((1)) Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Institute of Museum and Library Services

FIELD PERIOD	May 9 - June 20, 2017
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	42
NUMBER OF SURVEYS ADMINISTERED	54
RESPONSE RATE	77.8%

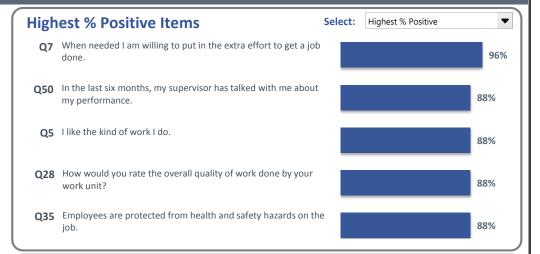
items identified as strengths (65% positive or higher)

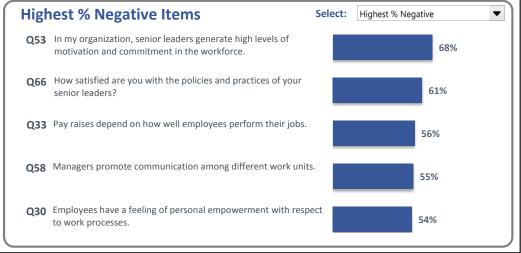
items identified as challenges (35% negative or higher)

Engagement Index Score

	56%	
LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE
34%	70%	62%

2017 ENGAGEMENT INDEX





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Annual Employee Survey (AES) Report

Institute of Museum and Library Services

GENDER

71% Female

HISPANIC/LATINO

8% Hispanic/Latino

DISABILITY STATUS

10% with a disability

SEXUAL ORIENTATION / GENDER IDENTITY

Gay, Lesbian, Bisexual, or Transgender

LOCATION

100% Headquarters

MILITARY SERVICE

5% Served

RETIREMENT

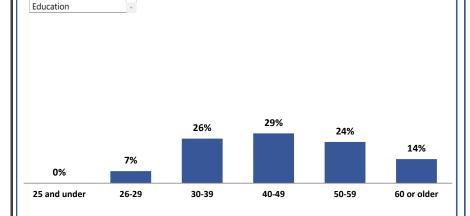
13% within next five years

PLAN TO LEAVE

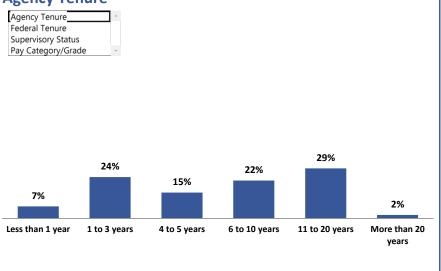
69% within the next year



Racial Category



Agency Tenure



2017

((*)) Federal Employee Viewpoint Survey Empowering Employees. Inspiring Change.





Annual Em	ployee Survey (AES) Report	t				Insti	tute of Museum and Library Services
			2014	2015	2016	2017	Percentage Point Change
Select: Largest	t Increases since 2016	Q18 My training needs are assessed.	56%	40%	38%	59%	+21
	st Increases in ent Positive	Q17 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69%	51%	53%	64%	+11
	nce 2016	Q11 My talents are used well in the workplace.	63%	42%	35%	45%	+10
31	items increased since 2016	Q68 How satisfied are you with the training you receive for your present job?	50%	48%	40%	50%	+10
	,	Q36 My organization has prepared employees for potential security threats.	92%	94%	74%	83%	+9
			2014	2015	2016	2017	Percentage Point Change
Select: Largest	t Decreases since 2016	Q21 My work unit is able to recruit people with the right skills.	72%	56%	63%	48%	-15
	t Decreases in ent Positive	Q70 Considering everything, how satisfied are you with your pay?	69%	60%	65%	52%	-13
	nce 2016	Q30 Employees have a feeling of personal empowerment with respect to work processes.	41%	36%	41%	31%	-10
33	items decreased	Q58 Managers promote communication among different work units.	43%	22%	42%	33%	-9
	since 2016	Q8 I am constantly looking for ways to do my job better.	91%	85%	89%	81%	-8

_																
Response Type	Item	ltem 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
Agree	1	*I am given a real opportunity to														
-disagree		improve my skills in my organization.	59.51%	19.22%	40.29%	15.57%	20.96%	3.96%	24.92%	8	16	7	9	2	42	N/A
Agree	2	I have enough information to do my job			1012070			0.007								,
-disagree		well.	=====	4= 0=0/	40.000/	45.040/	27.050/	0.000/	27.050/							
	_	I feel consumered to come with a con-	57.71%	17.37%	40.33%	15.24%	27.05%	0.00%	27.05%	6	18	6	12	0	42	N/A
Agree	3	I feel encouraged to come up with new														
-disagree		and better ways of doing things.	53.88%	19.38%	34.50%	5.81%	22.92%	17.39%	40.31%	8	14	3	10	7	42	N/A
Agree	4	My work gives me a feeling of personal														
-disagree		accomplishment.	69.34%	28.68%	40.66%	15.11%	3.96%	11.60%	15.56%	12	18	6	2		42	N/A
Agree	5	I like the kind of work I do.	09.34/0	20.00/0	40.00%	13.11/6	3.90%	11.00%	13.30%	12	10			4	42	IN/A
-disagree	,	Time the kind of work I do.														
-uisagi ee			88.40%	36.61%	51.79%	5.67%	0.00%	5.93%	5.93%	17	21	2	0	2	42	N/A
Agree	6	I know what is expected of me on the														
-disagree		job.	69.01%	17.24%	51.77%	5.80%	15.43%	9.76%	25.19%	7	22	3	7	3	42	N/A
Agree	7	When needed I am willing to put in the	03.01/0	2712170	5217770	3.5675	201.070	317070	23,1370							,,.
-disagree	'	extra effort to get a job done.														
		· ·	96.18%	59.52%	36.67%	0.00%	1.84%	1.98%	3.82%	25	15	0	1	1	42	N/A
Agree	8	I am constantly looking for ways to do														
-disagree		my job better.	80.91%	32.67%	48.25%	11.32%	5.78%	1.98%	7.76%	15	20	4	2	1	42	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	45.43%	4.03%	41.40%	17.16%	17.79%	19.62%	37.41%	1	16	8	8	8	41	0
Agree	10	*My workload is reasonable.														
-disagree			42.40%	15.25%	27.15%	11.48%	24.89%	21.23%	46.12%	5	11	6	11	۵	42	0
Agree	11	*My talents are used well in the	42.4070	13.2370	27.1370	11.40/0	24.0370	21.2370	40.1270		11		- 11		72	
-disagree		workplace.														
		· ·	44.54%	17.52%	27.02%	20.65%	11.48%	23.33%	34.82%	7	11	9	5	10	42	0
Agree	12	*I know how my work relates to the														
-disagree		agency's goals and priorities.	74.09%	38.20%	35.89%	11.94%	5.89%	8.07%	13.97%	15	15	5	3	3	41	1
Agree	13	The work I do is important.														
-disagree			85.88%	59.84%	26.04%	5.90%	4.10%	4.12%	8.22%	25	11	2	1	,	41	1
Agree	14	Physical conditions (for example, noise	83.8870	33.8470	20.0470	3.90%	4.10/0	4.12/0	0.22/0	2.5	11				41	
-disagree	14	level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	77.04%	22.90%	54.14%	1.99%	15.31%	5.65%	20.96%	9	21	1	8	3	42	
Agree	15	My performance appraisal is a fair	77.0470	22.3070	34.1470	1.55/0	13.31/0	3.3370	20.5070	3	1.2		8		72	
-disagree	15	reflection of my performance.	80.44%	32.51%	47.93%	5.83%	3.97%	9.76%	13.74%	14	21	2	2	3	42	0
Agree -disagree	16	I am held accountable for achieving results.														
			86.58%	40.43%	46.16%	7.76%	5.65%	0.00%	5.65%	17	19	3	3	0	42	0
Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.														
			63.89%	21.72%	42.17%	13.93%	10.14%	12.04%	22.18%	9	16	6	5	4	40	2

Response Type Agree	Item	Item Text My training needs are assessed.	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
-disagree		, ,	58.85%	23.49%	35.36%	3.91%	15.59%	21.66%	37.25%	9	15	2	7	8	41	1 1
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).														
Agree	20	*The people I work with cooperate to	72.30%	31.13%	41.16%	17.73%	4.04%	5.93%	9.97%	13	18	6	2	2	41	1
-disagree	20	get the job done.	78.79%	25.18%	53.61%	7.62%	13.59%	0.00%	13.59%	12	22	3	5	0	42	N/A
Agree	21	My work unit is able to recruit people	78.7370	23.16/0	33.0170	7.0270	13.3370	0.0076	13.3370	12	22				42	IN/A
-disagree		with the right skills.	48.36%	17.56%	30.80%	22.81%	22.90%	5.93%	28.83%	8	14	9	9	2	42	О
Agree	22	Promotions in my work unit are based														
-disagree		on merit.	45.83%	12.55%	33.28%	24.77%	10.43%	18.97%	29.40%	5	13	10	4	7	39	3
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.53%	11.79%	25.74%	25.61%	16.21%	20.65%	36.85%	4	9	9	6	7	35	7
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	31.54%	13.84%	17.70%	29.41%	19.46%	19.59%	39.05%	6	7	12	8		41	0
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	46.77%	23.24%	23.53%	21.24%	14.97%	17.02%	31.99%	9	8	9	6	5	37	5
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	73.09%	40.74%	32.34%	5.80%	15.34%	5.78%	21.12%	19	14	2	5	2	42	0
Agree -disagree	27	The skill level in my work unit has improved in the past year.	60.49%	23.78%	36.72%	21.77%	13.85%	3.89%	17.74%	11	16	7	5	2	41	1
Good -poor	28	How would you rate the overall quality of work done by your work unit?	88.39%	69.72%	18.67%	7.78%	3.83%	0.00%	3.83%	29	9	3	1	0	42	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	70.86%	19.24%	51.61%	11.59%	11.62%	5.93%	17.55%	7	23	5	5	2	42	0
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	30.95%	7.78%	23.17%	15.14%	25.06%	28.86%	53.92%	3	10	6	10	13	42	0
Agree -disagree	31	Employees are recognized for providing high quality products and services.	46.11%	19.38%	26.73%	19.10%	17.25%	17.54%	34.79%	7	13	8			42	0
Agree -disagree	32	Creativity and innovation are rewarded.	38.46%	11.75%	26.72%	17.28%	23.19%	21.07%	44.26%	5		7	10	9	42	0

Response Type	Item	ltem 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	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	22.470/	C 000/	16 100/	24 400/	24.700/	20.050/	FF 730/	2	-	7	12	_	25	7
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	23.17%	6.98%	16.19%	21.10%	34.78%	20.95%	55.73%	2	7	7			35	
Agree	35	Employees are protected from health	56.41%	25.09%	31.31%	12.39%	14.52%	16.68%	31.20%	11	11	6	5	5	38	4
-disagree		and safety hazards on the job.	88.16%	27.21%	60.95%	9.97%	1.87%	0.00%	1.87%	12	23	5	1	0	41	1
Agree -disagree	36	My organization has prepared employees for potential security threats.	82.61%	27.00%	55.61%	7.65%	9.74%	0.00%	9.74%	11	23	4	4	0	42	0
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	54.58%	19.44%	35.14%	11.84%	15.59%	18.00%	33.59%	7	16	6	6	6	41	1
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.														
Agree	39	My agency is successful at	67.91%	25.43%	42.48%	19.14%	2.18%	10.77%	12.95%	9	17	7	1	3	37	5
-disagree		accomplishing its mission.	74.70%	34.79%	39.91%	13.43%	5.94%	5.93%	11.86%	14	18	5	3	2	42	0
Agree -disagree	40	*I recommend my organization as a good place to work.	46.37%	19.37%	27.00%	18.97%	26.89%	7.76%	34.66%	8	11	8		3	42	N/A
Agree -disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	37.94%	14.13%	23.81%	14.25%	21.79%	26.02%	47.81%	6	9	5	10	11	41	1
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	84.53%	53.96%	30.57%	9.65%	1.99%	3.83%	5.83%	23	13	4			42	0
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	65.33%	30.66%	34.67%	15.46%	9.46%	9.76%	19.21%	13	16		4	3	42	0
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	59.70%	26.86%	32.85%	16.80%	13.73%	9.76%	23.49%	12	14			3	42	0

			_													
Response Type	Item	ltem 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
Agree		My supervisor is committed to a														
-disagree		workforce representative of all segments of society.	83.09%	31.92%	51.17%	6.40%	6.27%	4.24%	10.52%	13	19	2	2	1	37	5
Agree	46	My supervisor provides me with														
-disagree		constructive suggestions to improve my job performance.	59.50%	25.02%	34.48%	19.26%	15.43%	5.82%	21.24%	11	14	9	6	2	42	0
Agree -disagree	47	Supervisors in my work unit support employee development.	67.45%	34.92%	32.53%	15.14%	9.49%	7.92%	17.41%	15	14	6	4	3	42	0
Agree	48	My supervisor listens to what I have to														
-disagree		say.	72.67%	40.42%	32.26%	15.56%	9.77%	1.99%	11.77%	18	14	5	4	1	42	N/A
Agree -disagree	49	My supervisor treats me with respect.	84.43%	44.09%	40.34%	7.76%	1.98%	5.83%	7.81%	20	16	3	1	2	42	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	88.41%	42.14%	46.27%	3.67%	5.94%	1.98%	7.92%	19	18	2	2	1	42	N/A
Agree	51	I have trust and confidence in my	88.4170	42.14/0	40.2770	3.0770	3.3470	1.9670	7.92/0	13	10				42	IN/A
-disagree		supervisor.	61.35%	32.66%	28.70%	17.29%	15.54%	5.82%	21.35%	15	11	8	6	2	42	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	65.17%	36.48%	28.69%	17.39%	9.77%	7.67%	17.44%	16	12	7	4	3	42	N/A
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	20.25%	3.97%	16.29%	11.93%	35.77%	32.05%	67.81%	2		5	15	14		1
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	39.16%	15.54%	23.62%	15.60%	25.66%	19.59%	45.25%	7	9	7			41	
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	57.44%	25.66%	31.77%	16.73%	15.03%	10.80%	25.83%	10	14	6	5	3	38	3
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	41.98%		30.39%	21.37%	21.10%	15.56%	36.65%	6	12			6		
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	33.97%	13.98%	19.99%	21.92%	23.82%	20.30%	44.11%	6	8	8			40	2
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).									-					
			32.66%	3.82%	28.85%	11.88%	32.26%	23.19%	55.45%	2	12	4	14	10	42	0

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	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
Agree	59	Managers support collaboration across														
-disagree		work units to accomplish work objectives.	40.41%	3.82%	36.60%	11.61%	21.12%	26.87%	47.98%	2	14	5	9	12	42	0
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	39.62%	16.68%	22.94%	20.85%	22.83%	16.70%	39.53%	7	8	9	8	7	39	2
Agree	61	I have a high level of respect for my	39.02/0	10.0870	22.3470	20.8570	22.8370	10.70%	39.3370	,			8	,	33	
-disagree		organization's senior leaders.	30.94%	17.37%	13.57%	26.75%	11.32%	30.98%	42.30%	6	5	12	5	14	42	0
Agree	62	Senior leaders demonstrate support for														
-disagree		Work/Life programs.	50.82%	17.58%	33.24%	12.13%	25.23%	11.81%	37.05%	7	13	6	11	4	41	1
Satisfied -dissatisfi ed	63	*How satisfied are you with your involvement in decisions that affect your work?	40.72%	11.61%	29.11%	17.11%	24.78%	17.39%	42.18%	4	13	6	12	7	42	N/A
Satisfied -dissatisfi ed	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	40.70%	13.58%	27.12%	11.48%	30.26%	17.55%	47.82%	5	10	5	15	7	42	N/A
Satisfied -dissatisfi ed	65	*How satisfied are you with the recognition you receive for doing a good job?	48.08%	24.90%	23.17%	19.37%	15.16%	17.39%	32.55%	11	10	8	6	_	42	
Satisfied -dissatisfi ed		How satisfied are you with the policies and practices of your senior leaders?	28.99%	7.63%	21.36%	9.61%	42.02%	19.37%	61.39%	3	8	4	19	8	42	N/A
Satisfied -dissatisfi ed		How satisfied are you with your opportunity to get a better job in your organization?	26.71%	7.63%	19.08%	23.33%	27.06%	22.90%	49.96%	3	8	10	11	10	42	N/A
Satisfied -dissatisfi ed	68	How satisfied are you with the training you receive for your present job?	50.18%	13.28%	36.90%	21.22%	17.01%	11.58%	28.60%	5	17	9	6	5	42	N/A
Satisfied -dissatisfi ed	69	*Considering everything, how satisfied are you with your job?	50.17%	17.37%	32.80%	18.99%	15.28%	15.56%	30.84%	7	13	8	8	6	42	N/A
Satisfied -dissatisfi ed	70	Considering everything, how satisfied are you with your pay?	51.75%	15.14%	36.62%	25.07%	15.41%	7.76%	23.17%	7				3	42	·
Satisfied -dissatisfi ed		*Considering everything, how satisfied are you with your organization?														
	L		42.54%	11.45%	31.09%	22.80%	13.30%	21.35%	34.66%	5	11	11	6	. 9	42	N/A

Response Type	Item	ltem 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	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied	79	How satisfied are you with the following	/0	70	/0	70	70	70	/0					.,		
-dissatisfi	,,	Work/Life programs in your agency?														
ed		Telework														
			86.92%	38.04%	48.88%	13.08%	0.00%	0.00%	0.00%	14	18	5	0	0	37	0
Satisfied -dissatisfi ed	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	100.00%	63.37%	36.63%	0.00%	0.00%	0.00%	0.00%	16	8	0	0	0	24	. 0
Satisfied -dissatisfi ed	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)														
			57.66%	0.00%	57.66%	42.34%	0.00%	0.00%	0.00%	0	2	3	0	0	5	2
Satisfied -dissatisfi ed	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	100.00%	16.86%	83.14%	0.00%	0.00%	0.00%	0.00%	1	3	0	0	0	4	1
Satisfied -dissatisfi ed	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0	1	0	0	0	1	1
Satisfied -dissatisfi ed	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)										-				
			100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	U	2	0	0	0	L 2	1

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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

Work Life-Telework

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	39	93.95%
Yes, I was notified that I was not eligible to telework.	1	4.02%
No, I was not notified of my telework eligibility.	1	2.03%
Not sure if I was notified of my telework eligibility.	0	0.00%
Total	41	100.00%
73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	0	0.00%
I telework 1 or 2 days per week.	16	38.33%
I telework, but no more than 1 or 2 days per month.	10	19.38%
I telework very infrequently.	11	28.85%
I do not telework because I have to be physically present on the job.	1	3.82%
I do not telework because I have technical issues.	1	1.99%
I do not telework because I did not receive approval to do so.	1	3.82%
I do not telework because I choose not to telework.	2	3.82%
Total	42	100.00%
74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	25	59.97%
No	16	38.20%
Not available to me	1	1.84%
Total	42	100.00%
75. De serve anticio este in the fellowine Med (155 and annue 21) although Melloca December	N	0/
75. Do you participate in the following Work/Life programs? Health and Wellness Programs Yes	N 7	% 21.47%
No	25	55.72%
Not available to me	10	22.81%
Total		100.00%
76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	45.60%
Yes	5	15.68%
No	34	
Not available to me	3	5.65%
Total	42	100.00%
77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	2	5.67%
No	27	63.76%
Not available to me	13	30.57%
Total	42	100.00%
78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	3	9.62%
No	25	57.83%
Not available to me	14	32.55%

Percentages are weighted to represent the Agency's population.	

Demographics

Where do you work?	N	%
Headquarters	42	100.00%
Field	0	0.00%
Total	42	100.00%
What is your supervisory status?	N	%
Non-Supervisor	31	
Team Leader	3	
Supervisor	5	11.90%
Manager	2	4.76%
Senior Leader	1	2.38%
Total		100.00%
•		0/
Are you:	N 12	%
Male	12	
Female Table	29	
Total	41	100.00%
Are you Hispanic or Latino?	N	%
Yes	3	7.69%
No	36	92.31%
Total	39	100.00%
Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	0	0.00%
Asian	0	0.00%
Black or African American	8	19.51%
Native Hawaiian or Other Pacific Islander	0	0.00%
White	31	75.61%
Two or more races	2	
Total	41	100.00%
What is the highest degree or level of education you have completed?	N	%
Less than High School	0	0.00%
High School Diploma/GED or equivalent	0	0.00%
Trade or Technical Certificate	0	0.00%
Some College (no degree)	5	
Associate's Degree (e.g., AA, AS)	0	0.00%
Bachelor's Degree (e.g., BA, BS)	5	11.90%
Master's Degree (e.g., MA, MS, MBA)	24	
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	8	
Total		100.00%
What is your pay category/grade?	N	%
Federal Wage System	0	0.00%
GS 1-6	0	0.00%
GS 7-12	17	
GS 13-15	21	
Senior Executive Service	1	2.44%
Senior Level (SL) or Scientific or Professional (ST)	0	0.00%
Other	2	
Other		

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	2	4.88%
1 to 3 years	10	
4 to 5 years	3	7.32%
6 to 10 years	9	21.95%
11 to 14 years	4	9.76%
15 to 20 years	5	12.20%
More than 20 years	8	19.51%
Total	41	100.00%
How long have you been with your current agency (for example, Department of Justice, Environmental Protection		
Agency)?	N	%
Less than 1 year	3	7.32%
1 to 3 years	10	
4 to 5 years	6	14.63%
6 to 10 years	9	21.95%
11 to 20 years	12	29.27%
More than 20 years	1	2.44%
Total	41	100.00%
Are you considering leaving your organization within the next year, and if so, why?	N	%
No	13	30.95%
Yes, to retire	1	2.38%
Yes, to take another job within the Federal Government	13	30.95%
Yes, to take another job outside the Federal Government	4	9.52%
Yes, other	11	26.19%
Total	42	100.00%
I am planning to retire:	N	%
Within one year	1	2.50%
Between one and three years	3	7.50%
Between three and five years	1	2.50%
Five or more years	35	87.50%
Total	40	100.00%
Self-Identify as:	N	%
Heterosexual or Straight	28	71.79%
Gay, Lesbian, Bisexual, or Transgender	5	12.82%
I prefer not to say	6	15.38%
Total	39	100.00%
What is your US military service status?	N	%
No Prior Military Service	39	95.12%
Currently in National Guard or Reserves	0	0.00%
Retired	2	4.88%
Separated or Discharged	0	0.00%
Total		100.00%
Are you an individual with a disability?	N	%
Yes	4	9.52%
	38	
No		

Demographics

W/b-4:	A.I	0/
What is your age group?	N	%
25 and under	0	0.00%
26-29	3	7.14%
30-39	11	26.19%
40-49	12	28.57%
50-59	10	23.81%
60 or older	6	14.29%
Total	42	100.00%
Percentages for demographic questions are unweighted.		

					Neither			
					Agree nor			
					Disagree/ Fair/			Do Not
					Neither			Know/
					Satisfied		Item	No
				Percent	nor	Percent	Response	Basis to
Response				Positive	Dissatisfied	Negative	Total**	Judge
Туре	Year	Item	Item Text	%	%	%	N	N
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	59.51%	15.57%	24.92%	42	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	57.71%	15.24%	27.05%	42	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	53.88%	5.81%	40.31%	42	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	69.34%	15.11%	15.56%	42	N/A
Agree-disagree	2017	5	I like the kind of work I do.					1
Agree-disagree	2017	6	I know what is expected of me on the job.	88.40%	5.67%	5.93%	42	N/A
				69.01%	5.80%	25.19%	42	N/A
Agree-disagree	2017		When needed I am willing to put in the extra effort to get a job done.	96.18%	0.00%	3.82%	42	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	80.91%	11.32%	7.76%	42	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	45.43%	17.16%	37.41%	41	0
Agree-disagree	2017	10	*My workload is reasonable.	42.40%	11.48%	46.12%	42	0
Agree-disagree	2017	11	*My talents are used well in the workplace.	44.54%	20.65%	34.82%	42	0
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	74.09%	11.94%	13.97%	41	1
Agree-disagree	2017	13	The work I do is important.	85.88%	5.90%	8.22%	41	1
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
			allow employees to perform their jobs well.	77.040/	1.000/	20.00%	42	0
Agroo disagroo	2017	15	My performance appraisal is a fair reflection of my performance.	77.04%	1.99%	20.96%	42	
Agree-disagree				80.44%	5.83%	13.74%	42	0
Agree-disagree	2017	16	I am held accountable for achieving results.	86.58%	7.76%	5.65%	42	0
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63.89%	13.93%	22.18%	40	2
Agree-disagree	2017	18	My training needs are assessed.	58.85%	3.91%	37.25%	41	1
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).	72.30%	17.73%	9.97%	41	1
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	78.79%	7.62%	13.59%	42	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	48.36%	22.81%	28.83%	42	,
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	45.83%	24.77%	29.40%	39	3
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.					7
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	37.53%	25.61%	36.85%	35	-
				31.54%	29.41%	39.05%	41	0
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	46.77%	21.24%	31.99%	37	5
Agree-disagree	2017	26	Employees in my work unit share job knowledge with each other.	73.09%	5.80%	21.12%	42	0
Agree-disagree	2017	27	The skill level in my work unit has improved in the past year.	60.49%	21.77%	17.74%	41	1
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	88.39%	7.78%	3.83%	42	N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	70.86%	11.59%	17.55%	42	0
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	30.95%	15.14%	53.92%	42	0
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	46.11%	19.10%	34.79%	42	0
Agree-disagree	2017	32	Creativity and innovation are rewarded.	38.46%	17.28%	44.26%	42	0
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	23.17%	21.10%	55.73%	35	7
Agree-disagree	2017	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities	25.17%	21.10%	33.73%	33	
Agree disagree	2017	34	and women, training in awareness of diversity issues, mentoring).					
A	2017	25	<u> </u>	56.41%	12.39%	31.20%	38	4
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	88.16%	9.97%	1.87%	41	1
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	82.61%	7.65%	9.74%	42	0
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	54.58%	11.84%	33.59%	41	1
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.	67.91%	19.14%	12.95%	37	5
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.					0
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	74.70%	13.43%	11.86%	42	
Agree-disagree	2017	41	*I believe the results of this survey will be used to make my agency a better place to work.	46.37%	18.97%	34.66%	42	N/A
				37.94%	14.25%	47.81%	41	1
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	84.53%	9.65%	5.83%	42	0
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	65.33%	15.46%	19.21%	42	0
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	59.70%	16.80%	23.49%	42	0
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	83.09%	6.40%	10.52%	37	5
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	59.50%	19.26%	21.24%	42	0
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	67.45%	15.14%	17.41%	42	0
Agree-disagree	2017	48	My supervisor listens to what I have to say.	72.67%	15.56%	11.77%	42	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	84.43%	7.76%	7.81%	42	N/A
Agree-disagree	2017	50	In the last six months, my supervisor has talked with me about my performance.	88.41%	3.67%	7.92%	42	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	61.35%	17.29%	21.35%	42	N/A
			<u> </u>	01.3370	17.23/0	21.33/0	74	/ ^

Neither Satisfied Item	Do Not Know/ No Basis to Judge N N/A 1 1 2 0 0 0
Response Type Year Item Good-poor 2017 52 Overall, how good a job do you feel is being done by your immediate supervisor? Item Systems of Syste	Know/ No Basis to Judge N N/A 1 1 3 0
Response Type Year Item Satisfied Oercent Positive Nicelher Satisfied Negative Nosatisfied	Know/ No Basis to Judge N N/A 1 1 3 0
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Response Type Year Item Good-poor 2017 52 Overall, how good a job do you feel is being done by your immediate supervisor? Agree-disagree 2017 53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 20.25% 11.93% 67.81% 41 Agree-disagree 2017 54 My organization's senior leaders maintain high standards of honesty and integrity. 39.16% 15.60% 45.25% 41 Agree-disagree 2017 55 Supervisors work well with employees of different backgrounds. 39.16% 16.73% 27.43% 16.73% 27.43% 16.73% 27.43% 36.65% 42 Agree-disagree 2017 56 *Managers communicate the goals and priorities of the organization. 41.98% 21.37% 36.65% 42 Agree-disagree 2017 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 33.97% 21.92% 44.11% 40 Agree-disagree 2017 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 32.66% 11.88% 55.45% 42 Agree-disagree 2017 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 39.62% 20.85% 39.53% 39.53% 39 Agree-disagree 2017 61 I have a high level of respect for my organization's senior leaders. 30.94% 20.85% 39.53% 39.53% 39 Agree-disagree 2017 62 Senior leaders demonstrate support for Work/Life programs. 50.82% 12.13% 37.05% 41 Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	Know/ No Basis to Judge N N/A 1 1 3 0
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Response Type Year Item Good-poor Z017 52 Verall, how good a job do you feel is being done by your immediate supervisor? Agree-disagree Z017 53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. Z0.25% Z018 11.93% Z0.25% Z019 39.16% Z0.25%	Basis to Judge N N/A 1 1 3 0 2 0
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Agree-disagree 2017 55 Supervisors work well with employees of different backgrounds. 57.44% 16.73% 25.83% 38 Agree-disagree 2017 56 *Managers communicate the goals and priorities of the organization. 41.98% 21.37% 36.65% 42 Agree-disagree 2017 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 33.97% 21.92% 44.11% 40 Agree-disagree 2017 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 32.66% 11.88% 55.45% 42 Agree-disagree 2017 59 Managers support collaboration across work units to accomplish work objectives. 40.41% 11.61% 47.98% 42 Good-poor 2017 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 39.62% 20.85% 39.53% 39 Agree-disagree 2017 61 I have a high level of respect for my organization's senior leaders. 30.94% 26.75% 42.30% 42 Agree-disagree 2017 62 Senior leaders demonstrate support for Work/Life programs. 50.82% 12.13% 37.05% 41 Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	0 2 0 0
Agree-disagree 2017 56 *Managers communicate the goals and priorities of the organization. 41.98% 21.37% 36.65% 42 Agree-disagree 2017 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 33.97% 21.92% 44.11% 40 Agree-disagree 2017 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 32.66% 11.88% 55.45% 42 Agree-disagree 2017 59 Managers support collaboration across work units to accomplish work objectives. 40.41% 11.61% 47.98% 42 Good-poor 2017 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 39.62% 20.85% 39.53% 39 Agree-disagree 2017 61 I have a high level of respect for my organization's senior leaders. 30.94% 26.75% 42.30% 42 Agree-disagree 2017 62 Senior leaders demonstrate support for Work/Life programs. 50.82% 12.13% 37.05% 41 Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	0 0
Agree-disagree 2017 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 33.97% 21.92% 44.11% 40 Agree-disagree 2017 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 32.66% 11.88% 55.45% 42 Agree-disagree 2017 59 Managers support collaboration across work units to accomplish work objectives. 40.41% 11.61% 47.98% 42 Good-poor 2017 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 39.62% 20.85% 39.53% 39 Agree-disagree 2017 61 I have a high level of respect for my organization's senior leaders. 30.94% 26.75% 42.30% 42 Agree-disagree 2017 62 Senior leaders demonstrate support for Work/Life programs. 50.82% 12.13% 37.05% 41 Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	0
Agree-disagree 2017 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). Agree-disagree 2017 59 Managers support collaboration across work units to accomplish work objectives. Good-poor 2017 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? Agree-disagree 2017 61 I have a high level of respect for my organization's senior leaders. Agree-disagree 2017 62 Senior leaders demonstrate support for Work/Life programs. Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	0
Agree-disagree 2017 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 32.66% 11.88% 55.45% 42 Agree-disagree 2017 59 Managers support collaboration across work units to accomplish work objectives. 40.41% 11.61% 47.98% 42 Good-poor 2017 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 39.62% 20.85% 39.53% 39 Agree-disagree 2017 61 I have a high level of respect for my organization's senior leaders. 30.94% 26.75% 42.30% 42 Agree-disagree 2017 62 Senior leaders demonstrate support for Work/Life programs. 50.82% 12.13% 37.05% 41 Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	0
goals, needed resources). Agree-disagree 2017 59 Managers support collaboration across work units to accomplish work objectives. Good-poor 2017 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? Agree-disagree 2017 61 I have a high level of respect for my organization's senior leaders. Agree-disagree 2017 62 Senior leaders demonstrate support for Work/Life programs. Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	0
Agree-disagree 2017 59 Managers support collaboration across work units to accomplish work objectives. 40.41% 11.61% 47.98% 42 Good-poor 2017 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 39.62% 20.85% 39.53% 39 Agree-disagree 2017 61 I have a high level of respect for my organization's senior leaders. 30.94% 26.75% 42.30% 42 Agree-disagree 2017 62 Senior leaders demonstrate support for Work/Life programs. 50.82% 12.13% 37.05% 41 Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	0
Good-poor 2017 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 39.62% 20.85% 39.53% 39 Agree-disagree 2017 61 I have a high level of respect for my organization's senior leaders. 30.94% 26.75% 42.30% 42 Agree-disagree 2017 62 Senior leaders demonstrate support for Work/Life programs. 50.82% 12.13% 37.05% 41 Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	
immediate supervisor? Agree-disagree 2017 61 I have a high level of respect for my organization's senior leaders. Agree-disagree 2017 62 Senior leaders demonstrate support for Work/Life programs. Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	3
Agree-disagree 2017 61 I have a high level of respect for my organization's senior leaders. 30.94% 26.75% 42.30% 42 Agree-disagree 2017 62 Senior leaders demonstrate support for Work/Life programs. 50.82% 12.13% 37.05% 41 Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	3
Agree-disagree 2017 62 Senior leaders demonstrate support for Work/Life programs. 50.82% 12.13% 37.05% 41 Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	
Satisfied 2017 63 *How satisfied are you with your involvement in decisions that affect your work?	0
discatisfied	1
1 //1 77% 1 17 11% 1 // 71 10% 1 // 71	
	N/A
Satisfied 2017 64 *How satisfied are you with the information you receive from management on what's going on in your organization?	
40.70% 11.48% 47.82% 42	N/A
Satisfied 2017 65 *How satisfied are you with the recognition you receive for doing a good job?	
48.08% 19.37% 32.55% 42	N/A
Satisfied 2017 66 How satisfied are you with the policies and practices of your senior leaders?	
-dissatisfied 28.99% 9.61% 61.39% 42	N/A
Satisfied 2017 67 How satisfied are you with your opportunity to get a better job in your organization?	
-dissatisfied 26.71% 23.33% 49.96% 42	N/A
Satisfied 2017 68 How satisfied are you with the training you receive for your present job?	
-dissatisfied 50.18% 21.22% 28.60% 42	N/A
Satisfied 2017 69 *Considering everything, how satisfied are you with your job?	
-dissatisfied 50.17% 18.99% 30.84% 42	N/A
Satisfied 2017 70 Considering everything, how satisfied are you with your pay?	
-dissatisfied 51.75% 25.07% 23.17% 42	N/A
Satisfied 2017 71 *Considering everything, how satisfied are you with your organization?	
-dissatisfied 42.54% 22.80% 34.66% 42	N/A
Satisfied 2017 79 How satisfied are you with the following Work/Life programs in your agency? Telework	
-dissatisfied 86.92% 13.08% 0.00% 37	0
Satisfied 2017 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work	
dissatisfied	0
Satisfied 2017 81 How satisfied are you with the following Work/Life programs in your agency? Health and	
-dissatisfied Wellness Programs (for example, exercise, medical screening, quit smoking programs) 57.66% 42.34% 0.00% 5	2
Satisfied 2017 82 How satisfied are you with the following Work/Life programs in your agency? Employee	
-dissatisfied Assistance Program (EAP) Assistance Program (EAP) 100.00% 0.00% 4	1
Satisfied 2017 83 How satisfied are you with the following Work/Life programs in your agency? Child Care	
-dissatisfied Programs (for example, daycare, parenting classes, parenting support groups) 100.00% 0.00% 1	1
Satisfied 2017 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care	
-dissatisfied Programs (for example, support groups, speakers) 100.00% 0.00% 2	1
Agree-disagree 2016 1 *I am given a real opportunity to improve my skills in my organization. 60.31% 10.92% 28.77% 45	N/A
Agree-disagree 2016 2 I have enough information to do my job well. 58.94% 12.91% 28.15% 45	N/A
Agree-disagree 2016 3 I feel encouraged to come up with new and better ways of doing things. 49.02% 29.03% 21.95% 45	N/A
Agree-disagree 2016 4 My work gives me a feeling of personal accomplishment. 64.43% 18.11% 17.46% 45	N/A
Agree-disagree 2016 5 I like the kind of work do. 84.48% 8.70% 6.82% 45	N/A
Agree-disagree 2016 6 I know what is expected of me on the job. 68.48% 4.53% 26.99% 44	N/A
Agree-disagree 2016 7 When needed I am willing to put in the extra effort to get a job done. 97.78% 2.22% 0.00% 45	N/A
Agree-disagree 2016 8 I am constantly looking for ways to do my job better. 88.54% 11.46% 0.00% 45	N/A
Agree-disagree 2016 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 38.53% 19.84% 41.63% 45	n
Agree-disagree 2016 10 *My workload is reasonable. 45.58% 15.18% 39.24% 45	0
Agree-disagree 2016 11 *My talents are used well in the workplace. 34.52% 23.94% 41.54% 45	0
Agree-disagree 2016 12 *I know how my work relates to the agency's goals and priorities. 73.64% 15.39% 10.97% 45	0
7.516.770 25.5570 10.5770 45	UI

Regressions Name	Type Agree-disagree	2016 20	13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. My performance appraisal is a fair reflection of my performance. I am held accountable for achieving results. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. My training needs are assessed. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). *The people I work with cooperate to get the job done. My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *In my work unit, differences in performance are recognized in a meaningful way. Awards in my work unit depend on how well employees perform their jobs. Employees in my work unit share job knowledge with each other. The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish	Positive % 90.79% 68.73% 81.48% 86.75% 52.89% 38.16% 74.33% 71.06% 63.29% 43.11% 32.86% 35.64% 48.16% 77.38% 55.56% 82.37%	Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied % 6.94% 9.04% 2.27% 11.03% 17.72% 18.34% 13.19% 13.85% 24.80% 34.87% 14.26% 17.76% 6.86% 24.45%	2.26% 2.23% 16.25% 2.22% 29.39% 43.50% 14.31% 15.75% 22.86% 32.09% 32.27% 50.10% 34.08% 15.76% 19.99%	Response Total** N 44 45 44 45 44 45 44 45 44 45 44 44 40 42 41 44	Do Not Know/ No Basis to Judge N 0 1 0 2 N/A 0 1 5 3 2 0
Record Company	Type Agree-disagree	2016 20	13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. My performance appraisal is a fair reflection of my performance. I am held accountable for achieving results. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. My training needs are assessed. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). *The people I work with cooperate to get the job done. My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *In my work unit, differences in performance are recognized in a meaningful way. Awards in my work unit depend on how well employees perform their jobs. Employees in my work unit share job knowledge with each other. The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish	Positive % 90.79% 68.73% 81.48% 86.75% 52.89% 38.16% 74.33% 71.06% 63.29% 43.11% 32.86% 35.64% 48.16% 77.38% 55.56% 82.37%	Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied % 6.94% 9.04% 2.27% 11.03% 17.72% 18.34% 13.19% 13.85% 24.80% 34.87% 14.26% 17.76% 6.86% 24.45%	2.26% 2.23% 16.25% 2.22% 29.39% 43.50% 14.31% 15.75% 22.86% 32.09% 32.27% 50.10% 34.08% 15.76% 19.99%	Response Total** N 44 45 44 45 44 45 44 45 44 45 44 44 40 42 41 44	Know/ No Basis to Judge N 0 1 0 1 0 2 N/A 0 1 5 3
Designation Percent Control Percent Control Percent	Type Agree-disagree	2016 20	13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. My performance appraisal is a fair reflection of my performance. I am held accountable for achieving results. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. My training needs are assessed. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). *The people I work with cooperate to get the job done. My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *In my work unit, differences in performance are recognized in a meaningful way. Awards in my work unit depend on how well employees perform their jobs. Employees in my work unit share job knowledge with each other. The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish	Positive % 90.79% 68.73% 81.48% 86.75% 52.89% 38.16% 74.33% 71.06% 63.29% 43.11% 32.86% 35.64% 48.16% 77.38% 55.56% 82.37%	Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied % 6.94% 9.04% 2.27% 11.03% 17.72% 18.34% 13.19% 13.85% 24.80% 34.87% 14.26% 17.76% 6.86% 24.45%	2.26% 2.23% 16.25% 2.22% 29.39% 43.50% 14.31% 15.75% 22.86% 32.09% 32.27% 50.10% 34.08% 15.76% 19.99%	Response Total** N 44 45 44 45 44 45 44 45 44 45 44 44 40 42 41 44	Know/ No Basis to Judge N 0 1 0 1 0 2 N/A 0 1 5 3
Rispanse Process Pro	Type Agree-disagree	2016 20	13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. My performance appraisal is a fair reflection of my performance. I am held accountable for achieving results. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. My training needs are assessed. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). *The people I work with cooperate to get the job done. My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *In my work unit, differences in performance are recognized in a meaningful way. Awards in my work unit depend on how well employees perform their jobs. Employees in my work unit share job knowledge with each other. The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish	Positive % 90.79% 68.73% 81.48% 86.75% 52.89% 38.16% 74.33% 71.06% 63.29% 43.11% 32.86% 35.64% 48.16% 77.38% 55.56% 82.37%	Disagree/ Fair/ Neither Satisfied nor Dissatisfied % 6.94% 9.04% 2.27% 11.03% 17.72% 18.34% 11.37% 13.19% 13.85% 24.80% 34.87% 14.26% 17.76% 6.86% 24.45%	2.26% 2.23% 16.25% 2.22% 29.39% 43.50% 14.31% 15.75% 22.86% 32.09% 32.27% 50.10% 34.08% 15.76% 19.99%	Response Total** N 44 45 44 45 44 45 44 45 44 45 44 44 40 42 41 44	Know/ No Basis to Judge N 0 1 0 1 0 2 N/A 0 1 5 3
Parcel Stage Parc	Type Agree-disagree	2016 20	13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. My performance appraisal is a fair reflection of my performance. I am held accountable for achieving results. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. My training needs are assessed. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). *The people I work with cooperate to get the job done. My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *In my work unit, differences in performance are recognized in a meaningful way. Awards in my work unit depend on how well employees perform their jobs. Employees in my work unit share job knowledge with each other. The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish	Positive % 90.79% 68.73% 81.48% 86.75% 52.89% 38.16% 74.33% 71.06% 63.29% 43.11% 32.86% 35.64% 48.16% 77.38% 55.56% 82.37%	Fair/ Neither Satisfied nor Dissatisfied % 6.94% 9.04% 2.27% 11.03% 17.72% 18.34% 11.37% 13.19% 13.85% 24.80% 34.87% 14.26% 17.76% 6.86% 24.45%	2.26% 2.23% 16.25% 2.22% 29.39% 43.50% 14.31% 15.75% 22.86% 32.09% 32.27% 50.10% 34.08% 15.76% 19.99%	Response Total** N 44 45 44 45 44 45 44 45 44 45 44 44 40 42 41 44	Know/ No Basis to Judge N 0 1 0 1 0 2 N/A 0 1 5 3
Name Pacific	Type Agree-disagree	2016 20	13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. My performance appraisal is a fair reflection of my performance. I am held accountable for achieving results. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. My training needs are assessed. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). *The people I work with cooperate to get the job done. My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *In my work unit, differences in performance are recognized in a meaningful way. Awards in my work unit depend on how well employees perform their jobs. Employees in my work unit share job knowledge with each other. The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish	Positive % 90.79% 68.73% 81.48% 86.75% 52.89% 38.16% 74.33% 71.06% 63.29% 43.11% 32.86% 35.64% 48.16% 77.38% 55.56% 82.37%	Neither Satisfied nor Dissatisfied % 6.94% 9.04% 2.27% 11.03% 17.72% 18.34% 11.37% 13.19% 13.85% 24.80% 34.87% 14.26% 17.76% 6.86% 24.45%	2.26% 2.23% 16.25% 2.22% 29.39% 43.50% 14.31% 15.75% 22.86% 32.09% 32.27% 50.10% 34.08% 15.76% 19.99%	Response Total** N 44 45 44 45 44 45 44 45 44 45 44 44 40 42 41 44	No Basis to Judge N 0 1 0 1 0 1 0 1 5 3 2
Regions Page Rem	Type Agree-disagree	2016 20	13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. My performance appraisal is a fair reflection of my performance. I am held accountable for achieving results. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. My training needs are assessed. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). *The people I work with cooperate to get the job done. My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *In my work unit, differences in performance are recognized in a meaningful way. Awards in my work unit depend on how well employees perform their jobs. Employees in my work unit share job knowledge with each other. The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish	Positive % 90.79% 68.73% 81.48% 86.75% 52.89% 38.16% 74.33% 71.06% 63.29% 43.11% 32.86% 35.64% 48.16% 77.38% 55.56% 82.37%	nor Dissatisfied % 6.94% 9.04% 2.27% 11.03% 17.72% 18.34% 11.37% 13.19% 13.85% 24.80% 34.87% 14.26% 17.76% 6.86% 24.45%	2.26% 2.23% 16.25% 2.22% 29.39% 43.50% 14.31% 15.75% 22.86% 32.09% 32.27% 50.10% 34.08% 15.76% 19.99%	Response Total** N 44 45 44 45 44 45 44 45 44 45 44 44 40 42 41 44	Basis to Judge N 0 0 1 0 1 0 1 0 1 5 3 2
Present Sype 100 1	Type Agree-disagree	2016 20	13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. My performance appraisal is a fair reflection of my performance. I am held accountable for achieving results. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. My training needs are assessed. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). *The people I work with cooperate to get the job done. My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *In my work unit, differences in performance are recognized in a meaningful way. Awards in my work unit depend on how well employees perform their jobs. Employees in my work unit share job knowledge with each other. The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish	Positive % 90.79% 68.73% 81.48% 86.75% 52.89% 38.16% 74.33% 71.06% 63.29% 43.11% 32.86% 35.64% 48.16% 77.38% 55.56% 82.37%	Dissatisfied % 6.94% 9.04% 2.27% 11.03% 17.72% 18.34% 11.37% 13.19% 13.85% 24.80% 34.87% 14.26% 17.76% 6.86% 24.45%	2.26% 2.23% 16.25% 2.22% 29.39% 43.50% 14.31% 15.75% 22.86% 32.09% 32.27% 50.10% 34.08% 15.76% 19.99%	Total** N 44 45 44 45 44 45 44 45 44 45 41 44 40 42 41 44	Judge N 0 0 1 0 1 0 1 0 1 0 1 5 3 2
Agree-disagree 2015 23 The work id of is important. 2029 6,946 2,2266 24	Type Agree-disagree	2016 20	13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. My performance appraisal is a fair reflection of my performance. I am held accountable for achieving results. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. My training needs are assessed. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). *The people I work with cooperate to get the job done. My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *In my work unit, differences in performance are recognized in a meaningful way. Awards in my work unit depend on how well employees perform their jobs. Employees in my work unit share job knowledge with each other. The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish	% 90.79% 68.73% 81.48% 86.75% 52.89% 38.16% 74.33% 71.06% 63.29% 43.11% 32.86% 35.64% 48.16% 77.38% 55.56% 82.37%	% 6.94% 9.04% 2.27% 11.03% 17.72% 18.34% 11.37% 13.19% 13.85% 24.80% 34.87% 14.26% 17.76% 6.86% 24.45%	% 2.26% 22.23% 16.25% 2.22% 29.39% 43.50% 14.31% 15.75% 22.86% 32.09% 32.27% 50.10% 34.08% 15.76% 19.99%	45 44 45 44 45 44 45 44 40 42 41	N 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
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00.50% 15.50% 10.40%					66.82%	15.44%	17.74%	45	N/A
					66.30%	15.30%	18.40%	44	N/A
Agree-disagree 2016 53 In my organization, senior leaders generate high levels of motivation and commitment in the	Agree-disagree	2016							
workforce. 24.65% 20.81% 54.54% 45				worktorce.	24.65%	20.81%	54.54%	45	0
Agree-disagree 2016 54 My organization's senior leaders maintain high standards of honesty and integrity. 38.74% 25.40% 35.86% 44	Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	38.74%	25.40%	35.86%	44	1
Agree-disagree 2016 55 Supervisors work well with employees of different backgrounds. 52.17% 29.83% 18.01% 44	Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.					0
Agree-disagree 2016 56 *Managers communicate the goals and priorities of the organization. 43.48% 16.29% 40.23% 44	Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.					0
Agree-disagree 2016 57 Managers review and evaluate the organization's progress toward meeting its goals and		2016	57		.3070				
phiertives					26 000/	22 670/	/1 250/	44	,
Agree-disagree 2016 58 Managers promote communication among different work units (for example, about projects,	Agree-disagree	2016		<u> </u>	30.08%	22.07%	41.25%	41	4
goals needed resources)	, whice disaglee	2010							
41.55% 15.95% 42.50% 44					41.55%		42.50%		1
Agree-disagree 2016 59 Managers support collaboration across work units to accomplish work objectives. 45.03% 30.94% 24.04% 45	Agua di	2016	Ε0	Managana support as llaboration agrees work with the recognition will be 1990.		30.94%			0

					Neither Agree nor Disagree/ Fair/ Neither Satisfied		ltem	Do Not Know/ No
				Percent	nor	Percent	Response	Basis to
Response	V		No. Total	Positive	Dissatisfied	Negative	Total**	Judge
Type Good-poor	Year 2016	Item 60	Item Text Overall, how good a job do you feel is being done by the manager directly above your	%	%	%	N	N
Good pool	2010	00	immediate supervisor?	39.78%	25.79%	34.43%	43	2
Agree-disagree	2016	61	I have a high level of respect for my organization's senior leaders.	33.30%	27.46%	39.24%	45	0
Agree-disagree	2016	62	Senior leaders demonstrate support for Work/Life programs.	52.84%	19.95%	27.21%	44	1
Satisfied	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	32.0 170	23.3370	2712170		
-dissatisfied				44.55%	11.12%	44.33%	45	N/A
Satisfied	2016	64	*How satisfied are you with the information you receive from management on what's going on					
-dissatisfied			in your organization?	42.99%	12.97%	44.04%	45	N/A
Satisfied	2016	65	*How satisfied are you with the recognition you receive for doing a good job?					
-dissatisfied				40.89%	31.58%	27.53%	44	N/A
Satisfied	2016	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied				37.23%	17.72%	45.05%	44	N/A
Satisfied -dissatisfied	2016	67	How satisfied are you with your opportunity to get a better job in your organization?					
				24.26%	40.49%	35.25%	45	N/A
Satisfied -dissatisfied	2016	68	How satisfied are you with the training you receive for your present job?					
Satisfied	2016	69	*Considering everything, how satisfied are you with your job?	40.27%	22.38%	37.36%	45	N/A
-dissatisfied	2010	09	Considering everything, now satisfied are you with your job?	52 500/	46.070/	24.050/		
Satisfied	2016	70	Considering everything, how satisfied are you with your pay?	52.58%	16.37%	31.06%	44	N/A
-dissatisfied	2010	, 0	considering everyaming, now substitute are you with your pay.	64 909/	15.41%	19.79%	45	NI/A
Satisfied	2016	71	*Considering everything, how satisfied are you with your organization?	64.80%	15.41%	19.79%	45	N/A
-dissatisfied				47.14%	15.55%	37.30%	45	N/A
Satisfied	2016	79	How satisfied are you with the following Work/Life programs in your agency? Telework	47.1470	13.3370	37.30%	43	IV/A
-dissatisfied				77.26%	19.91%	2.82%	40	0
Satisfied	2016	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work					
-dissatisfied			Schedules (AWS)	100.00%	0.00%	0.00%	22	1
Satisfied	2016	81	How satisfied are you with the following Work/Life programs in your agency? Health and					
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)	80.92%	19.08%	0.00%	5	2
Satisfied	2016	82	How satisfied are you with the following Work/Life programs in your agency? Employee					
-dissatisfied			Assistance Program (EAP)	75.79%	24.21%	0.00%	8	0
Satisfied -dissatisfied	2016		How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)					
Satisfied	2016		How satisfied are you with the following Work/Life programs in your agency? Elder Care	100.00%	0.00%	0.00%	2	0
-dissatisfied	2016		Programs (for example, support groups, speakers)					
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	100.00%	0.00%	0.00%	3	0
Agree-disagree	2015	2	I have enough information to do my job well.	58.14% 56.36%	21.76%	20.10%	45 46	N/A N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	59.39%	19.13%	21.48%	44	N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	71.72%	6.28%	22.00%	46	N/A
Agree-disagree	2015	5	I like the kind of work I do.	78.18%	17.31%	4.51%	46	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	63.28%	18.41%	18.32%	46	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	94.94%	2.52%	2.53%	46	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	85.00%	15.00%	0.00%	45	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	45.72%	25.19%	29.08%	46	0
Agree-disagree	2015	10	*My workload is reasonable.	37.25%	25.49%	37.26%	46	0
Agree-disagree	2015	11	*My talents are used well in the workplace.	41.64%	20.29%	38.08%	44	0
Agree-disagree Agree-disagree	2015	12	*I know how my work relates to the agency's goals and priorities. The work I do is important.	88.60%	6.34%	5.06%	46	0
Agree-disagree	2015		Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	90.91%	7.04%	2.05%	46	0
		,	allow employees to perform their jobs well.	73.10%	13.93%	12.96%	46	0
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	74.49%	11.41%	14.10%	44	1
Agree-disagree	2015	16	I am held accountable for achieving results.	85.76%	12.25%	1.99%	46	0
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	50.90%	25.50%	23.61%	43	3
Agree-disagree	2015	18	My training needs are assessed.	39.59%	25.88%	34.53%	46	0
Agree-disagree	2015	19	In my most recent performance appraisal, I understood what I had to do to be rated at different					
			performance levels (for example, Fully Successful, Outstanding).	67.15%	15.59%	17.26%	45	1
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	88.91%	4.04%	7.05%	46	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	55.92%	26.04%	18.05%	46	0

					Neither			
					Agree nor			
					Disagree/			
					Fair/			Do Not
					Neither			Know/
					Satisfied		Item	No
D				Percent	nor	Percent	Response	Basis to
Response	Year	Item	Item Text	Positive %	Dissatisfied %	Negative %	Total** N	Judge N
Type Agree-disagree	2015		Promotions in my work unit are based on merit.					IN F
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.49%	37.14%	34.37%	41	
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	46.99%	13.90%	39.11%	39	
Agree-disagree	2015		Awards in my work unit depend on how well employees perform their jobs.	21.58%	29.10%	49.32%	41	5
				54.99%	27.22%	17.79%	40	5
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other. The chill level in my work unit share job knowledge with each other.	82.62%	6.83%	10.54%	46	0
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	65.89%	27.54%	6.57%	46	0
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	92.90%	2.05%	5.05%	46	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
				66.44%	20.10%	13.46%	44	0
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	36.44%	13.16%	50.39%	45	0
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	38.14%	18.14%	43.72%	43	2
Agree-disagree	2015	32	Creativity and innovation are rewarded.	19.56%	33.80%	46.64%	42	3
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	19.56%	29.44%	51.00%	39	6
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).	43.56%	39.36%	17.08%	44	1
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	89.59%	8.06%	2.35%	44	1
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	93.56%	2.08%	4.36%	44	0
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	41.17%	15.96%	42.87%	43	2
Agree-disagree	2015	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	41.1770	13.30%	42.0770	73	
			employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.	CO CE0/	44.420/	40.000/	42	2
Agroo disagroo	2015	39	My agency is successful at accomplishing its mission	69.65%	11.42%	18.93%	43	
Agree-disagree	2015	40	My agency is successful at accomplishing its mission.	80.02%	12.57%	7.42%	45	0
Agree-disagree	2015	41	*I recommend my organization as a good place to work. *I holiove the recults of this survey will be used to make my agency a hotter place to work.	46.73%	33.09%	20.18%	45	N/A
Agree-disagree			*I believe the results of this survey will be used to make my agency a better place to work. My supervisor supports my pood to balance work and other life issues.	23.97%	26.92%	49.10%	43	2
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	79.45%	11.51%	9.04%	45	0
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	62.46%	13.41%	24.14%	45	0
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	50.70%	12.66%	36.64%	44	1
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	70.11%	14.16%	15.73%	40	5
Agree-disagree	2015		My supervisor provides me with constructive suggestions to improve my job performance.	43.17%	22.17%	34.65%	45	0
Agree-disagree	2015		Supervisors in my work unit support employee development.	53.37%	24.00%	22.63%	45	0
Agree-disagree	2015	48	My supervisor listens to what I have to say.	72.89%	11.02%	16.09%	45	N/A
Agree-disagree	2015		My supervisor treats me with respect.	69.00%	19.44%	11.57%	45	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	81.23%	8.78%	9.99%	45	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	53.65%	15.10%	31.25%	45	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	60.40%	14.73%	24.87%	45	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the					
			workforce.	19.62%	26.28%	54.10%	45	0
Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	32.64%	16.96%	50.41%	43	2
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	47.21%	19.46%	33.33%	44	1
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	39.77%	20.23%	40.00%	45	0
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	31.16%	28.64%	40.21%	42	3
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	22.45%	22.90%	54.65%	45	0
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	30.88%	19.01%	50.12%	43	2
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your	30.0070	13.01/0	50.1270		
,			immediate supervisor?	37.71%	27.21%	35.08%	45	0
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.					
Agree-disagree	2015		Senior leaders demonstrate support for Work/Life programs.	26.53%	19.77%	53.70%	45	0
Satisfied	2015	63	*How satisfied are you with your involvement in decisions that affect your work?	59.95%	23.65%	16.40%	43	2
-dissatisfied	2013	55	sactified the your mitoriement in decisions that direct your work:		40	40		
	2015	C 4	*II	47.13%	12.77%	40.10%	45	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?					
			· -	37.70%	16.80%	45.50%	44	N/A
Satisfied -dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?					
				57.58%	15.01%	27.41%	44	N/A
Satisfied	2015	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied				27.08%	17.47%	55.45%	45	N/A

					Neither			
					Agree nor			
					Disagree/			
					Fair/			Do Not
					Neither Satisfied		Item	Know/ No
				Percent	nor	Percent	Response	Basis to
Response				Positive	Dissatisfied	Negative	Total**	Judge
Type	Year	Item	Item Text	%	%	%	N	N
Satisfied -dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?					
	2045		the state of the s	27.46%	24.96%	47.58%	45	N/A
Satisfied -dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?					
	2015		*Cassidading accomplished baccaptisfied are cass with condition	48.44%	24.32%	27.24%	45	N/A
Satisfied -dissatisfied	2015	69	*Considering everything, how satisfied are you with your job?					
Satisfied	2015	70	Considering everything, how satisfied are you with your pay?	50.20%	27.52%	22.28%	45	N/A
-dissatisfied	2013	70	considering everything, now satisfied are you with your pay:	60.470/	20.200/	40.500/		
Satisfied	2015	71	*Considering everything, how satisfied are you with your organization?	60.17%	29.30%	10.52%	45	N/A
-dissatisfied	2015	, -	considering everything, non-sectioned are you with your organization.	4F 100/	24.269/	20.450/	45	N1/A
Satisfied	2015	79	How satisfied are you with the following Work/Life programs in your agency? Telework	45.19%	24.36%	30.45%	45	N/A
-dissatisfied	2013	, ,	The state of the s	70 720/	16 210/	E 069/	42	0
Satisfied	2015	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work	78.72%	16.21%	5.06%	43	U
-dissatisfied			Schedules (AWS)	100.00%	0.00%	0.00%	22	0
Satisfied	2015	81	How satisfied are you with the following Work/Life programs in your agency? Health and	100.0070	0.00%	0.0070	22	0
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)	75.19%	24.81%	0.00%	16	0
Satisfied	2015	82	How satisfied are you with the following Work/Life programs in your agency? Employee	73.1370	24.0170	0.0070	10	0
-dissatisfied			Assistance Program (EAP)	100.00%	0.00%	0.00%	8	0
Satisfied	2015	83	How satisfied are you with the following Work/Life programs in your agency? Child Care	100.0070	0.0070	0.0070		0
-dissatisfied			Programs (for example, daycare, parenting classes, parenting support groups)	43.92%	18.69%	37.39%	5	0
Satisfied	2015	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care	1010_70				
-dissatisfied			Programs (for example, support groups, speakers)	100.00%	0.00%	0.00%	2	0
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	72.37%	11.10%	16.53%	47	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	66.50%	23.07%	10.43%	47	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	72.31%	6.69%	21.00%	47	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	72.17%	13.13%	14.70%	46	N/A
Agree-disagree	2014	5	I like the kind of work I do.	89.40%	4.10%	6.50%	46	N/A
Agree-disagree	2014		I know what is expected of me on the job.	72.84%	8.42%	18.74%	47	N/A
Agree-disagree	2014		When needed I am willing to put in the extra effort to get a job done.	93.63%	2.08%	4.28%	47	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	91.26%	4.73%	4.00%	47	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.82%	11.31%	36.86%	47	0
Agree-disagree Agree-disagree	2014	10	*My workload is reasonable. *My talents are used well in the workplace.	61.57%	17.40%	21.04%	46	0
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	62.95%	13.42%	23.62%	45	0
Agree-disagree	2014		The work I do is important.	85.26%	10.35%	4.38%	47 47	0
Agree-disagree	2014		Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	89.28%	4.73%	5.99%	47	0
, g. cc ceg. cc			allow employees to perform their jobs well.	70.53%	19.21%	10.26%	47	0
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	82.91%	3.85%	13.24%	47	0
Agree-disagree	2014	16	I am held accountable for achieving results.	87.34%	12.66%	0.00%	47	0
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.03%	20.21%	10.76%	45	2
Agree-disagree	2014	18	My training needs are assessed.	55.79%	18.78%	25.42%	46	1
Agree-disagree	2014		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).	71.77%	6.03%	22.19%	46	1
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	83.36%	10.22%	6.42%	47	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	72.47%	12.81%	14.72%	47	0
Agree-disagree	2014		Promotions in my work unit are based on merit.	60.59%	21.07%	18.33%	43	4
Agree-disagree	2014		In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	52.55%	14.59%	32.86%	41	6
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	44.56%	22.24%	33.20%	45	2
Agree-disagree	2014		Awards in my work unit depend on how well employees perform their jobs.	56.38%	29.95%	13.67%	43	4
Agree-disagree	2014		Employees in my work unit share job knowledge with each other. The skill level in my work unit has improved in the past year.	85.13%	6.42%	8.45%	46	0
Agree-disagree Good-poor	2014		The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit?	70.84%	20.40%	8.76%	45	1
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish	91.70%	8.30%	0.00%	47	N/A
, Bicc uisagicc	2014		organizational goals.	CF C724	22.740/	10.000		
Agree-disagree	2014		Employees have a feeling of personal empowerment with respect to work processes.	65.67%	23.71%	10.62%	47	0
Agree-disagree	2014		Employees are recognized for providing high quality products and services.	41.36% 47.87%	26.12% 17.37%	32.52% 34.76%	46 46	1
Agree-disagree	2014		Creativity and innovation are rewarded.	32.94%	29.30%	34.76%	45	1
Agree-disagree	2014		Pay raises depend on how well employees perform their jobs.	26.41%	37.59%	35.99%	43	4
- <u></u>			· · · · · · · · · · · · · · · · · · ·	_31/0	27.5570	23.3370	72	

					Neither Agree nor Disagree/ Fair/			Do Not
					Neither			Know/
					Satisfied		Item	No
Posnonso				Percent	nor Discatisfied	Percent	Response	Basis to
Response Type	Year	Item	ltem Text	Positive %	Dissatisfied %	Negative %	Total** N	Judge N
Agree-disagree	2014		Policies and programs promote diversity in the workplace (for example, recruiting minorities					
			and women, training in awareness of diversity issues, mentoring).	70.39%	16.15%	13.47%	43	4
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	87.26%	8.52%	4.21%	46	1
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	91.77%	6.19%	2.04%	47	0
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	66.63%	20.21%	13.16%	45	2
Agree-disagree	2014	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	00.0370	20.2170	13.10/0	43	
			employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.					
Agroo disagroo	2014	20	Mu agancy is successful at accomplishing its mission	77.07%	8.85%	14.07%	44	3
Agree-disagree	2014	39 40	My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work	85.10%	14.90%	0.00%	47	0
Agree-disagree	2014	40	*I recommend my organization as a good place to work. *I helieve the results of this survey will be used to make my agency a better place to work.	70.26%	12.90%	16.83%	47	N/A
Agree-disagree	2014		*I believe the results of this survey will be used to make my agency a better place to work. My supervisor supports my need to balance work and other life issues	47.93%	16.28%	35.79%	44	3
Agree-disagree Agree-disagree	2014	43	My supervisor supports my need to balance work and other life issues. My supervisor provides me with opportunities to demonstrate my leadership skills.	85.38%	10.45%	4.18%	47	0
Agree-disagree	2014		Discussions with my supervisor about my performance are worthwhile.	79.04%	10.28%	10.68%	47	0
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	74.15%	12.72%	13.14%	46	0
Agree-disagree	2014		My supervisor provides me with constructive suggestions to improve my job performance.	87.25% 62.11%	10.60%	2.14%	47	0
Agree-disagree	2014		Supervisors in my work unit support employee development.	62.11%	20.98%	16.91%	47	0
Agree-disagree	2014		My supervisor listens to what I have to say.	83.33%	12.44%	4.22%	47	U
Agree-disagree	2014		My supervisor treats me with respect.	83.33%	10.28%	6.40%	47	N/A
Agree-disagree	2014		In the last six months, my supervisor has talked with me about my performance.	82.95%	12.58%	4.48%	46	N/A
Agree-disagree	2014		I have trust and confidence in my supervisor.	80.80%	14.92%	4.28%	47	N/A
Good-poor	2014		Overall, how good a job do you feel is being done by your immediate supervisor?	77.13%	12.46%	10.41%	47 47	N/A
Agree-disagree	2014		In my organization, senior leaders generate high levels of motivation and commitment in the	79.31%	12.36%	8.33%	47	N/A
rigi ee albagi ee	201.	33	workforce.	42.270/	22.80%	22.020/	47	0
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	43.27%	22.80%	33.92%	47	
Agree-disagree	2014		Supervisors work well with employees of different backgrounds.	53.64%	13.04%	33.32%	45	2
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	60.13% 55.47%	21.97%	17.91% 18.89%	45 47	0
Agree-disagree	2014		Managers review and evaluate the organization's progress toward meeting its goals and objectives.		25.65%		47	
Agroo disagroo	2014	FO		45.83%	28.85%	25.32%	46	1
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
Agree-disagree	2014	EO	Managers support collaboration across work units to accomplish work objectives.	43.45%	20.39%	36.16%	47	0
Good-poor	2014		Overall, how good a job do you feel is being done by the manager directly above your	42.42%	24.93%	32.64%	46	1
			immediate supervisor?	63.49%	16.82%	19.70%	46	1
Agree-disagree	2014		I have a high level of respect for my organization's senior leaders.	53.66%	14.29%	32.05%	47	0
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	54.01%	28.22%	17.77%	44	3
Satisfied -dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	53.70%	16.39%	29.90%	47	N/A
Satisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on					
-dissatisfied			in your organization?	49.70%	25.63%	24.68%	47	N/A
Satisfied -dissatisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	64.070/	10.550/	27.470/		
Satisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	61.87%	10.66%	27.47%	47	N/A
-dissatisfied				45.76%	18.02%	36.21%	46	N/A
Satisfied -dissatisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?	27.34%	38.73%	33.94%	46	N/A
Satisfied -dissatisfied	2014	68	How satisfied are you with the training you receive for your present job?	27.5470	30.7370			
Satisfied	2014	69	*Considering everything, how satisfied are you with your job?	50.17%	24.84%	24.99%	47	N/A
-dissatisfied Satisfied	2014	70	Considering everything, how satisfied are you with your pay?	73.04%	6.08%	20.88%	47	N/A
-dissatisfied				69.49%	16.87%	13.63%	46	N/A
Satisfied -dissatisfied	2014	71	*Considering everything, how satisfied are you with your organization?	61.18%	15.22%	23.60%	46	N/A
Satisfied -dissatisfied	2014	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
alssatisfied				70.19%	15.11%	14.70%	40	0

					N. 201			
					Neither Agree nor			
					Disagree/			
					Fair/			Do Not
					Neither			Know/
					Satisfied		Item	No
				Percent	nor	Percent	Response	Basis to
Response	V		Hour Took	Positive	Dissatisfied	Negative	Total**	Judge
Type Satisfied	Year 2014	Item	Item Text How satisfied are you with the following Work/Life programs in your agency? Alternative Work	%	%	%	N	N
-dissatisfied	2014	80	Schedules (AWS)					
	2014	04		100.00%	0.00%	0.00%	20	0
Satisfied -dissatisfied	2014	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)					
				100.00%	0.00%	0.00%	11	1
Satisfied	2014	82	How satisfied are you with the following Work/Life programs in your agency? Employee					
-dissatisfied			Assistance Program (EAP)	100.00%	0.00%	0.00%	9	1
Satisfied	2014	83	How satisfied are you with the following Work/Life programs in your agency? Child Care					
-dissatisfied			Programs (for example, daycare, parenting classes, parenting support groups)	100.00%	0.00%	0.00%	2	0
Satisfied	2014	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care					
-dissatisfied			Programs (for example, support groups, speakers)	100.00%	0.00%	0.00%	2	0
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	52.67%	18.22%	29.11%	47	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	68.30%	21.61%	10.08%	47	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	66.53%	8.83%	24.64%	47	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	66.07%	12.95%	20.99%	47	N/A
Agree-disagree	2013	5	I like the kind of work I do.	78.60%	6.18%	15.22%	47	N/A N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	67.94%	13.52%	18.55%	47	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.				47	
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	95.65%	4.35%	0.00%	47	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	89.36%	6.29%	4.35%		N/A
	2013	10	*My workload is reasonable.	38.41%	17.12%	44.48%	47	0
Agree-disagree			·	51.67%	17.12%	31.20%	47	0
Agree-disagree	2013	11	*My talents are used well in the workplace.	49.93%	14.47%	35.60%	47	0
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	84.97%	6.08%	8.95%	46	1
Agree-disagree	2013	13	The work I do is important.	84.63%	6.33%	9.04%	46	0
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
			allow employees to perform their jobs well.	65.74%	14.55%	19.71%	47	0
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	81.64%	5.98%	12.39%	47	0
Agree-disagree	2013	16	I am held accountable for achieving results.	80.44%	12.67%	6.89%	47	0
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	67.35%	20.04%	12.61%	45	2
Agree-disagree	2013	18	My training needs are assessed.	42.01%	16.11%	41.88%	47	0
Agree-disagree	2013	19	In my most recent performance appraisal, I understood what I had to do to be rated at different					
			performance levels (for example, Fully Successful, Outstanding).	67.69%	10.98%	21.33%	46	1
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	85.40%	4.21%	10.39%	46	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	57.27%	26.04%	16.68%	47	0
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	42.57%	23.82%	33.60%	44	3
Agree-disagree	2013		In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	46.16%	20.83%	33.01%	42	5
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	35.59%	23.67%	40.74%	43	J
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.					4
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	38.16%	30.15%	31.69%	43	4
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	76.75%	4.29%	18.96%	46	0
Good-poor	2013	28	How would you rate the overall quality of work done by your work unit?	69.84%	6.47%	23.69%	45	
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish	85.35%	12.61%	2.05%	47	N/A
, El ce uisagice	2013	43	organizational goals.					
Agroo diagging	2012	20		67.97%	8.60%	23.43%	47	0
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	36.34%	14.20%	49.46%	47	0
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	33.53%	15.59%	50.88%	45	1
Agree-disagree	2013	32	Creativity and innovation are rewarded.	34.69%	17.54%	47.77%	46	1
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	12.98%	24.17%	62.84%	45	2
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).	56.91%	19.53%	23.56%	46	1
Agree-disagree	2013		Employees are protected from health and safety hazards on the job.	79.79%	13.06%	7.15%	46	0
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	63.21%	6.45%	30.33%	44	2
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	48.77%	23.24%	27.99%	47	0
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.	68.72%	16.38%	14.90%	47	0
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	81.11%	10.10%	8.79%	45	2
			, , , ,	01.1170	10.1070	0.7370	45	
		40	*I recommend my organization as a good place to work.	52 270/	15 720/	30.00%	ΔГ	NI/A
Agree-disagree Agree-disagree	2013 2013	40 41	*I recommend my organization as a good place to work. *I believe the results of this survey will be used to make my agency a better place to work.	53.37% 34.68%	15.73% 25.06%	30.90% 40.26%	45 45	N/A 1

Response				Percent Positive	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Percent Negative	Item Response Total**	Do Not Know/ No Basis to Judge
Type	Year	Item	Item Text	%	%	%	N	N
Agree-disagree	2013		My supervisor supports my need to balance work and other life issues.	82.43%	4.71%	12.86%	47	0
Agree-disagree	2013		My supervisor provides me with opportunities to demonstrate my leadership skills.	66.74%	6.92%	26.34%	46	0
Agree-disagree	2013		Discussions with my supervisor about my performance are worthwhile. My supervisor is committed to a workforce representative of all cognents of society.	53.91%	21.55%	24.54%	46	0
Agree-disagree Agree-disagree	2013	45 46	My supervisor is committed to a workforce representative of all segments of society. My supervisor provides me with constructive suggestions to improve my job performance.	76.05%	10.42%	13.52%	45	2
Agree-disagree	2013		Supervisors in my work unit support employee development.	61.42% 62.39%	17.03% 13.27%	21.56%	47 46	0
Agree-disagree	2013		My supervisor listens to what I have to say.	78.40%	6.70%	14.90%	46	N/A
Agree-disagree	2013		My supervisor treats me with respect.	80.94%	8.08%	10.99%	47	N/A
Agree-disagree	2013	50	In the last six months, my supervisor has talked with me about my performance.	69.29%	4.60%	26.11%	47	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	67.61%	15.29%	17.10%	47	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	72.14%	13.06%	14.80%	47	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	34.01%	14.96%	51.03%	47	0
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.85%	13.18%	32.97%	46	1
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	56.50%	20.24%	23.26%	44	3
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	62.49%	12.03%	25.48%	47	0
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	55.61%	21.22%	23.17%	46	1
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	41.66%	17.38%	40.95%	46	1
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	42.49%	24.15%	33.36%	47	0
Good-poor	2013		Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					3
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	53.09% 42.62%	18.09% 19.20%	28.82% 38.19%	43 47	0
Agree-disagree	2013		Senior leaders demonstrate support for Work/Life programs.	49.73%	23.89%	26.38%	45	2
Satisfied -dissatisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	52.60%	12.95%	34.45%	47	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?	44.91%	18.96%		47	
Satisfied -dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?			36.14%	47	N/A
Satisfied -dissatisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?	52.42%	16.41%	31.16%		N/A
Satisfied -dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?	42.36%	17.26%	40.38%	47	N/A
Satisfied -dissatisfied	2013	68	How satisfied are you with the training you receive for your present job?	27.01%	29.18%	43.81%	47	N/A
Satisfied -dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	48.93%	17.91%	33.16%	46	N/A
Satisfied -dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	55.73%	8.70%	35.57%	46	N/A
Satisfied -dissatisfied	2013	71	*Considering everything, how satisfied are you with your organization?	50.90%	14.58%	34.53%	47	N/A
Satisfied -dissatisfied	2013	79	How satisfied are you with the following Work/Life programs in your agency? Telework	48.85%	16.83%	34.32%	47	N/A
Satisfied -dissatisfied	2013		How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	73.76%	9.64%	16.59%	40	0
Satisfied -dissatisfied	2013		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)	92.40%	4.01%	3.58%	27	0
Satisfied -dissatisfied	2013		How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	82.18%	17.82%	0.00%	11	0
Satisfied -dissatisfied	2013		How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	86.03%	13.97%	0.00%	9	1
Satisfied	2013	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care	100.00%	0.00%	0.00%	1	0
-dissatisfied	_013		Programs (for example, support groups, speakers)	100.00%	0.00%	0.00%	1	0
Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	67.62%	11.66%	20.72%	49	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	76.30%	2.29%	21.41%	49	N/A
				2.2070				.,,.,

					Neither			
					Agree nor			
					Disagree/			
					Fair/			Do Not
					Neither			Know/
					Satisfied		Item	No
Posnonso				Percent Positive	nor Dissatisfied	Percent	Response Total**	Basis to
Response Type	Year	Item	ltem Text	%	%	Negative %	N	Judge N
Agree-disagree	2012		I feel encouraged to come up with new and better ways of doing things.	56.39%	14.27%	29.34%	49	N/A
Agree-disagree	2012		My work gives me a feeling of personal accomplishment.	71.82%	9.12%	19.06%	49	N/A
Agree-disagree	2012		I like the kind of work I do.	70.67%	13.82%	15.51%	48	N/A
Agree-disagree	2012	6	I know what is expected of me on the job.	67.26%	14.47%	18.27%	49	N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	97.63%	0.00%	2.37%	49	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	90.77%	6.81%	2.42%	48	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	41.18%	17.30%	41.52%	49	0
Agree-disagree	2012	10	*My workload is reasonable.	59.49%	5.25%	35.26%	49	0
Agree-disagree	2012	11	*My talents are used well in the workplace.	39.89%	16.84%	43.26%	49	0
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	83.12%	10.36%	6.52%	49	0
Agree-disagree	2012	13	The work I do is important.	86.86%	4.60%	8.54%	49	0
Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)			0.0.70		
			allow employees to perform their jobs well.	85.35%	8.21%	6.44%	49	0
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	75.06%	14.61%	10.33%	48	1
Agree-disagree	2012		I am held accountable for achieving results.	87.05%	4.20%	8.75%	49	0
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	71.54%	15.20%	13.26%	48	1
Agree-disagree	2012		My training needs are assessed.	60.88%	11.56%	27.56%	49	0
Agree-disagree	2012		In my most recent performance appraisal, I understood what I had to do to be rated at different	00.8876	11.50%	27.30%	43	0
1.6.00 2.008.00			performance levels (for example, Fully Successful, Outstanding).	CC 5C0/	6.440/	27.000/	47	2
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	66.56%	6.44%	27.00%	47	N/A
Agree-disagree	2012		My work unit is able to recruit people with the right skills.	81.09%	6.54%	12.36%	49	N/A
Agree-disagree	2012		Promotions in my work unit are based on merit.	55.38% 43.47%	28.15% 31.00%	16.46% 25.53%	48	1
Agree-disagree	2012		In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	47.31%	25.03%	27.66%	45	5
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	37.76%	33.92%	28.32%	43	6
Agree-disagree	2012		Awards in my work unit depend on how well employees perform their jobs.	49.46%	35.33%	15.22%	41	8
Agree-disagree	2012		Employees in my work unit share job knowledge with each other.	78.88%	4.07%	17.04%	49	0
Agree-disagree	2012		The skill level in my work unit has improved in the past year.	61.30%	28.83%	9.87%	45	4
Good-poor	2012		How would you rate the overall quality of work done by your work unit?	88.64%	4.41%	6.95%	47	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish			0.0070		,
			organizational goals.	83.45%	12.42%	4.14%	49	0
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	42.54%	13.68%	43.78%	49	0
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	38.77%	27.10%	34.13%	48	1
Agree-disagree	2012	32	Creativity and innovation are rewarded.	33.43%	35.20%	31.37%	48	0
Agree-disagree	2012	33	Pay raises depend on how well employees perform their jobs.	35.52%	21.51%	42.96%	45	4
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).	52.49%	27.48%	20.03%	48	1
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	84.68%	8.49%	6.83%	47	1
Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	69.48%	13.25%	17.28%	49	0
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	72.02%	11.67%	16.31%	44	3
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.	82.93%	9.43%	7.64%	44	5
Agree-disagree	2012	39	My agency is successful at accomplishing its mission.	84.31%	8.90%	6.80%	48	1
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	54.29%	27.04%	18.67%	49	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.	41.61%	24.63%	33.76%	47	2
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues.	81.60%	5.16%	13.24%	48	1
Agree-disagree	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	61.38%	8.84%	29.79%	49	0
Agree-disagree	2012	44	Discussions with my supervisor about my performance are worthwhile.	70.74%	14.88%	14.38%	49	0
Agree-disagree	2012		My supervisor is committed to a workforce representative of all segments of society.	73.50%	24.15%	2.35%	46	3
Agree-disagree	2012		My supervisor provides me with constructive suggestions to improve my job performance.	69.56%	11.74%	18.70%	49	0
Agree-disagree	2012		Supervisors in my work unit support employee development.	78.84%	4.62%	16.54%	48	1
Agree-disagree	2012		My supervisor listens to what I have to say.	76.37%	10.73%	12.90%	49	N/A
Agree-disagree	2012		My supervisor treats me with respect.	78.93%	13.03%	8.04%	48	N/A
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	91.85%	5.74%	2.41%	48	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	65.93%	12.58%	21.48%	48	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	75.39%	18.79%	5.82%	49	N/A

					Neither Agree nor Disagree/ Fair/ Neither Satisfied		Item	Do Not Know/ No
Rosponso				Percent	nor Dissatisfied	Percent	Response Total**	Basis to
Response Type	Year	Item	ltem Text	Positive %	%	Negative %	N	Judge N
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the					
			workforce.	42.96%	18.37%	38.67%	49	0
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	61.95%	16.12%	21.93%	49	0
Agree-disagree	2012		Supervisors work well with employees of different backgrounds.	61.22%	25.16%	13.63%	46	3
Agree-disagree Agree-disagree	2012	56 57	*Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and	63.88%	12.45%	23.67%	49	0
, g. cc alsagree	2012	5.	objectives.	51.91%	25.88%	22.21%	49	0
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	45.32%	21.84%	32.83%	49	0
Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.	47.21%	27.52%	25.27%	49	0
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your	47.2170	27.3270	23.2770	43	
			immediate supervisor?	54.65%	31.98%	13.36%	46	3
Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.	49.97%	11.57%	38.47%	49	0
Agree-disagree	2012	62	Senior leaders demonstrate support for Work/Life programs.	53.80%	25.17%	21.04%	47	2
Satisfied -dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	48.78%	22.37%	28.85%	49	N/A
Satisfied	2012	64	*How satisfied are you with the information you receive from management on what's going on	40.7070	22.3770	20.0370	45	14/74
-dissatisfied			in your organization?	54.37%	15.59%	30.04%	49	N/A
Satisfied -dissatisfied	2012	65	*How satisfied are you with the recognition you receive for doing a good job?					
Satisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	47.97%	18.46%	33.57%	49	N/A
-dissatisfied	2012	00	now satisfied are you with the policies and practices of your schiol leaders:	40.69%	19.07%	40.24%	49	NI/A
Satisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?	40.09%	19.07%	40.24%	49	N/A
-dissatisfied				27.55%	24.88%	47.57%	49	N/A
Satisfied	2012	68	How satisfied are you with the training you receive for your present job?					
-dissatisfied				62.71%	21.61%	15.67%	48	N/A
Satisfied -dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?					
	2012	70	Considering around thing how estinated are now with your pay?	52.90%	19.69%	27.42%	48	N/A
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?	62.540/	20.040/	4.6.5.40/	40	21/2
Satisfied	2012	71	*Considering everything, how satisfied are you with your organization?	62.54%	20.91%	16.54%	49	N/A
-dissatisfied				61.32%	7.03%	31.65%	49	N/A
Satisfied	2012	79	How satisfied are you with the following Work/Life programs in your agency? Telework					,.
-dissatisfied				68.84%	18.62%	12.54%	41	1
Satisfied -dissatisfied	2012	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work					
	2012		Schedules (AWS)	96.26%	3.74%	0.00%	26	0
Satisfied -dissatisfied	2012	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	00.450/	40.050/	0.000/	0	
Satisfied	2012	82	How satisfied are you with the following Work/Life programs in your agency? Employee	89.15%	10.85%	0.00%	9	0
-dissatisfied			Assistance Program (EAP)	66.02%	12.83%	21.15%	6	3
Satisfied -dissatisfied	2012	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)				0	1
Satisfied	2012	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care				U	
-dissatisfied			Programs (for example, support groups, speakers)	100.00%	0.00%	0.00%	2	0
Agree-disagree	2011	1	*I am given a real opportunity to improve my skills in my organization.	69.30%	14.12%	16.58%	49	N/A
Agree-disagree	2011	2	I have enough information to do my job well.	73.33%	5.49%	21.18%	49	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	73.40%	7.74%	18.86%	49	N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	76.62%	11.47%	11.91%	48	N/A
Agree-disagree	2011	5 6	I like the kind of work I do.	83.32%	7.34%	9.34%	49	N/A
Agree-disagree Agree-disagree	2011	7	I know what is expected of me on the job. When needed I am willing to put in the extra effort to get a job done.	78.15%	15.08%	6.77%	49	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	98.15% 93.41%	0.00% 4.71%	1.85% 1.88%	49 48	N/A N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	51.63%	9.39%	38.99%	48	N/A 0
Agree-disagree	2011	10	*My workload is reasonable.	54.99%	11.13%	33.89%	49	0
Agree-disagree	2011	11	*My talents are used well in the workplace.	61.05%	5.79%	33.16%	49	0
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	92.39%	5.76%	1.85%	49	0
Agree-disagree	2011	13	The work I do is important.	92.37%	2.11%	5.52%	49	0

					Neither Agree nor Disagree/ Fair/ Neither Satisfied		Item	Do Not Know/ No
D				Percent	nor	Percent	Response	Basis to
Response Type	Year	Item	ltem Text	Positive %	Dissatisfied %	Negative %	Total** N	Judge N
Agree-disagree	2011		Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	70		70		- 14
			allow employees to perform their jobs well.	90.42%	9.58%	0.00%	49	0
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	79.17%	5.87%	14.96%	47	2
Agree-disagree	2011	16	I am held accountable for achieving results.	87.21%	3.96%	8.83%	49	0
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.20%	11.61%	23.19%	45	3
Agree-disagree	2011	18	My training needs are assessed.	45.45%	24.32%	30.23%	47	1
Agree-disagree	2011	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	70.070/	5 2004	22.520/	47	
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	70.97%	6.39% 8.81%	22.63% 17.43%	47 45	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	73.75% 67.59%	19.96%	12.45%	48	1N/A
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	40.90%	34.14%	24.96%	46	3
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.16%	29.97%	34.87%	45	4
Agree-disagree	2011	24	*In my work unit, differences in performance are recognized in a meaningful way.	44.12%	23.85%	32.03%	46	3
Agree-disagree	2011	25	Awards in my work unit depend on how well employees perform their jobs.	62.39%	20.08%	17.53%	45	4
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	76.92%	17.32%	5.76%	48	1
Agree-disagree	2011		The skill level in my work unit has improved in the past year.	65.50%	29.68%	4.83%	46	3
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	82.60%	15.52%	1.88%	48	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	77.68%	14.24%	8.08%	48	1
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	30.77% 49.43%	17.88% 21.26%	51.35% 29.31%	48 49	0
Agree-disagree	2011		Creativity and innovation are rewarded.	34.14%	28.29%	37.57%	49	0
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	31.46%	25.96%	42.57%	44	5
Agree-disagree	2011	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities					
			and women, training in awareness of diversity issues, mentoring).	53.25%	20.93%	25.82%	48	1
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	89.50%	7.94%	2.56%	48	1
Agree-disagree	2011		My organization has prepared employees for potential security threats.	63.41%	11.42%	25.17%	49	0
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.					
Agree-disagree	2011	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	57.85%	17.46%	24.68%	48	0
Agree disagree	2011	30	employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.	74.82%	5.96%	19.22%	47	2
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	87.50%	8.05%	4.45%	48	0
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	62.30%	17.54%	20.15%	49	N/A
Agree-disagree	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	49.11%	26.03%	24.86%	49	0
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	82.98%	10.42%	6.61%	49	0
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	64.99%	14.36%	20.65%	48	0
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	73.86%	10.03%	16.11%	47	2
Agree-disagree Agree-disagree	2011	45 46	My supervisor is committed to a workforce representative of all segments of society. My supervisor provides me with constructive suggestions to improve my job performance.	79.13%	12.08%	8.79%	46	2
Agree-disagree	2011	47	Supervisors in my work unit support employee development.	70.69%	15.36%	13.95%	48	1
Agree-disagree	2011	48	My supervisor listens to what I have to say.	76.48% 80.37%	4.00% 7.74%	19.53% 11.89%	48 49	N/A
Agree-disagree	2011	49	My supervisor treats me with respect.	82.28%	5.52%	12.21%	49	N/A
Agree-disagree	2011	50	In the last six months, my supervisor has talked with me about my performance.	80.73%	11.86%	7.41%	49	N/A
Agree-disagree	2011	51	I have trust and confidence in my supervisor.	72.71%	9.97%	17.32%	49	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.87%	17.23%	11.90%	49	N/A
Agree-disagree	2011	53	In my organization, senior leaders generate high levels of motivation and commitment in the					
			workforce.	42.54%	21.14%	36.32%	48	0
Agree-disagree	2011	54 55	My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds.	55.21%	11.97%	32.82%	47	1
Agree-disagree Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	61.45%	12.21%	26.34%	46	1
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and	45.63%	19.69%	34.68%	48	0
			objectives.	46.51%	21.07%	32.42%	46	2
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects,				.5	
			goals, needed resources).	33.65%	18.25%	48.10%	47	1
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	35.45%	23.27%	41.28%	48	0
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	68.84%	14.86%	16.30%	44	4

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Age on Engage 201 27 Section Interface reconstructing agent for War/Life programs. 47 Section 65 00% 55 50% 6 3 January -distractional distraction 40 10 10 The state field of any own with the information you receive for diding a good plat? 62,550 10,00% 18,00% 44 N/A constitution 70 85 700 sections and section of any own with the politics and practices of your section feeders? 23,135 23,195 23,195 23,196 47 N/A -constitution 201 85 700 section feeders? 23,195 23,196 23,196 23,196 23,196 47 N/A constitution 201 85 700 section feeders? 23,197 23,196 23,196 23,196 47 N/A contribution 201 80 700 section feeders? 23,196 23,196 23,196 47 N/A contribution 201 80 700 section feeders you with the politics and part centure for you up proceed your process plans of your process plans for your your your you	Type	Year	Item		%	%	%	N	N
Same continued			61	5 , 7 6	56.02%	12.20%	31.78%	48	0
Standard	-			7 7 3	47.83%	26.68%	25.50%	46	2
Considering		2011	63	*How satisfied are you with your involvement in decisions that affect your work?					
discarding					62.55%	18.06%	19.40%	48	N/A
Security Company Com		2011	64	, , , , , , , , , , , , , , , , , , ,					
desartified				· -	54.34%	22.03%	23.63%	48	N/A
Second Company Seco		2011	65	*How satisfied are you with the recognition you receive for doing a good job?					
dissalation					53.31%	23.18%	23.51%	48	N/A
Section 1985		2011	66	How satisfied are you with the policies and practices of your senior leaders?					
disastified disastified 201 68 report staffed are you with the training your receive for your present job? 33.005 20.666 29.084 48 N/A Staffed disastified 201 69 Considering everything, how satisfied are you with your job? 70.467 14.389 15.17% 48 N/A Staffed 201 70 Considering everything, how satisfied are you with your job? 70.467 14.389 15.17% 48 N/A Staffed 201 71 Considering everything, how satisfied are you with your job? 71.467 14.596 14.596 12.004 49 N/A Staffed 201 72 Considering everything, how satisfied are you with your pap? 71.467 14.596 14.596 12.004 49 N/A Staffed 201 72 Considering everything, how satisfied are you with your pap? 71.467 14.596					38.89%	23.76%	37.35%	47	N/A
Section 201 80 Now sets filed are you with the training you receive for your present job? 10,000 20,000 20,000 48 N/A		2011	67	How satisfied are you with your opportunity to get a better job in your organization?					
disastified		2014			23.14%	31.16%	45.71%	48	N/A
Accordance 2011 69 Considering everything, how satisfied are you with your plot? 2014 30 30 30 30 30 30 30 3		2011	68	How satisfied are you with the training you receive for your present job?					
disparticular					50.30%	20.66%	29.04%	48	N/A
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disastified 2011 71 **Considering everything, how satisfied are you with your organization? 37.85% 14.55% 12.02% 48 N/A		2011	70	Constitution and the bound of the constitution	70.44%	14.38%	15.17%	48	N/A
Satisfied 2011 71 *Considering everything, how satisfied are you with the following Work/Life programs in your agency? Tolework 47,36% 12,54% 32,55% 48 N/A Satisfied 2011 79 How satisfied are you with the following Work/Life programs in your agency? Alternative Work 47,36% 22,27% 30,44% 38 0 3 3 3 3 3 3 3 3 3	1	2011	70	Considering everything, now satisfied are you with your pay?					
dissatisfied 2011 79 How satisfied are you with the following Work/Life programs in your agency? Alternative Work 22.27% 10.44% 18 0.0		2011	74	*0	73.45%	14.54%	12.02%	48	N/A
Satisfied 2011 79 Now satisfied are you with the following Work/Life programs in your agency? Telework 47.30% 22.27% 30.44% 38 0 0 0 0 0 0 0 0 0		2011	/1	*Considering everything, now satisfied are you with your organization?					
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Satisfied 2011 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work 12.54% 10.00% 23 00		2011	79	How satisfied are you with the following work/Life programs in your agency? Telework					
Schedules AWS Schedules AWS Schedules AWS Satisfied 2011 81 How satisfied are you with the following Work/Life programs in your agency? Employee Satisfied Satisfied Welliess Programs (for example, exercise, medical screening, quit smoking programs) Satisfied Satisfied Aws satisfied are you with the following Work/Life programs in your agency? Employee Satisfied Aws satisfied are you with the following Work/Life programs in your agency? Employee Satisfied Aws satisfied are you with the following Work/Life programs in your agency? Employee Satisfied Satisfied Satisfied Aws satisfied are you with the following Work/Life programs in your agency? Effect Care Programs (for example, daycare, partenting dasses, parenting support groups)		2011	00	Howards for all and the fall and the World fifty	47.30%	22.27%	30.44%	38	0
Satisfied 2011 81 Now satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) 34.58% 51.48% 13.98% 8 1 1 1 1 1 1 1 1 1		2011							
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Satisfied 2011 82 Now satisfied are you with the following Work/Life programs in your agency? Employee 81.70% 18.30% 0.00% 6 3 3 3 3 3 3 3 3 3		2011	81						
dissatisfied		2011	0.7		34.58%	51.44%	13.98%	8	1
Satisfied 2011 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)		2011	02						
dissatisfied		2011	02		81.70%	18.30%	0.00%	6	3
Satisfied 2011 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 0.00% 10.000% 0.00% 1 3 3 3 3 3 4 4 3 3 3		2011	63	, , , , , , , , , , , , , , , , , , , ,					
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Agree-disagree 2010 2 I have enough information to do my job well. Agree-disagree 2010 3 I feel encouraged to come up with new and better ways of doing things. 67,96% 10,21% 21,83% 48 N/A Agree-disagree 2010 4 My work gives me a feeling of personal accomplishment. 75,44% 8,11% 16,45% 48 N/A Agree-disagree 2010 5 I like the kind of work I do. 81,21% 3,97% 14,82% 47 N/A Agree-disagree 2010 6 I know what is expected of me on the job. 85,67% 7,99% 63,44% 46 N/A Agree-disagree 2010 7 When needed I am willing to put in the extra effort to get a job done. 95,79% 19,40% 2,26% 47 N/A Agree-disagree 2010 8 I am constantly looking for ways to do my job better. 90,98% 4,49% 43,33% 47 N/A Agree-disagree 2010 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 42,27% 20,60% 37,13% 47 N/A Agree-disagree 2010 10 N/W workload is reasonable. 50,27% 17,00% 48 O Agree-disagree 2010 11 N/W vorkload is reasonable. 50,27% 17,00% 48 O Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 87,33% 10,34% 2,33% 48 O Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 87,33% 10,34% 2,33% 48 O Agree-disagree 2010 13 The work I do is important. 84,91% 5,93% 9,16% 47 O Agree-disagree 2010 13 The work I do is important. 84,91% 5,93% 9,16% 47 O Agree-disagree 2010 15 My performance appraisal is a fair reflection of my performance. 77,73% 6,31% 15,96% 48 O Agree-disagree 2010 15 My performance appraisal is a fair reflection of my performance. 87,73% 6,31% 15,96% 48 O Agree-disagree 2010 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 44,29% 15,06% 40,65% 44 O Agree-disagree 2010 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 44,29% 15,06% 40,65% 48 O Agree-disagree 2010 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 44,29% 15,06% 40,65% 48 O Agree-disagree 2010 17 *I my more treent perfo	Agree-disagree	2010							3
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Page Considered 2010 24 miny work unit, unreferees in performance are recognized in a medilligible way. 36.98% 19.77% 43.26% 46 2									1
	Agree-uisagree	2010	24	miny work drift, differences in performance are recognized in a medilingun Way.	36.98%	19.77%	43.26%	46	2

Response Type	Year	Item	ltem 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	2010	25	Awards in my work unit depend on how well employees perform their jobs.	42.38%	32.24%	25.38%	45	3
Agree-disagree	2010	26	Employees in my work unit share job knowledge with each other.	75.26%	12.85%	11.89%	48	0
Agree-disagree	2010		The skill level in my work unit has improved in the past year.	54.35%	28.99%	16.66%	47	1
Good-poor	2010		How would you rate the overall quality of work done by your work unit?	83.04%	16.96%	0.00%	48	N/A
Agree-disagree	2010	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.56%	16.98%	11.46%	47	1
Agree-disagree	2010	30	Employees have a feeling of personal empowerment with respect to work processes.	24.02%	13.51%	62.47%	46	2
Agree-disagree	2010	31	Employees are recognized for providing high quality products and services.	43.53%	23.36%	33.11%	46	2
Agree-disagree	2010	32	Creativity and innovation are rewarded.	29.21%	23.80%	46.99%	45	3
Agree-disagree	2010	33	Pay raises depend on how well employees perform their jobs.	30.14%	21.44%	48.42%	43	5
Agree-disagree	2010	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	32.90%	25.57%	41.53%	48	0
Agree-disagree	2010	35	Employees are protected from health and safety hazards on the job.	85.54%	8.09%	6.37%	47	1
Agree-disagree	2010		My organization has prepared employees for potential security threats.	47.51%	29.70%	22.79%	48	0
Agree-disagree	2010		Arbitrary action, personal favoritism and coercion for partisan political purposes are not	1715270	23.7070	22.7370		
Agree-disagree	2010	38	tolerated. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly	34.29%	17.49%	48.21%	47	1
			violating veterans' preference requirements) are not tolerated.	67.35%	12.63%	20.02%	44	4
Agree-disagree	2010		My agency is successful at accomplishing its mission.	87.55%	6.54%	5.91%	47	1
Agree-disagree	2010	40	*I recommend my organization as a good place to work.	57.13%	16.08%	26.79%	48	N/A
Agree-disagree	2010	41	*I believe the results of this survey will be used to make my agency a better place to work.	51.33%	20.02%	28.66%	40	7
Agree-disagree	2010	42	My supervisor supports my need to balance work and other life issues.	72.72%	12.98%	14.31%	47	1
Agree-disagree	2010	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.37%	12.05%	20.58%	47	1
Agree-disagree	2010	44	Discussions with my supervisor about my performance are worthwhile. My supervisor is committed to a workforce representative of all cognents of society.	58.13%	19.50%	22.37%	48	0
Agree-disagree Agree-disagree	2010	45 46	My supervisor is committed to a workforce representative of all segments of society. My supervisor provides me with constructive suggestions to improve my job performance.	73.28%	12.10%	14.62%	47	1
Agree-disagree	2010	47	Supervisors in my work unit support employee development.	52.65%	22.98%	24.36%	48	0
Agree-disagree	2010	48	My supervisor listens to what I have to say.	65.70% 79.87%	9.59%	24.71%	48	N/A
Agree-disagree	2010	49	My supervisor treats me with respect.	79.44%	6.00% 8.33%	14.13% 12.23%	48 48	N/A N/A
Agree-disagree	2010	50	In the last six months, my supervisor has talked with me about my performance.	80.99%	10.14%	8.87%	48	N/A
Agree-disagree	2010	51	I have trust and confidence in my supervisor.	65.01%	14.43%	20.56%	48	N/A
Good-poor	2010	52	Overall, how good a job do you feel is being done by your immediate supervisor?	63.80%	15.24%	20.96%	47	N/A
Agree-disagree	2010	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	20.90%	10.20%		40	0
Agree-disagree	2010	54	My organization's senior leaders maintain high standards of honesty and integrity.	20.80%	19.30%	59.89%	48 46	2
Agree-disagree	2010		Supervisors work well with employees of different backgrounds.	31.94% 42.18%	13.62% 32.32%	54.43% 25.49%	46	1
Agree-disagree	2010	56	*Managers communicate the goals and priorities of the organization.	46.55%	11.86%	41.59%	48	0
Agree-disagree	2010	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.					
Agree-disagree	2010	58	Managers promote communication among different work units (for example, about projects,	55.60%	12.97%	31.43%	46	2
			goals, needed resources).	33.65%	20.57%	45.77%	48	0
Agree-disagree	2010		Managers support collaboration across work units to accomplish work objectives.	43.79%	26.98%	29.23%	48	0
Good-poor	2010	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	40.75%	22.51%	36.74%	46	1
Agree-disagree	2010	61	I have a high level of respect for my organization's senior leaders.	20.69%	29.82%	49.50%	48	0
Agree-disagree	2010	62	Senior leaders demonstrate support for Work/Life programs.	27.29%	36.68%	36.02%	43	4
Satisfied -dissatisfied	2010	63	*How satisfied are you with your involvement in decisions that affect your work?	55.30%	24.67%	20.04%	48	N/A
Satisfied -dissatisfied	2010	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	36.98%	22.66%	40.36%	46	N/A
Satisfied -dissatisfied	2010	65	*How satisfied are you with the recognition you receive for doing a good job?					
Satisfied -dissatisfied	2010	66	How satisfied are you with the policies and practices of your senior leaders?	59.49%	17.83%	22.68%	48	N/A
Satisfied	2010	67	How satisfied are you with your opportunity to get a better job in your organization?	29.15%	28.19%	42.65%	48	N/A
-dissatisfied				17.09%	37.12%	45.79%	48	N/A

9				Percent Positive	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Percent Negative	Item Response Total**	Do Not Know/ No Basis to Judge
Response Type	Year	Item	Item Text	%	%	wegative %	N	N
Satisfied -dissatisfied	2010	68	How satisfied are you with the training you receive for your present job?	46.50%	18.93%	34.57%	48	N/A
Satisfied -dissatisfied	2010	69	*Considering everything, how satisfied are you with your job?	66.04%	11.26%	22.70%	48	N/A
Satisfied -dissatisfied	2010	70	Considering everything, how satisfied are you with your pay?	73.13%	14.28%	12.58%	48	N/A
Satisfied -dissatisfied	2010	71	*Considering everything, how satisfied are you with your organization?	49.50%	19.37%	31.13%	48	N/A
Satisfied -dissatisfied	2010	79	How satisfied are you with the following Work/Life programs in your agency? Telework				0	0
Satisfied -dissatisfied	2010		How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)				0	0
Satisfied -dissatisfied	2010		How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)				0	0
Satisfied -dissatisfied	2010		How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)				0	0
Satisfied -dissatisfied	2010		How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)				0	0
Satisfied -dissatisfied	2010		How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)				0	0

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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

 $[\]ensuremath{^{**}}$ Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

72. Have you been notified whether or not you are eligible to telework?	2017	2016	2015	2014	2013	2012	2011
Number of respondents	41	45	45	46			
Yes, I was notified that I was eligible to telework.	93.95%	95.28%	92.70%	93.50%			
Yes, I was notified that I was not eligible to telework.	4.02%	2.50%	0.00%	0.00%			
No, I was not notified of my telework eligibility.	2.03%	2.22%	4.70%	4.20%			
Not sure if I was notified of my telework eligibility.	0.00%	0.00%	2.60%	2.30%			
Total	100.00%	100.00%	100.00%	100.00%			
73. Please select the response below that BEST describes							
your current teleworking situation.	2017	2016	2015	2014	2013	2012	2011
Number of respondents	42	45	45	47	47	49	48
I telework 3 or more days per week.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
I telework 1 or 2 days per week.	38.33%	35.74%	30.93%	17.41%	10.59%	8.40%	9.17%
I telework, but no more than 1 or 2 days per month.	19.38%	20.05%	17.87%	14.93%	29.85%	25.60%	17.129
I telework very infrequently.	28.85%	35.20%	46.50%	52.69%	43.99%	50.71%	52.249
I do not telework because I have to be physically present on							
the job.	3.82%	0.00%	2.10%	2.65%	2.76%	2.57%	2.84%
I do not telework because I have technical issues.	1.99%	4.32%	0.00%	6.00%	0.00%	2.52%	10.179
I do not telework because I did not receive approval to do so.	3.82%	0.00%	0.00%	0.00%	2.41%	0.00%	2.84%
I do not telework because I choose not to telework.	3.82%	4.69%	2.60%	6.31%	10.39%	10.20%	5.62%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00
74. Do you participate in the following Work/Life programs?							
Alternative Work Schedules	2017	2016	2015	2014	2013	2012	2011
Number of respondents	42	44	45	47	47	48	47
Yes	59.97%	52.51%	48.90%	41.68%	57.40%	54.39%	49.33%
No	38.20%	42.41%	44.10%	40.74%	38.47%	39.58%	45.319
Not available to me	1.84%	5.09%	7.00%	17.58%	4.13%	6.03%	5.36%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00
75. Do you participate in the following Work/Life programs?							
75. Do you participate in the following Work/Life programs? Health and Wellness Programs	2017	2016	2015	2014	2013	2012	2011
	2017 42	2016 43	2015 44	2014 46	2013 47	2012 48	2011 44
Health and Wellness Programs							
Health and Wellness Programs Number of respondents	42	43	44	46	47	48	44
Health and Wellness Programs Number of respondents Yes	42 21.47%	43 11.58%	44 34.61%	46 25.51%	47 23.12%	48 16.27%	10.529
Health and Wellness Programs Number of respondents Yes No	42 21.47% 55.72%	43 11.58% 58.59%	44 34.61% 50.46%	46 25.51% 51.85% 22.64%	47 23.12% 56.56%	48 16.27% 58.38% 25.35%	44 10.529 74.749
Health and Wellness Programs Number of respondents Yes No Not available to me	42 21.47% 55.72% 22.81%	43 11.58% 58.59% 29.83%	44 34.61% 50.46% 14.93%	46 25.51% 51.85% 22.64%	47 23.12% 56.56% 20.32%	48 16.27% 58.38% 25.35%	44 10.529 74.749 14.749
Health and Wellness Programs Number of respondents Yes No Not available to me Total 76. Do you participate in the following Work/Life programs?	42 21.47% 55.72% 22.81% 100.00%	43 11.58% 58.59% 29.83% 100.00%	44 34.61% 50.46% 14.93% 100.00%	46 25.51% 51.85% 22.64% 100.00%	47 23.12% 56.56% 20.32% 100.00%	48 16.27% 58.38% 25.35% 100.00%	44 10.529 74.749 14.749
Health and Wellness Programs Number of respondents Yes No Not available to me Total	42 21.47% 55.72% 22.81%	43 11.58% 58.59% 29.83%	44 34.61% 50.46% 14.93%	46 25.51% 51.85% 22.64%	47 23.12% 56.56% 20.32%	48 16.27% 58.38% 25.35%	44 10.529 74.749 14.749
Health and Wellness Programs Number of respondents Yes No Not available to me Total 76. Do you participate in the following Work/Life programs?	42 21.47% 55.72% 22.81% 100.00%	43 11.58% 58.59% 29.83% 100.00%	44 34.61% 50.46% 14.93% 100.00%	46 25.51% 51.85% 22.64% 100.00%	47 23.12% 56.56% 20.32% 100.00%	48 16.27% 58.38% 25.35% 100.00%	44 10.529 74.749 14.749 100.00
Health and Wellness Programs Number of respondents Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program	42 21.47% 55.72% 22.81% 100.00%	43 11.58% 58.59% 29.83% 100.00%	44 34.61% 50.46% 14.93% 100.00%	46 25.51% 51.85% 22.64% 100.00%	47 23.12% 56.56% 20.32% 100.00%	48 16.27% 58.38% 25.35% 100.00%	44 10.529 74.749 14.749 100.00
Health and Wellness Programs Number of respondents Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Number of respondents	42 21.47% 55.72% 22.81% 100.00% 2017 42	43 11.58% 58.59% 29.83% 100.00% 2016 44	44 34.61% 50.46% 14.93% 100.00% 2015 45	46 25.51% 51.85% 22.64% 100.00% 2014 45	47 23.12% 56.56% 20.32% 100.00% 2013 45	48 16.27% 58.38% 25.35% 100.00% 2012 48	44 10.529 74.749 14.749 100.00 2011 45
Health and Wellness Programs Number of respondents Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Number of respondents Yes	42 21.47% 55.72% 22.81% 100.00% 2017 42 15.68%	43 11.58% 58.59% 29.83% 100.00% 2016 44 15.99%	44 34.61% 50.46% 14.93% 100.00% 2015 45 18.13%	46 25.51% 51.85% 22.64% 100.00% 2014 45 19.20%	47 23.12% 56.56% 20.32% 100.00% 2013 45 18.07%	48 16.27% 58.38% 25.35% 100.00% 2012 48 14.53%	44 10.529 74.749 14.749 100.00 2011 45 13.079
Health and Wellness Programs Number of respondents Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Number of respondents Yes No	42 21.47% 55.72% 22.81% 100.00% 2017 42 15.68% 78.66% 5.65%	43 11.58% 58.59% 29.83% 100.00% 2016 44 15.99% 77.03%	44 34.61% 50.46% 14.93% 100.00% 2015 45 18.13% 63.82% 18.05%	25.51% 51.85% 22.64% 100.00% 2014 45 19.20% 65.96% 14.83%	23.12% 56.56% 20.32% 100.00% 2013 45 18.07% 71.12% 10.81%	48 16.27% 58.38% 25.35% 100.00% 2012 48 14.53% 74.01% 11.46%	44 10.529 74.749 14.749 100.00 2011 45 13.079 76.429 10.519
Health and Wellness Programs Number of respondents Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Number of respondents Yes No Not available to me Total	42 21.47% 55.72% 22.81% 100.00% 2017 42 15.68% 78.66% 5.65%	43 11.58% 58.59% 29.83% 100.00% 2016 44 15.99% 77.03% 6.98%	44 34.61% 50.46% 14.93% 100.00% 2015 45 18.13% 63.82% 18.05%	25.51% 51.85% 22.64% 100.00% 2014 45 19.20% 65.96% 14.83%	23.12% 56.56% 20.32% 100.00% 2013 45 18.07% 71.12% 10.81%	48 16.27% 58.38% 25.35% 100.00% 2012 48 14.53% 74.01% 11.46%	44 10.529 74.749 14.749 100.00 2011 45 13.079 76.429 10.519
Health and Wellness Programs Number of respondents Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs?	42 21.47% 55.72% 22.81% 100.00% 2017 42 15.68% 78.66% 5.65% 100.00%	43 11.58% 58.59% 29.83% 100.00% 2016 44 15.99% 77.03% 6.98% 100.00%	44 34.61% 50.46% 14.93% 100.00% 2015 45 18.13% 63.82% 18.05% 100.00%	25.51% 51.85% 22.64% 100.00% 2014 45 19.20% 65.96% 14.83% 100.00%	23.12% 56.56% 20.32% 100.00% 2013 45 18.07% 71.12% 10.81% 100.00%	48 16.27% 58.38% 25.35% 100.00% 2012 48 14.53% 74.01% 11.46% 100.00%	44 10.529 74.749 14.749 100.00 2011 45 13.079 76.429 10.519 100.00
Health and Wellness Programs Number of respondents Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs	42 21.47% 55.72% 22.81% 100.00% 2017 42 15.68% 78.66% 5.65% 100.00%	43 11.58% 58.59% 29.83% 100.00% 2016 44 15.99% 77.03% 6.98% 100.00%	44 34.61% 50.46% 14.93% 100.00% 2015 45 18.13% 63.82% 18.05% 100.00%	25.51% 51.85% 22.64% 100.00% 2014 45 19.20% 65.96% 14.83% 100.00%	23.12% 56.56% 20.32% 100.00% 2013 45 18.07% 71.12% 10.81% 100.00%	48 16.27% 58.38% 25.35% 100.00% 2012 48 14.53% 74.01% 11.46% 100.00%	44 10.529 74.749 14.749 100.00 2011 45 13.079 76.429 10.519 100.00
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Health and Wellness Programs Number of respondents Yes No Not available to me Total 76. Do you participate in the following Work/Life programs? Employee Assistance Program Number of respondents Yes No Not available to me Total 77. Do you participate in the following Work/Life programs? Child Care Programs Number of respondents Yes	42 21.47% 55.72% 22.81% 100.00% 2017 42 15.68% 5.65% 100.00% 2017 42 5.67%	43 11.58% 58.59% 29.83% 100.00% 2016 44 15.99% 77.03% 6.98% 100.00% 2016 45 6.76%	44 34.61% 50.46% 14.93% 100.00% 2015 45 18.13% 63.82% 100.00% 2015 45 10.92%	25.51% 51.85% 22.64% 100.00% 2014 45 19.20% 65.96% 14.83% 100.00% 2014 47 4.07%	23.12% 56.56% 20.32% 100.00% 2013 45 18.07% 71.12% 10.81% 100.00% 2013 47 2.00%	48 16.27% 58.38% 25.35% 100.00% 2012 48 14.53% 74.01% 11.46% 100.00% 2012 48 0.00%	44 10.52% 74.74% 14.74% 100.00 2011 45 13.07% 76.42% 10.51% 100.00 2011 45 0.00%
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Percentages are weighted to represent the Agency's population.

Total

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

Agency-Specific Questions

1. My direct supervisor encourages me to collaborate with other staff across the agency.

	# of		
	Respondents	Percent	
	2017	2017	
Strongly Agree	17	42.1%	
Agree	19	42.3%	
Neither Agree nor Disagree	3	7.8%	
Disagree	3	7.8%	
Strongly Disagree	0	0.0%	
Total	42	100.0%	

2. The Director provides opportunities for me to voice my ideas and concerns directly.

	# of		
	Respondents	Percent	
	2017	2017	
Strongly Agree	8	21.2%	
Agree	16	38.3%	
Neither Agree nor Disagree	4	7.6%	
Disagree	8	17.4%	
Strongly Disagree	6	15.4%	
Total	42	100.0%	

3. I consider team work to be a core value in accomplishing my work.

	# of			
	Respondents	Percent		
	2017	2017		
Strongly Agree	24	56.0%		
Agree	15	36.3%		
Neither Agree nor Disagree	1	1.8%		
Disagree	1	3.8%		
Strongly Disagree	1	2.0%		
Total	42	100.0%		

4. My direct supervisor provides me with guidance in order for me to balance my workload.

	# of			
	Respondents	Percent		
	2017	2017		
Strongly Agree	13	32.8%		
Agree	8	17.1%		
Neither Agree nor Disagree	9	19.4%		
Disagree	7	17.1%		
Strongly Disagree	5	13.6%		
Total	42	100.0%		

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey