

2018

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

U.S. Agency for International Development

FIELD PERIOD	May 3 - June 14, 2018
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	1,837
NUMBER OF SURVEYS ADMINISTERED	3,482
RESPONSE RATE	52.8%

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

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

Engagement Index Score

2018 ENGAGEMENT INDEX

71%

LEADERS LEAD

61%

SUPERVISORS

77%

INTRINSIC WORK EXPERIENCE

74%

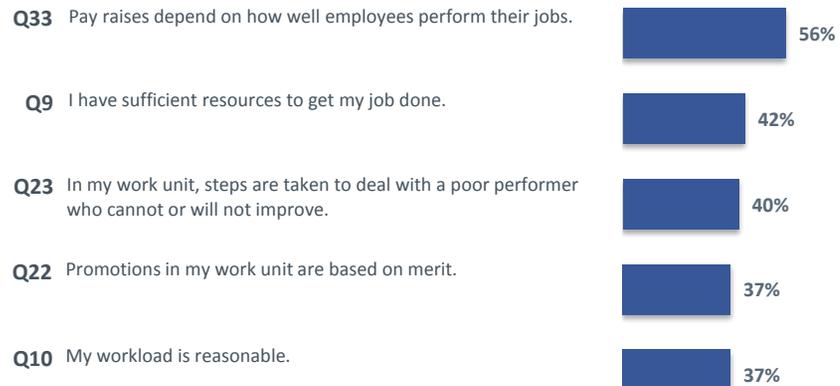
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



2018

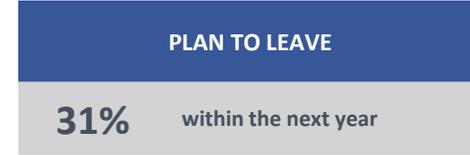
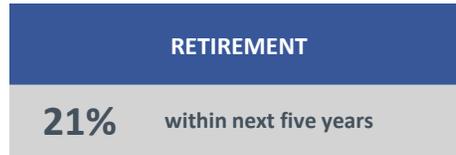
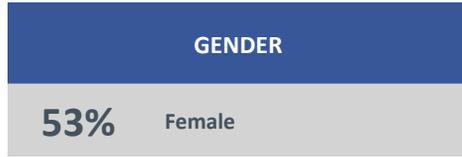
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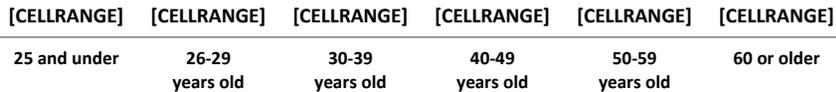
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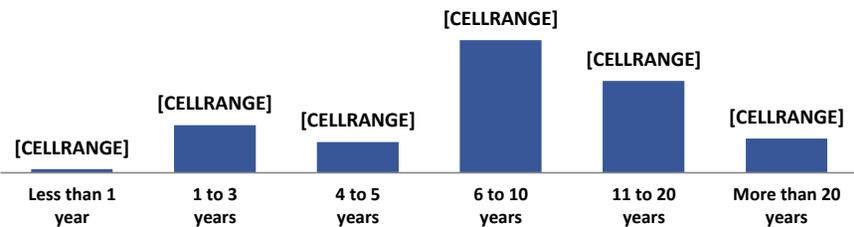
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

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





Select: Largest Increases since 2017

Largest Increases in Percent Positive since 2017

10 items increased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q29 My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68%	68%	75%	81%	+6
Q41 I believe the results of this survey will be used to make my agency a better place to work.	41%	43%	46%	49%	+3
Q36 My organization has prepared employees for potential security threats.	75%	77%	84%	85%	+1
Q56 Managers communicate the goals of the organization.	65%	65%	69%	70%	+1
Q12 I know how my work relates to the agency's goals.	85%	86%	88%	89%	+1

Select: Largest Decreases since 2017

Largest Decreases in Percent Positive since 2017

54 items decreased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q62 Senior leaders demonstrate support for Work/Life programs.	55%	59%	66%	61%	-5
Q66 How satisfied are you with the policies and practices of your senior leaders?	43%	47%	54%	49%	-5
Q54 My organization's senior leaders maintain high standards of honesty and integrity.	56%	61%	68%	63%	-5
Q9 I have sufficient resources to get my job done.	43%	44%	48%	44%	-4
Q59 Managers support collaboration across work units to accomplish work objectives.	60%	62%	68%	64%	-4

Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	75.3%	27.6%	47.7%	11.4%
Agree-disagree	2	I have enough information to do my job well.	73.7%	20.1%	53.5%	13.7%
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	69.0%	26.5%	42.5%	14.6%
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	77.6%	35.6%	42.0%	12.2%
Agree-disagree	5	I like the kind of work I do.	83.0%	39.6%	43.4%	11.4%
Agree-disagree	6	I know what is expected of me on the job.	77.4%	30.2%	47.2%	11.7%
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	97.7%	69.0%	28.7%	1.3%
Agree-disagree	8	I am constantly looking for ways to do my job better.	93.1%	53.8%	39.3%	5.7%
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	43.7%	9.7%	34.0%	14.3%
Agree-disagree	10	*My workload is reasonable.	48.9%	7.9%	41.0%	14.5%
Agree-disagree	11	*My talents are used well in the workplace.	58.8%	16.2%	42.6%	16.9%
Agree-disagree	12	*I know how my work relates to the agency's goals.	88.6%	38.4%	50.2%	6.7%
Agree-disagree	13	The work I do is important.	89.5%	51.0%	38.5%	6.9%
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	63.9%	23.2%	40.7%	11.9%

Core Survey

Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	66.9%	25.1%	41.7%	16.3%
Agree-disagree	16	I am held accountable for achieving results.	79.6%	30.0%	49.6%	12.5%
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.5%	31.3%	38.1%	14.7%
Agree-disagree	18	My training needs are assessed.	47.2%	12.4%	34.9%	22.2%
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	61.6%	25.8%	35.7%	15.5%
Agree-disagree	20	*The people I work with cooperate to get the job done.	80.7%	35.4%	45.3%	11.1%
Agree-disagree	21	My work unit is able to recruit people with the right skills.	49.6%	10.9%	38.8%	19.0%
Agree-disagree	22	Promotions in my work unit are based on merit.	35.0%	7.6%	27.4%	27.7%
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.3%	6.0%	27.3%	26.5%
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	39.1%	7.1%	32.0%	25.7%
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	50.7%	11.6%	39.1%	22.1%
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	78.6%	25.9%	52.8%	11.3%
Agree-disagree	27	The skill level in my work unit has improved in the past year.	62.6%	19.6%	43.0%	24.2%
Good-poor	28	How would you rate the overall quality of work done by your work unit?	86.4%	45.5%	40.9%	11.4%
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	81.0%	32.1%	48.8%	11.1%
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	50.1%	11.1%	39.0%	20.8%

Core Survey

Agree-disagree	31	Employees are recognized for providing high quality products and services.	60.2%	14.3%	45.9%	18.7%
Agree-disagree	32	Creativity and innovation are rewarded.	49.9%	13.3%	36.6%	25.7%
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	18.5%	4.1%	14.3%	25.0%
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	60.8%	15.9%	44.9%	23.0%
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	79.7%	25.5%	54.1%	11.9%
Agree-disagree	36	My organization has prepared employees for potential security threats.	85.1%	27.3%	57.8%	10.0%
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	59.0%	18.2%	40.8%	18.8%
Agree-disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	76.8%	30.2%	46.6%	13.0%
Agree-disagree	39	My agency is successful at accomplishing its mission.	80.4%	22.8%	57.5%	14.6%
Agree-disagree	40	*I recommend my organization as a good place to work.	71.7%	26.2%	45.5%	18.1%
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	48.6%	15.4%	33.3%	24.2%
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	81.6%	43.5%	38.1%	9.0%
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.0%	39.5%	36.5%	11.2%
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	64.0%	30.2%	33.8%	18.5%

Core Survey

Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	76.2%	37.5%	38.7%	15.7%
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	59.9%	27.4%	32.5%	20.1%
Agree-disagree	47	Supervisors in my work unit support employee development.	74.9%	33.3%	41.6%	14.4%
Agree-disagree	48	My supervisor listens to what I have to say.	81.9%	44.4%	37.5%	8.4%
Agree-disagree	49	My supervisor treats me with respect.	83.8%	49.1%	34.7%	7.2%
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	77.2%	37.0%	40.2%	9.9%
Agree-disagree	51	I have trust and confidence in my supervisor.	69.9%	39.0%	30.9%	15.2%
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	72.4%	40.5%	31.9%	16.6%
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.7%	13.0%	35.7%	23.6%
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	63.3%	20.6%	42.8%	22.3%
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	72.4%	23.1%	49.2%	17.2%
Agree-disagree	56	*Managers communicate the goals of the organization.	70.4%	19.4%	51.0%	16.6%
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	64.5%	17.1%	47.4%	21.9%
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.9%	16.4%	44.5%	20.4%
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	64.2%	18.7%	45.4%	19.9%

Core Survey

Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.4%	27.4%	37.0%	21.8%
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	59.0%	20.5%	38.5%	24.5%
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	60.9%	18.8%	42.1%	23.5%
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	57.4%	14.8%	42.5%	20.0%
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.0%	15.7%	44.3%	18.0%
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	51.5%	14.1%	37.4%	23.0%
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	48.5%	11.2%	37.3%	28.9%
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	42.0%	11.2%	30.8%	25.8%
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	57.7%	15.3%	42.4%	22.6%
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	68.9%	20.6%	48.3%	16.4%
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	64.5%	17.6%	46.9%	16.9%
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	65.7%	17.5%	48.2%	19.6%

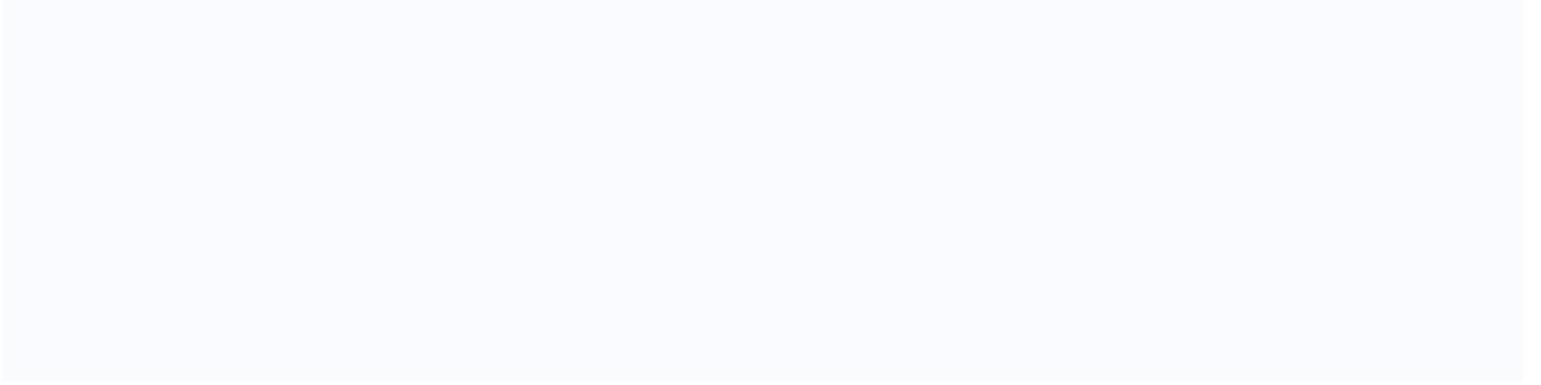
* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** 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.

Core Survey



Core Survey

Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
10.0%	3.3%	13.3%	501	875	208	182	59	1,825	N/A
9.5%	3.2%	12.6%	366	982	250	172	58	1,828	N/A
11.0%	5.5%	16.5%	483	775	267	203	100	1,828	N/A
7.1%	3.1%	10.2%	648	769	224	131	58	1,830	N/A
3.8%	1.8%	5.5%	722	795	210	70	33	1,830	N/A
7.7%	3.2%	10.9%	548	866	217	141	58	1,830	N/A
0.5%	0.5%	1.0%	1,262	523	24	9	10	1,828	N/A
0.8%	0.3%	1.2%	981	719	106	15	6	1,827	N/A
28.0%	14.0%	42.0%	175	616	260	513	257	1,821	2
22.8%	13.8%	36.6%	143	744	265	419	250	1,821	4
14.9%	9.4%	24.3%	290	771	307	272	169	1,809	4
2.8%	2.0%	4.8%	701	918	122	52	36	1,829	2
2.4%	1.2%	3.6%	925	701	127	45	22	1,820	5
14.4%	9.8%	24.2%	420	741	220	264	180	1,825	6

Core Survey

9.3%	7.6%	16.9%	449	756	294	170	136	1,805	25
5.9%	2.0%	7.9%	541	908	231	109	38	1,827	7
8.2%	7.6%	15.9%	549	669	251	144	132	1,745	85
21.6%	9.0%	30.6%	223	631	407	397	163	1,821	13
12.9%	10.0%	22.9%	453	623	275	229	177	1,757	75
6.1%	2.1%	8.2%	649	834	202	111	38	1,834	N/A
20.6%	10.7%	31.3%	194	697	339	373	194	1,797	32
21.8%	15.6%	37.4%	130	462	470	373	265	1,700	126
22.7%	17.5%	40.2%	102	463	449	385	295	1,694	131
22.4%	12.9%	35.3%	126	566	457	398	227	1,774	57
16.5%	10.7%	27.2%	202	681	385	287	184	1,739	89
6.2%	3.8%	10.0%	475	958	206	112	67	1,818	9
8.2%	5.0%	13.2%	346	753	425	145	87	1,756	75
1.4%	0.8%	2.2%	830	752	206	25	15	1,828	N/A
6.1%	1.9%	8.0%	581	895	202	110	34	1,822	7
20.9%	8.3%	29.2%	197	694	374	378	149	1,792	24

Core Survey

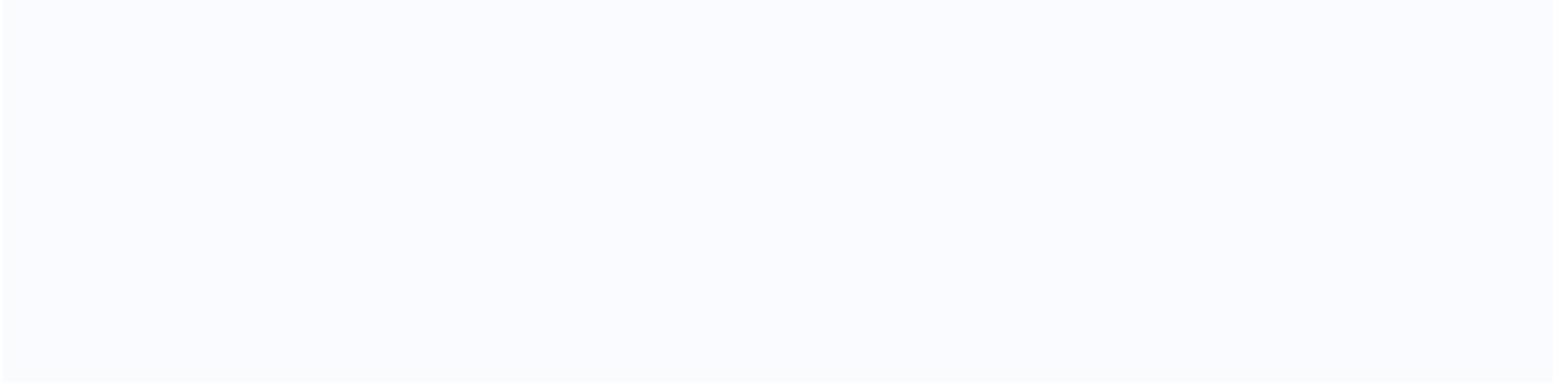
14.2%	6.8%	21.1%	256	827	339	256	122	1,800	11
16.3%	8.2%	24.5%	234	651	455	294	147	1,781	26
31.6%	24.9%	56.5%	67	239	420	539	425	1,690	119
10.0%	6.3%	16.2%	271	761	390	166	104	1,692	119
5.7%	2.8%	8.5%	452	958	211	101	49	1,771	40
3.4%	1.6%	5.0%	491	1,040	180	62	27	1,800	10
11.9%	10.4%	22.3%	312	699	317	205	176	1,709	100
5.1%	5.1%	10.2%	509	782	212	84	84	1,671	137
3.4%	1.6%	5.0%	409	1,036	261	61	29	1,796	17
6.9%	3.2%	10.2%	475	824	327	125	59	1,810	N/A
17.0%	10.2%	27.1%	259	566	412	294	177	1,708	103
5.8%	3.5%	9.3%	784	686	161	104	63	1,798	10
7.4%	5.5%	12.9%	714	658	200	132	98	1,802	6
11.1%	6.4%	17.5%	539	608	332	196	113	1,788	20

Core Survey

4.4%	3.7%	8.1%	631	649	259	71	59	1,669	136
12.8%	7.2%	20.0%	493	586	363	230	129	1,801	9
6.3%	4.4%	10.7%	598	745	254	112	78	1,787	21
6.5%	3.2%	9.7%	809	676	151	114	57	1,807	N/A
5.3%	3.7%	9.1%	893	624	127	94	67	1,805	N/A
9.7%	3.1%	12.9%	673	726	176	176	56	1,807	N/A
7.9%	7.0%	14.9%	712	556	275	140	124	1,807	N/A
6.1%	4.8%	10.9%	736	579	299	109	85	1,808	N/A
17.8%	10.0%	27.7%	230	634	419	318	178	1,779	19
7.6%	6.8%	14.4%	347	725	374	126	112	1,684	113
6.3%	4.1%	10.4%	404	864	294	108	68	1,738	54
8.5%	4.5%	13.0%	345	905	296	153	79	1,778	12
9.0%	4.6%	13.6%	297	825	380	157	80	1,739	61
12.4%	6.3%	18.7%	289	787	364	222	111	1,773	23
10.1%	5.8%	16.0%	330	805	352	182	101	1,770	22

Core Survey

8.6%	5.1%	13.7%	482	650	381	151	88	1,752	41
11.0%	5.5%	16.5%	363	684	434	197	97	1,775	19
9.9%	5.6%	15.5%	313	703	392	164	94	1,666	128
17.5%	5.0%	22.6%	268	765	359	314	90	1,796	N/A
16.7%	5.3%	22.0%	285	791	323	300	95	1,794	N/A
17.7%	7.8%	25.5%	257	668	411	319	140	1,795	N/A
16.4%	6.2%	22.6%	202	663	518	293	112	1,788	N/A
20.0%	12.2%	32.1%	202	551	460	359	218	1,790	N/A
14.4%	5.3%	19.7%	272	760	407	258	94	1,791	N/A
10.5%	4.2%	14.7%	370	863	294	190	75	1,792	N/A
13.5%	5.1%	18.6%	315	845	302	244	91	1,797	N/A
11.0%	3.8%	14.7%	313	863	352	198	67	1,793	N/A



Work Life-Telework

76. Ho

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77. Ho

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Tot

78. Ho

Iter

Tot

Percent



Please select the response below that BEST describes your current teleworking schedule.

- Telework very infrequently, on an unscheduled or short-term basis
- Telework, but only about 1 or 2 days per month
- Telework 1 or 2 days per week
- Telework 3 or 4 days per week
- Telework every work day
- Do not telework because I have to be physically present on the job
- Do not telework because of technical issues that prevent me from teleworking
- Do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework
- Do not telework because I choose not to telework

Total

How satisfied are you with the following Work/Life programs in your agency? Telework

- Very Satisfied
- Satisfied
- Neither Satisfied nor Dissatisfied
- Dissatisfied
- Very Dissatisfied

Item Response Total

- I choose not to participate in these programs
- These programs are not available to me
- I am unaware of these programs

Total

How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

- Very Satisfied
- Satisfied
- Neither Satisfied nor Dissatisfied
- Dissatisfied
- Very Dissatisfied

Item Response Total

- I choose not to participate in these programs
- These programs are not available to me
- I am unaware of these programs

Total

How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

- Very Satisfied
- Satisfied
- Neither Satisfied nor Dissatisfied
- Dissatisfied
- Very Dissatisfied

Item Response Total

- I choose not to participate in these programs
- These programs are not available to me
- I am unaware of these programs

Total

How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

Very Satisfied

Satisfied

Neither Satisfied nor Dissatisfied

Dissatisfied

Very Dissatisfied

Number of Responses Total

I choose not to participate in these programs

These programs are not available to me

I am unaware of these programs

Additional

How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

Very Satisfied

Satisfied

Neither Satisfied nor Dissatisfied

Dissatisfied

Very Dissatisfied

Number of Responses Total

I choose not to participate in these programs

These programs are not available to me

I am unaware of these programs

Additional

How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

Very Satisfied

Satisfied

Neither Satisfied nor Dissatisfied

Dissatisfied

Very Dissatisfied

Number of Responses Total

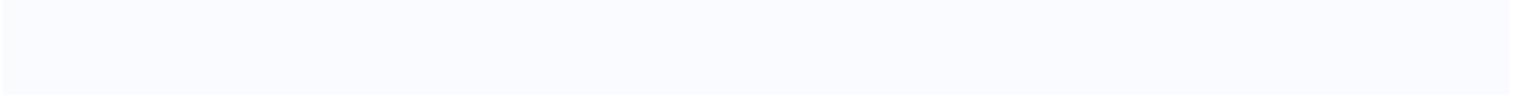
I choose not to participate in these programs

These programs are not available to me

I am unaware of these programs

Additional

Percentages are weighted to represent the Agency's population.



Work Life-Telework

N	%
584	32.5%
180	10.1%
337	19.2%
24	1.4%
32	1.7%
162	9.0%
45	2.5%
218	12.2%
206	11.5%
1,788	100.0%

N	Satisfaction %	All Response Options %
375	28.7%	21.2%
529	40.5%	29.9%
219	16.6%	12.4%
124	9.6%	7.0%
60	4.6%	3.4%
1,307	100.0%	73.9%
103	--	5.8%
348	--	19.7%
10	--	0.6%
1,768	100.0%	100.0%

N	Satisfaction %	All Response Options %
323	31.8%	18.4%
404	39.3%	23.0%
197	18.9%	11.2%
65	6.4%	3.7%
38	3.6%	2.2%
1,027	100.0%	58.4%
342	--	19.4%
365	--	20.8%
25	--	1.4%
1,759	100.0%	100.0%

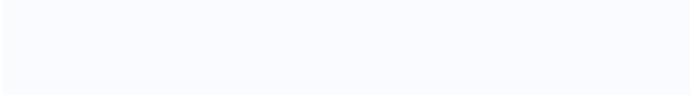
N	Satisfaction %	All Response Options %
358	24.9%	20.1%
730	50.2%	40.9%
287	19.8%	16.1%
52	3.6%	2.9%
22	1.5%	1.2%
1,449	100.0%	81.2%
180	--	10.1%
72	--	4.0%
83	--	4.7%
1,784	100.0%	100.0%

Work Life-Telework

N	Satisfaction %	All Response Options %
234	21.2%	13.1%
446	39.7%	25.0%
353	31.3%	19.8%
62	5.5%	3.5%
27	2.3%	1.5%
1,122	100.0%	62.9%
414	--	23.2%
47	--	2.6%
200	--	11.2%
1,783	100.0%	100.0%

N	Satisfaction %	All Response Options %
109	15.0%	6.1%
230	31.0%	12.9%
299	40.4%	16.8%
62	8.4%	3.5%
40	5.2%	2.2%
740	100.0%	41.5%
681	--	38.2%
199	--	11.1%
165	--	9.2%
1,785	100.0%	100.0%

N	Satisfaction %	All Response Options %
80	14.2%	4.5%
141	24.5%	7.9%
304	52.7%	17.0%
34	5.9%	1.9%
16	2.6%	0.9%
575	100.0%	32.2%
794	--	44.5%
154	--	8.6%
260	--	14.6%
1,783	100.0%	100.0%



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Demographics



Demographics

Where do you work?

Headquarters

Field

Total

What is your supervisory status?

Non-Supervisor

Team Leader

Supervisor

Manager

Senior Leader

Total

Gender:

Male

Female

Total

Are you Hispanic or Latino?

Yes

No

Total

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

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

Two or more races

Total

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

Less than High School

High School Diploma/GED or equivalent

Trade or Technical Certificate

Some College (no degree)

Associate's Degree (e.g., AA, AS)

Bachelor's Degree (e.g., BA, BS)

Master's Degree (e.g., MA, MS, MBA)

Doctoral/Professional Degree (e.g., Ph.D., MD, JD)

Total

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Demographics

What is your pay category/grade?

Federal Wage System

GS 1-6

GS 7-12

GS 13-15

Senior Executive Service

Senior Level (SL) or Scientific or Professional (ST)

Other

Total

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

Less than 1 year

1 to 3 years

4 to 5 years

6 to 10 years

11 to 14 years

15 to 20 years

More than 20 years

Total

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

Less than 1 year

1 to 3 years

4 to 5 years

6 to 10 years

11 to 20 years

More than 20 years

Total

Are you considering leaving your organization within the next year, and if so, why?

No

Yes, to retire

Yes, to take another job within the Federal Government

Yes, to take another job outside the Federal Government

Yes, other

Total

When planning to retire:

Within one year

Between one and three years

Between three and five years

Demographics

Five or more years

Total

Are you transgender?

Yes

No

Total

Which one of the following do you consider yourself to be?

Straight, that is not gay or lesbian

Gay or Lesbian

Bisexual

Something else

Total

What is your US military service status?

No Prior Military Service

Currently in National Guard or Reserves

Retired

Separated or Discharged

Total

Are you an individual with a disability?

Yes

No

Total

What is your age group?

25 and under

26-29 years old

30-39 years old

40-49 years old

50-59 years old

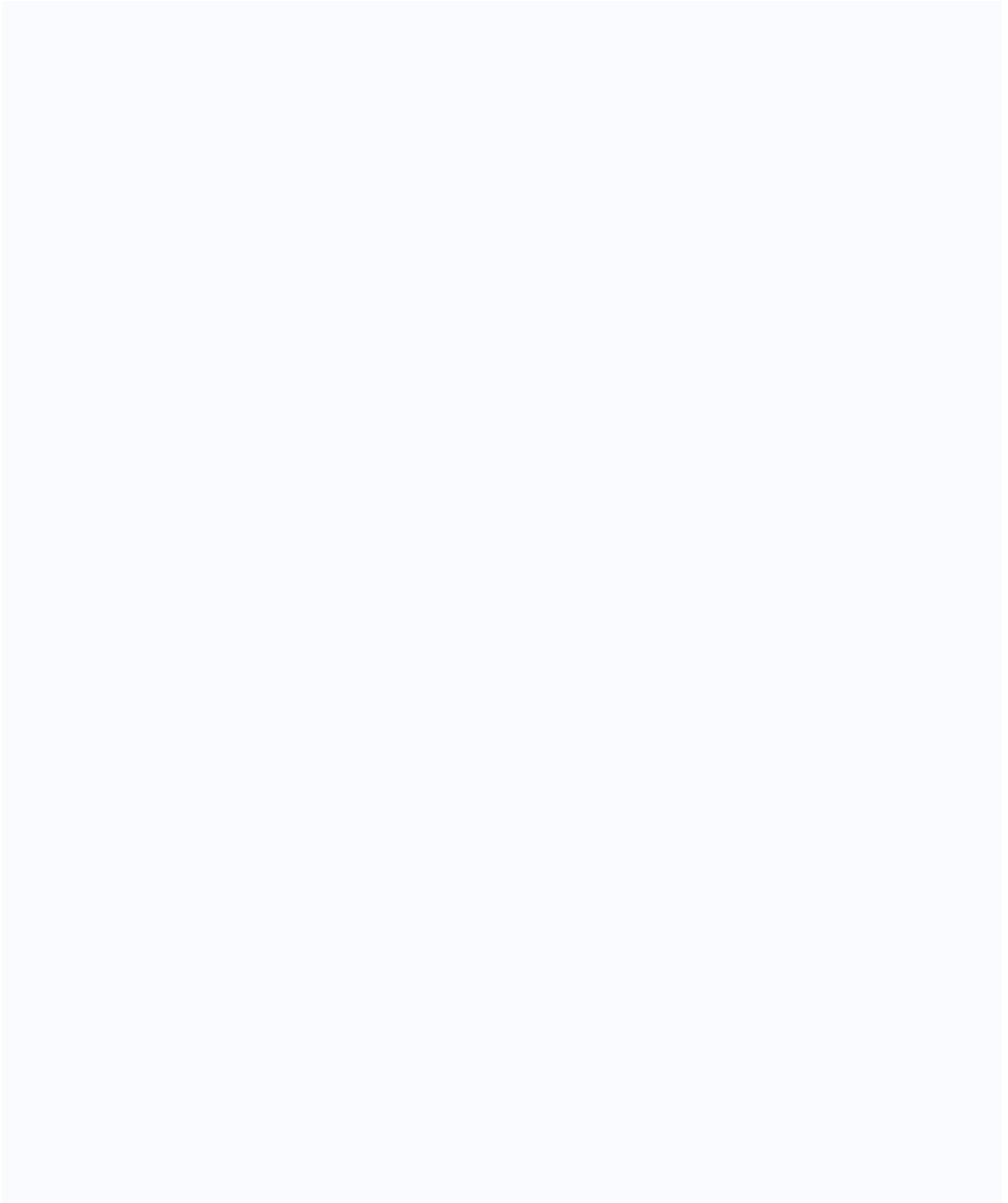
60 years or older

Total

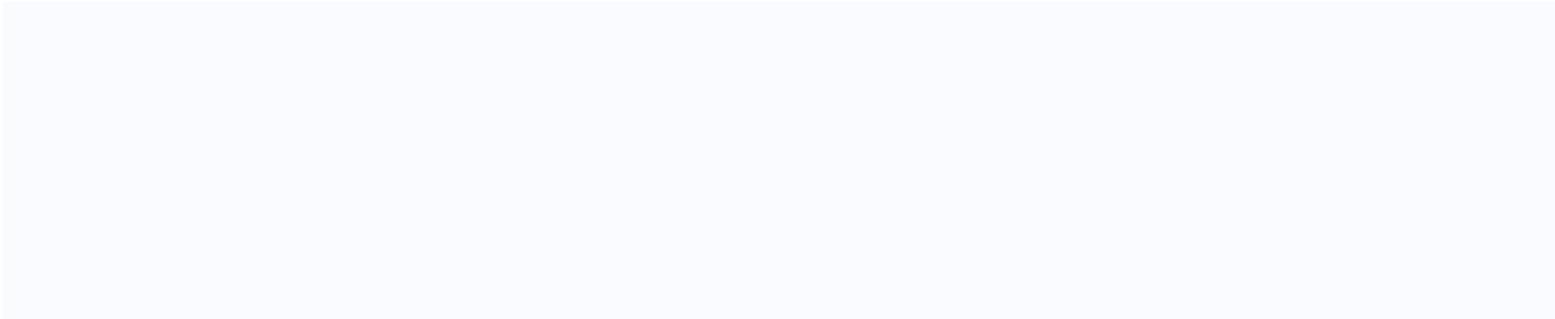
Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Percentages for demographic questions are unweighted.

Demographics



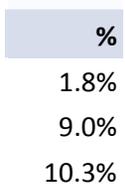
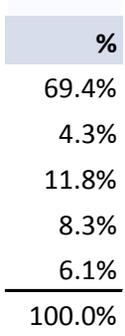
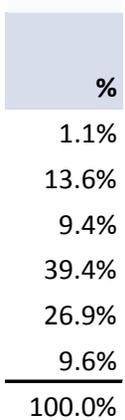
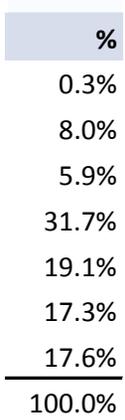
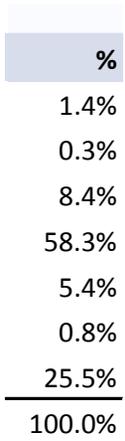
Demographics



Demographics

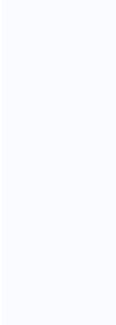
%
57.7%
42.3%
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39.5%
10.9%
26.1%
17.5%
6.0%
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47.2%
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7.2%
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71.4%
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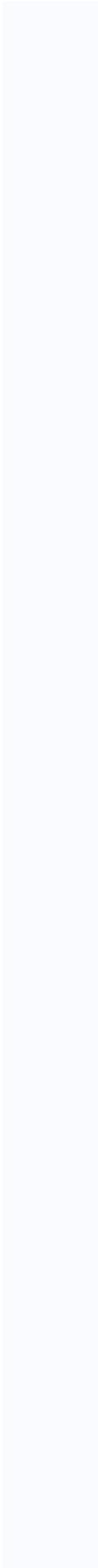
Demographics



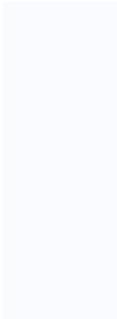
Demographics

78.9%
100.0%
%
0.3%
99.7%
100.0%
%
91.2%
4.9%
2.1%
1.7%
100.0%
%
88.9%
0.9%
3.1%
7.1%
100.0%
%
7.1%
92.9%
100.0%
%
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Demographics



Trend Core Survey

Response Type	Year	Item
Agree-disagree	2018	1
Agree-disagree	2018	2
Agree-disagree	2018	3
Agree-disagree	2018	4
Agree-disagree	2018	5
Agree-disagree	2018	6
Agree-disagree	2018	7
Agree-disagree	2018	8
Agree-disagree	2018	9
Agree-disagree	2018	10
Agree-disagree	2018	11
Agree-disagree	2018	12
Agree-disagree	2018	13
Agree-disagree	2018	14
Agree-disagree	2018	15
Agree-disagree	2018	16
Agree-disagree	2018	17
Agree-disagree	2018	18
Agree-disagree	2018	19
Agree-disagree	2018	20
Agree-disagree	2018	21
Agree-disagree	2018	22
Agree-disagree	2018	23
Agree-disagree	2018	24
Agree-disagree	2018	25
Agree-disagree	2018	26
Agree-disagree	2018	27
Good-poor	2018	28
Agree-disagree	2018	29

Trend Core Survey

Agree-disagree	2018	30
Agree-disagree	2018	31
Agree-disagree	2018	32
Agree-disagree	2018	33
Agree-disagree	2018	34
Agree-disagree	2018	35
Agree-disagree	2018	36
Agree-disagree	2018	37
Agree-disagree	2018	38
Agree-disagree	2018	39
Agree-disagree	2018	40
Agree-disagree	2018	41
Agree-disagree	2018	42
Agree-disagree	2018	43
Agree-disagree	2018	44
Agree-disagree	2018	45
Agree-disagree	2018	46
Agree-disagree	2018	47
Agree-disagree	2018	48
Agree-disagree	2018	49
Agree-disagree	2018	50
Agree-disagree	2018	51
Good-poor	2018	52
Agree-disagree	2018	53
Agree-disagree	2018	54
Agree-disagree	2018	55
Agree-disagree	2018	56
Agree-disagree	2018	57
Agree-disagree	2018	58
Agree-disagree	2018	59
Good-poor	2018	60
Agree-disagree	2018	61
Agree-disagree	2018	62

Trend Core Survey

Satisfied-dissatisfied	2018	63
Satisfied-dissatisfied	2018	64
Satisfied-dissatisfied	2018	65
Satisfied-dissatisfied	2018	66
Satisfied-dissatisfied	2018	67
Satisfied-dissatisfied	2018	68
Satisfied-dissatisfied	2018	69
Satisfied-dissatisfied	2018	70
Satisfied-dissatisfied	2018	71
Agree-disagree	2017	1
Agree-disagree	2017	2
Agree-disagree	2017	3
Agree-disagree	2017	4
Agree-disagree	2017	5
Agree-disagree	2017	6
Agree-disagree	2017	7
Agree-disagree	2017	8
Agree-disagree	2017	9
Agree-disagree	2017	10
Agree-disagree	2017	11
Agree-disagree	2017	12
Agree-disagree	2017	13
Agree-disagree	2017	14
Agree-disagree	2017	15
Agree-disagree	2017	16
Agree-disagree	2017	17
Agree-disagree	2017	18
Agree-disagree	2017	19
Agree-disagree	2017	20
Agree-disagree	2017	21

Trend Core Survey

Agree-disagree	2017	22
Agree-disagree	2017	23
Agree-disagree	2017	24
Agree-disagree	2017	25
Agree-disagree	2017	26
Agree-disagree	2017	27
Good-poor	2017	28
Agree-disagree	2017	29
Agree-disagree	2017	30
Agree-disagree	2017	31
Agree-disagree	2017	32
Agree-disagree	2017	33
Agree-disagree	2017	34
Agree-disagree	2017	35
Agree-disagree	2017	36
Agree-disagree	2017	37
Agree-disagree	2017	38
Agree-disagree	2017	39
Agree-disagree	2017	40
Agree-disagree	2017	41
Agree-disagree	2017	42
Agree-disagree	2017	43
Agree-disagree	2017	44
Agree-disagree	2017	45
Agree-disagree	2017	46
Agree-disagree	2017	47
Agree-disagree	2017	48
Agree-disagree	2017	49
Agree-disagree	2017	50
Agree-disagree	2017	51
Good-poor	2017	52
Agree-disagree	2017	53
Agree-disagree	2017	54
Agree-disagree	2017	55
Agree-disagree	2017	56

Trend Core Survey

Agree-disagree	2017	57
Agree-disagree	2017	58
Agree-disagree	2017	59
Good-poor	2017	60
Agree-disagree	2017	61
Agree-disagree	2017	62
Satisfied -dissatisfied	2017	63
Satisfied -dissatisfied	2017	64
Satisfied -dissatisfied	2017	65
Satisfied -dissatisfied	2017	66
Satisfied -dissatisfied	2017	67
Satisfied -dissatisfied	2017	68
Satisfied -dissatisfied	2017	69
Satisfied -dissatisfied	2017	70
Satisfied -dissatisfied	2017	71
Agree-disagree	2016	1
Agree-disagree	2016	2
Agree-disagree	2016	3
Agree-disagree	2016	4
Agree-disagree	2016	5
Agree-disagree	2016	6
Agree-disagree	2016	7
Agree-disagree	2016	8
Agree-disagree	2016	9
Agree-disagree	2016	10
Agree-disagree	2016	11
Agree-disagree	2016	12
Agree-disagree	2016	13

Trend Core Survey

Agree-disagree	2016	14
Agree-disagree	2016	15
Agree-disagree	2016	16
Agree-disagree	2016	17
Agree-disagree	2016	18
Agree-disagree	2016	19
Agree-disagree	2016	20
Agree-disagree	2016	21
Agree-disagree	2016	22
Agree-disagree	2016	23
Agree-disagree	2016	24
Agree-disagree	2016	25
Agree-disagree	2016	26
Agree-disagree	2016	27
Good-poor	2016	28
Agree-disagree	2016	29
Agree-disagree	2016	30
Agree-disagree	2016	31
Agree-disagree	2016	32
Agree-disagree	2016	33
Agree-disagree	2016	34
Agree-disagree	2016	35
Agree-disagree	2016	36
Agree-disagree	2016	37
Agree-disagree	2016	38
Agree-disagree	2016	39
Agree-disagree	2016	40
Agree-disagree	2016	41
Agree-disagree	2016	42
Agree-disagree	2016	43
Agree-disagree	2016	44
Agree-disagree	2016	45
Agree-disagree	2016	46
Agree-disagree	2016	47

Trend Core Survey

Agree-disagree	2016	48
Agree-disagree	2016	49
Agree-disagree	2016	50
Agree-disagree	2016	51
Good-poor	2016	52
Agree-disagree	2016	53
Agree-disagree	2016	54
Agree-disagree	2016	55
Agree-disagree	2016	56
Agree-disagree	2016	57
Agree-disagree	2016	58
Agree-disagree	2016	59
Good-poor	2016	60
Agree-disagree	2016	61
Agree-disagree	2016	62
Satisfied -dissatisfied	2016	63
Satisfied -dissatisfied	2016	64
Satisfied -dissatisfied	2016	65
Satisfied -dissatisfied	2016	66
Satisfied -dissatisfied	2016	67
Satisfied -dissatisfied	2016	68
Satisfied -dissatisfied	2016	69
Satisfied -dissatisfied	2016	70
Satisfied -dissatisfied	2016	71
Agree-disagree	2015	1
Agree-disagree	2015	2
Agree-disagree	2015	3
Agree-disagree	2015	4

Trend Core Survey

Agree-disagree	2015	5
Agree-disagree	2015	6
Agree-disagree	2015	7
Agree-disagree	2015	8
Agree-disagree	2015	9
Agree-disagree	2015	10
Agree-disagree	2015	11
Agree-disagree	2015	12
Agree-disagree	2015	13
Agree-disagree	2015	14
Agree-disagree	2015	15
Agree-disagree	2015	16
Agree-disagree	2015	17
Agree-disagree	2015	18
Agree-disagree	2015	19
Agree-disagree	2015	20
Agree-disagree	2015	21
Agree-disagree	2015	22
Agree-disagree	2015	23
Agree-disagree	2015	24
Agree-disagree	2015	25
Agree-disagree	2015	26
Agree-disagree	2015	27
Good-poor	2015	28
Agree-disagree	2015	29
Agree-disagree	2015	30
Agree-disagree	2015	31
Agree-disagree	2015	32
Agree-disagree	2015	33
Agree-disagree	2015	34
Agree-disagree	2015	35
Agree-disagree	2015	36
Agree-disagree	2015	37
Agree-disagree	2015	38

Trend Core Survey

Agree-disagree	2015	39
Agree-disagree	2015	40
Agree-disagree	2015	41
Agree-disagree	2015	42
Agree-disagree	2015	43
Agree-disagree	2015	44
Agree-disagree	2015	45
Agree-disagree	2015	46
Agree-disagree	2015	47
Agree-disagree	2015	48
Agree-disagree	2015	49
Agree-disagree	2015	50
Agree-disagree	2015	51
Good-poor	2015	52
Agree-disagree	2015	53
Agree-disagree	2015	54
Agree-disagree	2015	55
Agree-disagree	2015	56
Agree-disagree	2015	57
Agree-disagree	2015	58
Agree-disagree	2015	59
Good-poor	2015	60
Agree-disagree	2015	61
Agree-disagree	2015	62
Satisfied -dissatisfied	2015	63
Satisfied -dissatisfied	2015	64
Satisfied -dissatisfied	2015	65
Satisfied -dissatisfied	2015	66
Satisfied -dissatisfied	2015	67
Satisfied -dissatisfied	2015	68

Trend Core Survey

Satisfied -dissatisfied	2015	69
Satisfied -dissatisfied	2015	70
Satisfied -dissatisfied	2015	71
Agree-disagree	2014	1
Agree-disagree	2014	2
Agree-disagree	2014	3
Agree-disagree	2014	4
Agree-disagree	2014	5
Agree-disagree	2014	6
Agree-disagree	2014	7
Agree-disagree	2014	8
Agree-disagree	2014	9
Agree-disagree	2014	10
Agree-disagree	2014	11
Agree-disagree	2014	12
Agree-disagree	2014	13
Agree-disagree	2014	14
Agree-disagree	2014	15
Agree-disagree	2014	16
Agree-disagree	2014	17
Agree-disagree	2014	18
Agree-disagree	2014	19
Agree-disagree	2014	20
Agree-disagree	2014	21
Agree-disagree	2014	22
Agree-disagree	2014	23
Agree-disagree	2014	24
Agree-disagree	2014	25
Agree-disagree	2014	26
Agree-disagree	2014	27
Good-poor	2014	28
Agree-disagree	2014	29
Agree-disagree	2014	30
Agree-disagree	2014	31
Agree-disagree	2014	32

Trend Core Survey

Agree-disagree	2014	33
Agree-disagree	2014	34
Agree-disagree	2014	35
Agree-disagree	2014	36
Agree-disagree	2014	37
Agree-disagree	2014	38
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Agree-disagree	2014	42
Agree-disagree	2014	43
Agree-disagree	2014	44
Agree-disagree	2014	45
Agree-disagree	2014	46
Agree-disagree	2014	47
Agree-disagree	2014	48
Agree-disagree	2014	49
Agree-disagree	2014	50
Agree-disagree	2014	51
Good-poor	2014	52
Agree-disagree	2014	53
Agree-disagree	2014	54
Agree-disagree	2014	55
Agree-disagree	2014	56
Agree-disagree	2014	57
Agree-disagree	2014	58
Agree-disagree	2014	59
Good-poor	2014	60
Agree-disagree	2014	61
Agree-disagree	2014	62
Satisfied -dissatisfied	2014	63

Trend Core Survey

Satisfied -dissatisfied	2014	64
Satisfied -dissatisfied	2014	65
Satisfied -dissatisfied	2014	66
Satisfied -dissatisfied	2014	67
Satisfied -dissatisfied	2014	68
Satisfied -dissatisfied	2014	69
Satisfied -dissatisfied	2014	70
Satisfied -dissatisfied	2014	71
Agree-disagree	2013	1
Agree-disagree	2013	2
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Agree-disagree	2013	4
Agree-disagree	2013	5
Agree-disagree	2013	6
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Agree-disagree	2013	13
Agree-disagree	2013	14
Agree-disagree	2013	15
Agree-disagree	2013	16
Agree-disagree	2013	17
Agree-disagree	2013	18
Agree-disagree	2013	19
Agree-disagree	2013	20
Agree-disagree	2013	21
Agree-disagree	2013	22
Agree-disagree	2013	23

Trend Core Survey

Agree-disagree	2013	24
Agree-disagree	2013	25
Agree-disagree	2013	26
Agree-disagree	2013	27
Good-poor	2013	28
Agree-disagree	2013	29
Agree-disagree	2013	30
Agree-disagree	2013	31
Agree-disagree	2013	32
Agree-disagree	2013	33
Agree-disagree	2013	34
Agree-disagree	2013	35
Agree-disagree	2013	36
Agree-disagree	2013	37
Agree-disagree	2013	38
Agree-disagree	2013	39
Agree-disagree	2013	40
Agree-disagree	2013	41
Agree-disagree	2013	42
Agree-disagree	2013	43
Agree-disagree	2013	44
Agree-disagree	2013	45
Agree-disagree	2013	46
Agree-disagree	2013	47
Agree-disagree	2013	48
Agree-disagree	2013	49
Agree-disagree	2013	50
Agree-disagree	2013	51
Good-poor	2013	52
Agree-disagree	2013	53
Agree-disagree	2013	54
Agree-disagree	2013	55
Agree-disagree	2013	56
Agree-disagree	2013	57

Trend Core Survey

Agree-disagree	2013	58
Agree-disagree	2013	59
Good-poor	2013	60
Agree-disagree	2013	61
Agree-disagree	2013	62
Satisfied -dissatisfied	2013	63
Satisfied -dissatisfied	2013	64
Satisfied -dissatisfied	2013	65
Satisfied -dissatisfied	2013	66
Satisfied -dissatisfied	2013	67
Satisfied -dissatisfied	2013	68
Satisfied -dissatisfied	2013	69
Satisfied -dissatisfied	2013	70
Satisfied -dissatisfied	2013	71
Agree-disagree	2012	1
Agree-disagree	2012	2
Agree-disagree	2012	3
Agree-disagree	2012	4
Agree-disagree	2012	5
Agree-disagree	2012	6
Agree-disagree	2012	7
Agree-disagree	2012	8
Agree-disagree	2012	9
Agree-disagree	2012	10
Agree-disagree	2012	11
Agree-disagree	2012	12
Agree-disagree	2012	13
Agree-disagree	2012	14
Agree-disagree	2012	15

Trend Core Survey

Agree-disagree	2012	16
Agree-disagree	2012	17
Agree-disagree	2012	18
Agree-disagree	2012	19
Agree-disagree	2012	20
Agree-disagree	2012	21
Agree-disagree	2012	22
Agree-disagree	2012	23
Agree-disagree	2012	24
Agree-disagree	2012	25
Agree-disagree	2012	26
Agree-disagree	2012	27
Good-poor	2012	28
Agree-disagree	2012	29
Agree-disagree	2012	30
Agree-disagree	2012	31
Agree-disagree	2012	32
Agree-disagree	2012	33
Agree-disagree	2012	34
Agree-disagree	2012	35
Agree-disagree	2012	36
Agree-disagree	2012	37
Agree-disagree	2012	38
Agree-disagree	2012	39
Agree-disagree	2012	40
Agree-disagree	2012	41
Agree-disagree	2012	42
Agree-disagree	2012	43
Agree-disagree	2012	44
Agree-disagree	2012	45
Agree-disagree	2012	46
Agree-disagree	2012	47
Agree-disagree	2012	48
Agree-disagree	2012	49
Agree-disagree	2012	50

Trend Core Survey

Agree-disagree	2012	51
Good-poor	2012	52
Agree-disagree	2012	53
Agree-disagree	2012	54
Agree-disagree	2012	55
Agree-disagree	2012	56
Agree-disagree	2012	57
Agree-disagree	2012	58
Agree-disagree	2012	59
Good-poor	2012	60
Agree-disagree	2012	61
Agree-disagree	2012	62
Satisfied -dissatisfied	2012	63
Satisfied -dissatisfied	2012	64
Satisfied -dissatisfied	2012	65
Satisfied -dissatisfied	2012	66
Satisfied -dissatisfied	2012	67
Satisfied -dissatisfied	2012	68
Satisfied -dissatisfied	2012	69
Satisfied -dissatisfied	2012	70
Satisfied -dissatisfied	2012	71
Agree-disagree	2011	1
Agree-disagree	2011	2
Agree-disagree	2011	3
Agree-disagree	2011	4
Agree-disagree	2011	5
Agree-disagree	2011	6
Agree-disagree	2011	7

Trend Core Survey

Agree-disagree	2011	8
Agree-disagree	2011	9
Agree-disagree	2011	10
Agree-disagree	2011	11
Agree-disagree	2011	12
Agree-disagree	2011	13
Agree-disagree	2011	14
Agree-disagree	2011	15
Agree-disagree	2011	16
Agree-disagree	2011	17
Agree-disagree	2011	18
Agree-disagree	2011	19
Agree-disagree	2011	20
Agree-disagree	2011	21
Agree-disagree	2011	22
Agree-disagree	2011	23
Agree-disagree	2011	24
Agree-disagree	2011	25
Agree-disagree	2011	26
Agree-disagree	2011	27
Good-poor	2011	28
Agree-disagree	2011	29
Agree-disagree	2011	30
Agree-disagree	2011	31
Agree-disagree	2011	32
Agree-disagree	2011	33
Agree-disagree	2011	34
Agree-disagree	2011	35
Agree-disagree	2011	36
Agree-disagree	2011	37
Agree-disagree	2011	38
Agree-disagree	2011	39
Agree-disagree	2011	40
Agree-disagree	2011	41

Trend Core Survey

Agree-disagree	2011	42
Agree-disagree	2011	43
Agree-disagree	2011	44
Agree-disagree	2011	45
Agree-disagree	2011	46
Agree-disagree	2011	47
Agree-disagree	2011	48
Agree-disagree	2011	49
Agree-disagree	2011	50
Agree-disagree	2011	51
Good-poor	2011	52
Agree-disagree	2011	53
Agree-disagree	2011	54
Agree-disagree	2011	55
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Satisfied -dissatisfied	2011	65
Satisfied -dissatisfied	2011	66
Satisfied -dissatisfied	2011	67
Satisfied -dissatisfied	2011	68
Satisfied -dissatisfied	2011	69
Satisfied -dissatisfied	2011	70

Trend Core Survey

Satisfied	2011	71
-dissatisfied		

* AES prescribed items as of 2017 (50 items)

** Unweighted count of responses excluded

The Dashboard only includes items 1-50

Percentages are weighted to represent the population

The rows above do not include results for items 51-100

Trend Core Survey

Item Text

*I am given a real opportunity to improve my skills in my organization.

I have enough information to do my job well.

I feel encouraged to come up with new and better ways of doing things.

My work gives me a feeling of personal accomplishment.

I like the kind of work I do.

I know what is expected of me on the job.

When needed I am willing to put in the extra effort to get a job done.

I am constantly looking for ways to do my job better.

I have sufficient resources (for example, people, materials, budget) to get my job done.

*My workload is reasonable.

*My talents are used well in the workplace.

*I know how my work relates to the agency's goals.

The work I do is important.

Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

My performance appraisal is a fair reflection of my performance.

I am held accountable for achieving results.

*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

My training needs are assessed.

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).

*The people I work with cooperate to get the job done.

My work unit is able to recruit people with the right skills.

Promotions in my work unit are based on merit.

In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

*In my work unit, differences in performance are recognized in a meaningful way.

Awards in my work unit depend on how well employees perform their jobs.

Employees in my work unit share job knowledge with each other.

The skill level in my work unit has improved in the past year.

How would you rate the overall quality of work done by your work unit?

*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Trend Core Survey

Employees have a feeling of personal empowerment with respect to work processes.

Employees are recognized for providing high quality products and services.

Creativity and innovation are rewarded.

Pay raises depend on how well employees perform their jobs.

Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

Employees are protected from health and safety hazards on the job.

My organization has prepared employees for potential security threats.

Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

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.

My agency is successful at accomplishing its mission.

*I recommend my organization as a good place to work.

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My supervisor supports my need to balance work and other life issues.

My supervisor provides me with opportunities to demonstrate my leadership skills.

Discussions with my supervisor about my performance are worthwhile.

My supervisor is committed to a workforce representative of all segments of society.

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Supervisors in my work unit support employee development.

My supervisor listens to what I have to say.

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My organization's senior leaders maintain high standards of honesty and integrity.

Supervisors work well with employees of different backgrounds.

*Managers communicate the goals of the organization.

Managers review and evaluate the organization's progress toward meeting its goals and objectives.

Managers promote communication among different work units (for example, about projects, goals, needed resources).

Managers support collaboration across work units to accomplish work objectives.

Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

I have a high level of respect for my organization's senior leaders.

Senior leaders demonstrate support for Work/Life programs.

Trend Core Survey

*How satisfied are you with your involvement in decisions that affect your work?

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Considering everything, how satisfied are you with your pay?

*Considering everything, how satisfied are you with your organization?

*I am given a real opportunity to improve my skills in my organization.

I have enough information to do my job well.

I feel encouraged to come up with new and better ways of doing things.

My work gives me a feeling of personal accomplishment.

I like the kind of work I do.

I know what is expected of me on the job.

When needed I am willing to put in the extra effort to get a job done.

I am constantly looking for ways to do my job better.

I have sufficient resources (for example, people, materials, budget) to get my job done.

*My workload is reasonable.

*My talents are used well in the workplace.

*I know how my work relates to the agency's goals and priorities.

The work I do is important.

Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

My performance appraisal is a fair reflection of my performance.

Trend Core Survey

I am held accountable for achieving results.

*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

My training needs are assessed.

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).

*The people I work with cooperate to get the job done.

My work unit is able to recruit people with the right skills.

Promotions in my work unit are based on merit.

In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

*In my work unit, differences in performance are recognized in a meaningful way.

Awards in my work unit depend on how well employees perform their jobs.

Employees in my work unit share job knowledge with each other.

The skill level in my work unit has improved in the past year.

How would you rate the overall quality of work done by your work unit?

*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Employees have a feeling of personal empowerment with respect to work processes.

Employees are recognized for providing high quality products and services.

Creativity and innovation are rewarded.

Pay raises depend on how well employees perform their jobs.

Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

Employees are protected from health and safety hazards on the job.

My organization has prepared employees for potential security threats.

Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

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.

My agency is successful at accomplishing its mission.

*I recommend my organization as a good place to work.

*I believe the results of this survey will be used to make my agency a better place to work.

My supervisor supports my need to balance work and other life issues.

My supervisor provides me with opportunities to demonstrate my leadership skills.

Discussions with my supervisor about my performance are worthwhile.

My supervisor is committed to a workforce representative of all segments of society.

My supervisor provides me with constructive suggestions to improve my job performance.

Supervisors in my work unit support employee development.

My supervisor listens to what I have to say.

My supervisor treats me with respect.

In the last six months, my supervisor has talked with me about my performance.

Trend Core Survey

I have trust and confidence in my supervisor.

Overall, how good a job do you feel is being done by your immediate supervisor?

In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

My organization's senior leaders maintain high standards of honesty and integrity.

Supervisors work well with employees of different backgrounds.

*Managers communicate the goals and priorities of the organization.

Managers review and evaluate the organization's progress toward meeting its goals and objectives.

Managers promote communication among different work units (for example, about projects, goals, needed resources).

Managers support collaboration across work units to accomplish work objectives.

Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

I have a high level of respect for my organization's senior leaders.

Senior leaders demonstrate support for Work/Life programs.

*How satisfied are you with your involvement in decisions that affect your work?

*How satisfied are you with the information you receive from management on what's going on in your organization?

*How satisfied are you with the recognition you receive for doing a good job?

How satisfied are you with the policies and practices of your senior leaders?

How satisfied are you with your opportunity to get a better job in your organization?

How satisfied are you with the training you receive for your present job?

*Considering everything, how satisfied are you with your job?

Considering everything, how satisfied are you with your pay?

*Considering everything, how satisfied are you with your organization?

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Trend Core Survey

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Trend Core Survey

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How satisfied are you with the policies and practices of your senior leaders?

How satisfied are you with your opportunity to get a better job in your organization?

How satisfied are you with the training you receive for your present job?

*Considering everything, how satisfied are you with your job?

Considering everything, how satisfied are you with your pay?

Trend Core Survey

*Considering everything, how satisfied are you with your organization?

CFR Part 250, Subpart C)

(including 'Do Not Know' and 'No Basis to Judge')

71.

at the Agency's population.

s for any item or year when there were fewer than 4 completed surveys.

Trend Core Survey

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
75.3%	11.4%	13.3%	1,825	N/A
73.7%	13.7%	12.6%	1,828	N/A
69.0%	14.6%	16.5%	1,828	N/A
77.6%	12.2%	10.2%	1,830	N/A
83.0%	11.4%	5.5%	1,830	N/A
77.4%	11.7%	10.9%	1,830	N/A
97.7%	1.3%	1.0%	1,828	N/A
93.1%	5.7%	1.2%	1,827	N/A
43.7%	14.3%	42.0%	1,821	2
48.9%	14.5%	36.6%	1,821	4
58.8%	16.9%	24.3%	1,809	4
88.6%	6.7%	4.8%	1,829	2
89.5%	6.9%	3.6%	1,820	5
63.9%	11.9%	24.2%	1,825	6
66.9%	16.3%	16.9%	1,805	25
79.6%	12.5%	7.9%	1,827	7
69.5%	14.7%	15.9%	1,745	85
47.2%	22.2%	30.6%	1,821	13
61.6%	15.5%	22.9%	1,757	75
80.7%	11.1%	8.2%	1,834	N/A
49.6%	19.0%	31.3%	1,797	32
35.0%	27.7%	37.4%	1,700	126
33.3%	26.5%	40.2%	1,694	131
39.1%	25.7%	35.3%	1,774	57
50.7%	22.1%	27.2%	1,739	89
78.6%	11.3%	10.0%	1,818	9
62.6%	24.2%	13.2%	1,756	75
86.4%	11.4%	2.2%	1,828	N/A
81.0%	11.1%	8.0%	1,822	7

Trend Core Survey

50.1%	20.8%	29.2%	1,792	24
60.2%	18.7%	21.1%	1,800	11
49.9%	25.7%	24.5%	1,781	26
18.5%	25.0%	56.5%	1,690	119
60.8%	23.0%	16.2%	1,692	119
79.7%	11.9%	8.5%	1,771	40
85.1%	10.0%	5.0%	1,800	10
59.0%	18.8%	22.3%	1,709	100
76.8%	13.0%	10.2%	1,671	137
80.4%	14.6%	5.0%	1,796	17
71.7%	18.1%	10.2%	1,810	N/A
48.6%	24.2%	27.1%	1,708	103
81.6%	9.0%	9.3%	1,798	10
76.0%	11.2%	12.9%	1,802	6
64.0%	18.5%	17.5%	1,788	20
76.2%	15.7%	8.1%	1,669	136
59.9%	20.1%	20.0%	1,801	9
74.9%	14.4%	10.7%	1,787	21
81.9%	8.4%	9.7%	1,807	N/A
83.8%	7.2%	9.1%	1,805	N/A
77.2%	9.9%	12.9%	1,807	N/A
69.9%	15.2%	14.9%	1,807	N/A
72.4%	16.6%	10.9%	1,808	N/A
48.7%	23.6%	27.7%	1,779	19
63.3%	22.3%	14.4%	1,684	113
72.4%	17.2%	10.4%	1,738	54
70.4%	16.6%	13.0%	1,778	12
64.5%	21.9%	13.6%	1,739	61
60.9%	20.4%	18.7%	1,773	23
64.2%	19.9%	16.0%	1,770	22
64.4%	21.8%	13.7%	1,752	41
59.0%	24.5%	16.5%	1,775	19
60.9%	23.5%	15.5%	1,666	128

Trend Core Survey

57.4%	20.0%	22.6%	1,796	N/A
60.0%	18.0%	22.0%	1,794	N/A
51.5%	23.0%	25.5%	1,795	N/A
48.5%	28.9%	22.6%	1,788	N/A
42.0%	25.8%	32.1%	1,790	N/A
57.7%	22.6%	19.7%	1,791	N/A
68.9%	16.4%	14.7%	1,792	N/A
64.5%	16.9%	18.6%	1,797	N/A
65.7%	19.6%	14.7%	1,793	N/A
75.3%	12.2%	12.5%	2,082	N/A
75.0%	13.2%	11.8%	2,073	N/A
68.1%	15.2%	16.7%	2,064	N/A
78.6%	11.9%	9.5%	2,075	N/A
84.6%	10.3%	5.2%	2,075	N/A
78.6%	12.2%	9.2%	2,056	N/A
98.2%	1.2%	0.6%	2,066	N/A
94.0%	5.0%	0.9%	2,075	N/A
48.3%	14.6%	37.1%	2,078	2
51.9%	17.1%	31.1%	2,070	2
60.7%	15.5%	23.8%	2,047	8
87.6%	6.8%	5.5%	2,073	4
89.6%	7.7%	2.7%	2,060	3
65.4%	12.7%	21.9%	2,072	4
69.4%	15.2%	15.4%	2,059	20
78.8%	14.6%	6.7%	2,062	7
70.5%	14.6%	14.9%	1,967	105
49.2%	21.5%	29.2%	2,063	12
62.4%	16.4%	21.3%	2,007	75
82.3%	10.3%	7.4%	2,084	N/A
51.9%	18.4%	29.7%	2,053	28

Trend Core Survey

36.8%	27.8%	35.5%	1,970	108
34.3%	25.3%	40.4%	1,947	122
38.5%	26.2%	35.2%	2,024	53
50.3%	23.0%	26.7%	1,966	105
80.2%	10.8%	9.0%	2,067	6
66.1%	23.1%	10.9%	1,992	84
88.8%	9.3%	1.9%	2,081	N/A
75.0%	14.6%	10.4%	2,030	17
50.9%	21.1%	27.9%	2,017	27
59.7%	21.0%	19.3%	2,014	19
49.2%	26.9%	23.9%	2,003	31
19.4%	27.8%	52.8%	1,919	114
64.4%	22.4%	13.2%	1,936	107
81.7%	12.3%	6.1%	2,011	35
83.9%	10.8%	5.3%	2,025	11
60.5%	18.9%	20.6%	1,948	97
78.1%	12.8%	9.1%	1,898	140
83.5%	12.0%	4.4%	2,018	18
74.9%	16.0%	9.1%	2,039	N/A
46.3%	26.6%	27.0%	1,914	136
84.1%	8.0%	7.9%	2,034	6
77.5%	10.5%	12.0%	2,031	7
66.6%	17.5%	15.9%	2,007	25
76.8%	16.3%	6.9%	1,911	124
63.2%	18.2%	18.6%	2,023	10
76.7%	13.2%	10.1%	2,016	18
82.8%	8.5%	8.8%	2,036	N/A
85.2%	7.6%	7.2%	2,030	N/A
77.9%	9.4%	12.6%	2,028	N/A
72.8%	14.0%	13.3%	2,036	N/A
74.7%	15.4%	10.0%	2,039	N/A
51.2%	23.2%	25.6%	1,993	27
68.4%	18.7%	13.0%	1,910	108
73.8%	16.2%	10.0%	1,945	59
69.5%	17.6%	12.9%	1,994	8

Trend Core Survey

67.4%	20.2%	12.4%	1,964	47
64.1%	19.2%	16.8%	1,998	19
67.7%	18.0%	14.3%	1,999	20
66.2%	19.9%	13.9%	1,948	69
62.2%	22.9%	15.0%	1,993	28
66.3%	21.5%	12.2%	1,913	108
59.2%	19.9%	20.9%	2,011	N/A
60.1%	19.3%	20.6%	2,009	N/A
53.6%	23.1%	23.3%	2,001	N/A
53.8%	26.6%	19.7%	2,002	N/A
41.7%	28.2%	30.1%	2,005	N/A
57.1%	25.0%	17.9%	2,002	N/A
71.6%	15.9%	12.5%	2,004	N/A
65.8%	15.6%	18.6%	2,010	N/A
69.4%	17.8%	12.7%	2,013	N/A
72.3%	13.4%	14.3%	2,282	N/A
71.7%	13.7%	14.7%	2,263	N/A
64.6%	17.5%	17.8%	2,251	N/A
73.8%	14.2%	12.0%	2,252	N/A
80.5%	12.4%	7.1%	2,260	N/A
75.4%	13.1%	11.5%	2,248	N/A
96.8%	1.9%	1.3%	2,259	N/A
92.2%	6.6%	1.2%	2,270	N/A
44.3%	15.5%	40.2%	2,271	1
45.6%	16.2%	38.2%	2,259	0
56.7%	17.2%	26.1%	2,223	2
86.1%	8.0%	5.9%	2,263	3
87.2%	8.6%	4.2%	2,236	4

Trend Core Survey

59.9%	13.5%	26.5%	2,258	7
65.1%	15.7%	19.2%	2,233	35
74.9%	15.0%	10.0%	2,247	11
68.1%	15.5%	16.4%	2,156	114
43.8%	23.8%	32.4%	2,254	8
58.4%	16.1%	25.5%	2,192	90
77.1%	12.5%	10.4%	2,282	N/A
56.7%	18.6%	24.8%	2,244	36
33.5%	27.3%	39.2%	2,122	144
30.4%	24.2%	45.4%	2,115	162
34.1%	27.7%	38.2%	2,181	91
44.4%	24.3%	31.3%	2,080	179
75.4%	12.4%	12.2%	2,256	11
63.3%	23.6%	13.1%	2,157	117
85.1%	12.1%	2.8%	2,279	N/A
68.1%	16.6%	15.3%	2,227	22
46.5%	24.1%	29.4%	2,212	34
54.2%	21.6%	24.2%	2,200	32
45.5%	27.6%	26.9%	2,182	46
17.3%	24.2%	58.6%	2,081	155
60.5%	22.9%	16.6%	2,099	143
74.6%	14.3%	11.1%	2,207	37
76.7%	13.6%	9.7%	2,213	20
57.3%	19.7%	23.0%	2,105	138
75.0%	13.8%	11.2%	2,045	186
73.4%	18.3%	8.3%	2,219	28
67.6%	19.4%	13.0%	2,245	N/A
43.5%	23.6%	32.9%	2,099	148
79.7%	9.5%	10.7%	2,234	8
73.9%	11.9%	14.2%	2,227	7
63.7%	18.0%	18.3%	2,187	31
74.3%	17.3%	8.4%	2,052	182
61.3%	18.1%	20.7%	2,212	15
72.2%	14.7%	13.1%	2,206	27

Trend Core Survey

79.9%	9.5%	10.5%	2,239	N/A
82.4%	8.3%	9.4%	2,233	N/A
75.4%	10.0%	14.6%	2,232	N/A
70.2%	14.7%	15.1%	2,238	N/A
71.9%	17.0%	11.1%	2,240	N/A
46.4%	24.2%	29.5%	2,202	21
61.1%	22.9%	16.0%	2,084	139
68.7%	19.6%	11.7%	2,114	87
65.3%	18.8%	15.9%	2,196	13
62.5%	21.4%	16.0%	2,132	83
57.2%	21.7%	21.1%	2,171	44
61.7%	19.5%	18.8%	2,184	35
64.0%	20.9%	15.1%	2,129	90
58.4%	23.3%	18.3%	2,204	18
58.9%	22.2%	19.0%	2,102	121
56.7%	20.3%	23.0%	2,216	N/A
55.5%	22.6%	21.8%	2,208	N/A
50.2%	23.3%	26.5%	2,207	N/A
46.7%	30.2%	23.1%	2,206	N/A
40.5%	27.9%	31.6%	2,210	N/A
53.6%	25.5%	20.9%	2,204	N/A
65.3%	18.5%	16.2%	2,209	N/A
61.7%	16.4%	21.8%	2,205	N/A
61.2%	21.6%	17.2%	2,208	N/A
69.3%	15.4%	15.2%	2,001	N/A
70.9%	13.3%	15.8%	1,992	N/A
63.3%	15.7%	21.0%	1,965	N/A
72.6%	14.4%	13.0%	1,987	N/A

Trend Core Survey

80.5%	13.1%	6.5%	1,964	N/A
74.9%	12.6%	12.5%	1,977	N/A
96.5%	2.4%	1.0%	1,984	N/A
92.2%	6.5%	1.3%	1,991	N/A
43.0%	14.4%	42.6%	1,989	3
46.7%	15.1%	38.2%	1,979	3
55.1%	17.5%	27.4%	1,927	12
85.1%	8.4%	6.4%	1,981	9
87.3%	8.6%	4.0%	1,960	2
60.5%	12.5%	27.0%	1,983	3
64.8%	13.5%	21.7%	1,957	29
74.7%	14.7%	10.6%	1,978	12
65.2%	17.6%	17.3%	1,867	124
44.9%	21.0%	34.1%	1,983	9
56.5%	15.6%	27.9%	1,932	71
77.3%	10.7%	12.1%	1,997	N/A
54.9%	18.5%	26.6%	1,962	34
33.5%	26.4%	40.1%	1,871	122
28.3%	22.9%	48.8%	1,837	148
33.5%	25.7%	40.7%	1,913	75
43.6%	23.6%	32.9%	1,869	111
75.8%	12.5%	11.7%	1,987	7
61.9%	24.6%	13.6%	1,901	95
83.5%	13.6%	2.9%	2,001	N/A
67.6%	17.3%	15.1%	1,951	14
44.3%	22.6%	33.1%	1,940	25
54.4%	22.1%	23.6%	1,942	16
46.2%	26.6%	27.2%	1,923	33
17.0%	23.4%	59.7%	1,813	131
62.3%	22.6%	15.2%	1,819	139
74.6%	13.7%	11.6%	1,919	41
74.6%	14.0%	11.4%	1,933	27
56.6%	19.3%	24.1%	1,829	125
75.4%	14.0%	10.6%	1,779	179

Trend Core Survey

72.3%	18.7%	9.0%	1,941	24
64.0%	21.4%	14.6%	1,965	N/A
40.8%	24.2%	35.0%	1,823	146
80.4%	7.8%	11.8%	1,953	6
74.3%	11.3%	14.4%	1,950	3
63.6%	16.8%	19.6%	1,908	29
73.8%	17.5%	8.7%	1,793	158
60.4%	17.6%	22.0%	1,934	11
73.3%	14.9%	11.8%	1,931	17
80.9%	8.7%	10.3%	1,950	N/A
83.0%	8.7%	8.3%	1,949	N/A
75.4%	9.7%	14.9%	1,944	N/A
70.2%	13.5%	16.3%	1,949	N/A
71.2%	16.9%	11.8%	1,947	N/A
39.6%	25.1%	35.3%	1,918	22
55.8%	24.4%	19.8%	1,836	98
67.1%	20.2%	12.7%	1,820	93
64.7%	18.4%	16.9%	1,906	17
61.0%	22.4%	16.5%	1,857	68
56.0%	21.3%	22.7%	1,902	35
59.5%	21.1%	19.4%	1,901	36
60.5%	23.4%	16.1%	1,869	66
49.4%	25.7%	24.9%	1,925	13
54.6%	24.2%	21.2%	1,826	110
54.1%	21.3%	24.6%	1,933	N/A
54.4%	22.0%	23.7%	1,924	N/A
47.4%	24.7%	27.9%	1,922	N/A
42.8%	29.9%	27.3%	1,915	N/A
41.0%	27.9%	31.1%	1,918	N/A
53.7%	24.8%	21.5%	1,915	N/A

Trend Core Survey

65.2%	18.1%	16.8%	1,921	N/A
60.0%	17.8%	22.2%	1,924	N/A
59.4%	20.6%	20.1%	1,928	N/A
67.4%	13.8%	18.7%	2,039	N/A
68.5%	15.2%	16.3%	2,018	N/A
60.5%	17.3%	22.3%	2,015	N/A
69.8%	15.1%	15.1%	2,030	N/A
79.5%	12.4%	8.1%	2,008	N/A
72.3%	13.4%	14.3%	2,008	N/A
96.7%	2.1%	1.2%	2,017	N/A
92.1%	6.3%	1.6%	2,032	N/A
42.6%	14.5%	42.8%	2,033	5
44.4%	16.5%	39.2%	2,015	5
51.9%	18.2%	30.0%	1,970	9
82.5%	9.8%	7.7%	2,018	7
85.8%	9.2%	5.0%	2,004	4
57.4%	12.7%	29.9%	2,024	6
64.0%	16.9%	19.1%	1,985	45
74.0%	15.7%	10.2%	2,012	8
64.2%	17.5%	18.2%	1,882	144
40.4%	23.7%	35.9%	2,010	16
58.4%	15.5%	26.1%	1,950	92
78.1%	11.4%	10.5%	2,036	N/A
54.0%	19.3%	26.7%	2,001	39
33.4%	29.3%	37.3%	1,876	155
28.6%	24.0%	47.4%	1,880	156
33.0%	24.7%	42.3%	1,934	93
43.2%	22.5%	34.4%	1,890	130
75.5%	12.7%	11.8%	2,029	8
58.5%	26.7%	14.8%	1,940	98
83.2%	14.0%	2.8%	2,042	N/A
66.0%	17.7%	16.2%	1,968	24
40.3%	23.7%	36.0%	1,968	31
49.6%	23.7%	26.7%	1,964	24
41.8%	26.8%	31.4%	1,953	35

Trend Core Survey

14.5%	23.6%	61.9%	1,849	134
56.9%	25.9%	17.2%	1,879	114
75.4%	14.8%	9.9%	1,946	46
75.0%	14.7%	10.3%	1,955	32
50.3%	21.1%	28.7%	1,876	108
69.6%	17.6%	12.8%	1,818	159
67.4%	21.5%	11.1%	1,951	40
62.6%	21.2%	16.2%	1,993	N/A
39.5%	25.6%	34.9%	1,857	141
76.2%	11.6%	12.2%	1,979	12
72.3%	11.8%	15.9%	1,978	6
61.1%	18.6%	20.4%	1,942	34
71.9%	19.4%	8.7%	1,820	151
58.9%	18.1%	22.9%	1,963	13
69.6%	16.6%	13.8%	1,961	22
78.7%	9.5%	11.8%	1,984	N/A
81.5%	9.8%	8.8%	1,979	N/A
71.8%	11.6%	16.6%	1,978	N/A
66.0%	16.2%	17.8%	1,984	N/A
69.2%	18.4%	12.4%	1,979	N/A
36.1%	24.0%	39.9%	1,952	23
50.8%	25.2%	24.0%	1,862	108
65.9%	19.8%	14.3%	1,872	82
62.7%	18.5%	18.8%	1,947	17
59.9%	22.1%	18.0%	1,883	70
52.4%	21.2%	26.4%	1,933	29
57.7%	20.5%	21.9%	1,931	32
58.7%	24.9%	16.3%	1,871	88
45.3%	26.2%	28.5%	1,947	19
51.4%	25.2%	23.4%	1,843	126
50.4%	20.6%	29.0%	1,955	N/A

Trend Core Survey

49.6%	24.7%	25.7%	1,951	N/A
45.6%	25.1%	29.3%	1,943	N/A
36.2%	30.9%	32.9%	1,951	N/A
37.6%	30.3%	32.1%	1,943	N/A
51.5%	25.7%	22.8%	1,937	N/A
61.2%	20.0%	18.8%	1,942	N/A
58.4%	17.5%	24.1%	1,954	N/A
53.2%	23.7%	23.0%	1,953	N/A
68.6%	14.4%	16.9%	2,263	N/A
67.6%	16.6%	15.8%	2,247	N/A
60.9%	17.7%	21.4%	2,230	N/A
71.7%	15.1%	13.2%	2,254	N/A
79.8%	13.2%	7.0%	2,225	N/A
72.3%	15.1%	12.6%	2,232	N/A
97.6%	1.9%	0.5%	2,248	N/A
93.1%	6.0%	1.0%	2,259	N/A
42.9%	15.2%	41.8%	2,248	5
48.2%	14.7%	37.1%	2,237	2
55.2%	16.3%	28.5%	2,196	9
83.5%	9.4%	7.1%	2,232	7
86.7%	9.4%	3.9%	2,208	9
59.4%	13.8%	26.8%	2,252	5
67.9%	14.8%	17.2%	2,209	42
76.1%	14.7%	9.2%	2,229	10
63.9%	18.2%	17.9%	2,107	145
39.9%	24.6%	35.5%	2,228	25
59.1%	16.2%	24.7%	2,157	103
76.1%	12.6%	11.3%	2,263	N/A
54.5%	19.8%	25.7%	2,207	56
36.4%	28.1%	35.4%	2,074	177
26.1%	23.9%	50.0%	2,078	168

Trend Core Survey

30.6%	27.3%	42.1%	2,146	110
42.3%	23.8%	33.9%	2,071	173
74.5%	12.4%	13.1%	2,243	10
61.1%	25.1%	13.7%	2,142	114
82.4%	14.7%	2.8%	2,263	N/A
65.5%	19.3%	15.1%	2,185	33
41.8%	24.9%	33.3%	2,196	26
52.6%	21.7%	25.7%	2,181	35
42.7%	26.9%	30.4%	2,169	51
15.1%	26.0%	58.8%	2,055	162
60.3%	24.6%	15.1%	2,086	136
77.6%	13.8%	8.5%	2,144	70
73.8%	14.9%	11.3%	2,178	36
52.2%	21.8%	26.0%	2,074	139
72.8%	15.8%	11.4%	2,016	201
70.0%	21.5%	8.5%	2,195	33
64.0%	22.3%	13.7%	2,220	N/A
42.6%	27.4%	30.0%	1,993	230
75.5%	13.0%	11.5%	2,200	9
72.1%	11.6%	16.3%	2,203	5
62.5%	19.1%	18.4%	2,176	31
71.8%	19.1%	9.0%	2,023	178
58.2%	19.0%	22.8%	2,187	15
70.2%	15.3%	14.5%	2,185	19
79.5%	9.2%	11.3%	2,200	N/A
82.5%	8.1%	9.4%	2,189	N/A
71.9%	11.0%	17.1%	2,193	N/A
68.4%	15.4%	16.2%	2,191	N/A
68.7%	19.0%	12.3%	2,197	N/A
40.3%	27.2%	32.5%	2,165	21
56.6%	24.1%	19.2%	2,109	83
69.8%	18.1%	12.1%	2,112	56
64.2%	18.5%	17.3%	2,164	11
61.0%	23.4%	15.7%	2,104	66

Trend Core Survey

54.6%	22.7%	22.7%	2,147	26
59.6%	21.2%	19.2%	2,151	25
58.9%	25.2%	16.0%	2,090	92
49.7%	25.7%	24.5%	2,160	23
53.2%	25.1%	21.7%	2,060	125
53.6%	21.0%	25.5%	2,171	N/A
52.4%	23.0%	24.5%	2,169	N/A
48.0%	25.4%	26.7%	2,159	N/A
40.3%	31.3%	28.4%	2,159	N/A
40.6%	29.1%	30.3%	2,160	N/A
50.1%	25.6%	24.2%	2,163	N/A
64.2%	19.2%	16.7%	2,162	N/A
56.5%	17.4%	26.1%	2,166	N/A
56.0%	23.5%	20.5%	2,171	N/A
69.7%	14.1%	16.2%	2,228	N/A
68.7%	15.9%	15.3%	2,217	N/A
60.3%	18.2%	21.5%	2,214	N/A
72.0%	14.7%	13.3%	2,213	N/A
80.6%	13.1%	6.3%	2,215	N/A
72.0%	14.4%	13.5%	2,205	N/A
98.0%	1.3%	0.7%	2,219	N/A
93.2%	5.9%	0.9%	2,220	N/A
44.3%	16.1%	39.6%	2,214	10
46.8%	17.7%	35.6%	2,213	5
54.3%	17.4%	28.2%	2,191	13
85.1%	8.6%	6.3%	2,211	6
87.4%	9.0%	3.6%	2,198	8
59.8%	12.8%	27.3%	2,209	11
69.6%	16.3%	14.0%	2,134	88

Trend Core Survey

77.1%	14.8%	8.1%	2,205	15
68.0%	16.8%	15.2%	2,072	143
45.6%	21.8%	32.6%	2,204	15
61.4%	17.1%	21.5%	2,067	159
77.2%	12.2%	10.6%	2,222	N/A
55.0%	19.5%	25.5%	2,176	47
38.2%	30.4%	31.4%	2,038	175
27.9%	26.2%	46.0%	2,022	196
34.4%	30.1%	35.4%	2,098	118
45.3%	26.1%	28.6%	2,059	156
74.5%	12.8%	12.7%	2,201	14
61.1%	26.0%	12.9%	2,077	141
84.5%	13.4%	2.1%	2,214	N/A
68.7%	18.2%	13.2%	2,133	28
45.0%	23.5%	31.4%	2,124	34
56.3%	21.7%	22.0%	2,129	27
44.8%	27.9%	27.2%	2,116	38
19.6%	29.3%	51.2%	1,990	168
64.3%	21.9%	13.9%	2,043	111
77.2%	14.5%	8.3%	2,107	53
74.5%	15.9%	9.6%	2,119	34
54.0%	22.9%	23.1%	2,027	121
73.2%	16.4%	10.4%	1,983	167
71.5%	20.0%	8.6%	2,131	27
65.0%	21.4%	13.5%	2,159	N/A
42.9%	29.3%	27.8%	1,942	217
76.9%	11.9%	11.3%	2,135	14
71.3%	12.7%	16.0%	2,138	8
64.5%	17.0%	18.5%	2,089	48
73.3%	17.8%	8.9%	1,959	183
59.2%	19.4%	21.4%	2,120	22
71.2%	14.9%	13.9%	2,130	15
79.5%	9.1%	11.4%	2,140	N/A
82.4%	8.5%	9.1%	2,135	N/A
70.7%	11.5%	17.8%	2,133	N/A

Trend Core Survey

68.5%	16.1%	15.4%	2,135	N/A
70.6%	17.7%	11.6%	2,135	N/A
45.3%	24.6%	30.1%	2,103	10
63.7%	22.7%	13.6%	2,042	68
72.6%	16.3%	11.1%	2,067	40
67.3%	18.1%	14.6%	2,095	13
63.5%	21.1%	15.4%	2,056	47
58.0%	20.4%	21.6%	2,073	24
61.5%	18.8%	19.7%	2,081	23
62.3%	23.8%	13.9%	2,025	81
57.0%	21.8%	21.2%	2,098	13
54.6%	25.6%	19.8%	1,966	146
53.5%	22.4%	24.1%	2,090	N/A
56.9%	21.7%	21.4%	2,092	N/A
51.1%	24.4%	24.5%	2,088	N/A
45.7%	28.5%	25.8%	2,085	N/A
42.5%	28.6%	29.0%	2,082	N/A
53.8%	23.2%	23.0%	2,074	N/A
65.4%	18.8%	15.8%	2,073	N/A
59.2%	18.4%	22.5%	2,084	N/A
57.5%	23.0%	19.5%	2,086	N/A
70.5%	12.3%	17.2%	1,242	N/A
67.5%	15.6%	16.8%	1,241	N/A
58.6%	17.9%	23.5%	1,240	N/A
70.3%	15.5%	14.2%	1,241	N/A
81.2%	11.2%	7.7%	1,241	N/A
71.1%	14.9%	14.0%	1,235	N/A
97.8%	1.7%	0.5%	1,242	N/A

Trend Core Survey

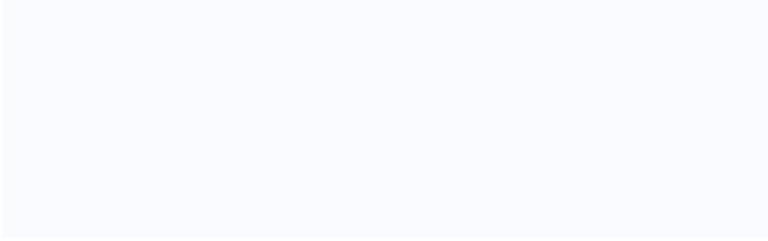
93.5%	5.8%	0.7%	1,238	N/A
40.3%	16.2%	43.6%	1,237	4
45.4%	17.1%	37.5%	1,237	4
53.4%	14.8%	31.7%	1,233	7
81.9%	10.5%	7.6%	1,236	3
85.6%	9.3%	5.1%	1,236	1
63.3%	12.8%	23.8%	1,231	6
69.6%	16.0%	14.4%	1,208	32
77.0%	13.8%	9.2%	1,229	8
61.8%	18.7%	19.6%	1,165	73
45.3%	20.9%	33.7%	1,214	19
61.9%	16.9%	21.3%	1,189	51
75.6%	14.3%	10.0%	1,227	N/A
52.1%	22.1%	25.8%	1,206	34
41.2%	27.4%	31.3%	1,148	92
26.1%	28.5%	45.4%	1,148	92
32.9%	29.4%	37.7%	1,173	69
42.8%	29.5%	27.7%	1,147	91
72.6%	14.2%	13.2%	1,233	5
58.2%	26.7%	15.1%	1,158	76
79.2%	18.0%	2.8%	1,238	N/A
63.8%	19.7%	16.5%	1,186	15
44.0%	24.9%	31.1%	1,177	23
52.4%	24.3%	23.3%	1,175	24
42.4%	27.8%	29.8%	1,159	37
19.4%	27.8%	52.8%	1,103	98
62.6%	23.2%	14.1%	1,146	52
76.1%	15.9%	8.0%	1,184	14
76.5%	14.2%	9.3%	1,195	7
52.7%	23.3%	24.0%	1,127	69
71.6%	17.4%	11.0%	1,111	89
69.9%	20.2%	9.9%	1,181	18
62.8%	21.8%	15.3%	1,199	N/A
44.7%	30.0%	25.4%	1,061	136

Trend Core Survey

73.7%	12.1%	14.1%	1,171	6
69.9%	13.2%	16.8%	1,171	5
63.2%	17.9%	18.9%	1,158	18
68.8%	22.4%	8.7%	1,091	81
56.0%	21.7%	22.3%	1,170	7
69.9%	15.6%	14.5%	1,164	12
76.0%	12.2%	11.8%	1,175	N/A
78.2%	11.7%	10.1%	1,174	N/A
69.7%	12.0%	18.2%	1,176	N/A
66.7%	16.4%	16.9%	1,172	N/A
67.2%	17.7%	15.1%	1,174	N/A
43.6%	25.5%	30.9%	1,144	12
63.0%	21.0%	16.0%	1,113	43
71.1%	16.8%	12.1%	1,136	18
62.9%	18.2%	18.9%	1,145	3
59.2%	22.7%	18.1%	1,119	34
53.9%	21.8%	24.3%	1,135	16
57.3%	19.9%	22.8%	1,134	15
57.1%	25.3%	17.6%	1,116	32
52.6%	25.0%	22.4%	1,146	7
50.8%	25.4%	23.8%	1,070	78
52.0%	22.0%	26.0%	1,143	N/A
51.9%	21.4%	26.6%	1,142	N/A
52.4%	23.9%	23.7%	1,143	N/A
42.9%	29.2%	27.9%	1,142	N/A
43.4%	29.0%	27.7%	1,140	N/A
52.9%	22.7%	24.4%	1,137	N/A
66.0%	16.5%	17.5%	1,141	N/A
63.4%	17.3%	19.3%	1,139	N/A

Trend Core Survey

58.1%	20.4%	21.5%	1,140	N/A
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2018 Federal Employee Viewpoint Survey Item Changes

2018 Item Text and Response Options	2017 Item Text and Response Options
(12) I know how my work relates to the agency's goals.	(12) I know how my work relates to the agency's goals and priorities.
(29) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
(56) Managers communicate the goals of the organization.	(56) Managers communicate the goals and priorities of the organization.
Item removed from 2018 FEVS	(72) Have you been notified whether or not you are eligible to telework? <ul style="list-style-type: none"> • Yes, I was notified that I was eligible to telework • Yes, I was notified that I was not eligible to telework • No, I was not notified of my telework eligibility • Not sure if I was notified of my telework eligibility

<p>(72) Please select the response below that BEST describes your current teleworking schedule.</p> <ul style="list-style-type: none"> • I telework very infrequently, on an unscheduled or short-term basis • I telework, but only about 1 or 2 days per month • I telework 1 or 2 days per week • I telework 3 or 4 days per week • I telework every work day • I do not telework because I have to be physically present on the job (e.g. Law Enforcement Officers, Park Rangers, Security Personnel) • I do not telework because of technical issues (e.g. connectivity, inadequate equipment) that prevent me from teleworking • 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 • I do not telework because I choose not to telework 	<p>(73) Please select the response below that BEST describes your current teleworking situation.</p> <ul style="list-style-type: none"> • I telework 3 or more days per week • I telework 1 or 2 days per week • I telework, but no more than 1 or 2 days per month • I telework very infrequently, on an unscheduled or short-term basis • I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel) • I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking • 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 • I do not telework because I choose not to telework 	
<p>(73-78) How satisfied are you with the following Work/Life programs in your agency? Note: 2017 FEVS items 74-84 were combined (participation - satisfaction); new response scale for these items is displayed below item 78.</p>	<p>(74-78) Do you participate in the following Work/Life programs? Note: Response scale for these items is displayed below item 78.</p>	<p>(79-84) How satisfied are you with the following Work/Life programs in your agency? Note: Response scale for these items is displayed below item 84.</p>
<p>(73) Telework</p>	<p>N/A</p>	<p>(79) Telework</p>
<p>(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)</p>	<p>(74) Alternative Work Schedules (AWS)</p>	<p>(80) Alternative Work Schedules (AWS)</p>
<p>(75) Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)</p>	<p>(75) Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</p>	<p>(81) Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</p>
<p>(76) Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)</p>	<p>(76) Employee Assistance Program (EAP)</p>	<p>(82) Employee Assistance Program (EAP)</p>

(77) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)	(77) Child Care Programs (for example, daycare, parenting classes, parenting support groups)	(83) Child Care Programs (for example, daycare, parenting classes, parenting support groups)
(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)	(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)	(84) Elder Care Programs (for example, elder/adult care, support groups, speakers)
<ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in these programs • These programs are not available to me • I am unaware of these programs 	<ul style="list-style-type: none"> • Yes • No • Not available to me 	<ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • No Basis to Judge
(90) Are you transgender?	Not a separate item in 2017 FEVS	
(91) Which one of the following do you consider yourself to be? <ul style="list-style-type: none"> • Straight, that is not gay or lesbian • Gay or Lesbian • Bisexual • Something else 	(96) Do you consider yourself to be one or more of the following? (Mark all that apply) <ul style="list-style-type: none"> • Heterosexual or Straight • Gay or Lesbian • Bisexual • Transgender • I prefer not to say 	