

2019



Annual Employee Survey (AES) Report

U.S. Agency for International Development

FIELD PERIOD	May 16 - June 27, 2019
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	2,010
NUMBER OF SURVEYS ADMINISTERED	3,328
RESPONSE RATE	60.4%

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

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

Engagement Index Score

2019 ENGAGEMENT INDEX

71%

LEADERS LEAD

60%

SUPERVISORS

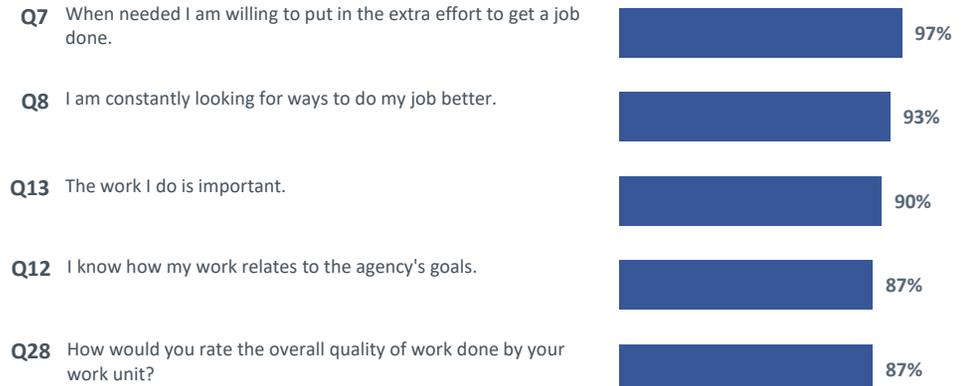
79%

INTRINSIC WORK EXPERIENCE

73%

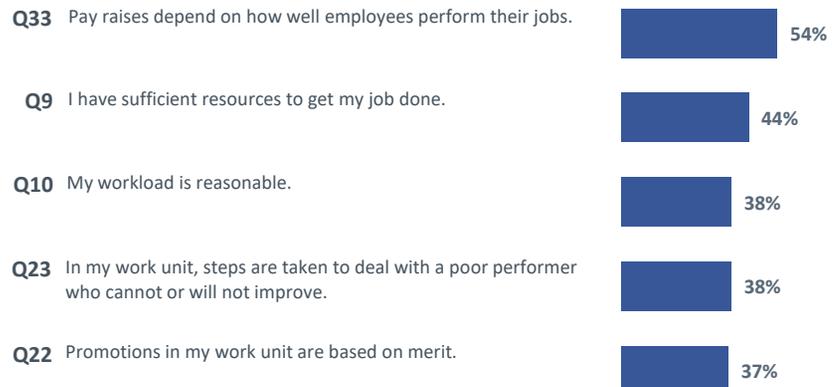
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative

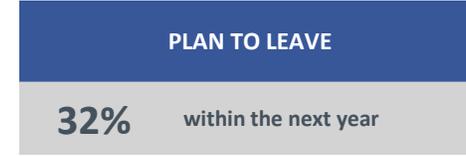
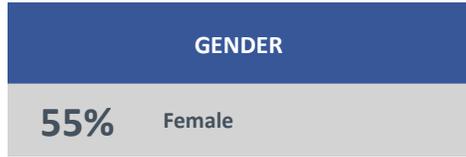


2019



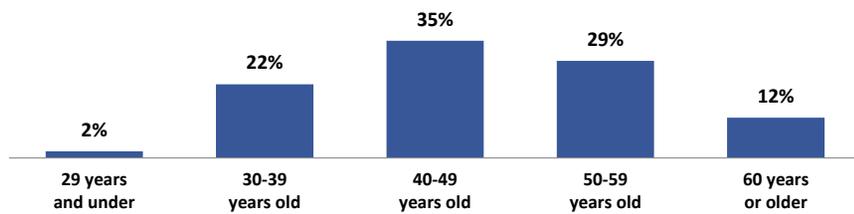
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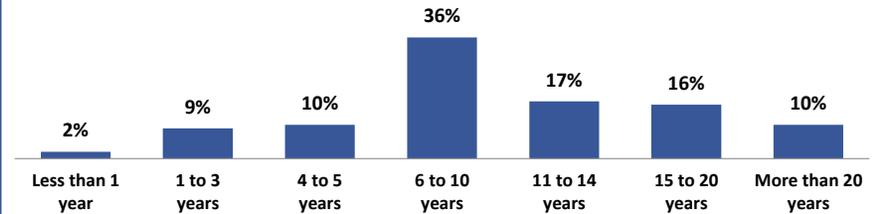
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

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





Select: Largest Increases since 2018 ▼

Largest Increases in Percent Positive since 2018

27 items increased since 2018

	2016	2017	2018	2019	Percentage Point Change
Q50 In the last six months, my supervisor has talked with me about my performance.	75%	78%	77%	84%	+7
Q46 My supervisor provides me with constructive suggestions to improve my job performance.	61%	63%	60%	66%	+6
Q51 I have trust and confidence in my supervisor.	70%	73%	70%	75%	+5
Q15 My performance appraisal is a fair reflection of my performance.	65%	69%	67%	72%	+5
Q44 Discussions with my supervisor about my performance are worthwhile.	64%	67%	64%	68%	+4

Select: Largest Decreases since 2018 ▼

Largest Decreases in Percent Positive since 2018

33 items decreased since 2018

	2016	2017	2018	2019	Percentage Point Change
Q34 Policies and programs promote diversity in the workplace.	60%	64%	61%	56%	-5
Q54 My organization's senior leaders maintain high standards of honesty and integrity.	61%	68%	63%	59%	-4
Q36 My organization has prepared employees for potential security threats.	77%	84%	85%	81%	-4
Q10 My workload is reasonable.	46%	52%	49%	45%	-4
Q66 How satisfied are you with the policies and practices of your senior leaders?	47%	54%	49%	45%	-4

Response Type	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	74.0%	11.3%	14.7%	534	1,999	N/A
Agree-disagree	2	I have enough information to do my job well.	72.6%	13.3%	14.1%	381	1,996	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	67.3%	15.3%	17.3%	537	1,992	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	76.5%	12.8%	10.6%	695	1,998	N/A
Agree-disagree	5	I like the kind of work I do.	82.9%	10.8%	6.3%	810	1,996	N/A
Agree-disagree	6	I know what is expected of me on the job.	77.2%	12.1%	10.7%	565	1,997	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	97.1%	2.3%	0.6%	1,427	2,001	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	93.1%	5.8%	1.1%	1,124	2,002	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	42.1%	13.4%	44.5%	179	1,982	5
Agree-disagree	10	*My workload is reasonable.	44.8%	17.0%	38.2%	154	1,986	5
Agree-disagree	11	*My talents are used well in the workplace.	57.7%	16.5%	25.8%	320	1,971	7
Agree-disagree	12	*I know how my work relates to the agency's goals.	87.1%	8.4%	4.5%	752	1,988	4
Agree-disagree	13	The work I do is important.	89.9%	6.5%	3.6%	1,004	1,987	5
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	63.2%	14.0%	22.8%	478	1,988	10

Response Type	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	71.6%	15.0%	13.4%	545	1,972	24
Agree-disagree	16	I am held accountable for achieving results.	81.3%	12.3%	6.4%	579	1,981	16
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.7%	14.6%	15.7%	605	1,887	102
Agree-disagree	18	My training needs are assessed.	45.6%	23.3%	31.1%	268	1,985	12
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	64.0%	16.5%	19.4%	512	1,933	67
Agree-disagree	20	*The people I work with cooperate to get the job done.	82.5%	9.6%	7.8%	720	2,002	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	52.8%	19.0%	28.2%	212	1,968	24
Agree-disagree	22	Promotions in my work unit are based on merit.	35.9%	27.3%	36.7%	154	1,866	120
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.9%	26.1%	38.0%	140	1,861	128
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	41.9%	24.7%	33.4%	172	1,936	57
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	50.4%	23.7%	26.0%	245	1,912	83
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	79.5%	11.4%	9.1%	563	1,981	9
Agree-disagree	27	The skill level in my work unit has improved in the past year.	62.8%	24.8%	12.4%	394	1,914	76

Response Type	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Good-poor	28	How would you rate the overall quality of work done by your work unit?	86.9%	11.1%	2.0%	925	1,992	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	81.4%	10.4%	8.2%	638	1,983	11
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	50.2%	19.0%	30.8%	200	1,950	22
Agree-disagree	31	Employees are recognized for providing high quality products and services.	60.2%	19.5%	20.3%	274	1,962	13
Agree-disagree	32	Creativity and innovation are rewarded.	50.7%	25.7%	23.6%	235	1,947	21
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	18.2%	27.3%	54.5%	96	1,841	132
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	56.3%	24.7%	19.0%	279	1,860	114
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	78.5%	12.4%	9.1%	484	1,922	52
Agree-disagree	36	My organization has prepared employees for potential security threats.	80.9%	12.0%	7.1%	529	1,946	23
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	55.8%	19.0%	25.2%	326	1,873	100

Response Type	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
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.	75.4%	14.2%	10.4%	510	1,819	152
Agree-disagree	39	My agency is successful at accomplishing its mission.	78.5%	15.3%	6.2%	414	1,957	21
Agree-disagree	40	*I recommend my organization as a good place to work.	71.4%	16.6%	12.0%	472	1,970	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	46.9%	25.9%	27.2%	270	1,876	97
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	84.5%	6.8%	8.8%	903	1,969	3
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.9%	9.7%	13.3%	825	1,967	3
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	67.5%	16.3%	16.2%	654	1,948	18
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	77.1%	15.3%	7.6%	738	1,849	119
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	66.1%	16.9%	17.0%	585	1,956	9
Agree-disagree	47	Supervisors in my work unit support employee development.	76.1%	12.9%	10.9%	696	1,957	13
Agree-disagree	48	My supervisor listens to what I have to say.	82.4%	8.3%	9.4%	937	1,968	N/A
Agree-disagree	49	My supervisor treats me with respect.	86.1%	6.2%	7.6%	1,082	1,969	N/A

Response Type	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	84.5%	7.7%	7.8%	899	1,969	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	75.2%	12.2%	12.6%	879	1,964	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	75.8%	15.0%	9.2%	892	1,960	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	46.6%	22.5%	30.8%	223	1,931	21
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	58.6%	22.5%	18.9%	337	1,843	110
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	70.4%	18.5%	11.1%	409	1,866	80
Agree-disagree	56	*Managers communicate the goals of the organization.	71.6%	16.1%	12.3%	388	1,933	15
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.2%	19.4%	14.4%	336	1,886	66
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	61.0%	19.4%	19.6%	336	1,915	31
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	64.9%	19.1%	16.0%	361	1,918	28
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.8%	21.2%	13.0%	525	1,889	59

Response Type	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	55.7%	24.5%	19.9%	353	1,931	18
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	59.3%	22.0%	18.8%	332	1,819	131
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	55.7%	19.1%	25.2%	303	1,946	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	57.5%	20.1%	22.4%	309	1,944	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	52.0%	22.8%	25.1%	299	1,942	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	45.4%	29.2%	25.4%	224	1,940	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	41.1%	28.4%	30.5%	237	1,942	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	55.8%	24.8%	19.5%	297	1,942	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	66.9%	18.0%	15.1%	389	1,947	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	63.2%	17.3%	19.5%	348	1,943	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	63.9%	20.0%	16.0%	324	1,938	N/A

* 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.

72. Currently, in my work unit poor performers usually:	N	%
Remain in the work unit and improve their performance over time	333	19.2%
Remain in the work unit and continue to underperform	887	51.9%
Leave the work unit - removed or transferred	212	11.9%
Leave the work unit - quit	51	3.0%
There are no poor performers in my work unit	241	14.0%
Item Response Total	1,724	100.0%
Do not know	217	--
Total	1,941	100.0%

Percentages are weighted to represent the Agency's population.

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?

	N	%
The shutdown had no impact on my working/pay status	163	8.3%
I did not work and did not receive pay until after the lapse ended	738	38.5%
I worked some of the shutdown but did not receive pay until after the lapse ended	483	24.9%
I worked for the entirety of the shutdown but did not receive pay until after the lapse ended	515	26.2%
Other, not listed above	40	2.1%
Total	1,939	100.0%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?

	N	%
It had no impact	128	6.8%
A slightly negative impact	209	11.2%
A moderately negative impact	569	30.4%
A very negative impact	555	29.6%
An extremely negative impact	411	21.9%
Total	1,872	100.0%

If the response to item 74 was "It had no impact", item 75 was skipped.

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)

	N	%
Unmanageable workload	833	47.7%
Missed deadlines	1,247	71.7%
Unrecoverable loss of work	651	37.1%
Reduced customer service	1,050	59.9%
Delayed work	1,544	88.7%
Reduced work quality	703	40.5%
Cutback of critical work	885	50.6%
Time lost in restarting work	1,298	74.2%
Unmet statutory requirements	274	15.5%
Other	305	17.5%
Total (percents will add to more than 100% because respondents could choose more)	1,741	--

76. Are you looking for another job because of the partial government shutdown?

	N	%
I am looking for another job specifically because of the shutdown	34	1.8%
I am looking for another job, but the shutdown is only one of the reasons	279	14.6%
I am looking for another job, but the shutdown had no influence on that decision	234	12.4%
I am not looking for another job currently	1,381	71.2%
Total	1,928	100.0%

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.

	N	%
Strongly Agree	318	16.7%
Agree	799	42.0%
Neither Agree nor Disagree	405	21.3%
Disagree	260	13.6%
Strongly Disagree	122	6.5%
Item Response Total	1,904	100.0%
No support required	30	--
Total	1,934	100.0%

Percentages are weighted to represent the Agency's population.

78. Please select the response below that BEST describes your current teleworking schedule.	2019		2018	
	N	%	N	%
I telework very infrequently, on an unscheduled or short-term basis	560	28.3%	584	32.5%
I telework, but only about 1 or 2 days per	172	8.8%	180	10.1%
I telework 1 or 2 days per week	375	19.7%	337	19.2%
I telework 3 or 4 days per week	30	1.6%	24	1.4%
I telework every work day	52	2.8%	32	1.7%
I do not telework because I have to be physically present on the job	185	9.7%	162	9.0%
I do not telework because of technical issues that prevent me from teleworking	36	1.9%	45	2.5%
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	281	15.0%	218	12.2%
telework	240	12.2%	206	11.5%
Total	1,931	100.0%	1,788	100.0%

79. How satisfied are you with the Telework program in your agency?	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	367	23.9%	19.0%	375	28.7%	21.3%
Satisfied	619	39.8%	31.6%	529	40.5%	30.0%
Neither Satisfied nor Dissatisfied	303	19.6%	15.6%	219	16.6%	12.3%
Dissatisfied	172	11.3%	9.0%	124	9.6%	7.1%
Very Dissatisfied	81	5.4%	4.3%	60	4.6%	3.4%
Item Response Total	1,542	100.0%	79.5%	1,307	100.0%	74.1%
I choose not to participate in this program	87	--	4.5%	103	--	5.8%
This program is not available to me	289	--	15.3%	348	--	19.6%
I am unaware of this program	14	--	0.7%	10	--	0.6%
Total	1,932	100.0%	100.0%	1,768	100.0%	100.0%

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):	2019	
	N	%
Alternative Work Schedules	507	26.8%
Health and Wellness Programs	610	31.8%
Employee Assistance Program – EAP	205	10.7%
Child Care Programs	168	8.8%
Elder Care Programs	23	1.2%
None listed above	884	45.4%
Total (percents will add to more than 100%)	1,926	--

Note: This item was not in the 2018 OPM FEVS.

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules	2019			2018		
	N	Satisfaction %	All Response	N	Satisfaction %	All Response
Very Satisfied	365	34.2%	19.0%	323	31.8%	18.6%
Satisfied	400	37.2%	20.6%	404	39.3%	23.0%
Neither Satisfied nor Dissatisfied	216	20.0%	11.1%	197	18.9%	11.1%
Dissatisfied	56	5.2%	2.9%	65	6.4%	3.7%
Very Dissatisfied	35	3.3%	1.9%	38	3.6%	2.1%
Item Response Total	1,072	100.0%	55.5%	1,027	100.0%	58.6%
programs	428	--	21.9%	342	--	19.3%
These programs are not available to me	389	--	20.4%	365	--	20.6%
I am unaware of these programs	41	--	2.1%	25	--	1.4%
Total	1,930	100.0%	100.0%	1,759	100.0%	100.0%

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs	2019			2018		
	N	Satisfaction %	All Response	N	Satisfaction %	Response Options %
Very Satisfied	325	23.5%	17.0%	358	24.9%	20.2%
Satisfied	711	51.4%	37.1%	730	50.2%	40.8%
Neither Satisfied nor Dissatisfied	296	21.6%	15.6%	287	19.8%	16.1%
Dissatisfied	35	2.5%	1.8%	52	3.6%	2.9%
Very Dissatisfied	13	0.9%	0.7%	22	1.5%	1.2%
Item Response Total	1,380	100.0%	72.1%	1,449	100.0%	81.2%
programs	344	--	17.5%	180	--	10.1%
These programs are not available to me	101	--	5.4%	72	--	4.0%
I am unaware of these programs	96	--	5.0%	83	--	4.7%
Total	1,921	100.0%	100.0%	1,784	100.0%	100.0%

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP	2019			2018		
	N	Satisfaction %	All Response	N	Satisfaction %	Response Options %
Very Satisfied	178	18.3%	9.1%	234	21.2%	13.4%
Satisfied	337	35.1%	17.6%	446	39.7%	25.2%
Neither Satisfied nor Dissatisfied	379	40.0%	20.0%	353	31.3%	19.8%
Dissatisfied	36	3.8%	1.9%	62	5.5%	3.5%
Very Dissatisfied	27	2.8%	1.4%	27	2.3%	1.5%
Item Response Total	957	100.0%	50.0%	1,122	100.0%	63.4%
programs	724	--	37.3%	414	--	22.9%
These programs are not available to me	66	--	3.6%	47	--	2.6%
I am unaware of these programs	175	--	9.2%	200	--	11.2%
Total	1,922	100.0%	100.0%	1,783	100.0%	100.0%

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs	2019			2018		
	N	Satisfaction %	All Response	N	Satisfaction %	Response Options %
Very Satisfied	105	14.7%	5.4%	109	15.0%	6.3%
Satisfied	196	28.5%	10.5%	230	31.0%	13.0%
Neither Satisfied nor Dissatisfied	317	45.0%	16.5%	299	40.4%	16.9%
Dissatisfied	53	7.6%	2.8%	62	8.4%	3.5%
Very Dissatisfied	29	4.2%	1.5%	40	5.2%	2.2%
Item Response Total	700	100.0%	36.7%	740	100.0%	41.8%
programs	874	--	45.2%	681	--	38.0%
These programs are not available to me	201	--	10.6%	199	--	11.0%
I am unaware of these programs	142	--	7.5%	165	--	9.2%
Total	1,917	100.0%	100.0%	1,785	100.0%	100.0%

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs	2019			2018		
	N	Satisfaction %	All Response	N	Satisfaction %	Response Options %
Very Satisfied	65	12.0%	3.3%	80	14.2%	4.6%
Satisfied	107	20.9%	5.7%	141	24.5%	8.0%
Neither Satisfied nor Dissatisfied	315	60.9%	16.6%	304	52.7%	17.2%
Dissatisfied	18	3.7%	1.0%	34	5.9%	1.9%
Very Dissatisfied	13	2.5%	0.7%	16	2.6%	0.9%
Item Response Total	518	100.0%	27.2%	575	100.0%	32.6%
programs	995	--	51.7%	794	--	44.3%
These programs are not available to me	154	--	8.2%	154	--	8.5%
I am unaware of these programs	243	--	12.9%	260	--	14.6%
Total	1,910	100.0%	100.0%	1,783	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 4 completed surveys.

My Employment Demographics

<i>Where do you work?</i>	%
Headquarters	58.3%
Field	41.7%
Total	100.0%

<i>What is your supervisory status?</i>	%
Senior Leader	8.3%
Manager	21.5%
Supervisor	25.1%
Team Leader	12.3%
Non-Supervisor	32.9%
Total	100.0%

<i>What is your pay category/grade?</i>	%
Federal Wage System	1.1%
GS 1-6	0.5%
GS 7-12	7.8%
GS 13-15	56.0%
Senior Executive Service	4.9%
Senior Level (SL) or Scientific or Professional (ST)	1.9%
Other	27.9%
Total	100.0%

<i>What is your US military service status?</i>	%
No Prior Military Service	89.8%
Currently in National Guard or Reserves	0.6%
Retired	3.5%
Separated or Discharged	6.1%
Total	100.0%

<i>How long have you been with the Federal Government (excluding military service)?</i>	%
Less than 1 year	1.2%
1 to 3 years	4.8%
4 to 5 years	6.5%
6 to 10 years	27.2%
11 to 14 years	20.7%
15 to 20 years	20.3%
More than 20 years	19.4%
Total	100.0%

My Employment Demographics

<i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i>	%
Less than 1 year	1.8%
1 to 3 years	8.9%
4 to 5 years	10.3%
6 to 10 years	35.5%
11 to 14 years	16.7%
15 to 20 years	16.4%
More than 20 years	10.5%
Total	100.0%

<i>Are you considering leaving your organization within the next year, and if so, why?</i>	%
No	68.1%
Yes, to retire	5.1%
Yes, to take another job within the Federal Government	12.4%
Yes, to take another job outside the Federal Government	8.5%
Yes, other	5.9%
Total	100.0%

<i>I am planning to retire:</i>	%
Within one year	3.3%
Between one and three years	8.3%
Between three and five years	10.9%
Five or more years	77.4%
Total	100.0%

My Personal Demographics

<i>Are you of Hispanic, Latino, or Spanish origin?</i>	%
Yes	6.9%
No	93.1%
Total	100.0%

<i>Please select the racial category or categories with which you most closely identify.</i>	%
White	71.3%
Black or African American	17.0%
All other races	11.6%
Total	100.0%

My Employment Demographics

<i>What is your age group?</i>	%
29 years and under	2.1%
30-39 years old	21.8%
40-49 years old	35.3%
50-59 years old	29.3%
60 years or older	11.6%
Total	100.0%

<i>What is the highest degree or level of education you have completed?</i>	%
Less than High School/ High School Diploma/ GED	0.8%
Certification/ Some College/ Associate's Degree	4.1%
Bachelor's Degree	12.7%
Advanced Degrees (Post Bachelor's Degree)	82.5%
Total	100.0%

<i>Are you an individual with a disability?</i>	%
Yes	7.5%
No	92.5%
Total	100.0%

<i>Are you:</i>	%
Male	45.4%
Female	54.6%
Total	100.0%

<i>Are you transgender?</i>	%
Yes	0.4%
No	99.6%
Total	100.0%

<i>Which one of the following do you consider yourself to be?</i>	%
Straight, that is not gay or lesbian	91.5%
Gay or Lesbian	5.0%
Bisexual	1.6%
Something else	1.9%
Total	100.0%

Percentages for demographic questions are unweighted.

No suppression was applied to My Employment Demographics.

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2019	1	*I am given a real opportunity to improve my skills in my organization.	74.0%	11.3%	14.7%	1,999	N/A
Agree-disagree	2019	2	I have enough information to do my job well.	72.6%	13.3%	14.1%	1,996	N/A
Agree-disagree	2019	3	I feel encouraged to come up with new and better ways of doing things.	67.3%	15.3%	17.3%	1,992	N/A
Agree-disagree	2019	4	My work gives me a feeling of personal accomplishment.	76.5%	12.8%	10.6%	1,998	N/A
Agree-disagree	2019	5	I like the kind of work I do.	82.9%	10.8%	6.3%	1,996	N/A
Agree-disagree	2019	6	I know what is expected of me on the job.	77.2%	12.1%	10.7%	1,997	N/A
Agree-disagree	2019	7	When needed I am willing to put in the extra effort to get a job done.	97.1%	2.3%	0.6%	2,001	N/A
Agree-disagree	2019	8	I am constantly looking for ways to do my job better.	93.1%	5.8%	1.1%	2,002	N/A
Agree-disagree	2019	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	42.1%	13.4%	44.5%	1,982	5
Agree-disagree	2019	10	*My workload is reasonable.	44.8%	17.0%	38.2%	1,986	5
Agree-disagree	2019	11	*My talents are used well in the workplace.	57.7%	16.5%	25.8%	1,971	7
Agree-disagree	2019	12	*I know how my work relates to the agency's goals.	87.1%	8.4%	4.5%	1,988	4
Agree-disagree	2019	13	The work I do is important.	89.9%	6.5%	3.6%	1,987	5
Agree-disagree	2019	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	63.2%	14.0%	22.8%	1,988	10
Agree-disagree	2019	15	My performance appraisal is a fair reflection of my performance.	71.6%	15.0%	13.4%	1,972	24
Agree-disagree	2019	16	I am held accountable for achieving results.	81.3%	12.3%	6.4%	1,981	16
Agree-disagree	2019	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.7%	14.6%	15.7%	1,887	102
Agree-disagree	2019	18	My training needs are assessed.	45.6%	23.3%	31.1%	1,985	12
Agree-disagree	2019	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	64.0%	16.5%	19.4%	1,933	67
Agree-disagree	2019	20	*The people I work with cooperate to get the job done.	82.5%	9.6%	7.8%	2,002	N/A
Agree-disagree	2019	21	My work unit is able to recruit people with the right skills.	52.8%	19.0%	28.2%	1,968	24
Agree-disagree	2019	22	Promotions in my work unit are based on merit.	35.9%	27.3%	36.7%	1,866	120
Agree-disagree	2019	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.9%	26.1%	38.0%	1,861	128
Agree-disagree	2019	24	*In my work unit, differences in performance are recognized in a meaningful way.	41.9%	24.7%	33.4%	1,936	57

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2019	25	Awards in my work unit depend on how well employees perform their jobs.	50.4%	23.7%	26.0%	1,912	83
Agree-disagree	2019	26	Employees in my work unit share job knowledge with each other.	79.5%	11.4%	9.1%	1,981	9
Agree-disagree	2019	27	The skill level in my work unit has improved in the past year.	62.8%	24.8%	12.4%	1,914	76
Good-poor	2019	28	How would you rate the overall quality of work done by your work unit?	86.9%	11.1%	2.0%	1,992	N/A
Agree-disagree	2019	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	81.4%	10.4%	8.2%	1,983	11
Agree-disagree	2019	30	Employees have a feeling of personal empowerment with respect to work processes.	50.2%	19.0%	30.8%	1,950	22
Agree-disagree	2019	31	Employees are recognized for providing high quality products and services.	60.2%	19.5%	20.3%	1,962	13
Agree-disagree	2019	32	Creativity and innovation are rewarded.	50.7%	25.7%	23.6%	1,947	21
Agree-disagree	2019	33	Pay raises depend on how well employees perform their jobs.	18.2%	27.3%	54.5%	1,841	132
Agree-disagree	2019	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	56.3%	24.7%	19.0%	1,860	114
Agree-disagree	2019	35	Employees are protected from health and safety hazards on the job.	78.5%	12.4%	9.1%	1,922	52
Agree-disagree	2019	36	My organization has prepared employees for potential security threats.	80.9%	12.0%	7.1%	1,946	23
Agree-disagree	2019	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	55.8%	19.0%	25.2%	1,873	100
Agree-disagree	2019	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	75.4%	14.2%	10.4%	1,819	152
Agree-disagree	2019	39	My agency is successful at accomplishing its mission.	78.5%	15.3%	6.2%	1,957	21
Agree-disagree	2019	40	*I recommend my organization as a good place to work.	71.4%	16.6%	12.0%	1,970	N/A
Agree-disagree	2019	41	*I believe the results of this survey will be used to make my agency a better place to work.	46.9%	25.9%	27.2%	1,876	97
Agree-disagree	2019	42	My supervisor supports my need to balance work and other life issues.	84.5%	6.8%	8.8%	1,969	3
Agree-disagree	2019	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.9%	9.7%	13.3%	1,967	3

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2019	44	Discussions with my supervisor about my performance are worthwhile.	67.5%	16.3%	16.2%	1,948	18
Agree-disagree	2019	45	My supervisor is committed to a workforce representative of all segments of society.	77.1%	15.3%	7.6%	1,849	119
Agree-disagree	2019	46	My supervisor provides me with constructive suggestions to improve my job performance.	66.1%	16.9%	17.0%	1,956	9
Agree-disagree	2019	47	Supervisors in my work unit support employee development.	76.1%	12.9%	10.9%	1,957	13
Agree-disagree	2019	48	My supervisor listens to what I have to say.	82.4%	8.3%	9.4%	1,968	N/A
Agree-disagree	2019	49	My supervisor treats me with respect.	86.1%	6.2%	7.6%	1,969	N/A
Agree-disagree	2019	50	In the last six months, my supervisor has talked with me about my performance.	84.5%	7.7%	7.8%	1,969	N/A
Agree-disagree	2019	51	I have trust and confidence in my supervisor.	75.2%	12.2%	12.6%	1,964	N/A
Good-poor	2019	52	Overall, how good a job do you feel is being done by your immediate supervisor?	75.8%	15.0%	9.2%	1,960	N/A
Agree-disagree	2019	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	46.6%	22.5%	30.8%	1,931	21
Agree-disagree	2019	54	My organization's senior leaders maintain high standards of honesty and integrity.	58.6%	22.5%	18.9%	1,843	110
Agree-disagree	2019	55	Supervisors work well with employees of different backgrounds.	70.4%	18.5%	11.1%	1,866	80
Agree-disagree	2019	56	*Managers communicate the goals of the organization.	71.6%	16.1%	12.3%	1,933	15
Agree-disagree	2019	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.2%	19.4%	14.4%	1,886	66
Agree-disagree	2019	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	61.0%	19.4%	19.6%	1,915	31
Agree-disagree	2019	59	Managers support collaboration across work units to accomplish work objectives.	64.9%	19.1%	16.0%	1,918	28
Good-poor	2019	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.8%	21.2%	13.0%	1,889	59
Agree-disagree	2019	61	I have a high level of respect for my organization's senior leaders.	55.7%	24.5%	19.9%	1,931	18
Agree-disagree	2019	62	Senior leaders demonstrate support for Work-Life programs.	59.3%	22.0%	18.8%	1,819	131
Satisfied-dissatisfied	2019	63	*How satisfied are you with your involvement in decisions that affect your work?	55.7%	19.1%	25.2%	1,946	N/A
Satisfied-dissatisfied	2019	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	57.5%	20.1%	22.4%	1,944	N/A
Satisfied-dissatisfied	2019	65	*How satisfied are you with the recognition you receive for doing a good job?	52.0%	22.8%	25.1%	1,942	N/A
Satisfied-dissatisfied	2019	66	How satisfied are you with the policies and practices of your senior leaders?	45.4%	29.2%	25.4%	1,940	N/A

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied-dissatisfied	2019	68	How satisfied are you with the training you receive for your present job?	55.8%	24.8%	19.5%	1,942	N/A
Satisfied-dissatisfied	2019	69	*Considering everything, how satisfied are you with your job?	66.9%	18.0%	15.1%	1,947	N/A
Satisfied-dissatisfied	2019	70	Considering everything, how satisfied are you with your pay?	63.2%	17.3%	19.5%	1,943	N/A
Satisfied-dissatisfied	2019	71	*Considering everything, how satisfied are you with your organization?	63.9%	20.0%	16.0%	1,938	N/A
Agree-disagree	2018	1	*I am given a real opportunity to improve my skills in my organization.	75.3%	11.4%	13.3%	1,825	N/A
Agree-disagree	2018	2	I have enough information to do my job well.	73.7%	13.7%	12.6%	1,828	N/A
Agree-disagree	2018	3	I feel encouraged to come up with new and better ways of doing things.	69.0%	14.6%	16.5%	1,828	N/A
Agree-disagree	2018	4	My work gives me a feeling of personal accomplishment.	77.6%	12.2%	10.2%	1,830	N/A
Agree-disagree	2018	5	I like the kind of work I do.	83.0%	11.4%	5.5%	1,830	N/A
Agree-disagree	2018	6	I know what is expected of me on the job.	77.4%	11.7%	10.9%	1,830	N/A
Agree-disagree	2018	7	When needed I am willing to put in the extra effort to get a job done.	97.7%	1.3%	1.0%	1,828	N/A
Agree-disagree	2018	8	I am constantly looking for ways to do my job better.	93.1%	5.7%	1.2%	1,827	N/A
Agree-disagree	2018	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	43.7%	14.3%	42.0%	1,821	2
Agree-disagree	2018	10	*My workload is reasonable.	48.9%	14.5%	36.6%	1,821	4
Agree-disagree	2018	11	*My talents are used well in the workplace.	58.8%	16.9%	24.3%	1,809	4
Agree-disagree	2018	12	*I know how my work relates to the agency's goals.	88.6%	6.7%	4.8%	1,829	2
Agree-disagree	2018	13	The work I do is important.	89.5%	6.9%	3.6%	1,820	5
Agree-disagree	2018	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	63.9%	11.9%	24.2%	1,825	6
Agree-disagree	2018	15	My performance appraisal is a fair reflection of my performance.	66.9%	16.3%	16.9%	1,805	25
Agree-disagree	2018	16	I am held accountable for achieving results.	79.6%	12.5%	7.9%	1,827	7
Agree-disagree	2018	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.5%	14.7%	15.9%	1,745	85
Agree-disagree	2018	18	My training needs are assessed.	47.2%	22.2%	30.6%	1,821	13
Agree-disagree	2018	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%	15.5%	22.9%	1,757	75
Agree-disagree	2018	20	*The people I work with cooperate to get the job done.	80.7%	11.1%	8.2%	1,834	N/A
Agree-disagree	2018	21	My work unit is able to recruit people with the right skills.	49.6%	19.0%	31.3%	1,797	32

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2018	22	Promotions in my work unit are based on merit.	35.0%	27.7%	37.4%	1,700	126
Agree-disagree	2018	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.3%	26.5%	40.2%	1,694	131
Agree-disagree	2018	24	*In my work unit, differences in performance are recognized in a meaningful way.	39.1%	25.7%	35.3%	1,774	57
Agree-disagree	2018	25	Awards in my work unit depend on how well employees perform their jobs.	50.7%	22.1%	27.2%	1,739	89
Agree-disagree	2018	26	Employees in my work unit share job knowledge with each other.	78.6%	11.3%	10.0%	1,818	9
Agree-disagree	2018	27	The skill level in my work unit has improved in the past year.	62.6%	24.2%	13.2%	1,756	75
Good-poor	2018	28	How would you rate the overall quality of work done by your work unit?	86.4%	11.4%	2.2%	1,828	N/A
Agree-disagree	2018	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	81.0%	11.1%	8.0%	1,822	7
Agree-disagree	2018	30	Employees have a feeling of personal empowerment with respect to work processes.	50.1%	20.8%	29.2%	1,792	24
Agree-disagree	2018	31	Employees are recognized for providing high quality products and services.	60.2%	18.7%	21.1%	1,800	11
Agree-disagree	2018	32	Creativity and innovation are rewarded.	49.9%	25.7%	24.5%	1,781	26
Agree-disagree	2018	33	Pay raises depend on how well employees perform their jobs.	18.5%	25.0%	56.5%	1,690	119
Agree-disagree	2018	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	60.8%	23.0%	16.2%	1,692	119
Agree-disagree	2018	35	Employees are protected from health and safety hazards on the job.	79.7%	11.9%	8.5%	1,771	40
Agree-disagree	2018	36	My organization has prepared employees for potential security threats.	85.1%	10.0%	5.0%	1,800	10
Agree-disagree	2018	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	59.0%	18.8%	22.3%	1,709	100
Agree-disagree	2018	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%	13.0%	10.2%	1,671	137
Agree-disagree	2018	39	My agency is successful at accomplishing its mission.	80.4%	14.6%	5.0%	1,796	17
Agree-disagree	2018	40	*I recommend my organization as a good place to work.	71.7%	18.1%	10.2%	1,810	N/A

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2018	41	*I believe the results of this survey will be used to make my agency a better place to work.	48.6%	24.2%	27.1%	1,708	103
Agree-disagree	2018	42	My supervisor supports my need to balance work and other life issues.	81.6%	9.0%	9.3%	1,798	10
Agree-disagree	2018	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.0%	11.2%	12.9%	1,802	6
Agree-disagree	2018	44	Discussions with my supervisor about my performance are worthwhile.	64.0%	18.5%	17.5%	1,788	20
Agree-disagree	2018	45	My supervisor is committed to a workforce representative of all segments of society.	76.2%	15.7%	8.1%	1,669	136
Agree-disagree	2018	46	My supervisor provides me with constructive suggestions to improve my job performance.	59.9%	20.1%	20.0%	1,801	9
Agree-disagree	2018	47	Supervisors in my work unit support employee development.	74.9%	14.4%	10.7%	1,787	21
Agree-disagree	2018	48	My supervisor listens to what I have to say.	81.9%	8.4%	9.7%	1,807	N/A
Agree-disagree	2018	49	My supervisor treats me with respect.	83.8%	7.2%	9.1%	1,805	N/A
Agree-disagree	2018	50	In the last six months, my supervisor has talked with me about my performance.	77.2%	9.9%	12.9%	1,807	N/A
Agree-disagree	2018	51	I have trust and confidence in my supervisor.	69.9%	15.2%	14.9%	1,807	N/A
Good-poor	2018	52	Overall, how good a job do you feel is being done by your immediate supervisor?	72.4%	16.6%	10.9%	1,808	N/A
Agree-disagree	2018	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.7%	23.6%	27.7%	1,779	19
Agree-disagree	2018	54	My organization's senior leaders maintain high standards of honesty and integrity.	63.3%	22.3%	14.4%	1,684	113
Agree-disagree	2018	55	Supervisors work well with employees of different backgrounds.	72.4%	17.2%	10.4%	1,738	54
Agree-disagree	2018	56	*Managers communicate the goals of the organization.	70.4%	16.6%	13.0%	1,778	12
Agree-disagree	2018	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	64.5%	21.9%	13.6%	1,739	61
Agree-disagree	2018	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.9%	20.4%	18.7%	1,773	23
Agree-disagree	2018	59	Managers support collaboration across work units to accomplish work objectives.	64.2%	19.9%	16.0%	1,770	22
Good-poor	2018	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.4%	21.8%	13.7%	1,752	41
Agree-disagree	2018	61	I have a high level of respect for my organization's senior leaders.	59.0%	24.5%	16.5%	1,775	19
Agree-disagree	2018	62	Senior leaders demonstrate support for Work-Life programs.	60.9%	23.5%	15.5%	1,666	128

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied-dissatisfied	2018	63	*How satisfied are you with your involvement in decisions that affect your work?	57.4%	20.0%	22.6%	1,796	N/A
Satisfied-dissatisfied	2018	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.0%	18.0%	22.0%	1,794	N/A
Satisfied-dissatisfied	2018	65	*How satisfied are you with the recognition you receive for doing a good job?	51.5%	23.0%	25.5%	1,795	N/A
Satisfied-dissatisfied	2018	66	How satisfied are you with the policies and practices of your senior leaders?	48.5%	28.9%	22.6%	1,788	N/A
Satisfied-dissatisfied	2018	67	How satisfied are you with your opportunity to get a better job in your organization?	42.0%	25.8%	32.1%	1,790	N/A
Satisfied-dissatisfied	2018	68	How satisfied are you with the training you receive for your present job?	57.7%	22.6%	19.7%	1,791	N/A
Satisfied-dissatisfied	2018	69	*Considering everything, how satisfied are you with your job?	68.9%	16.4%	14.7%	1,792	N/A
Satisfied-dissatisfied	2018	70	Considering everything, how satisfied are you with your pay?	64.5%	16.9%	18.6%	1,797	N/A
Satisfied-dissatisfied	2018	71	*Considering everything, how satisfied are you with your organization?	65.7%	19.6%	14.7%	1,793	N/A
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	75.3%	12.2%	12.5%	2,082	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	75.0%	13.2%	11.8%	2,073	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	68.1%	15.2%	16.7%	2,064	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	78.6%	11.9%	9.5%	2,075	N/A
Agree-disagree	2017	5	I like the kind of work I do.	84.6%	10.3%	5.2%	2,075	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	78.6%	12.2%	9.2%	2,056	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	98.2%	1.2%	0.6%	2,066	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	94.0%	5.0%	0.9%	2,075	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	48.3%	14.6%	37.1%	2,078	2
Agree-disagree	2017	10	*My workload is reasonable.	51.9%	17.1%	31.1%	2,070	2
Agree-disagree	2017	11	*My talents are used well in the workplace.	60.7%	15.5%	23.8%	2,047	8
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	87.6%	6.8%	5.5%	2,073	4
Agree-disagree	2017	13	The work I do is important.	89.6%	7.7%	2.7%	2,060	3
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	65.4%	12.7%	21.9%	2,072	4
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	69.4%	15.2%	15.4%	2,059	20
Agree-disagree	2017	16	I am held accountable for achieving results.	78.8%	14.6%	6.7%	2,062	7

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	70.5%	14.6%	14.9%	1,967	105
Agree-disagree	2017	18	My training needs are assessed.	49.2%	21.5%	29.2%	2,063	12
Agree-disagree	2017	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	62.4%	16.4%	21.3%	2,007	75
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	82.3%	10.3%	7.4%	2,084	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	51.9%	18.4%	29.7%	2,053	28
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	36.8%	27.8%	35.5%	1,970	108
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.3%	25.3%	40.4%	1,947	122
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.5%	26.2%	35.2%	2,024	53
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	50.3%	23.0%	26.7%	1,966	105
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	80.2%	10.8%	9.0%	2,067	6
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	66.1%	23.1%	10.9%	1,992	84
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	88.8%	9.3%	1.9%	2,081	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.0%	14.6%	10.4%	2,030	17
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	50.9%	21.1%	27.9%	2,017	27
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	59.7%	21.0%	19.3%	2,014	19
Agree-disagree	2017	32	Creativity and innovation are rewarded.	49.2%	26.9%	23.9%	2,003	31
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	19.4%	27.8%	52.8%	1,919	114
Agree-disagree	2017	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	64.4%	22.4%	13.2%	1,936	107
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	81.7%	12.3%	6.1%	2,011	35
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	83.9%	10.8%	5.3%	2,025	11

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	60.5%	18.9%	20.6%	1,948	97
Agree-disagree	2017	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	78.1%	12.8%	9.1%	1,898	140
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	83.5%	12.0%	4.4%	2,018	18
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	74.9%	16.0%	9.1%	2,039	N/A
Agree-disagree	2017	41	*I believe the results of this survey will be used to make my agency a better place to work.	46.3%	26.6%	27.0%	1,914	136
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	84.1%	8.0%	7.9%	2,034	6
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	77.5%	10.5%	12.0%	2,031	7
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	66.6%	17.5%	15.9%	2,007	25
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	76.8%	16.3%	6.9%	1,911	124
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	63.2%	18.2%	18.6%	2,023	10
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	76.7%	13.2%	10.1%	2,016	18
Agree-disagree	2017	48	My supervisor listens to what I have to say.	82.8%	8.5%	8.8%	2,036	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	85.2%	7.6%	7.2%	2,030	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	77.9%	9.4%	12.6%	2,028	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	72.8%	14.0%	13.3%	2,036	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.7%	15.4%	10.0%	2,039	N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	51.2%	23.2%	25.6%	1,993	27
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	68.4%	18.7%	13.0%	1,910	108
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	73.8%	16.2%	10.0%	1,945	59
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	69.5%	17.6%	12.9%	1,994	8
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	67.4%	20.2%	12.4%	1,964	47

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	64.1%	19.2%	16.8%	1,998	19
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	67.7%	18.0%	14.3%	1,999	20
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	66.2%	19.9%	13.9%	1,948	69
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	62.2%	22.9%	15.0%	1,993	28
Agree-disagree	2017	62	Senior leaders demonstrate support for Work-Life programs.	66.3%	21.5%	12.2%	1,913	108
Satisfied-dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?	59.2%	19.9%	20.9%	2,011	N/A
Satisfied-dissatisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.1%	19.3%	20.6%	2,009	N/A
Satisfied-dissatisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	53.6%	23.1%	23.3%	2,001	N/A
Satisfied-dissatisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?	53.8%	26.6%	19.7%	2,002	N/A
Satisfied-dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	41.7%	28.2%	30.1%	2,005	N/A
Satisfied-dissatisfied	2017	68	How satisfied are you with the training you receive for your present job?	57.1%	25.0%	17.9%	2,002	N/A
Satisfied-dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?	71.6%	15.9%	12.5%	2,004	N/A
Satisfied-dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	65.8%	15.6%	18.6%	2,010	N/A
Satisfied-dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	69.4%	17.8%	12.7%	2,013	N/A
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	72.3%	13.4%	14.3%	2,282	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	71.7%	13.7%	14.7%	2,263	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	64.6%	17.5%	17.8%	2,251	N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	73.8%	14.2%	12.0%	2,252	N/A
Agree-disagree	2016	5	I like the kind of work I do.	80.5%	12.4%	7.1%	2,260	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	75.4%	13.1%	11.5%	2,248	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	96.8%	1.9%	1.3%	2,259	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	92.2%	6.6%	1.2%	2,270	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	44.3%	15.5%	40.2%	2,271	1
Agree-disagree	2016	10	*My workload is reasonable.	45.6%	16.2%	38.2%	2,259	0

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2016	11	*My talents are used well in the workplace.	56.7%	17.2%	26.1%	2,223	2
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	86.1%	8.0%	5.9%	2,263	3
Agree-disagree	2016	13	The work I do is important.	87.2%	8.6%	4.2%	2,236	4
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	59.9%	13.5%	26.5%	2,258	7
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	65.1%	15.7%	19.2%	2,233	35
Agree-disagree	2016	16	I am held accountable for achieving results.	74.9%	15.0%	10.0%	2,247	11
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.1%	15.5%	16.4%	2,156	114
Agree-disagree	2016	18	My training needs are assessed.	43.8%	23.8%	32.4%	2,254	8
Agree-disagree	2016	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	58.4%	16.1%	25.5%	2,192	90
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	77.1%	12.5%	10.4%	2,282	N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	56.7%	18.6%	24.8%	2,244	36
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	33.5%	27.3%	39.2%	2,122	144
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	30.4%	24.2%	45.4%	2,115	162
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	34.1%	27.7%	38.2%	2,181	91
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	44.4%	24.3%	31.3%	2,080	179
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	75.4%	12.4%	12.2%	2,256	11
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	63.3%	23.6%	13.1%	2,157	117
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	85.1%	12.1%	2.8%	2,279	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68.1%	16.6%	15.3%	2,227	22
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	46.5%	24.1%	29.4%	2,212	34
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	54.2%	21.6%	24.2%	2,200	32
Agree-disagree	2016	32	Creativity and innovation are rewarded.	45.5%	27.6%	26.9%	2,182	46

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	17.3%	24.2%	58.6%	2,081	155
Agree-disagree	2016	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	60.5%	22.9%	16.6%	2,099	143
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	74.6%	14.3%	11.1%	2,207	37
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	76.7%	13.6%	9.7%	2,213	20
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.3%	19.7%	23.0%	2,105	138
Agree-disagree	2016	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	75.0%	13.8%	11.2%	2,045	186
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	73.4%	18.3%	8.3%	2,219	28
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	67.6%	19.4%	13.0%	2,245	N/A
Agree-disagree	2016	41	*I believe the results of this survey will be used to make my agency a better place to work.	43.5%	23.6%	32.9%	2,099	148
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	79.7%	9.5%	10.7%	2,234	8
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	73.9%	11.9%	14.2%	2,227	7
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	63.7%	18.0%	18.3%	2,187	31
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	74.3%	17.3%	8.4%	2,052	182
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	61.3%	18.1%	20.7%	2,212	15
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	72.2%	14.7%	13.1%	2,206	27
Agree-disagree	2016	48	My supervisor listens to what I have to say.	79.9%	9.5%	10.5%	2,239	N/A
Agree-disagree	2016	49	My supervisor treats me with respect.	82.4%	8.3%	9.4%	2,233	N/A
Agree-disagree	2016	50	In the last six months, my supervisor has talked with me about my performance.	75.4%	10.0%	14.6%	2,232	N/A
Agree-disagree	2016	51	I have trust and confidence in my supervisor.	70.2%	14.7%	15.1%	2,238	N/A
Good-poor	2016	52	Overall, how good a job do you feel is being done by your immediate supervisor?	71.9%	17.0%	11.1%	2,240	N/A

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	46.4%	24.2%	29.5%	2,202	21
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	61.1%	22.9%	16.0%	2,084	139
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	68.7%	19.6%	11.7%	2,114	87
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	65.3%	18.8%	15.9%	2,196	13
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62.5%	21.4%	16.0%	2,132	83
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	57.2%	21.7%	21.1%	2,171	44
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	61.7%	19.5%	18.8%	2,184	35
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.0%	20.9%	15.1%	2,129	90
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	58.4%	23.3%	18.3%	2,204	18
Agree-disagree	2016	62	Senior leaders demonstrate support for Work-Life programs.	58.9%	22.2%	19.0%	2,102	121
Satisfied-dissatisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	56.7%	20.3%	23.0%	2,216	N/A
Satisfied-dissatisfied	2016	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	55.5%	22.6%	21.8%	2,208	N/A
Satisfied-dissatisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	50.2%	23.3%	26.5%	2,207	N/A
Satisfied-dissatisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?	46.7%	30.2%	23.1%	2,206	N/A
Satisfied-dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?	40.5%	27.9%	31.6%	2,210	N/A
Satisfied-dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?	53.6%	25.5%	20.9%	2,204	N/A
Satisfied-dissatisfied	2016	69	*Considering everything, how satisfied are you with your job?	65.3%	18.5%	16.2%	2,209	N/A
Satisfied-dissatisfied	2016	70	Considering everything, how satisfied are you with your pay?	61.7%	16.4%	21.8%	2,205	N/A
Satisfied-dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?	61.2%	21.6%	17.2%	2,208	N/A
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	69.3%	15.4%	15.2%	2,001	N/A
Agree-disagree	2015	2	I have enough information to do my job well.	70.9%	13.3%	15.8%	1,992	N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	63.3%	15.7%	21.0%	1,965	N/A

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	72.6%	14.4%	13.0%	1,987	N/A
Agree-disagree	2015	5	I like the kind of work I do.	80.5%	13.1%	6.5%	1,964	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	74.9%	12.6%	12.5%	1,977	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	96.5%	2.4%	1.0%	1,984	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	92.2%	6.5%	1.3%	1,991	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	43.0%	14.4%	42.6%	1,989	3
Agree-disagree	2015	10	*My workload is reasonable.	46.7%	15.1%	38.2%	1,979	3
Agree-disagree	2015	11	*My talents are used well in the workplace.	55.1%	17.5%	27.4%	1,927	12
Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities.	85.1%	8.4%	6.4%	1,981	9
Agree-disagree	2015	13	The work I do is important.	87.3%	8.6%	4.0%	1,960	2
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	60.5%	12.5%	27.0%	1,983	3
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	64.8%	13.5%	21.7%	1,957	29
Agree-disagree	2015	16	I am held accountable for achieving results.	74.7%	14.7%	10.6%	1,978	12
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.2%	17.6%	17.3%	1,867	124
Agree-disagree	2015	18	My training needs are assessed.	44.9%	21.0%	34.1%	1,983	9
Agree-disagree	2015	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	56.5%	15.6%	27.9%	1,932	71
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	77.3%	10.7%	12.1%	1,997	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	54.9%	18.5%	26.6%	1,962	34
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	33.5%	26.4%	40.1%	1,871	122
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.3%	22.9%	48.8%	1,837	148
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	33.5%	25.7%	40.7%	1,913	75
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	43.6%	23.6%	32.9%	1,869	111
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	75.8%	12.5%	11.7%	1,987	7
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	61.9%	24.6%	13.6%	1,901	95

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	83.5%	13.6%	2.9%	2,001	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	67.6%	17.3%	15.1%	1,951	14
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	44.3%	22.6%	33.1%	1,940	25
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	54.4%	22.1%	23.6%	1,942	16
Agree-disagree	2015	32	Creativity and innovation are rewarded.	46.2%	26.6%	27.2%	1,923	33
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	17.0%	23.4%	59.7%	1,813	131
Agree-disagree	2015	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	62.3%	22.6%	15.2%	1,819	139
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	74.6%	13.7%	11.6%	1,919	41
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	74.6%	14.0%	11.4%	1,933	27
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	56.6%	19.3%	24.1%	1,829	125
Agree-disagree	2015	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	75.4%	14.0%	10.6%	1,779	179
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	72.3%	18.7%	9.0%	1,941	24
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	64.0%	21.4%	14.6%	1,965	N/A
Agree-disagree	2015	41	*I believe the results of this survey will be used to make my agency a better place to work.	40.8%	24.2%	35.0%	1,823	146
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	80.4%	7.8%	11.8%	1,953	6
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.3%	11.3%	14.4%	1,950	3
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	63.6%	16.8%	19.6%	1,908	29
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	73.8%	17.5%	8.7%	1,793	158
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	60.4%	17.6%	22.0%	1,934	11

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	73.3%	14.9%	11.8%	1,931	17
Agree-disagree	2015	48	My supervisor listens to what I have to say.	80.9%	8.7%	10.3%	1,950	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	83.0%	8.7%	8.3%	1,949	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	75.4%	9.7%	14.9%	1,944	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	70.2%	13.5%	16.3%	1,949	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	71.2%	16.9%	11.8%	1,947	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	39.6%	25.1%	35.3%	1,918	22
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	55.8%	24.4%	19.8%	1,836	98
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	67.1%	20.2%	12.7%	1,820	93
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	64.7%	18.4%	16.9%	1,906	17
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	61.0%	22.4%	16.5%	1,857	68
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	56.0%	21.3%	22.7%	1,902	35
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	59.5%	21.1%	19.4%	1,901	36
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	60.5%	23.4%	16.1%	1,869	66
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	49.4%	25.7%	24.9%	1,925	13
Agree-disagree	2015	62	Senior leaders demonstrate support for Work-Life programs.	54.6%	24.2%	21.2%	1,826	110
Satisfied-dissatisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	54.1%	21.3%	24.6%	1,933	N/A
Satisfied-dissatisfied	2015	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	54.4%	22.0%	23.7%	1,924	N/A
Satisfied-dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?	47.4%	24.7%	27.9%	1,922	N/A
Satisfied-dissatisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?	42.8%	29.9%	27.3%	1,915	N/A
Satisfied-dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	41.0%	27.9%	31.1%	1,918	N/A
Satisfied-dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	53.7%	24.8%	21.5%	1,915	N/A
Satisfied-dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?	65.2%	18.1%	16.8%	1,921	N/A

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied-dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	60.0%	17.8%	22.2%	1,924	N/A
Satisfied-dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	59.4%	20.6%	20.1%	1,928	N/A
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	67.4%	13.8%	18.7%	2,039	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	68.5%	15.2%	16.3%	2,018	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	60.5%	17.3%	22.3%	2,015	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	69.8%	15.1%	15.1%	2,030	N/A
Agree-disagree	2014	5	I like the kind of work I do.	79.5%	12.4%	8.1%	2,008	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	72.3%	13.4%	14.3%	2,008	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	96.7%	2.1%	1.2%	2,017	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	92.1%	6.3%	1.6%	2,032	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	42.6%	14.5%	42.8%	2,033	5
Agree-disagree	2014	10	*My workload is reasonable.	44.4%	16.5%	39.2%	2,015	5
Agree-disagree	2014	11	*My talents are used well in the workplace.	51.9%	18.2%	30.0%	1,970	9
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	82.5%	9.8%	7.7%	2,018	7
Agree-disagree	2014	13	The work I do is important.	85.8%	9.2%	5.0%	2,004	4
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	57.4%	12.7%	29.9%	2,024	6
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	64.0%	16.9%	19.1%	1,985	45
Agree-disagree	2014	16	I am held accountable for achieving results.	74.0%	15.7%	10.2%	2,012	8
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	64.2%	17.5%	18.2%	1,882	144
Agree-disagree	2014	18	My training needs are assessed.	40.4%	23.7%	35.9%	2,010	16
Agree-disagree	2014	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	58.4%	15.5%	26.1%	1,950	92
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	78.1%	11.4%	10.5%	2,036	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	54.0%	19.3%	26.7%	2,001	39
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	33.4%	29.3%	37.3%	1,876	155

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.6%	24.0%	47.4%	1,880	156
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	33.0%	24.7%	42.3%	1,934	93
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	43.2%	22.5%	34.4%	1,890	130
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	75.5%	12.7%	11.8%	2,029	8
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	58.5%	26.7%	14.8%	1,940	98
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	83.2%	14.0%	2.8%	2,042	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	66.0%	17.7%	16.2%	1,968	24
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	40.3%	23.7%	36.0%	1,968	31
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	49.6%	23.7%	26.7%	1,964	24
Agree-disagree	2014	32	Creativity and innovation are rewarded.	41.8%	26.8%	31.4%	1,953	35
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	14.5%	23.6%	61.9%	1,849	134
Agree-disagree	2014	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	56.9%	25.9%	17.2%	1,879	114
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	75.4%	14.8%	9.9%	1,946	46
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	75.0%	14.7%	10.3%	1,955	32
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	50.3%	21.1%	28.7%	1,876	108
Agree-disagree	2014	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	69.6%	17.6%	12.8%	1,818	159
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	67.4%	21.5%	11.1%	1,951	40
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	62.6%	21.2%	16.2%	1,993	N/A
Agree-disagree	2014	41	*I believe the results of this survey will be used to make my agency a better place to work.	39.5%	25.6%	34.9%	1,857	141

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	76.2%	11.6%	12.2%	1,979	12
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.3%	11.8%	15.9%	1,978	6
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	61.1%	18.6%	20.4%	1,942	34
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	71.9%	19.4%	8.7%	1,820	151
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	58.9%	18.1%	22.9%	1,963	13
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	69.6%	16.6%	13.8%	1,961	22
Agree-disagree	2014	48	My supervisor listens to what I have to say.	78.7%	9.5%	11.8%	1,984	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	81.5%	9.8%	8.8%	1,979	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	71.8%	11.6%	16.6%	1,978	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	66.0%	16.2%	17.8%	1,984	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	69.2%	18.4%	12.4%	1,979	N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	36.1%	24.0%	39.9%	1,952	23
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	50.8%	25.2%	24.0%	1,862	108
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	65.9%	19.8%	14.3%	1,872	82
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	62.7%	18.5%	18.8%	1,947	17
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	59.9%	22.1%	18.0%	1,883	70
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	52.4%	21.2%	26.4%	1,933	29
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	57.7%	20.5%	21.9%	1,931	32
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	58.7%	24.9%	16.3%	1,871	88
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	45.3%	26.2%	28.5%	1,947	19
Agree-disagree	2014	62	Senior leaders demonstrate support for Work-Life programs.	51.4%	25.2%	23.4%	1,843	126
Satisfied-dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	50.4%	20.6%	29.0%	1,955	N/A

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied-dissatisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	49.6%	24.7%	25.7%	1,951	N/A
Satisfied-dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	45.6%	25.1%	29.3%	1,943	N/A
Satisfied-dissatisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	36.2%	30.9%	32.9%	1,951	N/A
Satisfied-dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	37.6%	30.3%	32.1%	1,943	N/A
Satisfied-dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	51.5%	25.7%	22.8%	1,937	N/A
Satisfied-dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?	61.2%	20.0%	18.8%	1,942	N/A
Satisfied-dissatisfied	2014	70	Considering everything, how satisfied are you with your pay?	58.4%	17.5%	24.1%	1,954	N/A
Satisfied-dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	53.2%	23.7%	23.0%	1,953	N/A
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	68.6%	14.4%	16.9%	2,263	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	67.6%	16.6%	15.8%	2,247	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	60.9%	17.7%	21.4%	2,230	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	71.7%	15.1%	13.2%	2,254	N/A
Agree-disagree	2013	5	I like the kind of work I do.	79.8%	13.2%	7.0%	2,225	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	72.3%	15.1%	12.6%	2,232	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	97.6%	1.9%	0.5%	2,248	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	93.1%	6.0%	1.0%	2,259	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	42.9%	15.2%	41.8%	2,248	5
Agree-disagree	2013	10	*My workload is reasonable.	48.2%	14.7%	37.1%	2,237	2
Agree-disagree	2013	11	*My talents are used well in the workplace.	55.2%	16.3%	28.5%	2,196	9
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	83.5%	9.4%	7.1%	2,232	7
Agree-disagree	2013	13	The work I do is important.	86.7%	9.4%	3.9%	2,208	9
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	59.4%	13.8%	26.8%	2,252	5
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	67.9%	14.8%	17.2%	2,209	42
Agree-disagree	2013	16	I am held accountable for achieving results.	76.1%	14.7%	9.2%	2,229	10
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63.9%	18.2%	17.9%	2,107	145

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2013	18	My training needs are assessed.	39.9%	24.6%	35.5%	2,228	25
Agree-disagree	2013	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	59.1%	16.2%	24.7%	2,157	103
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	76.1%	12.6%	11.3%	2,263	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	54.5%	19.8%	25.7%	2,207	56
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	36.4%	28.1%	35.4%	2,074	177
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	26.1%	23.9%	50.0%	2,078	168
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	30.6%	27.3%	42.1%	2,146	110
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	42.3%	23.8%	33.9%	2,071	173
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	74.5%	12.4%	13.1%	2,243	10
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	61.1%	25.1%	13.7%	2,142	114
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	82.4%	14.7%	2.8%	2,263	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	65.5%	19.3%	15.1%	2,185	33
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	41.8%	24.9%	33.3%	2,196	26
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	52.6%	21.7%	25.7%	2,181	35
Agree-disagree	2013	32	Creativity and innovation are rewarded.	42.7%	26.9%	30.4%	2,169	51
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	15.1%	26.0%	58.8%	2,055	162
Agree-disagree	2013	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	60.3%	24.6%	15.1%	2,086	136
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	77.6%	13.8%	8.5%	2,144	70
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	73.8%	14.9%	11.3%	2,178	36
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	52.2%	21.8%	26.0%	2,074	139

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2013	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	72.8%	15.8%	11.4%	2,016	201
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	70.0%	21.5%	8.5%	2,195	33
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	64.0%	22.3%	13.7%	2,220	N/A
Agree-disagree	2013	41	*I believe the results of this survey will be used to make my agency a better place to work.	42.6%	27.4%	30.0%	1,993	230
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	75.5%	13.0%	11.5%	2,200	9
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.1%	11.6%	16.3%	2,203	5
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	62.5%	19.1%	18.4%	2,176	31
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	71.8%	19.1%	9.0%	2,023	178
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	58.2%	19.0%	22.8%	2,187	15
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	70.2%	15.3%	14.5%	2,185	19
Agree-disagree	2013	48	My supervisor listens to what I have to say.	79.5%	9.2%	11.3%	2,200	N/A
Agree-disagree	2013	49	My supervisor treats me with respect.	82.5%	8.1%	9.4%	2,189	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	71.9%	11.0%	17.1%	2,193	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	68.4%	15.4%	16.2%	2,191	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.7%	19.0%	12.3%	2,197	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	40.3%	27.2%	32.5%	2,165	21
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	56.6%	24.1%	19.2%	2,109	83
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	69.8%	18.1%	12.1%	2,112	56
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	64.2%	18.5%	17.3%	2,164	11
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	61.0%	23.4%	15.7%	2,104	66
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	54.6%	22.7%	22.7%	2,147	26

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	59.6%	21.2%	19.2%	2,151	25
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	58.9%	25.2%	16.0%	2,090	92
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	49.7%	25.7%	24.5%	2,160	23
Agree-disagree	2013	62	Senior leaders demonstrate support for Work-Life programs.	53.2%	25.1%	21.7%	2,060	125
Satisfied-dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	53.6%	21.0%	25.5%	2,171	N/A
Satisfied-dissatisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	52.4%	23.0%	24.5%	2,169	N/A
Satisfied-dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	48.0%	25.4%	26.7%	2,159	N/A
Satisfied-dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	40.3%	31.3%	28.4%	2,159	N/A
Satisfied-dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	40.6%	29.1%	30.3%	2,160	N/A
Satisfied-dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	50.1%	25.6%	24.2%	2,163	N/A
Satisfied-dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	64.2%	19.2%	16.7%	2,162	N/A
Satisfied-dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	56.5%	17.4%	26.1%	2,166	N/A
Satisfied-dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	56.0%	23.5%	20.5%	2,171	N/A
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	69.7%	14.1%	16.2%	2,228	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	68.7%	15.9%	15.3%	2,217	N/A
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	60.3%	18.2%	21.5%	2,214	N/A
Agree-disagree	2012	4	My work gives me a feeling of personal accomplishment.	72.0%	14.7%	13.3%	2,213	N/A
Agree-disagree	2012	5	I like the kind of work I do.	80.6%	13.1%	6.3%	2,215	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	72.0%	14.4%	13.5%	2,205	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	98.0%	1.3%	0.7%	2,219	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	93.2%	5.9%	0.9%	2,220	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	44.3%	16.1%	39.6%	2,214	10
Agree-disagree	2012	10	*My workload is reasonable.	46.8%	17.7%	35.6%	2,213	5
Agree-disagree	2012	11	*My talents are used well in the workplace.	54.3%	17.4%	28.2%	2,191	13
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	85.1%	8.6%	6.3%	2,211	6

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2012	13	The work I do is important.	87.4%	9.0%	3.6%	2,198	8
Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	59.8%	12.8%	27.3%	2,209	11
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	69.6%	16.3%	14.0%	2,134	88
Agree-disagree	2012	16	I am held accountable for achieving results.	77.1%	14.8%	8.1%	2,205	15
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.0%	16.8%	15.2%	2,072	143
Agree-disagree	2012	18	My training needs are assessed.	45.6%	21.8%	32.6%	2,204	15
Agree-disagree	2012	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	61.4%	17.1%	21.5%	2,067	159
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	77.2%	12.2%	10.6%	2,222	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	55.0%	19.5%	25.5%	2,176	47
Agree-disagree	2012	22	Promotions in my work unit are based on merit.	38.2%	30.4%	31.4%	2,038	175
Agree-disagree	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	27.9%	26.2%	46.0%	2,022	196
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	34.4%	30.1%	35.4%	2,098	118
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	45.3%	26.1%	28.6%	2,059	156
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	74.5%	12.8%	12.7%	2,201	14
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	61.1%	26.0%	12.9%	2,077	141
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	84.5%	13.4%	2.1%	2,214	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68.7%	18.2%	13.2%	2,133	28
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	45.0%	23.5%	31.4%	2,124	34
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	56.3%	21.7%	22.0%	2,129	27
Agree-disagree	2012	32	Creativity and innovation are rewarded.	44.8%	27.9%	27.2%	2,116	38
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	19.6%	29.3%	51.2%	1,990	168

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2012	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	64.3%	21.9%	13.9%	2,043	111
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	77.2%	14.5%	8.3%	2,107	53
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	74.5%	15.9%	9.6%	2,119	34
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	54.0%	22.9%	23.1%	2,027	121
Agree-disagree	2012	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	73.2%	16.4%	10.4%	1,983	167
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	71.5%	20.0%	8.6%	2,131	27
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	65.0%	21.4%	13.5%	2,159	N/A
Agree-disagree	2012	41	*I believe the results of this survey will be used to make my agency a better place to work.	42.9%	29.3%	27.8%	1,942	217
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	76.9%	11.9%	11.3%	2,135	14
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	71.3%	12.7%	16.0%	2,138	8
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	64.5%	17.0%	18.5%	2,089	48
Agree-disagree	2012	45	My supervisor is committed to a workforce representative of all segments of society.	73.3%	17.8%	8.9%	1,959	183
Agree-disagree	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	59.2%	19.4%	21.4%	2,120	22
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	71.2%	14.9%	13.9%	2,130	15
Agree-disagree	2012	48	My supervisor listens to what I have to say.	79.5%	9.1%	11.4%	2,140	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	82.4%	8.5%	9.1%	2,135	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	70.7%	11.5%	17.8%	2,133	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	68.5%	16.1%	15.4%	2,135	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.6%	17.7%	11.6%	2,135	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	45.3%	24.6%	30.1%	2,103	10

Trend Core Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	63.7%	22.7%	13.6%	2,042	68
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	72.6%	16.3%	11.1%	2,067	40
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	67.3%	18.1%	14.6%	2,095	13
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	63.5%	21.1%	15.4%	2,056	47
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.0%	20.4%	21.6%	2,073	24
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	61.5%	18.8%	19.7%	2,081	23
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	62.3%	23.8%	13.9%	2,025	81
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	57.0%	21.8%	21.2%	2,098	13
Agree-disagree	2012	62	Senior leaders demonstrate support for Work-Life programs.	54.6%	25.6%	19.8%	1,966	146
Satisfied-dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	53.5%	22.4%	24.1%	2,090	N/A
Satisfied-dissatisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	56.9%	21.7%	21.4%	2,092	N/A
Satisfied-dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?	51.1%	24.4%	24.5%	2,088	N/A
Satisfied-dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	45.7%	28.5%	25.8%	2,085	N/A
Satisfied-dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	42.5%	28.6%	29.0%	2,082	N/A
Satisfied-dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?	53.8%	23.2%	23.0%	2,074	N/A
Satisfied-dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	65.4%	18.8%	15.8%	2,073	N/A
Satisfied-dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	59.2%	18.4%	22.5%	2,084	N/A
Satisfied-dissatisfied	2012	71	*Considering everything, how satisfied are you with your organization?	57.5%	23.0%	19.5%	2,086	N/A

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 4 completed surveys.

Agency-Specific Questions

1. How did the government shutdown impact your responses throughout the 2019 FEVS survey?

	# of Respondents	Percent
	2019	2019
Much more negative responses	116	6.1%
Somewhat more negative responses	589	30.6%
No impact	1,204	62.5%
Somewhat more positive responses	9	0.5%
Much more positive responses	6	0.3%
Total	1,924	100.0%

2. Think about your planned timeframe for leaving your government job prior to the shutdown. What is the likelihood that you will leave your job sooner than you originally planned because of the shutdown?

	# of Respondents	Percent
	2019	2019
Extremely Unlikely	532	27.4%
Somewhat Unlikely	199	10.5%
Neither Unlikely nor Likely	775	40.6%
Somewhat Likely	340	17.8%
Extremely Likely	71	3.8%
Total	1,917	100.0%

3. How satisfied were you with the support that your Agency provided during the shutdown (e.g., communication, assistance/guidance).

	# of Respondents	Percent
	2019	2019
Extremely satisfied	369	18.9%
Somewhat satisfied	679	35.4%
Neither satisfied nor dissatisfied	442	23.2%
Somewhat dissatisfied	308	16.1%
Extremely dissatisfied	122	6.4%
Total	1,920	100.0%

Agency-Specific Questions

4. To what extent did the government shutdown cause a financial hardship for you (e.g., paying bills, mortgage/rent, etc.)?

	# of Respondents 2019	Percent 2019
Not at all	609	31.5%
To some extent	743	38.5%
To a moderate extent	358	18.6%
To a great extent	215	11.4%
Total	1,925	100.0%

5. Once the government reopened, approximately how long did it take you to return to your pre-shutdown level of productivity?

	# of Respondents 2019	Percent 2019
Immediately – my productivity was not impacted by the shutdown	321	16.9%
Several days	540	28.2%
Several weeks	767	40.1%
Several months	222	11.5%
I still have not returned to my pre-shutdown level of productivity	65	3.3%
Total	1,915	100.0%

6. What impact do you envision the agency restructuring having on your work? Choose one.

	# of Respondents 2019	Percent 2019
High Impact	563	28.7%
Medium Impact	709	37.1%
Little or No Impact	322	16.8%
Unclear	329	17.5%
Total	1,923	100.0%

Agency-Specific Questions

7. What presents the biggest challenge for Washington to provide responsive and useful technical services to USAID field Missions and Offices? Choose all that apply.

	# of Respondents	Percent
	2019	2019
Unclear processes	1,163	63.5%
Resource availability	1,253	67.9%
Response times	890	48.7%
Lack of a centralized requesting system	497	27.3%
Lack of information about who can help	846	46.4%
Total	1,839	--

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: 2019 OPM Federal Employee Viewpoint Survey