

## Core Survey

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	66.22%	20.72%	45.51%	15.90%	12.63%	5.24%	17.87%	2,157	4,628	1,588	1,247	507	10,127	N/A
2	I have enough information to do my job well.	71.99%	17.84%	54.15%	14.55%	10.41%	3.05%	13.46%	1,822	5,461	1,453	1,036	297	10,069	N/A
3	I feel encouraged to come up with new and better ways of doing things.	63.40%	23.08%	40.33%	16.65%	13.40%	6.54%	19.94%	2,364	4,051	1,645	1,317	634	10,011	N/A
4	*My work gives me a feeling of personal accomplishment.	74.99%	29.86%	45.13%	12.94%	7.82%	4.25%	12.07%	3,069	4,555	1,285	768	412	10,089	N/A
5	*I like the kind of work I do.	83.13%	35.93%	47.20%	10.74%	4.15%	1.98%	6.13%	3,638	4,700	1,057	410	190	9,995	N/A
6	I know what is expected of me on the job.	78.21%	27.43%	50.78%	12.27%	6.66%	2.85%	9.52%	2,766	5,072	1,215	666	275	9,994	N/A
7	When needed I am willing to put in the extra effort to get a job done.	96.31%	63.66%	32.65%	2.28%	0.73%	0.68%	1.40%	6,474	3,248	220	71	65	10,078	N/A
8	I am constantly looking for ways to do my job better.	88.95%	44.24%	44.71%	9.38%	1.21%	0.46%	1.67%	4,513	4,504	921	119	44	10,101	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	41.10%	7.62%	33.48%	17.44%	26.39%	15.07%	41.46%	758	3,379	1,751	2,705	1,515	10,108	28
10	*My workload is reasonable.	53.51%	8.47%	45.04%	17.74%	19.08%	9.68%	28.75%	847	4,505	1,781	1,956	974	10,063	16
11	*My talents are used well in the workplace.	58.00%	14.61%	43.39%	17.30%	15.38%	9.33%	24.70%	1,455	4,284	1,665	1,501	883	9,788	44
12	*I know how my work relates to the agency's goals and priorities.	84.43%	31.22%	53.21%	9.68%	3.84%	2.05%	5.89%	3,203	5,319	954	376	196	10,048	31
13	*The work I do is important.	88.30%	43.78%	44.52%	8.29%	2.08%	1.33%	3.42%	4,395	4,414	813	205	129	9,956	24
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	69.52%	22.79%	46.74%	13.62%	10.90%	5.96%	16.86%	2,315	4,696	1,369	1,104	602	10,086	31
15	*My performance appraisal is a fair reflection of my performance.	71.49%	24.33%	47.16%	14.51%	8.22%	5.79%	14.01%	2,484	4,733	1,435	811	558	10,021	90
16	I am held accountable for achieving results.	83.06%	26.45%	56.60%	12.00%	3.40%	1.55%	4.95%	2,694	5,666	1,199	342	151	10,052	34

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17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.52%	24.24%	37.28%	20.19%	9.17%	9.12%	18.29%	2,346	3,511	1,857	842	826	9,382	696
18	*My training needs are assessed.	45.98%	11.15%	34.83%	25.75%	18.52%	9.75%	28.27%	1,145	3,512	2,559	1,851	938	10,005	97
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).	61.19%	22.03%	39.16%	16.67%	13.80%	8.34%	22.14%	2,215	3,883	1,650	1,370	808	9,926	214
20	*The people I work with cooperate to get the job done.	78.68%	29.55%	49.12%	11.73%	6.94%	2.66%	9.60%	3,034	4,976	1,163	695	261	10,129	N/A
21	*My work unit is able to recruit people with the right skills.	44.02%	8.53%	35.49%	24.72%	20.59%	10.67%	31.26%	858	3,481	2,364	2,022	1,016	9,741	395
22	*Promotions in my work unit are based on merit.	38.87%	8.79%	30.08%	26.83%	18.51%	15.79%	34.30%	853	2,831	2,451	1,698	1,395	9,228	849
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	26.38%	4.80%	21.57%	30.25%	24.48%	18.88%	43.37%	438	1,931	2,602	2,139	1,624	8,734	1,362
24	*In my work unit, differences in performance are recognized in a meaningful way.	34.61%	6.31%	28.30%	28.84%	22.77%	13.78%	36.55%	605	2,661	2,633	2,107	1,238	9,244	860
25	Awards in my work unit depend on how well employees perform their jobs.	45.37%	10.07%	35.29%	25.07%	16.69%	12.87%	29.57%	949	3,243	2,235	1,493	1,121	9,041	1,050
26	Employees in my work unit share job knowledge with each other.	76.53%	25.58%	50.95%	12.45%	7.05%	3.97%	11.02%	2,639	5,119	1,209	697	381	10,045	57
27	The skill level in my work unit has improved in the past year.	52.70%	14.45%	38.25%	30.87%	10.80%	5.62%	16.42%	1,434	3,709	2,927	1,030	519	9,619	508
28	How would you rate the overall quality of work done by your work unit?	87.60%	46.90%	40.71%	10.57%	1.29%	0.53%	1.82%	4,815	4,099	1,035	125	50	10,124	N/A
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	69.89%	13.32%	56.57%	17.42%	9.64%	3.04%	12.68%	1,334	5,570	1,677	946	287	9,814	235
30	*Employees have a feeling of personal empowerment with respect to work processes.	43.73%	8.03%	35.70%	25.62%	20.85%	9.81%	30.66%	799	3,518	2,471	2,036	929	9,753	291
31	Employees are recognized for providing high quality products and services.	56.16%	11.17%	44.99%	21.99%	14.50%	7.35%	21.85%	1,129	4,430	2,116	1,392	693	9,760	258
32	*Creativity and innovation are rewarded.	45.99%	10.37%	35.62%	27.16%	17.12%	9.72%	26.84%	1,033	3,465	2,597	1,636	905	9,636	349
33	*Pay raises depend on how well employees perform their jobs.	19.06%	3.60%	15.46%	29.53%	29.28%	22.13%	51.41%	330	1,401	2,667	2,665	1,971	9,034	939

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34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	60.33%	16.61%	43.72%	23.74%	8.47%	7.46%	15.93%	1,600	4,149	2,190	764	661	9,364	661
35	*Employees are protected from health and safety hazards on the job.	82.03%	26.20%	55.82%	11.29%	4.35%	2.34%	6.68%	2,632	5,463	1,091	424	229	9,839	191
36	*My organization has prepared employees for potential security threats.	81.31%	22.34%	58.97%	12.66%	4.26%	1.77%	6.03%	2,241	5,801	1,236	417	172	9,867	128
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	54.85%	17.08%	37.77%	22.13%	11.51%	11.51%	23.02%	1,633	3,502	1,990	1,052	1,024	9,201	795
38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	68.37%	23.97%	44.39%	18.10%	6.25%	7.29%	13.54%	2,183	3,911	1,538	534	612	8,778	1,168
39	My agency is successful at accomplishing its mission.	73.45%	17.11%	56.34%	18.68%	5.54%	2.33%	7.87%	1,722	5,570	1,806	541	223	9,862	160
40	I recommend my organization as a good place to work.	69.20%	25.13%	44.07%	17.96%	8.85%	3.99%	12.84%	2,596	4,433	1,765	864	380	10,038	N/A
41	I believe the results of this survey will be used to make my agency a better place to work.	44.45%	12.69%	31.76%	27.75%	16.39%	11.41%	27.80%	1,195	2,967	2,548	1,502	1,028	9,240	819
42	*My supervisor supports my need to balance work and other life issues.	85.16%	45.70%	39.46%	8.13%	3.48%	3.24%	6.72%	4,626	3,912	792	343	306	9,979	62
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.23%	33.36%	38.87%	14.26%	8.09%	5.42%	13.50%	3,403	3,869	1,391	799	519	9,981	43
44	*Discussions with my supervisor about my performance are worthwhile.	67.51%	29.50%	38.00%	16.03%	9.41%	7.05%	16.46%	2,963	3,766	1,569	929	673	9,900	64
45	My supervisor is committed to a workforce representative of all segments of society.	70.78%	31.49%	39.29%	21.28%	3.63%	4.31%	7.93%	2,843	3,495	1,843	315	362	8,858	1,140
46	My supervisor provides me with constructive suggestions to improve my job performance.	64.00%	24.68%	39.32%	19.69%	10.02%	6.29%	16.31%	2,485	3,907	1,936	994	611	9,933	52
47	*Supervisors in my work unit support employee development.	70.14%	28.42%	41.72%	16.61%	7.17%	6.08%	13.25%	2,871	4,117	1,580	692	570	9,830	193
48	My supervisor listens to what I have to say.	81.75%	41.97%	39.78%	9.30%	5.64%	3.31%	8.95%	4,277	3,962	919	555	320	10,033	N/A
49	My supervisor treats me with respect.	84.63%	47.98%	36.65%	8.11%	4.18%	3.08%	7.26%	4,867	3,617	794	415	297	9,990	N/A

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50	In the last six months, my supervisor has talked with me about my performance.	89.31%	41.73%	47.58%	5.78%	3.43%	1.48%	4.91%	4,241	4,708	567	342	141	9,999	N/A
51	*I have trust and confidence in my supervisor.	71.61%	38.46%	33.15%	14.63%	7.47%	6.29%	13.76%	3,914	3,308	1,440	742	606	10,010	N/A
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	75.09%	43.61%	31.48%	15.72%	5.21%	3.98%	9.19%	4,419	3,140	1,550	511	385	10,005	N/A
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	38.40%	8.75%	29.65%	25.02%	21.41%	15.17%	36.58%	889	2,929	2,431	2,100	1,449	9,798	185
54	My organization's senior leaders maintain high standards of honesty and integrity.	50.58%	14.25%	36.33%	25.60%	11.99%	11.83%	23.82%	1,371	3,430	2,362	1,101	1,070	9,334	638
55	*Supervisors work well with employees of different backgrounds.	61.65%	15.33%	46.32%	23.69%	8.30%	6.36%	14.66%	1,443	4,242	2,104	731	547	9,067	857
56	*Managers communicate the goals and priorities of the organization.	59.19%	12.14%	47.05%	21.67%	11.95%	7.19%	19.14%	1,227	4,645	2,097	1,165	679	9,813	114
57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	59.78%	12.38%	47.39%	24.32%	9.72%	6.18%	15.90%	1,168	4,354	2,175	883	538	9,118	790
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.67%	11.32%	40.36%	23.09%	15.80%	9.44%	25.24%	1,122	3,905	2,186	1,515	876	9,604	331
59	Managers support collaboration across work units to accomplish work objectives.	57.82%	13.52%	44.30%	21.78%	12.41%	7.99%	20.39%	1,350	4,297	2,069	1,193	744	9,653	288
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	61.67%	25.16%	36.51%	22.84%	8.17%	7.32%	15.49%	2,429	3,486	2,163	759	669	9,506	463
61	*I have a high level of respect for my organization's senior leaders.	50.88%	16.35%	34.53%	24.50%	14.27%	10.35%	24.62%	1,648	3,428	2,423	1,399	992	9,890	83
62	Senior leaders demonstrate support for Work/Life programs.	63.28%	20.16%	43.12%	23.16%	8.04%	5.52%	13.56%	1,887	3,972	2,090	725	482	9,156	815
63	*How satisfied are you with your involvement in decisions that affect your work?	55.00%	13.91%	41.09%	21.76%	17.26%	5.98%	23.24%	1,426	4,116	2,126	1,714	572	9,954	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	51.19%	10.88%	40.31%	24.19%	18.44%	6.18%	24.62%	1,122	4,013	2,363	1,819	593	9,910	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	54.22%	15.25%	38.97%	22.43%	15.94%	7.42%	23.35%	1,558	3,878	2,190	1,562	710	9,898	N/A

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66	*How satisfied are you with the policies and practices of your senior leaders?	40.31%	8.24%	32.07%	31.78%	19.24%	8.67%	27.91%	848	3,208	3,118	1,902	835	9,911	N/A
67	*How satisfied are you with your opportunity to get a better job in your organization?	33.50%	8.40%	25.09%	30.31%	21.76%	14.43%	36.20%	873	2,514	2,984	2,145	1,387	9,903	N/A
68	*How satisfied are you with the training you receive for your present job?	49.33%	11.45%	37.87%	28.34%	15.63%	6.70%	22.33%	1,180	3,785	2,780	1,526	639	9,910	N/A
69	*Considering everything, how satisfied are you with your job?	68.89%	21.04%	47.86%	16.80%	9.70%	4.60%	14.30%	2,140	4,755	1,637	949	439	9,920	N/A
70	*Considering everything, how satisfied are you with your pay?	66.33%	20.37%	45.96%	15.69%	12.66%	5.32%	17.98%	2,066	4,569	1,531	1,250	517	9,933	N/A
71	Considering everything, how satisfied are you with your organization?	60.08%	14.46%	45.62%	20.99%	12.98%	5.94%	18.93%	1,475	4,549	2,062	1,270	564	9,920	N/A
79	How satisfied are you with the following Work/Life programs in your agency? Telework	84.18%	40.42%	43.76%	9.51%	4.68%	1.63%	6.31%	3,253	3,461	750	372	128	7,964	75
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.42%	51.14%	41.28%	5.17%	1.90%	0.51%	2.41%	3,372	2,663	330	122	33	6,520	80
81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	84.16%	33.11%	51.05%	12.34%	2.71%	0.80%	3.51%	1,175	1,774	430	93	28	3,500	160
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	77.03%	30.53%	46.50%	18.83%	2.83%	1.32%	4.15%	331	501	197	30	14	1,073	215
83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	68.71%	36.22%	32.49%	27.76%	3.09%	0.44%	3.53%	107	93	74	9	1	284	117
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	63.84%	23.62%	40.22%	35.57%	0.59%	0.00%	0.59%	46	77	68	1	0	192	103

## Work Life-Telework

<b>72. Have you been notified whether or not you are eligible to telework?</b>	<b>N</b>	<b>%</b>
Yes, I was notified that I was eligible to telework.	8,606	86.68%
Yes, I was notified that I was not eligible to telework.	416	4.20%
No, I was not notified of my telework eligibility.	458	4.69%
Not sure if I was notified of my telework eligibility.	440	4.43%
<b>Total</b>	<b>9,920</b>	<b>100.00%</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	<b>N</b>	<b>%</b>
I telework 3 or more days per week.	291	2.94%
I telework 1 or 2 days per week.	4,373	44.57%
I telework, but no more than 1 or 2 days per month.	1,169	11.48%
I telework very infrequently.	2,226	22.01%
I do not telework because I have to be physically present on the job.	212	2.16%
I do not telework because I have technical issues.	109	1.15%
I do not telework because I did not receive approval to do so.	375	3.83%
I do not telework because I choose not to telework.	1,173	11.87%
<b>Total</b>	<b>9,928</b>	<b>100.00%</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules</b>	<b>N</b>	<b>%</b>
Yes	6,598	66.71%
No	2,979	30.35%
Not available to me	267	2.93%
<b>Total</b>	<b>9,844</b>	<b>100.00%</b>

<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs</b>	<b>N</b>	<b>%</b>
Yes	3,610	36.68%
No	5,889	59.64%
Not available to me	366	3.68%
<b>Total</b>	<b>9,865</b>	<b>100.00%</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program</b>	<b>N</b>	<b>%</b>
Yes	1,079	11.05%
No	8,395	86.24%
Not available to me	258	2.71%

Work Life-Telework

Total	9,732	100.00%
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**77. Do you participate in the following Work/Life programs? Child Care Programs**

	N	%
Yes	313	3.10%
No	8,403	85.29%
Not available to me	1,150	11.61%
Total	9,866	100.00%

**78. Do you participate in the following Work/Life programs? Elder Care Programs**

	N	%
Yes	209	2.16%
No	8,438	85.52%
Not available to me	1,220	12.32%
Total	9,867	100.00%

Percentages are weighted to represent the Agency's population.

## Demographics

<b><i>Where do you work?</i></b>	<b>N</b>	<b>%</b>
Headquarters	3,691	37.58%
Field	6,130	62.42%
<b>Total</b>	<b>9,821</b>	<b>100.00%</b>

<b><i>*What is your supervisory status?</i></b>	<b>N</b>	<b>%</b>
Non-Supervisor	7,165	72.42%
Team Leader	1,142	11.54%
Supervisor	963	9.73%
Manager	406	4.10%
Senior Leader	217	2.19%
<b>Total</b>	<b>9,893</b>	<b>100.00%</b>

<b><i>*Are you:</i></b>	<b>N</b>	<b>%</b>
Male	4,527	46.45%
Female	5,218	53.55%
<b>Total</b>	<b>9,745</b>	<b>100.00%</b>

<b><i>*Are you Hispanic or Latino?</i></b>	<b>N</b>	<b>%</b>
Yes	667	6.92%
No	8,972	93.08%
<b>Total</b>	<b>9,639</b>	<b>100.00%</b>

<b><i>*Please select the racial category or categories with which you most closely identify.</i></b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	66	0.71%
Asian	503	5.40%
Black or African American	1,449	15.54%
Native Hawaiian or Other Pacific Islander	22	0.24%
White	6,972	74.79%
Two or more races	310	3.33%
<b>Total</b>	<b>9,322</b>	<b>100.00%</b>

<b><i>What is the highest degree or level of education you have completed?</i></b>	<b>N</b>	<b>%</b>
Less than High School	5	0.05%

## Demographics

High School Diploma/GED or equivalent	137	1.40%
Trade or Technical Certificate	48	0.49%
Some College (no degree)	525	5.36%
Associate's Degree (e.g., AA, AS)	230	2.35%
Bachelor's Degree (e.g., BA, BS)	3,110	31.78%
Master's Degree (e.g., MA, MS, MBA)	3,834	39.17%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,898	19.39%
<b>Total</b>	<b>9,787</b>	<b>100.00%</b>

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

	<b>N</b>	<b>%</b>
Federal Wage System	5	0.05%
GS 1-6	26	0.26%
GS 7-12	1,894	19.27%
GS 13-15	7,660	77.94%
Senior Executive Service	195	1.98%
Senior Level (SL) or Scientific or Professional (ST)	31	0.32%
Other	17	0.17%
<b>Total</b>	<b>9,828</b>	<b>100.00%</b>

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

	<b>N</b>	<b>%</b>
Less than 1 year	170	1.73%
1 to 3 years	266	2.71%
4 to 5 years	478	4.87%
6 to 10 years	1,513	15.40%
11 to 14 years	1,117	11.37%
15 to 20 years	1,477	15.03%
More than 20 years	4,804	48.90%
<b>Total</b>	<b>9,825</b>	<b>100.00%</b>

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

	<b>N</b>	<b>%</b>
Less than 1 year	252	2.57%
1 to 3 years	386	3.93%
4 to 5 years	621	6.33%

## Demographics

6 to 10 years	1,743	17.77%
11 to 20 years	2,734	27.87%
More than 20 years	4,075	41.54%
<b>Total</b>	<b>9,811</b>	<b>100.00%</b>

<b><i>Are you considering leaving your organization within the next year, and if so, why?</i></b>	<b>N</b>	<b>%</b>
No	7,141	72.87%
Yes, to retire	567	5.79%
Yes, to take another job within the Federal Government	1,416	14.45%
Yes, to take another job outside the Federal Government	300	3.06%
Yes, other	376	3.84%
<b>Total</b>	<b>9,800</b>	<b>100.00%</b>

<b><i>I am planning to retire:</i></b>	<b>N</b>	<b>%</b>
Within one year	347	3.57%
Between one and three years	1,047	10.76%
Between three and five years	1,111	11.41%
Five or more years	7,228	74.26%
<b>Total</b>	<b>9,733</b>	<b>100.00%</b>

<b><i>Self-Identify as:</i></b>	<b>N</b>	<b>%</b>
Heterosexual or Straight	7,670	82.68%
Gay, Lesbian, Bisexual, or Transgender	407	4.39%
I prefer not to say	1,200	12.94%
<b>Total</b>	<b>9,277</b>	<b>100.00%</b>

<b><i>What is your US military service status?</i></b>	<b>N</b>	<b>%</b>
No Prior Military Service	8,693	89.92%
Currently in National Guard or Reserves	66	0.68%
Retired	229	2.37%
Separated or Discharged	679	7.02%
<b>Total</b>	<b>9,667</b>	<b>100.00%</b>

<b><i>Are you an individual with a disability?</i></b>	<b>N</b>	<b>%</b>
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## Demographics

Yes	745	7.69%
No	8,944	92.31%
Total	9,689	100.00%

### ***What is your age group?***

	<b>N</b>	<b>%</b>
25 and under	54	0.53%
26-29	241	2.37%
30-39	1,678	16.52%
40-49	2,441	24.04%
50-59	4,019	39.57%
60 or older	1,723	16.97%
Total	10,156	100.00%

Percentages for demographic questions are unweighted.

\* AES prescribed items