59	8.14	5.68	100.00	
48.	My supervisor listens to what I have to say.	N		789	780	188	143	84	1,984	NA
		%	78.73	38.76	39.97	9.49	7.48	4.30	100.00	
49.	My supervisor treats me with respect.	N		901	721	189	95	73	1,979	NA
		%	81.48	44.52	36.96	9.76	5.07	3.70	100.00	
50.	In the last six months, my supervisor has talked with me about my performance.	N		609	825	225	233	86	1,978	NA
		%	71.82	29.93	41.89	11.62	12.01	4.54	100.00	
*51.	I have trust and confidence in my supervisor.	N		688	635	315	197	149	1,984	NA
		%	65.99	33.91	32.08	16.16	10.09	7.76	100.00	
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52.	Overall, how good a job do you feel is being done by your immediate supervisor?	N		733	646	362	135	103	1,979	NA
		%	69.21	36.42	32.79	18.40	6.97	5.42	100.00	

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53.	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		158	551	467	444	332	1,952	23
		%	36.12	8.11	28.01	24.02	22.97	16.89	100.00	
54.	My organization's senior leaders maintain high standards of honesty and integrity.	N		251	693	472	243	203	1,862	108
		%	50.76	13.30	37.46	25.23	13.20	10.80	100.00	
*55.	Supervisors work well with employees of different backgrounds.	N		317	925	366	142	122	1,872	82
		%	65.92	16.58	49.33	19.75	7.81	6.52	100.00	
*56.	Managers communicate the goals and priorities of the organization.	N		261	962	359	228	137	1,947	17
		%	62.72	13.07	49.65	18.49	11.59	7.20	100.00	
*57.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		248	881	414	227	113	1,883	70
		%	59.90	12.89	47.02	22.07	11.91	6.12	100.00	
58.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		230	777	409	329	188	1,933	29
		%	52.43	11.70	40.73	21.18	16.73	9.66	100.00	
59.	Managers support collaboration across work units to accomplish work objectives.	N		258	846	398	256	173	1,931	32
		%	57.66	13.12	44.55	20.47	13.02	8.84	100.00	
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		399	705	460	189	118	1,871	88
		%	58.75	20.88	37.87	24.94	10.12	6.19	100.00	
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61.	I have a high level of respect for my organization's senior leaders.	N		271	620	503	327	226	1,947	19
		%	45.32	13.78	31.54	26.19	16.88	11.60	100.00	

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
62.	Senior leaders demonstrate support for Work/Life programs.	N		255	703	458	248	179	1,843	126
		%	51.39	13.29	38.10	25.20	13.57	9.84	100.00	
			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63.	How satisfied are you with your involvement in decisions that affect your work?	N		222	765	396	437	135	1,955	NA
		%	50.41	11.17	39.24	20.57	22.42	6.61	100.00	
*64.	How satisfied are you with the information you receive from management on what's going on in your organization?	N		223	742	479	379	128	1,951	NA
		%	49.64	11.21	38.43	24.65	19.32	6.39	100.00	
*65.	How satisfied are you with the recognition you receive for doing a good job?	N		215	680	481	380	187	1,943	NA
		%	45.63	10.73	34.90	25.07	19.77	9.53	100.00	
*66.	How satisfied are you with the policies and practices of your senior leaders?	N		136	580	592	438	205	1,951	NA
		%	36.16	6.82	29.34	30.91	22.58	10.34	100.00	
*67.	How satisfied are you with your opportunity to get a better job in your organization?	N		170	553	578	386	256	1,943	NA
		%	37.61	8.75	28.86	30.26	19.65	12.47	100.00	
*68.	How satisfied are you with the training you receive for your present job?	N		227	770	499	321	120	1,937	NA
		%	51.53	11.68	39.85	25.68	16.67	6.13	100.00	
*69.	Considering everything, how satisfied are you with your job?	N		328	863	382	264	105	1,942	NA
		%	61.17	16.93	44.24	20.03	13.59	5.20	100.00	
*70.	Considering everything, how satisfied are you with your pay?	N		266	879	337	320	152	1,954	NA
		%	58.41	13.44	44.97	17.48	16.38	7.73	100.00	
71.	Considering everything, how satisfied are you with your organization?	N		237	812	459	324	121	1,953	NA
		%	53.24	12.14	41.10	23.75	16.81	6.21	100.00	

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	1,300	62.04
Yes, I was notified that I was not eligible to telework.	197	11.32
No, I was not notified of my telework eligibility.	318	19.17
Not sure if I was notified of my telework eligibility.	129	7.47
Total	1,944	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	32	1.52
I telework 1 or 2 days per week.	334	15.49
I telework, but no more than 1 or 2 days per month.	225	10.43
I telework very infrequently, on an unscheduled or short-term basis.	599	29.21
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	168	9.99
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	57	3.34
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	285	16.82
I do not telework because I choose not to telework.	234	13.19
Total	1,934	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	491	24.39
No	996	50.37
Not available to me	441	25.24
Total	1,928	100.00

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
Yes	506	25.72
No	1,214	62.11
Not available to me	208	12.17
Total	1,928	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
Yes	158	8.30
No	1,517	78.92
Not available to me	221	12.78
Total	1,896	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
Yes	71	3.38
No	1,502	75.77
Not available to me	364	20.85
Total	1,937	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
Yes	51	2.57
No	1,565	78.93
Not available to me	318	18.50
Total	1,934	100.00

			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79.	How satisfied are you with the following Work/Life programs in your agency? Telework	N		388	474	162	80	35	1,139	52
		%	74.66	33.24	41.42	15.03	7.17	3.14	100.00	
80.	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		266	174	35	6	3	484	16
		%	90.09	53.24	36.85	7.86	1.44	0.61	100.00	
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)	N		148	268	55	9	1	481	39
		%	85.54	29.06	56.48	12.37	1.83	0.26	100.00	
82.	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		43	74	25	5	0	147	56
		%	78.37	28.49	49.88	18.22	3.41	0.00	100.00	
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)	N		32	17	8	3	1	61	23
		%	79.76	51.66	28.10	13.84	4.97	1.43	100.00	
84.	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		13	16	12	0	0	41	25
		%	70.70	30.83	39.87	29.30	0.00	0.00	100.00	

Demographics

Where do you work?	N	%
Headquarters	1,243	64.11
Field	696	35.89
Total	1,939	100.00

*What is your supervisory status?	N	%
Non-Supervisor	860	44.24
Team Leader	286	14.71
Supervisor	407	20.94
Manager	270	13.89
Senior Leader	121	6.22
Total	1,944	100.00

*Are you:	N	%
Male	883	45.82
Female	1,044	54.18
Total	1,927	100.00

*Are you Hispanic or Latino?	N	%
Yes	120	6.30
No	1,785	93.70
Total	1,905	100.00

***Please select the racial category or categories with which you most closely identify.**

	N	%
American Indian or Alaska Native	6	0.32
Asian	112	6.03
Black or African American	351	18.91
Native Hawaiian or Other Pacific Islander	3	0.16
White	1,319	71.07
Two or more races	65	3.50
Total	1,856	100.00

What is the highest degree or level of education you have completed?

	N	%
Less than High School	1	0.05
High School Diploma/GED or equivalent	17	0.88
Trade or Technical Certificate	11	0.57
Some College (no degree)	84	4.35
Associate's Degree (e.g., AA, AS)	29	1.50
Bachelor's Degree (e.g., BA, BS)	274	14.20
Master's Degree (e.g., MA, MS, MBA)	1,177	61.02
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	336	17.42
Total	1,929	100.00

What is your pay category/grade?	N	%
Federal Wage System	22	1.14
GS 1-6	9	0.47
GS 7-12	269	13.94
GS 13-15	991	51.35
Senior Executive Service	82	4.25
Senior Level (SL) or Scientific or Professional (ST)	10	0.52
Other	547	28.34
Total	1,930	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	25	1.29
1 to 3 years	262	13.53
4 to 5 years	369	19.06
6 to 10 years	427	22.06
11 to 14 years	268	13.84
15 to 20 years	180	9.30
More than 20 years	405	20.92
Total	1,936	100.00

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	59	3.06
1 to 3 years	454	23.52
4 to 5 years	450	23.32
6 to 10 years	379	19.64
11 to 20 years	326	16.89
More than 20 years	262	13.58
Total	1,930	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	1,195	62.14
Yes, to retire	83	4.32
Yes, to take another job within the Federal Government	287	14.92
Yes, to take another job outside the Federal Government	198	10.30
Yes, other	160	8.32
Total	1,923	100.00

I am planning to retire:	N	%
Within one year	61	3.25
Between one and three years	115	6.12
Between three and five years	152	8.09
Five or more years	1,550	82.53
Total	1,878	100.00

Self-Identify as:	N	%
Heterosexual or Straight	1,531	83.43
Gay, Lesbian, Bisexual, or Transgender	112	6.10
I prefer not to say	192	10.46
Total	1,835	100.00

What is your US military service status?	N	%
No Prior Military Service	1,670	87.62
Currently in National Guard or Reserves	16	0.84
Retired	62	3.25
Separated or Discharged	158	8.29
Total	1,906	100.00

Are you an individual with a disability?	N	%
Yes	126	6.57
No	1,791	93.43
Total	1,917	100.00

What is your age group?	N	%
25 and under	11	0.54
26-29	62	3.03
30-39	650	31.78
40-49	598	29.24
50-59	505	24.69
60 or older	219	10.71
Total	2,045	100.00