

2018

# Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Overseas Private Investment Corporation

|                                       |                       |
|---------------------------------------|-----------------------|
| <b>FIELD PERIOD</b>                   | May 8 - June 19, 2018 |
| <b>SAMPLE OR CENSUS</b>               | CENSUS                |
| <b>NUMBER OF SURVEYS COMPLETED</b>    | 163                   |
| <b>NUMBER OF SURVEYS ADMINISTERED</b> | 224                   |
| <b>RESPONSE RATE</b>                  | 72.8%                 |

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

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

## Engagement Index Score

2018 ENGAGEMENT INDEX

73%

LEADERS LEAD

63%

SUPERVISORS

80%

INTRINSIC WORK EXPERIENCE

77%

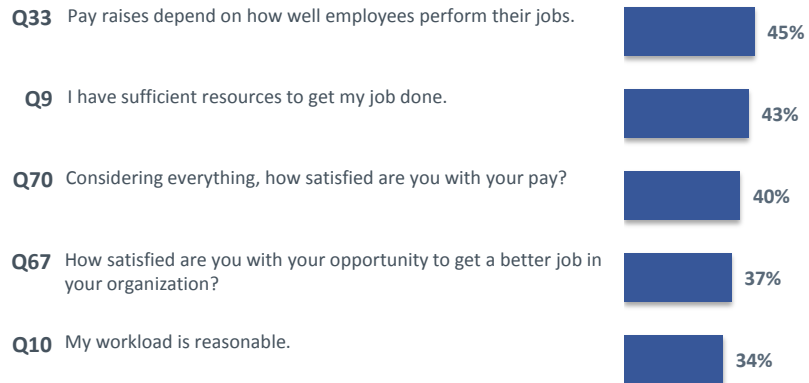
## Highest % Positive Items

Select: Highest % Positive



## Highest % Negative Items

Select: Highest % Negative



Core Survey

| Response Type  | Item | Item Text  | Percent Positive % | Strongly Agree/ Very Good/ Very Satisfied % | Agree/ Good/ Satisfied % | Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied % | 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-disagree | 1    | *I am given a real opportunity to improve my skills in my organization.  | 71.3%              | 36.8%                                       | 34.4%                    | 15.3%  | 9.3%                           | 4.1%  | 13.4%              | 60  | 54                       | 25   | 16                             | 7   | 162                     | N/A                              |
| Agree-disagree | 2    | I have enough information to do my job well.   | 79.8%              | 31.3%                                       | 48.4%                    | 11.2%  | 6.2%                           | 2.8%  | 9.0%               | 51  | 77                       | 18   | 11                             | 5   | 162                     | N/A                              |
| Agree-disagree | 3    | I feel encouraged to come up with new and better ways of doing things.   | 69.9%              | 39.1%                                       | 30.8%                    | 15.9%  | 10.1%                          | 4.1%  | 14.2%              | 61  | 51                       | 25   | 15                             | 7   | 159                     | N/A                              |
| Agree-disagree | 4    | My work gives me a feeling of personal accomplishment.   | 82.0%              | 42.2%                                       | 39.8%                    | 11.6%  | 3.5%                           | 2.9%  | 6.4%               | 69  | 64                       | 18   | 6                              | 5   | 162                     | N/A                              |
| Agree-disagree | 5    | I like the kind of work I do.  | 87.8%              | 51.3%                                       | 36.5%                    | 6.4%   | 4.3%                           | 1.6%  | 5.8%               | 83  | 59                       | 10   | 7                              | 3   | 162                     | N/A                              |
| Agree-disagree | 6    | I know what is expected of me on the job.  | 79.2%              | 39.6%                                       | 39.7%                    | 12.4%  | 5.7%                           | 2.7%  | 8.4%               | 64  | 64                       | 19   | 10                             | 5   | 162                     | N/A                              |
| Agree-disagree | 7    | When needed I am willing to put in the extra effort to get a job done.   | 97.8%              | 73.2%                                       | 24.6%                    | 0.7%   | 0.5%                           | 0.9%  | 1.5%               | 118   | 40                       | 1  | 1                              | 2   | 162                     | N/A                              |
| Agree-disagree | 8    | I am constantly looking for ways to do my job better.  | 92.6%              | 62.1%                                       | 30.5%                    | 4.8%   | 1.7%                           | 0.9%  | 2.6%               | 100   | 50                       | 7  | 3                              | 2   | 162                     | N/A                              |
| Agree-disagree | 9    | I have sufficient resources (for example, people, materials, budget) to get my job done.   | 45.7%              | 18.3%                                       | 27.5%                    | 11.5%  | 28.6%                          | 14.1%   | 42.7%              | 28  | 44                       | 19   | 45                             | 24  | 160                     | 0                                |
| Agree-disagree | 10   | *My workload is reasonable.  | 52.6%              | 18.1%                                       | 34.4%                    | 13.7%  | 21.2%                          | 12.6%   | 33.7%              | 28  | 57                       | 21   | 35                             | 21  | 162                     | 0                                |
| Agree-disagree | 11   | *My talents are used well in the workplace.  | 69.0%              | 26.8%                                       | 42.2%                    | 9.7%   | 13.7%                          | 7.7%  | 21.4%              | 43  | 66                       | 16   | 23                             | 13  | 161                     | 1                                |
| Agree-disagree | 12   | *I know how my work relates to the agency's goals.   | 85.6%              | 46.3%                                       | 39.3%                    | 7.8%   | 2.9%                           | 3.7%  | 6.6%               | 73  | 64                       | 13   | 5                              | 7   | 162                     | 0                                |
| Agree-disagree | 13   | The work I do is important.  | 90.1%              | 53.1%                                       | 37.0%                    | 8.5%   | 0.0%                           | 1.4%  | 1.4%               | 85  | 61                       | 13   | 0                              | 3   | 162                     | 1                                |
| Agree-disagree | 14   | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.                  | 86.5%              | 53.2%                                       | 33.3%                    | 8.0%   | 3.3%                           | 2.2%  | 5.5%               | 85  | 55                       | 12   | 6                              | 4   | 162                     | 0                                |
| Agree-disagree | 15   | My performance appraisal is a fair reflection of my performance.   | 72.3%              | 36.3%                                       | 36.0%                    | 12.9%  | 8.8%                           | 6.0%  | 14.8%              | 59  | 59                       | 21   | 13                             | 10  | 162                     | 0                                |
| Agree-disagree | 16   | I am held accountable for achieving results.   | 84.8%              | 43.4%                                       | 41.4%                    | 7.3%   | 4.7%                           | 3.2%  | 7.9%               | 70  | 68                       | 11   | 7                              | 5   | 161                     | 0                                |
| Agree-disagree | 17   | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.   | 68.6%              | 45.2%                                       | 23.4%                    | 17.5%  | 9.3%                           | 4.6%  | 13.9%              | 70  | 37                       | 25   | 14                             | 8   | 154                     | 9                                |
| Agree-disagree | 18   | My training needs are assessed.  | 59.7%              | 31.5%                                       | 28.2%                    | 19.5%  | 15.5%                          | 5.3%  | 20.8%              | 51  | 45                       | 32   | 24                             | 9   | 161                     | 2                                |
| Agree-disagree | 19   | In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). | 66.7%              | 35.6%                                       | 31.1%                    | 16.1%  | 10.1%                          | 7.2%  | 17.2%              | 56  | 52                       | 24   | 16                             | 12  | 160                     | 3                                |
| Agree-disagree | 20   | *The people I work with cooperate to get the job done.   | 79.1%              | 38.4%                                       | 40.7%                    | 12.8%  | 5.9%                           | 2.1%  | 8.0%               | 63  | 65                       | 22   | 9                              | 4   | 163                     | N/A                              |
| Agree-disagree | 21   | My work unit is able to recruit people with the right skills.  | 61.8%              | 23.9%                                       | 37.8%                    | 19.6%  | 12.2%                          | 6.4%  | 18.7%              | 40  | 61                       | 30   | 20                             | 11  | 162                     | 1                                |
| Agree-disagree | 22   | Promotions in my work unit are based on merit.   | 46.8%              | 18.5%                                       | 28.3%                    | 33.5%  | 7.9%                           | 11.8%   | 19.7%              | 29  | 45                       | 49   | 12                             | 18  | 153                     | 9                                |
| Agree-disagree | 23   | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.   | 49.0%              | 18.4%                                       | 30.6%                    | 25.0%  | 10.9%                          | 15.1%   | 26.0%              | 26  | 44                       | 35   | 16                             | 22  | 143                     | 19                               |
| Agree-disagree | 24   | *In my work unit, differences in performance are recognized in a meaningful way.   | 40.8%              | 17.3%                                       | 23.6%                    | 29.9%  | 15.7%                          | 13.5%   | 29.3%              | 26  | 36                       | 46   | 25                             | 21  | 154                     | 9                                |
| Agree-disagree | 25   | Awards in my work unit depend on how well employees perform their jobs.  | 47.9%              | 20.5%                                       | 27.4%                    | 32.1%  | 9.8%                           | 10.2%   | 20.0%              | 31  | 42                       | 48   | 15                             | 16  | 152                     | 11                               |
| Agree-disagree | 26   | Employees in my work unit share job knowledge with each other.   | 80.6%              | 35.5%                                       | 45.1%                    | 9.2%   | 6.7%                           | 3.6%  | 10.3%              | 57  | 72                       | 14   | 11                             | 6   | 160                     | 3                                |
| Agree-disagree | 27   | The skill level in my work unit has improved in the past year.   | 66.4%              | 33.1%                                       | 33.3%                    | 21.4%  | 7.9%                           | 4.4%  | 12.3%              | 51  | 50                       | 35   | 11                             | 7   | 154                     | 9                                |
| Good-poor      | 28   | How would you rate the overall quality of work done by your work unit?   | 86.4%              | 60.1%                                       | 26.3%                    | 12.1%  | 0.5%                           | 0.9%  | 1.4%               | 99  | 43                       | 18   | 1                              | 2   | 163                     | N/A                              |
| Agree-disagree | 29   | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.  | 85.1%              | 46.2%                                       | 38.9%                    | 9.4%   | 4.0%                           | 1.6%  | 5.5%               | 76  | 62                       | 15   | 6                              | 3   | 162                     | 1                                |
| Agree-disagree | 30   | Employees have a feeling of personal empowerment with respect to work processes.   | 58.0%              | 20.7%                                       | 37.3%                    | 22.5%  | 12.5%                          | 7.1%  | 19.5%              | 32  | 56                       | 35   | 19                             | 12  | 154                     | 8                                |
| Agree-disagree | 31   | Employees are recognized for providing high quality products and services.   | 59.7%              | 21.8%                                       | 37.9%                    | 20.1%  | 9.5%                           | 10.7%   | 20.2%              | 34  | 59                       | 31   | 15                             | 18  | 157                     | 6                                |
| Agree-disagree | 32   | Creativity and innovation are rewarded.  | 51.1%              | 22.1%                                       | 29.1%                    | 26.7%  | 12.8%                          | 9.4%  | 22.2%              | 34  | 48                       | 40   | 20                             | 15  | 157                     | 5                                |

## Core Survey

|                |    |  |       |       |       |       |       |       |       |    |    |    |    |    |     |     |
|----------------|----|--|-------|-------|-------|-------|-------|-------|-------|----|----|----|----|----|-----|-----|
| Agree-disagree | 33 | Pay raises depend on how well employees perform their jobs.  | 23.6% | 10.7% | 12.9% | 31.4% | 23.3% | 21.7% | 45.0% | 15 | 20 | 45 | 34 | 32 | 146 | 15  |
| Agree-disagree | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).   | 61.7% | 26.3% | 35.4% | 23.8% | 7.1%  | 7.4%  | 14.4% | 38 | 53 | 35 | 11 | 12 | 149 | 12  |
| Agree-disagree | 35 | Employees are protected from health and safety hazards on the job.   | 86.8% | 44.0% | 42.9% | 9.1%  | 1.8%  | 2.2%  | 4.0%  | 68 | 68 | 14 | 3  | 4  | 157 | 3   |
| Agree-disagree | 36 | My organization has prepared employees for potential security threats.   | 82.9% | 37.1% | 45.9% | 11.4% | 1.5%  | 4.1%  | 5.6%  | 59 | 73 | 19 | 2  | 7  | 160 | 1   |
| Agree-disagree | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.  | 55.6% | 29.7% | 25.9% | 19.3% | 13.5% | 11.6% | 25.1% | 43 | 38 | 28 | 19 | 17 | 145 | 16  |
| 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. | 74.0% | 39.9% | 34.1% | 18.9% | 4.3%  | 2.8%  | 7.1%  | 57 | 47 | 26 | 6  | 4  | 140 | 21  |
| Agree-disagree | 39 | My agency is successful at accomplishing its mission.  | 91.1% | 51.2% | 39.9% | 5.4%  | 2.1%  | 1.5%  | 3.5%  | 80 | 64 | 9  | 3  | 3  | 159 | 2   |
| Agree-disagree | 40 | *I recommend my organization as a good place to work.  | 82.4% | 45.5% | 36.9% | 9.3%  | 6.2%  | 2.1%  | 8.3%  | 73 | 59 | 15 | 9  | 4  | 160 | N/A |
| Agree-disagree | 41 | *I believe the results of this survey will be used to make my agency a better place to work.   | 59.5% | 28.3% | 31.1% | 19.0% | 10.9% | 10.7% | 21.5% | 42 | 47 | 29 | 16 | 17 | 151 | 9   |
| Agree-disagree | 42 | My supervisor supports my need to balance work and other life issues.  | 84.6% | 57.8% | 26.8% | 8.4%  | 3.0%  | 3.9%  | 7.0%  | 91 | 43 | 14 | 5  | 6  | 159 | 0   |
| Agree-disagree | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills.  | 72.7% | 46.0% | 26.7% | 13.4% | 9.5%  | 4.4%  | 13.9% | 73 | 42 | 20 | 16 | 7  | 158 | 0   |
| Agree-disagree | 44 | Discussions with my supervisor about my performance are worthwhile.  | 67.3% | 41.5% | 25.8% | 18.3% | 9.4%  | 5.0%  | 14.5% | 66 | 40 | 29 | 15 | 8  | 158 | 1   |
| Agree-disagree | 45 | My supervisor is committed to a workforce representative of all segments of society.   | 71.0% | 43.0% | 28.0% | 22.4% | 4.0%  | 2.6%  | 6.6%  | 64 | 38 | 32 | 6  | 4  | 144 | 14  |
| Agree-disagree | 46 | My supervisor provides me with constructive suggestions to improve my job performance.   | 69.8% | 38.4% | 31.4% | 18.2% | 7.5%  | 4.4%  | 12.0% | 61 | 50 | 29 | 12 | 7  | 159 | 0   |
| Agree-disagree | 47 | Supervisors in my work unit support employee development.  | 76.4% | 47.0% | 29.4% | 11.7% | 8.3%  | 3.5%  | 11.9% | 74 | 44 | 18 | 13 | 6  | 155 | 4   |
| Agree-disagree | 48 | My supervisor listens to what I have to say.   | 84.3% | 55.4% | 28.9% | 8.1%  | 3.8%  | 3.8%  | 7.6%  | 87 | 47 | 13 | 6  | 6  | 159 | N/A |
| Agree-disagree | 49 | My supervisor treats me with respect.  | 86.9% | 60.9% | 26.0% | 7.7%  | 4.4%  | 1.0%  | 5.4%  | 97 | 41 | 12 | 7  | 2  | 159 | N/A |
| Agree-disagree | 50 | In the last six months, my supervisor has talked with me about my performance.   | 90.2% | 57.5% | 32.6% | 5.3%  | 3.3%  | 1.2%  | 4.5%  | 91 | 51 | 9  | 5  | 2  | 158 | N/A |
| Agree-disagree | 51 | I have trust and confidence in my supervisor.  | 74.3% | 51.1% | 23.2% | 14.8% | 5.2%  | 5.7%  | 10.9% | 81 | 38 | 22 | 8  | 9  | 158 | N/A |
| Good-poor      | 52 | Overall, how good a job do you feel is being done by your immediate supervisor?  | 78.0% | 50.5% | 27.5% | 13.3% | 5.9%  | 2.8%  | 8.7%  | 80 | 44 | 20 | 9  | 5  | 158 | N/A |
| Agree-disagree | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce.   | 49.5% | 18.3% | 31.2% | 23.7% | 16.1% | 10.8% | 26.8% | 28 | 47 | 39 | 25 | 18 | 157 | 1   |
| Agree-disagree | 54 | My organization's senior leaders maintain high standards of honesty and integrity.   | 59.0% | 26.0% | 32.9% | 26.0% | 8.4%  | 6.7%  | 15.1% | 38 | 45 | 39 | 11 | 11 | 144 | 14  |
| Agree-disagree | 55 | Supervisors work well with employees of different backgrounds.   | 73.5% | 35.4% | 38.1% | 14.3% | 6.0%  | 6.2%  | 12.2% | 51 | 54 | 21 | 9  | 10 | 145 | 11  |
| Agree-disagree | 56 | *Managers communicate the goals of the organization.   | 73.9% | 30.0% | 44.0% | 8.5%  | 12.4% | 5.2%  | 17.6% | 45 | 69 | 13 | 20 | 9  | 156 | 0   |
| Agree-disagree | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives.  | 72.3% | 32.7% | 39.7% | 15.9% | 7.1%  | 4.7%  | 11.8% | 47 | 60 | 24 | 11 | 8  | 150 | 6   |
| Agree-disagree | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources).  | 64.9% | 28.2% | 36.7% | 15.2% | 10.6% | 9.4%  | 20.0% | 42 | 54 | 23 | 16 | 16 | 151 | 6   |
| Agree-disagree | 59 | Managers support collaboration across work units to accomplish work objectives.  | 64.1% | 30.5% | 33.6% | 16.9% | 11.7% | 7.3%  | 19.0% | 45 | 52 | 25 | 17 | 13 | 152 | 5   |
| Good-poor      | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?   | 70.6% | 35.4% | 35.1% | 13.0% | 8.7%  | 7.8%  | 16.5% | 52 | 53 | 20 | 13 | 13 | 151 | 7   |
| Agree-disagree | 61 | I have a high level of respect for my organization's senior leaders.   | 60.2% | 24.9% | 35.3% | 22.5% | 10.2% | 7.1%  | 17.4% | 37 | 53 | 37 | 15 | 12 | 154 | 3   |
| Agree-disagree | 62 | Senior leaders demonstrate support for Work/Life programs.   | 69.3% | 31.0% | 38.3% | 16.7% | 8.2%  | 5.9%  | 14.0% | 43 | 55 | 24 | 12 | 10 | 144 | 14  |

Core Survey

|                        |    |  |       |       |       |       |       |       |       |    |    |    |    |    |     |     |
|------------------------|----|--|-------|-------|-------|-------|-------|-------|-------|----|----|----|----|----|-----|-----|
| Satisfied-dissatisfied | 63 | *How satisfied are you with your involvement in decisions that affect your work?                                 | 63.8% | 24.9% | 38.8% | 16.6% | 15.6% | 4.0%  | 19.6% | 39 | 59 | 27 | 26 | 7  | 158 | N/A |
| Satisfied-dissatisfied | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 64.9% | 24.7% | 40.3% | 17.8% | 12.1% | 5.2%  | 17.2% | 38 | 61 | 29 | 20 | 9  | 157 | N/A |
| Satisfied-dissatisfied | 65 | *How satisfied are you with the recognition you receive for doing a good job?                                    | 53.8% | 19.2% | 34.6% | 22.3% | 15.8% | 8.1%  | 24.0% | 30 | 54 | 34 | 26 | 13 | 157 | N/A |
| Satisfied-dissatisfied | 66 | How satisfied are you with the policies and practices of your senior leaders?                                    | 52.4% | 20.2% | 32.2% | 28.0% | 13.6% | 6.1%  | 19.6% | 30 | 51 | 44 | 22 | 11 | 158 | N/A |
| Satisfied-dissatisfied | 67 | How satisfied are you with your opportunity to get a better job in your organization?                            | 31.5% | 14.9% | 16.5% | 31.7% | 22.1% | 14.7% | 36.8% | 23 | 27 | 48 | 36 | 24 | 158 | N/A |
| Satisfied-dissatisfied | 68 | How satisfied are you with the training you receive for your present job?  | 60.2% | 27.0% | 33.3% | 23.3% | 10.9% | 5.6%  | 16.4% | 43 | 50 | 37 | 17 | 9  | 156 | N/A |
| Satisfied-dissatisfied | 69 | *Considering everything, how satisfied are you with your job?  | 72.8% | 33.3% | 39.5% | 14.9% | 10.2% | 2.2%  | 12.3% | 53 | 62 | 23 | 16 | 4  | 158 | N/A |
| Satisfied-dissatisfied | 70 | Considering everything, how satisfied are you with your pay?   | 37.2% | 11.0% | 26.2% | 23.2% | 25.1% | 14.5% | 39.6% | 18 | 42 | 34 | 40 | 24 | 158 | N/A |
| Satisfied-dissatisfied | 71 | *Considering everything, how satisfied are you with your organization?   | 71.7% | 34.3% | 37.4% | 16.9% | 9.4%  | 2.1%  | 11.5% | 54 | 57 | 28 | 14 | 4  | 157 | N/A |

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

## Trend Core Survey

| Response Type  | Year | Item | Item Text  | Percent Positive % | Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied % | Percent Negative % | Item Response Total** N | Do Not Know/ No Basis to Judge N |
|----------------|------|------|--|--------------------|--|--------------------|-------------------------|----------------------------------|
| Agree-disagree | 2018 | 1    | *I am given a real opportunity to improve my skills in my organization.  | 71.3%              | 15.3%  | 13.4%              | 162                     | N/A                              |
| Agree-disagree | 2018 | 2    | I have enough information to do my job well.   | 79.8%              | 11.2%  | 9.0%               | 162                     | N/A                              |
| Agree-disagree | 2018 | 3    | I feel encouraged to come up with new and better ways of doing things.   | 69.9%              | 15.9%  | 14.2%              | 159                     | N/A                              |
| Agree-disagree | 2018 | 4    | My work gives me a feeling of personal accomplishment.   | 82.0%              | 11.6%  | 6.4%               | 162                     | N/A                              |
| Agree-disagree | 2018 | 5    | I like the kind of work I do.  | 87.8%              | 6.4%   | 5.8%               | 162                     | N/A                              |
| Agree-disagree | 2018 | 6    | I know what is expected of me on the job.  | 79.2%              | 12.4%  | 8.4%               | 162                     | N/A                              |
| Agree-disagree | 2018 | 7    | When needed I am willing to put in the extra effort to get a job done.   | 97.8%              | 0.7%   | 1.5%               | 162                     | N/A                              |
| Agree-disagree | 2018 | 8    | I am constantly looking for ways to do my job better.  | 92.6%              | 4.8%   | 2.6%               | 162                     | N/A                              |
| Agree-disagree | 2018 | 9    | I have sufficient resources (for example, people, materials, budget) to get my job done.   | 45.7%              | 11.5%  | 42.7%              | 160                     | 0                                |
| Agree-disagree | 2018 | 10   | *My workload is reasonable.  | 52.6%              | 13.7%  | 33.7%              | 162                     | 0                                |
| Agree-disagree | 2018 | 11   | *My talents are used well in the workplace.  | 69.0%              | 9.7%   | 21.4%              | 161                     | 1                                |
| Agree-disagree | 2018 | 12   | *I know how my work relates to the agency's goals.   | 85.6%              | 7.8%   | 6.6%               | 162                     | 0                                |
| Agree-disagree | 2018 | 13   | The work I do is important.  | 90.1%              | 8.5%   | 1.4%               | 162                     | 1                                |
| Agree-disagree | 2018 | 14   | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  | 86.5%              | 8.0%   | 5.5%               | 162                     | 0                                |
| Agree-disagree | 2018 | 15   | My performance appraisal is a fair reflection of my performance.   | 72.3%              | 12.9%  | 14.8%              | 162                     | 0                                |
| Agree-disagree | 2018 | 16   | I am held accountable for achieving results.   | 84.8%              | 7.3%   | 7.9%               | 161                     | 0                                |
| Agree-disagree | 2018 | 17   | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.   | 68.6%              | 17.5%  | 13.9%              | 154                     | 9                                |
| Agree-disagree | 2018 | 18   | My training needs are assessed.  | 59.7%              | 19.5%  | 20.8%              | 161                     | 2                                |
| Agree-disagree | 2018 | 19   | In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).   | 66.7%              | 16.1%  | 17.2%              | 160                     | 3                                |
| Agree-disagree | 2018 | 20   | *The people I work with cooperate to get the job done.   | 79.1%              | 12.8%  | 8.0%               | 163                     | N/A                              |
| Agree-disagree | 2018 | 21   | My work unit is able to recruit people with the right skills.  | 61.8%              | 19.6%  | 18.7%              | 162                     | 1                                |
| Agree-disagree | 2018 | 22   | Promotions in my work unit are based on merit.   | 46.8%              | 33.5%  | 19.7%              | 153                     | 9                                |
| Agree-disagree | 2018 | 23   | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.   | 49.0%              | 25.0%  | 26.0%              | 143                     | 19                               |
| Agree-disagree | 2018 | 24   | *In my work unit, differences in performance are recognized in a meaningful way.   | 40.8%              | 29.9%  | 29.3%              | 154                     | 9                                |
| Agree-disagree | 2018 | 25   | Awards in my work unit depend on how well employees perform their jobs.  | 47.9%              | 32.1%  | 20.0%              | 152                     | 11                               |
| Agree-disagree | 2018 | 26   | Employees in my work unit share job knowledge with each other.   | 80.6%              | 9.2%   | 10.3%              | 160                     | 3                                |
| Agree-disagree | 2018 | 27   | The skill level in my work unit has improved in the past year.   | 66.4%              | 21.4%  | 12.3%              | 154                     | 9                                |
| Good-poor      | 2018 | 28   | How would you rate the overall quality of work done by your work unit?   | 86.4%              | 12.1%  | 1.4%               | 163                     | N/A                              |
| Agree-disagree | 2018 | 29   | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.  | 85.1%              | 9.4%   | 5.5%               | 162                     | 1                                |
| Agree-disagree | 2018 | 30   | Employees have a feeling of personal empowerment with respect to work processes.   | 58.0%              | 22.5%  | 19.5%              | 154                     | 8                                |
| Agree-disagree | 2018 | 31   | Employees are recognized for providing high quality products and services.   | 59.7%              | 20.1%  | 20.2%              | 157                     | 6                                |
| Agree-disagree | 2018 | 32   | Creativity and innovation are rewarded.  | 51.1%              | 26.7%  | 22.2%              | 157                     | 5                                |
| Agree-disagree | 2018 | 33   | Pay raises depend on how well employees perform their jobs.  | 23.6%              | 31.4%  | 45.0%              | 146                     | 15                               |
| Agree-disagree | 2018 | 34   | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).   | 61.7%              | 23.8%  | 14.4%              | 149                     | 12                               |
| Agree-disagree | 2018 | 35   | Employees are protected from health and safety hazards on the job.   | 86.8%              | 9.1%   | 4.0%               | 157                     | 3                                |
| Agree-disagree | 2018 | 36   | My organization has prepared employees for potential security threats.   | 82.9%              | 11.4%  | 5.6%               | 160                     | 1                                |
| Agree-disagree | 2018 | 37   | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.  | 55.6%              | 19.3%  | 25.1%              | 145                     | 16                               |
| Agree-disagree | 2018 | 38   | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | 74.0%              | 18.9%  | 7.1%               | 140                     | 21                               |
| Agree-disagree | 2018 | 39   | My agency is successful at accomplishing its mission.  | 91.1%              | 5.4%   | 3.5%               | 159                     | 2                                |
| Agree-disagree | 2018 | 40   | *I recommend my organization as a good place to work.  | 82.4%              | 9.3%   | 8.3%               | 160                     | N/A                              |
| Agree-disagree | 2018 | 41   | *I believe the results of this survey will be used to make my agency a better place to work.   | 59.5%              | 19.0%  | 21.5%              | 151                     | 9                                |
| Agree-disagree | 2018 | 42   | My supervisor supports my need to balance work and other life issues.  | 84.6%              | 8.4%   | 7.0%               | 159                     | 0                                |
| Agree-disagree | 2018 | 43   | My supervisor provides me with opportunities to demonstrate my leadership skills.  | 72.7%              | 13.4%  | 13.9%              | 158                     | 0                                |
| Agree-disagree | 2018 | 44   | Discussions with my supervisor about my performance are worthwhile.  | 67.3%              | 18.3%  | 14.5%              | 158                     | 1                                |
| Agree-disagree | 2018 | 45   | My supervisor is committed to a workforce representative of all segments of society.   | 71.0%              | 22.4%  | 6.6%               | 144                     | 14                               |
| Agree-disagree | 2018 | 46   | My supervisor provides me with constructive suggestions to improve my job performance.   | 69.8%              | 18.2%  | 12.0%              | 159                     | 0                                |
| Agree-disagree | 2018 | 47   | Supervisors in my work unit support employee development.  | 76.4%              | 11.7%  | 11.9%              | 155                     | 4                                |
| Agree-disagree | 2018 | 48   | My supervisor listens to what I have to say.   | 84.3%              | 8.1%   | 7.6%               | 159                     | N/A                              |
| Agree-disagree | 2018 | 49   | My supervisor treats me with respect.  | 86.9%              | 7.7%   | 5.4%               | 159                     | N/A                              |
| Agree-disagree | 2018 | 50   | In the last six months, my supervisor has talked with me about my performance.   | 90.2%              | 5.3%   | 4.5%               | 158                     | N/A                              |
| Agree-disagree | 2018 | 51   | I have trust and confidence in my supervisor.  | 74.3%              | 14.8%  | 10.9%              | 158                     | N/A                              |
| Good-poor      | 2018 | 52   | Overall, how good a job do you feel is being done by your immediate supervisor?  | 78.0%              | 13.3%  | 8.7%               | 158                     | N/A                              |
| Agree-disagree | 2018 | 53   | In my organization, senior leaders generate high levels of motivation and commitment in the workforce.   | 49.5%              | 23.7%  | 26.8%              | 157                     | 1                                |
| Agree-disagree | 2018 | 54   | My organization's senior leaders maintain high standards of honesty and integrity.   | 59.0%              | 26.0%  | 15.1%              | 144                     | 14                               |
| Agree-disagree | 2018 | 55   | Supervisors work well with employees of different backgrounds.   | 73.5%              | 14.3%  | 12.2%              | 145                     | 11                               |
| Agree-disagree | 2018 | 56   | *Managers communicate the goals of the organization.   | 73.9%              | 8.5%   | 17.6%              | 156                     | 0                                |

## Trend Core Survey

|                        |      |    |  |       |       |       |     |     |
|------------------------|------|----|--|-------|-------|-------|-----|-----|
| Agree-disagree         | 2018 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives.  | 72.3% | 15.9% | 11.8% | 150 | 6   |
| Agree-disagree         | 2018 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources).  | 64.9% | 15.2% | 20.0% | 151 | 6   |
| Agree-disagree         | 2018 | 59 | Managers support collaboration across work units to accomplish work objectives.  | 64.1% | 16.9% | 19.0% | 152 | 5   |
| Good-poor              | 2018 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?   | 70.6% | 13.0% | 16.5% | 151 | 7   |
| Agree-disagree         | 2018 | 61 | I have a high level of respect for my organization's senior leaders.   | 60.2% | 22.5% | 17.4% | 154 | 3   |
| Agree-disagree         | 2018 | 62 | Senior leaders demonstrate support for Work/Life programs.   | 69.3% | 16.7% | 14.0% | 144 | 14  |
| Satisfied-dissatisfied | 2018 | 63 | *How satisfied are you with your involvement in decisions that affect your work?   | 63.8% | 16.6% | 19.6% | 158 | N/A |
| Satisfied-dissatisfied | 2018 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization?   | 64.9% | 17.8% | 17.2% | 157 | N/A |
| Satisfied-dissatisfied | 2018 | 65 | *How satisfied are you with the recognition you receive for doing a good job?  | 53.8% | 22.3% | 24.0% | 157 | N/A |
| Satisfied-dissatisfied | 2018 | 66 | How satisfied are you with the policies and practices of your senior leaders?  | 52.4% | 28.0% | 19.6% | 158 | N/A |
| Satisfied-dissatisfied | 2018 | 67 | How satisfied are you with your opportunity to get a better job in your organization?  | 31.5% | 31.7% | 36.8% | 158 | N/A |
| Satisfied-dissatisfied | 2018 | 68 | How satisfied are you with the training you receive for your present job?  | 60.2% | 23.3% | 16.4% | 156 | N/A |
| Satisfied-dissatisfied | 2018 | 69 | *Considering everything, how satisfied are you with your job?  | 72.8% | 14.9% | 12.3% | 158 | N/A |
| Satisfied-dissatisfied | 2018 | 70 | Considering everything, how satisfied are you with your pay?   | 37.2% | 23.2% | 39.6% | 158 | N/A |
| Satisfied-dissatisfied | 2018 | 71 | *Considering everything, how satisfied are you with your organization?   | 71.7% | 16.9% | 11.5% | 157 | N/A |
| Agree-disagree         | 2017 | 1  | *I am given a real opportunity to improve my skills in my organization.  | 83.4% | 7.3%  | 9.3%  | 216 | N/A |
| Agree-disagree         | 2017 | 2  | I have enough information to do my job well.   | 80.5% | 9.9%  | 9.6%  | 213 | N/A |
| Agree-disagree         | 2017 | 3  | I feel encouraged to come up with new and better ways of doing things.   | 70.7% | 12.6% | 16.7% | 216 | N/A |
| Agree-disagree         | 2017 | 4  | My work gives me a feeling of personal accomplishment.   | 81.3% | 8.7%  | 10.0% | 216 | N/A |
| Agree-disagree         | 2017 | 5  | I like the kind of work I do.  | 86.9% | 6.2%  | 6.8%  | 214 | N/A |
| Agree-disagree         | 2017 | 6  | I know what is expected of me on the job.  | 83.6% | 7.9%  | 8.5%  | 216 | N/A |
| Agree-disagree         | 2017 | 7  | When needed I am willing to put in the extra effort to get a job done.   | 95.1% | 2.9%  | 2.0%  | 212 | N/A |
| Agree-disagree         | 2017 | 8  | I am constantly looking for ways to do my job better.  | 91.6% | 6.4%  | 2.0%  | 216 | N/A |
| Agree-disagree         | 2017 | 9  | I have sufficient resources (for example, people, materials, budget) to get my job done.   | 50.6% | 13.1% | 36.2% | 215 | 1   |
| Agree-disagree         | 2017 | 10 | *My workload is reasonable.  | 52.5% | 17.4% | 30.1% | 216 | 0   |
| Agree-disagree         | 2017 | 11 | *My talents are used well in the workplace.  | 64.8% | 18.1% | 17.1% | 214 | 0   |
| Agree-disagree         | 2017 | 12 | *I know how my work relates to the agency's goals and priorities.  | 90.8% | 3.3%  | 5.9%  | 214 | 0   |
| Agree-disagree         | 2017 | 13 | The work I do is important.  | 90.8% | 7.1%  | 2.1%  | 215 | 0   |
| Agree-disagree         | 2017 | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  | 90.6% | 5.0%  | 4.5%  | 215 | 0   |
| Agree-disagree         | 2017 | 15 | My performance appraisal is a fair reflection of my performance.   | 76.4% | 12.9% | 10.8% | 210 | 5   |
| Agree-disagree         | 2017 | 16 | I am held accountable for achieving results.   | 88.1% | 9.1%  | 2.8%  | 215 | 0   |
| Agree-disagree         | 2017 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.   | 77.0% | 13.4% | 9.6%  | 201 | 15  |
| Agree-disagree         | 2017 | 18 | My training needs are assessed.  | 63.9% | 17.4% | 18.7% | 215 | 0   |
| 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).   | 66.8% | 16.3% | 17.0% | 213 | 3   |
| Agree-disagree         | 2017 | 20 | *The people I work with cooperate to get the job done.   | 79.8% | 11.9% | 8.4%  | 216 | N/A |
| Agree-disagree         | 2017 | 21 | My work unit is able to recruit people with the right skills.  | 59.1% | 20.1% | 20.7% | 213 | 3   |
| Agree-disagree         | 2017 | 22 | Promotions in my work unit are based on merit.   | 52.3% | 27.2% | 20.5% | 198 | 15  |
| Agree-disagree         | 2017 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.   | 41.8% | 33.0% | 25.3% | 197 | 19  |
| Agree-disagree         | 2017 | 24 | *In my work unit, differences in performance are recognized in a meaningful way.   | 40.7% | 29.5% | 29.8% | 204 | 10  |
| Agree-disagree         | 2017 | 25 | Awards in my work unit depend on how well employees perform their jobs.  | 52.6% | 28.6% | 18.8% | 199 | 14  |
| Agree-disagree         | 2017 | 26 | Employees in my work unit share job knowledge with each other.   | 78.4% | 12.5% | 9.1%  | 214 | 1   |
| Agree-disagree         | 2017 | 27 | The skill level in my work unit has improved in the past year.   | 65.4% | 24.2% | 10.4% | 209 | 4   |
| Good-poor              | 2017 | 28 | How would you rate the overall quality of work done by your work unit?   | 94.2% | 5.2%  | 0.6%  | 216 | N/A |
| Agree-disagree         | 2017 | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.   | 85.5% | 9.2%  | 5.3%  | 213 | 2   |
| Agree-disagree         | 2017 | 30 | Employees have a feeling of personal empowerment with respect to work processes.   | 63.9% | 19.8% | 16.3% | 210 | 4   |
| Agree-disagree         | 2017 | 31 | Employees are recognized for providing high quality products and services.   | 68.5% | 16.3% | 15.2% | 208 | 4   |
| Agree-disagree         | 2017 | 32 | Creativity and innovation are rewarded.  | 56.6% | 26.3% | 17.1% | 209 | 5   |
| Agree-disagree         | 2017 | 33 | Pay raises depend on how well employees perform their jobs.  | 29.3% | 33.5% | 37.2% | 198 | 17  |
| Agree-disagree         | 2017 | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).   | 69.6% | 19.2% | 11.2% | 202 | 13  |
| Agree-disagree         | 2017 | 35 | Employees are protected from health and safety hazards on the job.   | 90.6% | 5.8%  | 3.5%  | 214 | 1   |
| Agree-disagree         | 2017 | 36 | My organization has prepared employees for potential security threats.   | 80.6% | 9.7%  | 9.7%  | 215 | 0   |
| Agree-disagree         | 2017 | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.  | 63.5% | 19.6% | 16.9% | 204 | 11  |
| 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. | 82.1% | 10.3% | 7.5%  | 196 | 17  |
| Agree-disagree         | 2017 | 39 | My agency is successful at accomplishing its mission.  | 93.5% | 3.4%  | 3.1%  | 210 | 3   |
| Agree-disagree         | 2017 | 40 | *I recommend my organization as a good place to work.  | 86.5% | 7.0%  | 6.5%  | 215 | N/A |

## Trend Core Survey

|                         |      |    |  |       |       |       |     |     |
|-------------------------|------|----|--|-------|-------|-------|-----|-----|
| Agree-disagree          | 2017 | 41 | *I believe the results of this survey will be used to make my agency a better place to work.   | 62.6% | 15.4% | 22.0% | 201 | 14  |
| Agree-disagree          | 2017 | 42 | My supervisor supports my need to balance work and other life issues.  | 86.7% | 6.8%  | 6.5%  | 215 | 0   |
| Agree-disagree          | 2017 | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills.  | 74.8% | 13.1% | 12.1% | 215 | 0   |
| Agree-disagree          | 2017 | 44 | Discussions with my supervisor about my performance are worthwhile.  | 72.4% | 14.5% | 13.1% | 211 | 1   |
| Agree-disagree          | 2017 | 45 | My supervisor is committed to a workforce representative of all segments of society.   | 74.6% | 19.2% | 6.2%  | 200 | 15  |
| Agree-disagree          | 2017 | 46 | My supervisor provides me with constructive suggestions to improve my job performance.   | 72.9% | 15.2% | 11.8% | 214 | 0   |
| Agree-disagree          | 2017 | 47 | Supervisors in my work unit support employee development.  | 81.6% | 9.8%  | 8.5%  | 212 | 1   |
| Agree-disagree          | 2017 | 48 | My supervisor listens to what I have to say.   | 83.6% | 8.5%  | 7.9%  | 215 | N/A |
| Agree-disagree          | 2017 | 49 | My supervisor treats me with respect.  | 85.1% | 7.6%  | 7.3%  | 215 | N/A |
| Agree-disagree          | 2017 | 50 | In the last six months, my supervisor has talked with me about my performance.   | 91.8% | 4.8%  | 3.4%  | 212 | N/A |
| Agree-disagree          | 2017 | 51 | I have trust and confidence in my supervisor.  | 76.6% | 12.4% | 11.0% | 215 | N/A |
| Good-poor               | 2017 | 52 | Overall, how good a job do you feel is being done by your immediate supervisor?  | 79.9% | 12.6% | 7.5%  | 214 | N/A |
| Agree-disagree          | 2017 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce.   | 58.1% | 20.1% | 21.9% | 210 | 5   |
| Agree-disagree          | 2017 | 54 | My organization's senior leaders maintain high standards of honesty and integrity.   | 71.3% | 16.5% | 12.2% | 206 | 9   |
| Agree-disagree          | 2017 | 55 | Supervisors work well with employees of different backgrounds.   | 80.5% | 13.5% | 6.0%  | 207 | 6   |
| Agree-disagree          | 2017 | 56 | *Managers communicate the goals and priorities of the organization.  | 71.5% | 12.8% | 15.7% | 213 | 2   |
| Agree-disagree          | 2017 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives.  | 76.7% | 13.3% | 10.1% | 209 | 5   |
| Agree-disagree          | 2017 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources).  | 71.7% | 11.9% | 16.4% | 209 | 5   |
| Agree-disagree          | 2017 | 59 | Managers support collaboration across work units to accomplish work objectives.  | 72.7% | 11.5% | 15.8% | 210 | 4   |
| Good-poor               | 2017 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?   | 67.4% | 18.7% | 13.9% | 209 | 5   |
| Agree-disagree          | 2017 | 61 | I have a high level of respect for my organization's senior leaders.   | 64.6% | 21.7% | 13.7% | 208 | 7   |
| Agree-disagree          | 2017 | 62 | Senior leaders demonstrate support for Work/Life programs.   | 74.9% | 13.9% | 11.1% | 209 | 5   |
| Satisfied -dissatisfied | 2017 | 63 | *How satisfied are you with your involvement in decisions that affect your work?   | 67.1% | 13.9% | 19.0% | 212 | N/A |
| Satisfied -dissatisfied | 2017 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization?   | 65.4% | 17.2% | 17.4% | 214 | N/A |
| Satisfied -dissatisfied | 2017 | 65 | *How satisfied are you with the recognition you receive for doing a good job?  | 63.8% | 18.2% | 18.0% | 213 | N/A |
| Satisfied -dissatisfied | 2017 | 66 | How satisfied are you with the policies and practices of your senior leaders?  | 61.2% | 20.1% | 18.7% | 214 | N/A |
| Satisfied -dissatisfied | 2017 | 67 | How satisfied are you with your opportunity to get a better job in your organization?  | 39.3% | 28.7% | 32.0% | 214 | N/A |
| Satisfied -dissatisfied | 2017 | 68 | How satisfied are you with the training you receive for your present job?  | 64.4% | 21.4% | 14.2% | 215 | N/A |
| Satisfied -dissatisfied | 2017 | 69 | *Considering everything, how satisfied are you with your job?  | 74.9% | 11.8% | 13.3% | 213 | N/A |
| Satisfied -dissatisfied | 2017 | 70 | Considering everything, how satisfied are you with your pay?   | 45.8% | 18.9% | 35.3% | 212 | N/A |
| Satisfied -dissatisfied | 2017 | 71 | *Considering everything, how satisfied are you with your organization?   | 77.9% | 12.3% | 9.8%  | 215 | N/A |
| Agree-disagree          | 2016 | 1  | *I am given a real opportunity to improve my skills in my organization.  | 85.9% | 6.1%  | 8.0%  | 191 | N/A |
| Agree-disagree          | 2016 | 2  | I have enough information to do my job well.   | 84.5% | 8.2%  | 7.3%  | 188 | N/A |
| Agree-disagree          | 2016 | 3  | I feel encouraged to come up with new and better ways of doing things.   | 79.7% | 9.7%  | 10.5% | 189 | N/A |
| Agree-disagree          | 2016 | 4  | My work gives me a feeling of personal accomplishment.   | 85.5% | 9.0%  | 5.5%  | 188 | N/A |
| Agree-disagree          | 2016 | 5  | I like the kind of work I do.  | 89.4% | 7.7%  | 2.9%  | 190 | N/A |
| Agree-disagree          | 2016 | 6  | I know what is expected of me on the job.  | 82.7% | 10.3% | 6.9%  | 187 | N/A |
| Agree-disagree          | 2016 | 7  | When needed I am willing to put in the extra effort to get a job done.   | 95.1% | 1.9%  | 3.1%  | 191 | N/A |
| Agree-disagree          | 2016 | 8  | I am constantly looking for ways to do my job better.  | 94.4% | 2.7%  | 2.8%  | 190 | N/A |
| Agree-disagree          | 2016 | 9  | I have sufficient resources (for example, people, materials, budget) to get my job done.   | 54.3% | 11.2% | 34.5% | 191 | 0   |
| Agree-disagree          | 2016 | 10 | *My workload is reasonable.  | 57.7% | 13.4% | 28.9% | 191 | 0   |
| Agree-disagree          | 2016 | 11 | *My talents are used well in the workplace.  | 75.2% | 11.0% | 13.8% | 187 | 0   |
| Agree-disagree          | 2016 | 12 | *I know how my work relates to the agency's goals and priorities.  | 90.7% | 5.0%  | 4.3%  | 190 | 0   |
| Agree-disagree          | 2016 | 13 | The work I do is important.  | 93.0% | 4.6%  | 2.4%  | 186 | 0   |
| Agree-disagree          | 2016 | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.                  | 89.6% | 4.0%  | 6.4%  | 191 | 0   |
| Agree-disagree          | 2016 | 15 | My performance appraisal is a fair reflection of my performance.   | 77.2% | 10.2% | 12.6% | 189 | 1   |
| Agree-disagree          | 2016 | 16 | I am held accountable for achieving results.   | 88.1% | 7.0%  | 4.9%  | 189 | 1   |
| Agree-disagree          | 2016 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.   | 77.5% | 15.0% | 7.6%  | 180 | 11  |
| Agree-disagree          | 2016 | 18 | My training needs are assessed.  | 69.6% | 17.5% | 12.9% | 189 | 2   |
| Agree-disagree          | 2016 | 19 | In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). | 68.0% | 12.6% | 19.4% | 187 | 4   |
| Agree-disagree          | 2016 | 20 | *The people I work with cooperate to get the job done.   | 86.9% | 6.6%  | 6.5%  | 190 | N/A |
| Agree-disagree          | 2016 | 21 | My work unit is able to recruit people with the right skills.  | 72.8% | 11.2% | 16.0% | 189 | 2   |
| Agree-disagree          | 2016 | 22 | Promotions in my work unit are based on merit.   | 53.9% | 24.5% | 21.5% | 181 | 10  |
| Agree-disagree          | 2016 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.   | 49.1% | 25.8% | 25.0% | 172 | 18  |
| Agree-disagree          | 2016 | 24 | *In my work unit, differences in performance are recognized in a meaningful way.   | 45.1% | 27.8% | 27.1% | 180 | 10  |
| Agree-disagree          | 2016 | 25 | Awards in my work unit depend on how well employees perform their jobs.  | 50.7% | 27.9% | 21.5% | 173 | 16  |
| Agree-disagree          | 2016 | 26 | Employees in my work unit share job knowledge with each other.   | 82.6% | 8.2%  | 9.2%  | 189 | 1   |
| Agree-disagree          | 2016 | 27 | The skill level in my work unit has improved in the past year.   | 68.5% | 24.2% | 7.3%  | 181 | 9   |
| Good-poor               | 2016 | 28 | How would you rate the overall quality of work done by your work unit?   | 94.0% | 2.6%  | 3.5%  | 190 | N/A |

## Trend Core Survey

|                         |      |    |  |       |       |       |     |     |
|-------------------------|------|----|--|-------|-------|-------|-----|-----|
| Agree-disagree          | 2016 | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.   | 85.8% | 8.0%  | 6.2%  | 187 | 2   |
| Agree-disagree          | 2016 | 30 | Employees have a feeling of personal empowerment with respect to work processes.   | 68.7% | 18.9% | 12.5% | 188 | 2   |
| Agree-disagree          | 2016 | 31 | Employees are recognized for providing high quality products and services.   | 77.0% | 13.0% | 10.0% | 187 | 2   |
| Agree-disagree          | 2016 | 32 | Creativity and innovation are rewarded.  | 72.5% | 14.3% | 13.2% | 186 | 4   |
| Agree-disagree          | 2016 | 33 | Pay raises depend on how well employees perform their jobs.  | 36.5% | 28.0% | 35.5% | 172 | 17  |
| Agree-disagree          | 2016 | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).   | 73.8% | 18.2% | 8.0%  | 173 | 16  |
| Agree-disagree          | 2016 | 35 | Employees are protected from health and safety hazards on the job.   | 92.8% | 3.5%  | 3.7%  | 186 | 4   |
| Agree-disagree          | 2016 | 36 | My organization has prepared employees for potential security threats.   | 78.7% | 10.5% | 10.8% | 186 | 3   |
| Agree-disagree          | 2016 | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.  | 67.3% | 20.7% | 12.0% | 179 | 10  |
| Agree-disagree          | 2016 | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | 86.8% | 9.5%  | 3.7%  | 172 | 13  |
| Agree-disagree          | 2016 | 39 | My agency is successful at accomplishing its mission.  | 93.1% | 4.2%  | 2.8%  | 190 | 0   |
| Agree-disagree          | 2016 | 40 | *I recommend my organization as a good place to work.  | 89.8% | 6.3%  | 3.8%  | 190 | N/A |
| Agree-disagree          | 2016 | 41 | *I believe the results of this survey will be used to make my agency a better place to work.   | 72.8% | 14.2% | 13.1% | 181 | 8   |
| Agree-disagree          | 2016 | 42 | My supervisor supports my need to balance work and other life issues.  | 88.5% | 7.2%  | 4.3%  | 189 | 1   |
| Agree-disagree          | 2016 | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills.  | 80.7% | 11.5% | 7.9%  | 189 | 1   |
| Agree-disagree          | 2016 | 44 | Discussions with my supervisor about my performance are worthwhile.  | 75.5% | 13.3% | 11.1% | 186 | 1   |
| Agree-disagree          | 2016 | 45 | My supervisor is committed to a workforce representative of all segments of society.   | 81.6% | 12.5% | 5.9%  | 172 | 18  |
| Agree-disagree          | 2016 | 46 | My supervisor provides me with constructive suggestions to improve my job performance.   | 75.2% | 14.1% | 10.7% | 186 | 2   |
| Agree-disagree          | 2016 | 47 | Supervisors in my work unit support employee development.  | 85.2% | 10.0% | 4.8%  | 188 | 2   |
| Agree-disagree          | 2016 | 48 | My supervisor listens to what I have to say.   | 88.3% | 4.9%  | 6.7%  | 190 | N/A |
| Agree-disagree          | 2016 | 49 | My supervisor treats me with respect.  | 89.0% | 5.3%  | 5.7%  | 190 | N/A |
| Agree-disagree          | 2016 | 50 | In the last six months, my supervisor has talked with me about my performance.   | 88.9% | 5.1%  | 6.0%  | 188 | N/A |
| Agree-disagree          | 2016 | 51 | I have trust and confidence in my supervisor.  | 83.0% | 7.8%  | 9.3%  | 190 | N/A |
| Good-poor               | 2016 | 52 | Overall, how good a job do you feel is being done by your immediate supervisor?  | 81.9% | 10.8% | 7.3%  | 190 | N/A |
| Agree-disagree          | 2016 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce.   | 75.0% | 13.0% | 12.0% | 190 | 0   |
| Agree-disagree          | 2016 | 54 | My organization's senior leaders maintain high standards of honesty and integrity.   | 82.1% | 13.5% | 4.4%  | 185 | 3   |
| Agree-disagree          | 2016 | 55 | Supervisors work well with employees of different backgrounds.   | 82.7% | 11.6% | 5.7%  | 181 | 7   |
| Agree-disagree          | 2016 | 56 | *Managers communicate the goals and priorities of the organization.  | 86.0% | 7.2%  | 6.7%  | 188 | 2   |
| Agree-disagree          | 2016 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives.  | 82.6% | 10.8% | 6.5%  | 187 | 2   |
| Agree-disagree          | 2016 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources).  | 80.7% | 8.2%  | 11.1% | 186 | 1   |
| Agree-disagree          | 2016 | 59 | Managers support collaboration across work units to accomplish work objectives.  | 79.1% | 9.3%  | 11.6% | 188 | 1   |
| Good-poor               | 2016 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?   | 81.5% | 11.1% | 7.5%  | 183 | 7   |
| Agree-disagree          | 2016 | 61 | I have a high level of respect for my organization's senior leaders.   | 79.3% | 12.5% | 8.2%  | 190 | 0   |
| Agree-disagree          | 2016 | 62 | Senior leaders demonstrate support for Work/Life programs.   | 81.7% | 11.8% | 6.5%  | 184 | 5   |
| Satisfied -dissatisfied | 2016 | 63 | *How satisfied are you with your involvement in decisions that affect your work?   | 70.0% | 16.0% | 14.0% | 190 | N/A |
| Satisfied -dissatisfied | 2016 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization?   | 79.8% | 9.4%  | 10.7% | 190 | N/A |
| Satisfied -dissatisfied | 2016 | 65 | *How satisfied are you with the recognition you receive for doing a good job?  | 65.9% | 15.9% | 18.1% | 189 | N/A |
| Satisfied -dissatisfied | 2016 | 66 | How satisfied are you with the policies and practices of your senior leaders?  | 74.7% | 14.4% | 10.9% | 189 | N/A |
| Satisfied -dissatisfied | 2016 | 67 | How satisfied are you with your opportunity to get a better job in your organization?  | 47.3% | 27.2% | 25.5% | 186 | N/A |
| Satisfied -dissatisfied | 2016 | 68 | How satisfied are you with the training you receive for your present job?  | 71.2% | 18.8% | 10.0% | 189 | N/A |
| Satisfied -dissatisfied | 2016 | 69 | *Considering everything, how satisfied are you with your job?  | 81.6% | 8.8%  | 9.6%  | 190 | N/A |
| Satisfied -dissatisfied | 2016 | 70 | Considering everything, how satisfied are you with your pay?   | 48.2% | 12.5% | 39.2% | 190 | N/A |
| Satisfied -dissatisfied | 2016 | 71 | *Considering everything, how satisfied are you with your organization?   | 83.3% | 9.4%  | 7.3%  | 190 | N/A |
| Agree-disagree          | 2015 | 1  | *I am given a real opportunity to improve my skills in my organization.  | 86.0% | 9.8%  | 4.3%  | 148 | N/A |
| Agree-disagree          | 2015 | 2  | I have enough information to do my job well.   | 82.5% | 11.4% | 6.1%  | 148 | N/A |
| Agree-disagree          | 2015 | 3  | I feel encouraged to come up with new and better ways of doing things.   | 80.6% | 8.5%  | 10.9% | 147 | N/A |
| Agree-disagree          | 2015 | 4  | My work gives me a feeling of personal accomplishment.   | 87.2% | 7.1%  | 5.7%  | 148 | N/A |
| Agree-disagree          | 2015 | 5  | I like the kind of work I do.  | 91.3% | 3.3%  | 5.4%  | 145 | N/A |
| Agree-disagree          | 2015 | 6  | I know what is expected of me on the job.  | 84.8% | 7.8%  | 7.4%  | 148 | N/A |
| Agree-disagree          | 2015 | 7  | When needed I am willing to put in the extra effort to get a job done.   | 97.8% | 0.7%  | 1.5%  | 147 | N/A |
| Agree-disagree          | 2015 | 8  | I am constantly looking for ways to do my job better.  | 91.9% | 5.9%  | 2.2%  | 147 | N/A |
| Agree-disagree          | 2015 | 9  | I have sufficient resources (for example, people, materials, budget) to get my job done.   | 56.7% | 14.3% | 29.0% | 147 | 1   |
| Agree-disagree          | 2015 | 10 | *My workload is reasonable.  | 55.7% | 19.9% | 24.4% | 147 | 1   |
| Agree-disagree          | 2015 | 11 | *My talents are used well in the workplace.  | 68.6% | 16.0% | 15.4% | 144 | 1   |
| Agree-disagree          | 2015 | 12 | *I know how my work relates to the agency's goals and priorities.  | 91.1% | 4.6%  | 4.3%  | 144 | 1   |
| Agree-disagree          | 2015 | 13 | The work I do is important.  | 92.7% | 7.3%  | 0.0%  | 144 | 1   |



## Trend Core Survey

|                         |      |    |  |       |       |       |     |     |
|-------------------------|------|----|--|-------|-------|-------|-----|-----|
| Agree-disagree          | 2015 | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  | 95.6% | 2.2%  | 2.2%  | 146 | 1   |
| Agree-disagree          | 2015 | 15 | My performance appraisal is a fair reflection of my performance.   | 72.4% | 11.8% | 15.8% | 144 | 4   |
| Agree-disagree          | 2015 | 16 | I am held accountable for achieving results.   | 87.2% | 8.5%  | 4.3%  | 145 | 2   |
| Agree-disagree          | 2015 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.   | 78.5% | 15.0% | 6.5%  | 133 | 14  |
| Agree-disagree          | 2015 | 18 | My training needs are assessed.  | 76.2% | 16.0% | 7.9%  | 146 | 2   |
| 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).   | 65.5% | 18.1% | 16.4% | 144 | 4   |
| Agree-disagree          | 2015 | 20 | *The people I work with cooperate to get the job done.   | 79.1% | 12.3% | 8.6%  | 148 | N/A |
| Agree-disagree          | 2015 | 21 | My work unit is able to recruit people with the right skills.  | 76.1% | 14.5% | 9.4%  | 146 | 2   |
| Agree-disagree          | 2015 | 22 | Promotions in my work unit are based on merit.   | 52.5% | 26.4% | 21.1% | 134 | 12  |
| Agree-disagree          | 2015 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.   | 55.2% | 25.8% | 19.0% | 129 | 18  |
| Agree-disagree          | 2015 | 24 | *In my work unit, differences in performance are recognized in a meaningful way.   | 46.1% | 30.2% | 23.7% | 139 | 8   |
| Agree-disagree          | 2015 | 25 | Awards in my work unit depend on how well employees perform their jobs.  | 59.3% | 24.2% | 16.6% | 130 | 16  |
| Agree-disagree          | 2015 | 26 | Employees in my work unit share job knowledge with each other.   | 86.7% | 8.1%  | 5.2%  | 145 | 2   |
| Agree-disagree          | 2015 | 27 | The skill level in my work unit has improved in the past year.   | 68.0% | 26.5% | 5.4%  | 142 | 6   |
| Good-poor               | 2015 | 28 | How would you rate the overall quality of work done by your work unit?   | 87.1% | 10.6% | 2.3%  | 147 | N/A |
| Agree-disagree          | 2015 | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.   | 92.2% | 5.1%  | 2.7%  | 144 | 2   |
| Agree-disagree          | 2015 | 30 | Employees have a feeling of personal empowerment with respect to work processes.   | 67.3% | 17.3% | 15.4% | 140 | 6   |
| Agree-disagree          | 2015 | 31 | Employees are recognized for providing high quality products and services.   | 75.5% | 13.7% | 10.8% | 143 | 4   |
| Agree-disagree          | 2015 | 32 | Creativity and innovation are rewarded.  | 61.1% | 21.9% | 17.0% | 142 | 4   |
| Agree-disagree          | 2015 | 33 | Pay raises depend on how well employees perform their jobs.  | 27.2% | 28.5% | 44.3% | 132 | 13  |
| 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).   | 73.8% | 17.7% | 8.6%  | 138 | 10  |
| Agree-disagree          | 2015 | 35 | Employees are protected from health and safety hazards on the job.   | 95.6% | 3.9%  | 0.5%  | 144 | 4   |
| Agree-disagree          | 2015 | 36 | My organization has prepared employees for potential security threats.   | 86.5% | 7.8%  | 5.7%  | 145 | 2   |
| Agree-disagree          | 2015 | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.  | 68.5% | 20.7% | 10.8% | 131 | 15  |
| Agree-disagree          | 2015 | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | 82.1% | 13.8% | 4.1%  | 131 | 15  |
| Agree-disagree          | 2015 | 39 | My agency is successful at accomplishing its mission.  | 95.4% | 4.6%  | 0.0%  | 147 | 1   |
| Agree-disagree          | 2015 | 40 | *I recommend my organization as a good place to work.  | 89.9% | 8.1%  | 1.9%  | 147 | N/A |
| Agree-disagree          | 2015 | 41 | *I believe the results of this survey will be used to make my agency a better place to work.   | 66.9% | 20.3% | 12.8% | 138 | 10  |
| Agree-disagree          | 2015 | 42 | My supervisor supports my need to balance work and other life issues.  | 92.5% | 4.2%  | 3.3%  | 145 | 2   |
| Agree-disagree          | 2015 | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills.  | 78.1% | 13.5% | 8.4%  | 146 | 2   |
| Agree-disagree          | 2015 | 44 | Discussions with my supervisor about my performance are worthwhile.  | 72.3% | 13.9% | 13.8% | 147 | 1   |
| Agree-disagree          | 2015 | 45 | My supervisor is committed to a workforce representative of all segments of society.   | 80.3% | 19.7% | 0.0%  | 136 | 11  |
| Agree-disagree          | 2015 | 46 | My supervisor provides me with constructive suggestions to improve my job performance.   | 77.3% | 12.4% | 10.3% | 145 | 1   |
| Agree-disagree          | 2015 | 47 | Supervisors in my work unit support employee development.  | 87.5% | 9.4%  | 3.1%  | 146 | 2   |
| Agree-disagree          | 2015 | 48 | My supervisor listens to what I have to say.   | 86.1% | 7.5%  | 6.4%  | 148 | N/A |
| Agree-disagree          | 2015 | 49 | My supervisor treats me with respect.  | 89.7% | 7.1%  | 3.2%  | 148 | N/A |
| Agree-disagree          | 2015 | 50 | In the last six months, my supervisor has talked with me about my performance.   | 93.2% | 4.6%  | 2.3%  | 147 | N/A |
| Agree-disagree          | 2015 | 51 | I have trust and confidence in my supervisor.  | 78.4% | 15.5% | 6.2%  | 148 | N/A |
| Good-poor               | 2015 | 52 | Overall, how good a job do you feel is being done by your immediate supervisor?  | 81.0% | 16.9% | 2.0%  | 147 | N/A |
| Agree-disagree          | 2015 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce.   | 67.9% | 17.9% | 14.2% | 146 | 1   |
| Agree-disagree          | 2015 | 54 | My organization's senior leaders maintain high standards of honesty and integrity.   | 73.4% | 19.8% | 6.8%  | 138 | 7   |
| Agree-disagree          | 2015 | 55 | Supervisors work well with employees of different backgrounds.   | 83.4% | 13.9% | 2.7%  | 135 | 10  |
| Agree-disagree          | 2015 | 56 | *Managers communicate the goals and priorities of the organization.  | 84.6% | 11.0% | 4.4%  | 144 | 2   |
| Agree-disagree          | 2015 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives.  | 85.3% | 10.7% | 4.1%  | 144 | 3   |
| Agree-disagree          | 2015 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources).  | 79.4% | 9.5%  | 11.1% | 145 | 3   |
| Agree-disagree          | 2015 | 59 | Managers support collaboration across work units to accomplish work objectives.  | 78.0% | 13.7% | 8.4%  | 142 | 6   |
| Good-poor               | 2015 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?   | 77.3% | 16.6% | 6.1%  | 143 | 5   |
| Agree-disagree          | 2015 | 61 | I have a high level of respect for my organization's senior leaders.   | 75.9% | 18.3% | 5.7%  | 147 | 1   |
| Agree-disagree          | 2015 | 62 | Senior leaders demonstrate support for Work/Life programs.   | 85.5% | 10.6% | 3.9%  | 142 | 6   |
| Satisfied -dissatisfied | 2015 | 63 | *How satisfied are you with your involvement in decisions that affect your work?   | 71.2% | 14.8% | 14.0% | 148 | 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?   | 76.5% | 15.5% | 8.0%  | 148 | N/A |
| Satisfied -dissatisfied | 2015 | 65 | *How satisfied are you with the recognition you receive for doing a good job?  | 65.3% | 16.4% | 18.2% | 147 | N/A |
| Satisfied -dissatisfied | 2015 | 66 | How satisfied are you with the policies and practices of your senior leaders?  | 66.7% | 22.8% | 10.5% | 146 | N/A |
| Satisfied -dissatisfied | 2015 | 67 | How satisfied are you with your opportunity to get a better job in your organization?  | 46.0% | 28.1% | 25.9% | 147 | N/A |
| Satisfied -dissatisfied | 2015 | 68 | How satisfied are you with the training you receive for your present job?  | 80.2% | 15.5% | 4.3%  | 147 | N/A |
| Satisfied -dissatisfied | 2015 | 69 | *Considering everything, how satisfied are you with your job?  | 83.3% | 8.1%  | 8.6%  | 148 | N/A |

## Trend Core Survey

|                            |      |    |  |       |       |       |     |     |
|----------------------------|------|----|--|-------|-------|-------|-----|-----|
| Satisfied<br>-dissatisfied | 2015 | 70 | Considering everything, how satisfied are you with your pay?   | 42.2% | 19.5% | 38.2% | 148 | N/A |
| Satisfied<br>-dissatisfied | 2015 | 71 | *Considering everything, how satisfied are you with your organization?   | 85.6% | 11.3% | 3.1%  | 148 | N/A |
| Agree-disagree             | 2014 | 1  | *I am given a real opportunity to improve my skills in my organization.  | 73.9% | 14.2% | 11.9% | 157 | N/A |
| Agree-disagree             | 2014 | 2  | I have enough information to do my job well.   | 78.5% | 14.8% | 6.7%  | 155 | N/A |
| Agree-disagree             | 2014 | 3  | I feel encouraged to come up with new and better ways of doing things.   | 70.6% | 12.3% | 17.1% | 155 | N/A |
| Agree-disagree             | 2014 | 4  | My work gives me a feeling of personal accomplishment.   | 78.0% | 12.4% | 9.6%  | 157 | N/A |
| Agree-disagree             | 2014 | 5  | I like the kind of work I do.  | 87.1% | 9.2%  | 3.8%  | 156 | N/A |
| Agree-disagree             | 2014 | 6  | I know what is expected of me on the job.  | 81.1% | 11.0% | 7.9%  | 155 | N/A |
| Agree-disagree             | 2014 | 7  | When needed I am willing to put in the extra effort to get a job done.   | 97.6% | 1.2%  | 1.2%  | 156 | N/A |
| Agree-disagree             | 2014 | 8  | I am constantly looking for ways to do my job better.  | 94.8% | 2.8%  | 2.4%  | 155 | N/A |
| Agree-disagree             | 2014 | 9  | I have sufficient resources (for example, people, materials, budget) to get my job done.   | 47.3% | 17.5% | 35.2% | 156 | 0   |
| Agree-disagree             | 2014 | 10 | *My workload is reasonable.  | 50.0% | 17.3% | 32.6% | 155 | 0   |
| Agree-disagree             | 2014 | 11 | *My talents are used well in the workplace.  | 58.8% | 16.1% | 25.0% | 146 | 0   |
| Agree-disagree             | 2014 | 12 | *I know how my work relates to the agency's goals and priorities.  | 89.4% | 6.1%  | 4.5%  | 156 | 0   |
| Agree-disagree             | 2014 | 13 | The work I do is important.  | 89.9% | 8.9%  | 1.2%  | 152 | 0   |
| Agree-disagree             | 2014 | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  | 93.4% | 4.1%  | 2.4%  | 155 | 0   |
| Agree-disagree             | 2014 | 15 | My performance appraisal is a fair reflection of my performance.   | 71.0% | 14.4% | 14.6% | 155 | 1   |
| Agree-disagree             | 2014 | 16 | I am held accountable for achieving results.   | 81.8% | 12.2% | 6.0%  | 157 | 0   |
| Agree-disagree             | 2014 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.   | 69.4% | 19.3% | 11.3% | 145 | 11  |
| Agree-disagree             | 2014 | 18 | My training needs are assessed.  | 57.8% | 22.7% | 19.6% | 155 | 1   |
| Agree-disagree             | 2014 | 19 | In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).   | 62.4% | 17.5% | 20.1% | 154 | 3   |
| Agree-disagree             | 2014 | 20 | *The people I work with cooperate to get the job done.   | 79.7% | 10.0% | 10.4% | 157 | N/A |
| Agree-disagree             | 2014 | 21 | My work unit is able to recruit people with the right skills.  | 65.6% | 21.8% | 12.7% | 154 | 3   |
| Agree-disagree             | 2014 | 22 | Promotions in my work unit are based on merit.   | 45.0% | 32.1% | 22.9% | 140 | 14  |
| Agree-disagree             | 2014 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.   | 43.5% | 24.1% | 32.3% | 139 | 17  |
| Agree-disagree             | 2014 | 24 | *In my work unit, differences in performance are recognized in a meaningful way.   | 41.6% | 29.9% | 28.5% | 147 | 10  |
| Agree-disagree             | 2014 | 25 | Awards in my work unit depend on how well employees perform their jobs.  | 47.3% | 33.6% | 19.1% | 144 | 13  |
| Agree-disagree             | 2014 | 26 | Employees in my work unit share job knowledge with each other.   | 74.4% | 11.6% | 14.1% | 155 | 1   |
| Agree-disagree             | 2014 | 27 | The skill level in my work unit has improved in the past year.   | 64.9% | 26.2% | 8.9%  | 152 | 5   |
| Good-poor                  | 2014 | 28 | How would you rate the overall quality of work done by your work unit?   | 89.1% | 9.3%  | 1.6%  | 156 | N/A |
| Agree-disagree             | 2014 | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.   | 83.1% | 9.3%  | 7.6%  | 153 | 2   |
| Agree-disagree             | 2014 | 30 | Employees have a feeling of personal empowerment with respect to work processes.   | 59.5% | 21.9% | 18.6% | 148 | 7   |
| Agree-disagree             | 2014 | 31 | Employees are recognized for providing high quality products and services.   | 65.1% | 19.3% | 15.6% | 154 | 0   |
| Agree-disagree             | 2014 | 32 | Creativity and innovation are rewarded.  | 53.9% | 25.1% | 20.9% | 150 | 5   |
| Agree-disagree             | 2014 | 33 | Pay raises depend on how well employees perform their jobs.  | 21.7% | 28.4% | 49.9% | 141 | 12  |
| Agree-disagree             | 2014 | 34 | Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).   | 70.7% | 22.0% | 7.3%  | 142 | 11  |
| Agree-disagree             | 2014 | 35 | Employees are protected from health and safety hazards on the job.   | 93.6% | 5.4%  | 1.1%  | 153 | 1   |
| Agree-disagree             | 2014 | 36 | My organization has prepared employees for potential security threats.   | 92.8% | 4.3%  | 3.0%  | 152 | 2   |
| Agree-disagree             | 2014 | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.  | 64.4% | 21.0% | 14.6% | 140 | 15  |
| Agree-disagree             | 2014 | 38 | Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | 77.3% | 15.7% | 6.9%  | 137 | 17  |
| Agree-disagree             | 2014 | 39 | My agency is successful at accomplishing its mission.  | 91.3% | 5.3%  | 3.4%  | 155 | 0   |
| Agree-disagree             | 2014 | 40 | *I recommend my organization as a good place to work.  | 78.9% | 14.3% | 6.9%  | 154 | N/A |
| Agree-disagree             | 2014 | 41 | *I believe the results of this survey will be used to make my agency a better place to work.   | 58.1% | 19.1% | 22.8% | 148 | 6   |
| Agree-disagree             | 2014 | 42 | My supervisor supports my need to balance work and other life issues.  | 90.6% | 3.5%  | 6.0%  | 152 | 2   |
| Agree-disagree             | 2014 | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills.  | 76.0% | 12.6% | 11.4% | 152 | 1   |
| Agree-disagree             | 2014 | 44 | Discussions with my supervisor about my performance are worthwhile.  | 70.7% | 17.6% | 11.7% | 150 | 1   |
| Agree-disagree             | 2014 | 45 | My supervisor is committed to a workforce representative of all segments of society.   | 82.9% | 11.8% | 5.3%  | 134 | 20  |
| Agree-disagree             | 2014 | 46 | My supervisor provides me with constructive suggestions to improve my job performance.   | 69.2% | 16.6% | 14.2% | 151 | 2   |
| Agree-disagree             | 2014 | 47 | Supervisors in my work unit support employee development.  | 79.3% | 12.3% | 8.5%  | 152 | 2   |
| Agree-disagree             | 2014 | 48 | My supervisor listens to what I have to say.   | 87.2% | 6.0%  | 6.8%  | 153 | N/A |
| Agree-disagree             | 2014 | 49 | My supervisor treats me with respect.  | 89.2% | 2.6%  | 8.2%  | 153 | N/A |
| Agree-disagree             | 2014 | 50 | In the last six months, my supervisor has talked with me about my performance.   | 89.3% | 6.1%  | 4.6%  | 153 | N/A |
| Agree-disagree             | 2014 | 51 | I have trust and confidence in my supervisor.  | 79.7% | 6.5%  | 13.8% | 153 | N/A |
| Good-poor                  | 2014 | 52 | Overall, how good a job do you feel is being done by your immediate supervisor?  | 80.6% | 8.2%  | 11.2% | 153 | N/A |
| Agree-disagree             | 2014 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce.   | 63.8% | 18.4% | 17.8% | 150 | 3   |
| Agree-disagree             | 2014 | 54 | My organization's senior leaders maintain high standards of honesty and integrity.   | 71.9% | 16.0% | 12.1% | 144 | 9   |
| Agree-disagree             | 2014 | 55 | Supervisors work well with employees of different backgrounds.   | 78.3% | 18.2% | 3.5%  | 139 | 11  |
| Agree-disagree             | 2014 | 56 | *Managers communicate the goals and priorities of the organization.  | 73.9% | 18.9% | 7.2%  | 150 | 2   |
| Agree-disagree             | 2014 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives.  | 82.8% | 12.4% | 4.8%  | 145 | 8   |
| Agree-disagree             | 2014 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources).  | 69.6% | 12.2% | 18.1% | 149 | 3   |
| Agree-disagree             | 2014 | 59 | Managers support collaboration across work units to accomplish work objectives.  | 70.6% | 13.1% | 16.3% | 150 | 2   |

## Trend Core Survey

|                        |      |    |  |       |       |       |     |     |
|------------------------|------|----|--|-------|-------|-------|-----|-----|
| Good-poor              | 2014 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?   | 77.4% | 11.0% | 11.6% | 137 | 14  |
| Agree-disagree         | 2014 | 61 | I have a high level of respect for my organization's senior leaders.   | 68.1% | 21.5% | 10.4% | 152 | 0   |
| Agree-disagree         | 2014 | 62 | Senior leaders demonstrate support for Work/Life programs.   | 83.6% | 11.6% | 4.9%  | 148 | 3   |
| Satisfied-dissatisfied | 2014 | 63 | *How satisfied are you with your involvement in decisions that affect your work?   | 61.5% | 22.1% | 16.4% | 151 | N/A |
| Satisfied-dissatisfied | 2014 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization?   | 70.2% | 21.4% | 8.4%  | 151 | N/A |
| Satisfied-dissatisfied | 2014 | 65 | *How satisfied are you with the recognition you receive for doing a good job?  | 56.1% | 23.7% | 20.2% | 151 | N/A |
| Satisfied-dissatisfied | 2014 | 66 | How satisfied are you with the policies and practices of your senior leaders?  | 55.4% | 28.9% | 15.7% | 152 | N/A |
| Satisfied-dissatisfied | 2014 | 67 | How satisfied are you with your opportunity to get a better job in your organization?  | 28.0% | 38.1% | 33.9% | 149 | N/A |
| Satisfied-dissatisfied | 2014 | 68 | How satisfied are you with the training you receive for your present job?  | 63.3% | 25.7% | 11.0% | 151 | N/A |
| Satisfied-dissatisfied | 2014 | 69 | *Considering everything, how satisfied are you with your job?  | 71.6% | 17.3% | 11.1% | 152 | N/A |
| Satisfied-dissatisfied | 2014 | 70 | Considering everything, how satisfied are you with your pay?   | 39.0% | 17.4% | 43.6% | 150 | N/A |
| Satisfied-dissatisfied | 2014 | 71 | *Considering everything, how satisfied are you with your organization?   | 73.1% | 16.8% | 10.1% | 152 | N/A |
| Agree-disagree         | 2013 | 1  | *I am given a real opportunity to improve my skills in my organization.  | 73.9% | 14.3% | 11.7% | 166 | N/A |
| Agree-disagree         | 2013 | 2  | I have enough information to do my job well.   | 78.5% | 12.1% | 9.4%  | 164 | N/A |
| Agree-disagree         | 2013 | 3  | I feel encouraged to come up with new and better ways of doing things.   | 65.3% | 18.1% | 16.6% | 163 | N/A |
| Agree-disagree         | 2013 | 4  | My work gives me a feeling of personal accomplishment.   | 78.9% | 12.1% | 9.0%  | 165 | N/A |
| Agree-disagree         | 2013 | 5  | I like the kind of work I do.  | 88.3% | 6.9%  | 4.8%  | 160 | N/A |
| Agree-disagree         | 2013 | 6  | I know what is expected of me on the job.  | 81.2% | 10.9% | 7.9%  | 166 | N/A |
| Agree-disagree         | 2013 | 7  | When needed I am willing to put in the extra effort to get a job done.   | 95.1% | 4.1%  | 0.8%  | 164 | N/A |
| Agree-disagree         | 2013 | 8  | I am constantly looking for ways to do my job better.  | 90.5% | 6.4%  | 3.0%  | 166 | N/A |
| Agree-disagree         | 2013 | 9  | I have sufficient resources (for example, people, materials, budget) to get my job done.   | 42.5% | 20.2% | 37.4% | 166 | 0   |
| Agree-disagree         | 2013 | 10 | *My workload is reasonable.  | 51.7% | 21.3% | 27.0% | 165 | 0   |
| Agree-disagree         | 2013 | 11 | *My talents are used well in the workplace.  | 62.3% | 16.8% | 20.8% | 163 | 0   |
| Agree-disagree         | 2013 | 12 | *I know how my work relates to the agency's goals and priorities.  | 84.4% | 11.2% | 4.5%  | 164 | 1   |
| Agree-disagree         | 2013 | 13 | The work I do is important.  | 91.3% | 6.0%  | 2.7%  | 161 | 0   |
| Agree-disagree         | 2013 | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  | 94.3% | 3.2%  | 2.5%  | 164 | 0   |
| Agree-disagree         | 2013 | 15 | My performance appraisal is a fair reflection of my performance.   | 74.9% | 12.5% | 12.6% | 163 | 3   |
| Agree-disagree         | 2013 | 16 | I am held accountable for achieving results.   | 82.0% | 13.5% | 4.4%  | 161 | 3   |
| Agree-disagree         | 2013 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.   | 70.6% | 18.8% | 10.6% | 154 | 12  |
| Agree-disagree         | 2013 | 18 | My training needs are assessed.  | 57.5% | 21.3% | 21.2% | 165 | 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).   | 66.3% | 18.7% | 15.0% | 160 | 5   |
| Agree-disagree         | 2013 | 20 | *The people I work with cooperate to get the job done.   | 76.2% | 14.2% | 9.6%  | 165 | N/A |
| Agree-disagree         | 2013 | 21 | My work unit is able to recruit people with the right skills.  | 64.7% | 19.5% | 15.7% | 160 | 6   |
| Agree-disagree         | 2013 | 22 | Promotions in my work unit are based on merit.   | 47.5% | 30.6% | 21.9% | 155 | 9   |
| Agree-disagree         | 2013 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.   | 47.0% | 29.3% | 23.8% | 147 | 18  |
| Agree-disagree         | 2013 | 24 | *In my work unit, differences in performance are recognized in a meaningful way.   | 40.9% | 32.6% | 26.6% | 160 | 6   |
| Agree-disagree         | 2013 | 25 | Awards in my work unit depend on how well employees perform their jobs.  | 48.0% | 29.7% | 22.3% | 153 | 12  |
| Agree-disagree         | 2013 | 26 | Employees in my work unit share job knowledge with each other.   | 75.0% | 11.8% | 13.2% | 165 | 1   |
| Agree-disagree         | 2013 | 27 | The skill level in my work unit has improved in the past year.   | 57.8% | 31.5% | 10.7% | 158 | 8   |
| Good-poor              | 2013 | 28 | How would you rate the overall quality of work done by your work unit?   | 90.0% | 9.2%  | 0.8%  | 166 | N/A |
| Agree-disagree         | 2013 | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.   | 81.4% | 16.3% | 2.2%  | 164 | 1   |
| Agree-disagree         | 2013 | 30 | Employees have a feeling of personal empowerment with respect to work processes.   | 56.5% | 19.9% | 23.6% | 159 | 6   |
| Agree-disagree         | 2013 | 31 | Employees are recognized for providing high quality products and services.   | 58.7% | 24.0% | 17.3% | 161 | 3   |
| Agree-disagree         | 2013 | 32 | Creativity and innovation are rewarded.  | 54.4% | 25.2% | 20.4% | 161 | 3   |
| Agree-disagree         | 2013 | 33 | Pay raises depend on how well employees perform their jobs.  | 23.4% | 28.8% | 47.8% | 145 | 18  |
| 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).   | 66.7% | 26.2% | 7.1%  | 156 | 9   |
| Agree-disagree         | 2013 | 35 | Employees are protected from health and safety hazards on the job.   | 94.1% | 5.9%  | 0.0%  | 161 | 3   |
| Agree-disagree         | 2013 | 36 | My organization has prepared employees for potential security threats.   | 88.8% | 10.1% | 1.1%  | 166 | 0   |
| Agree-disagree         | 2013 | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.  | 62.9% | 20.9% | 16.2% | 152 | 13  |
| 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. | 79.9% | 14.0% | 6.0%  | 147 | 18  |
| Agree-disagree         | 2013 | 39 | My agency is successful at accomplishing its mission.  | 90.2% | 7.6%  | 2.2%  | 164 | 0   |
| Agree-disagree         | 2013 | 40 | *I recommend my organization as a good place to work.  | 74.4% | 15.3% | 10.4% | 162 | N/A |
| Agree-disagree         | 2013 | 41 | *I believe the results of this survey will be used to make my agency a better place to work.   | 54.8% | 25.2% | 19.9% | 157 | 7   |
| Agree-disagree         | 2013 | 42 | My supervisor supports my need to balance work and other life issues.  | 85.6% | 8.1%  | 6.3%  | 164 | 0   |
| Agree-disagree         | 2013 | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills.  | 77.0% | 11.9% | 11.1% | 163 | 0   |
| Agree-disagree         | 2013 | 44 | Discussions with my supervisor about my performance are worthwhile.  | 73.8% | 15.1% | 11.0% | 161 | 1   |
| Agree-disagree         | 2013 | 45 | My supervisor is committed to a workforce representative of all segments of society.   | 80.8% | 15.8% | 3.4%  | 151 | 12  |

## Trend Core Survey

|                            |      |    |  |       |       |       |     |     |
|----------------------------|------|----|--|-------|-------|-------|-----|-----|
| Agree-disagree             | 2013 | 46 | My supervisor provides me with constructive suggestions to improve my job performance.   | 71.5% | 18.4% | 10.2% | 164 | 0   |
| Agree-disagree             | 2013 | 47 | Supervisors in my work unit support employee development.  | 78.7% | 12.4% | 8.8%  | 163 | 1   |
| Agree-disagree             | 2013 | 48 | My supervisor listens to what I have to say.   | 88.0% | 6.4%  | 5.6%  | 164 | N/A |
| Agree-disagree             | 2013 | 49 | My supervisor treats me with respect.  | 89.2% | 6.3%  | 4.6%  | 164 | N/A |
| Agree-disagree             | 2013 | 50 | In the last six months, my supervisor has talked with me about my performance.   | 92.3% | 5.4%  | 2.3%  | 162 | N/A |
| Agree-disagree             | 2013 | 51 | I have trust and confidence in my supervisor.  | 83.0% | 9.2%  | 7.8%  | 164 | N/A |
| Good-poor                  | 2013 | 52 | Overall, how good a job do you feel is being done by your immediate supervisor?  | 85.2% | 9.2%  | 5.7%  | 164 | N/A |
| Agree-disagree             | 2013 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce.   | 54.7% | 25.3% | 19.9% | 161 | 3   |
| Agree-disagree             | 2013 | 54 | My organization's senior leaders maintain high standards of honesty and integrity.   | 69.0% | 19.6% | 11.4% | 156 | 7   |
| Agree-disagree             | 2013 | 55 | Supervisors work well with employees of different backgrounds.   | 77.7% | 17.9% | 4.4%  | 158 | 5   |
| Agree-disagree             | 2013 | 56 | *Managers communicate the goals and priorities of the organization.  | 80.4% | 12.9% | 6.7%  | 162 | 2   |
| Agree-disagree             | 2013 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives.  | 78.9% | 16.4% | 4.7%  | 158 | 6   |
| Agree-disagree             | 2013 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources).  | 70.0% | 16.6% | 13.4% | 164 | 0   |
| Agree-disagree             | 2013 | 59 | Managers support collaboration across work units to accomplish work objectives.  | 69.5% | 15.9% | 14.6% | 161 | 3   |
| Good-poor                  | 2013 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?   | 64.9% | 20.4% | 14.7% | 159 | 5   |
| Agree-disagree             | 2013 | 61 | I have a high level of respect for my organization's senior leaders.   | 66.3% | 21.9% | 11.8% | 164 | 0   |
| Agree-disagree             | 2013 | 62 | Senior leaders demonstrate support for Work/Life programs.   | 78.7% | 15.8% | 5.5%  | 161 | 3   |
| Satisfied<br>-dissatisfied | 2013 | 63 | *How satisfied are you with your involvement in decisions that affect your work?   | 59.5% | 21.1% | 19.4% | 163 | N/A |
| Satisfied<br>-dissatisfied | 2013 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization?   | 65.4% | 21.5% | 13.1% | 163 | N/A |
| Satisfied<br>-dissatisfied | 2013 | 65 | *How satisfied are you with the recognition you receive for doing a good job?  | 55.3% | 24.1% | 20.6% | 162 | N/A |
| Satisfied<br>-dissatisfied | 2013 | 66 | How satisfied are you with the policies and practices of your senior leaders?  | 55.6% | 26.4% | 18.0% | 164 | N/A |
| Satisfied<br>-dissatisfied | 2013 | 67 | How satisfied are you with your opportunity to get a better job in your organization?  | 36.4% | 32.1% | 31.5% | 164 | N/A |
| Satisfied<br>-dissatisfied | 2013 | 68 | How satisfied are you with the training you receive for your present job?  | 62.2% | 24.6% | 13.2% | 164 | N/A |
| Satisfied<br>-dissatisfied | 2013 | 69 | *Considering everything, how satisfied are you with your job?  | 70.5% | 18.5% | 11.0% | 164 | N/A |
| Satisfied<br>-dissatisfied | 2013 | 70 | Considering everything, how satisfied are you with your pay?   | 39.4% | 21.5% | 39.1% | 162 | N/A |
| Satisfied<br>-dissatisfied | 2013 | 71 | *Considering everything, how satisfied are you with your organization?   | 70.8% | 16.9% | 12.3% | 164 | N/A |
| Agree-disagree             | 2012 | 1  | *I am given a real opportunity to improve my skills in my organization.  | 78.6% | 14.9% | 6.5%  | 154 | N/A |
| Agree-disagree             | 2012 | 2  | I have enough information to do my job well.   | 80.8% | 11.2% | 8.1%  | 153 | N/A |
| Agree-disagree             | 2012 | 3  | I feel encouraged to come up with new and better ways of doing things.   | 70.9% | 17.0% | 12.1% | 151 | N/A |
| Agree-disagree             | 2012 | 4  | My work gives me a feeling of personal accomplishment.   | 80.9% | 10.5% | 8.6%  | 151 | N/A |
| Agree-disagree             | 2012 | 5  | I like the kind of work I do.  | 88.5% | 7.8%  | 3.6%  | 153 | N/A |
| Agree-disagree             | 2012 | 6  | I know what is expected of me on the job.  | 80.2% | 10.9% | 8.9%  | 153 | N/A |
| Agree-disagree             | 2012 | 7  | When needed I am willing to put in the extra effort to get a job done.   | 98.6% | 1.4%  | 0.0%  | 154 | N/A |
| Agree-disagree             | 2012 | 8  | I am constantly looking for ways to do my job better.  | 90.7% | 6.9%  | 2.4%  | 154 | N/A |
| Agree-disagree             | 2012 | 9  | I have sufficient resources (for example, people, materials, budget) to get my job done.   | 57.6% | 17.0% | 25.5% | 153 | 0   |
| Agree-disagree             | 2012 | 10 | *My workload is reasonable.  | 52.3% | 14.0% | 33.8% | 152 | 0   |
| Agree-disagree             | 2012 | 11 | *My talents are used well in the workplace.  | 64.2% | 15.3% | 20.4% | 153 | 0   |
| Agree-disagree             | 2012 | 12 | *I know how my work relates to the agency's goals and priorities.  | 84.3% | 10.0% | 5.7%  | 153 | 1   |
| Agree-disagree             | 2012 | 13 | The work I do is important.  | 93.4% | 4.8%  | 1.8%  | 153 | 1   |
| Agree-disagree             | 2012 | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.                  | 94.9% | 4.7%  | 0.4%  | 153 | 0   |
| Agree-disagree             | 2012 | 15 | My performance appraisal is a fair reflection of my performance.   | 76.4% | 14.3% | 9.3%  | 151 | 3   |
| Agree-disagree             | 2012 | 16 | I am held accountable for achieving results.   | 81.0% | 15.6% | 3.4%  | 153 | 1   |
| Agree-disagree             | 2012 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.   | 73.4% | 12.9% | 13.7% | 144 | 9   |
| Agree-disagree             | 2012 | 18 | My training needs are assessed.  | 62.4% | 21.2% | 16.4% | 153 | 1   |
| Agree-disagree             | 2012 | 19 | In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). | 66.7% | 20.0% | 13.3% | 153 | 1   |
| Agree-disagree             | 2012 | 20 | *The people I work with cooperate to get the job done.   | 77.1% | 13.6% | 9.3%  | 152 | N/A |
| Agree-disagree             | 2012 | 21 | My work unit is able to recruit people with the right skills.  | 73.5% | 15.9% | 10.7% | 152 | 2   |
| Agree-disagree             | 2012 | 22 | Promotions in my work unit are based on merit.   | 49.8% | 34.3% | 16.0% | 144 | 10  |
| Agree-disagree             | 2012 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.   | 43.3% | 34.3% | 22.4% | 139 | 15  |
| Agree-disagree             | 2012 | 24 | *In my work unit, differences in performance are recognized in a meaningful way.   | 41.3% | 31.5% | 27.2% | 148 | 6   |
| Agree-disagree             | 2012 | 25 | Awards in my work unit depend on how well employees perform their jobs.  | 51.0% | 31.2% | 17.8% | 144 | 10  |
| Agree-disagree             | 2012 | 26 | Employees in my work unit share job knowledge with each other.   | 82.0% | 10.1% | 7.9%  | 153 | 1   |
| Agree-disagree             | 2012 | 27 | The skill level in my work unit has improved in the past year.   | 65.8% | 24.9% | 9.3%  | 146 | 8   |
| Good-poor                  | 2012 | 28 | How would you rate the overall quality of work done by your work unit?   | 94.5% | 5.5%  | 0.0%  | 154 | N/A |
| Agree-disagree             | 2012 | 29 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.   | 88.0% | 8.5%  | 3.6%  | 149 | 1   |
| Agree-disagree             | 2012 | 30 | Employees have a feeling of personal empowerment with respect to work processes.   | 57.6% | 20.1% | 22.3% | 149 | 3   |
| Agree-disagree             | 2012 | 31 | Employees are recognized for providing high quality products and services.   | 67.6% | 19.3% | 13.1% | 151 | 1   |
| Agree-disagree             | 2012 | 32 | Creativity and innovation are rewarded.  | 55.4% | 24.3% | 20.2% | 149 | 3   |

## Trend Core Survey

|                         |      |    |  |       |       |       |     |     |
|-------------------------|------|----|--|-------|-------|-------|-----|-----|
| Agree-disagree          | 2012 | 33 | Pay raises depend on how well employees perform their jobs.  | 29.5% | 37.1% | 33.4% | 135 | 15  |
| 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).   | 68.6% | 21.5% | 9.9%  | 145 | 6   |
| Agree-disagree          | 2012 | 35 | Employees are protected from health and safety hazards on the job.   | 93.7% | 5.6%  | 0.6%  | 152 | 0   |
| Agree-disagree          | 2012 | 36 | My organization has prepared employees for potential security threats.   | 88.4% | 7.1%  | 4.5%  | 148 | 4   |
| Agree-disagree          | 2012 | 37 | Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.  | 66.6% | 21.2% | 12.2% | 147 | 5   |
| 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. | 82.4% | 13.2% | 4.4%  | 138 | 14  |
| Agree-disagree          | 2012 | 39 | My agency is successful at accomplishing its mission.  | 88.3% | 7.5%  | 4.1%  | 151 | 0   |
| Agree-disagree          | 2012 | 40 | *I recommend my organization as a good place to work.  | 83.1% | 13.7% | 3.2%  | 153 | 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.   | 65.4% | 21.4% | 13.2% | 142 | 10  |
| Agree-disagree          | 2012 | 42 | My supervisor supports my need to balance work and other life issues.  | 90.6% | 6.0%  | 3.4%  | 153 | 0   |
| Agree-disagree          | 2012 | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills.  | 75.8% | 17.3% | 6.9%  | 152 | 1   |
| Agree-disagree          | 2012 | 44 | Discussions with my supervisor about my performance are worthwhile.  | 72.7% | 17.0% | 10.3% | 150 | 2   |
| Agree-disagree          | 2012 | 45 | My supervisor is committed to a workforce representative of all segments of society.   | 79.4% | 16.3% | 4.4%  | 140 | 12  |
| Agree-disagree          | 2012 | 46 | My supervisor provides me with constructive suggestions to improve my job performance.   | 71.1% | 16.7% | 12.2% | 151 | 1   |
| Agree-disagree          | 2012 | 47 | Supervisors in my work unit support employee development.  | 81.8% | 11.7% | 6.5%  | 150 | 1   |
| Agree-disagree          | 2012 | 48 | My supervisor listens to what I have to say.   | 87.2% | 8.6%  | 4.2%  | 151 | N/A |
| Agree-disagree          | 2012 | 49 | My supervisor treats me with respect.  | 92.0% | 4.2%  | 3.8%  | 152 | N/A |
| Agree-disagree          | 2012 | 50 | In the last six months, my supervisor has talked with me about my performance.   | 83.3% | 10.5% | 6.3%  | 153 | N/A |
| Agree-disagree          | 2012 | 51 | I have trust and confidence in my supervisor.  | 79.4% | 14.3% | 6.3%  | 153 | N/A |
| Good-poor               | 2012 | 52 | Overall, how good a job do you feel is being done by your immediate supervisor?  | 82.0% | 14.3% | 3.7%  | 153 | N/A |
| Agree-disagree          | 2012 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce.   | 60.7% | 20.8% | 18.6% | 151 | 1   |
| Agree-disagree          | 2012 | 54 | My organization's senior leaders maintain high standards of honesty and integrity.   | 70.5% | 18.0% | 11.5% | 147 | 5   |
| Agree-disagree          | 2012 | 55 | Supervisors work well with employees of different backgrounds.   | 81.0% | 13.6% | 5.4%  | 148 | 4   |
| Agree-disagree          | 2012 | 56 | *Managers communicate the goals and priorities of the organization.  | 81.5% | 11.5% | 7.0%  | 152 | 0   |
| Agree-disagree          | 2012 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives.  | 83.2% | 11.1% | 5.7%  | 147 | 4   |
| Agree-disagree          | 2012 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources).  | 72.0% | 15.6% | 12.4% | 150 | 2   |
| Agree-disagree          | 2012 | 59 | Managers support collaboration across work units to accomplish work objectives.  | 71.7% | 16.9% | 11.4% | 148 | 3   |
| Good-poor               | 2012 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?   | 69.9% | 24.6% | 5.6%  | 147 | 6   |
| Agree-disagree          | 2012 | 61 | I have a high level of respect for my organization's senior leaders.   | 66.5% | 21.2% | 12.4% | 152 | 0   |
| Agree-disagree          | 2012 | 62 | Senior leaders demonstrate support for Work/Life programs.   | 84.0% | 11.2% | 4.9%  | 147 | 3   |
| Satisfied -dissatisfied | 2012 | 63 | *How satisfied are you with your involvement in decisions that affect your work?   | 65.3% | 21.2% | 13.5% | 153 | N/A |
| Satisfied -dissatisfied | 2012 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization?   | 72.9% | 15.9% | 11.1% | 153 | N/A |
| Satisfied -dissatisfied | 2012 | 65 | *How satisfied are you with the recognition you receive for doing a good job?  | 56.2% | 26.0% | 17.8% | 153 | N/A |
| Satisfied -dissatisfied | 2012 | 66 | How satisfied are you with the policies and practices of your senior leaders?  | 60.0% | 28.1% | 11.9% | 152 | N/A |
| Satisfied -dissatisfied | 2012 | 67 | How satisfied are you with your opportunity to get a better job in your organization?  | 37.1% | 32.5% | 30.5% | 153 | N/A |
| Satisfied -dissatisfied | 2012 | 68 | How satisfied are you with the training you receive for your present job?  | 63.6% | 27.8% | 8.6%  | 153 | N/A |
| Satisfied -dissatisfied | 2012 | 69 | *Considering everything, how satisfied are you with your job?  | 73.6% | 18.2% | 8.2%  | 153 | N/A |
| Satisfied -dissatisfied | 2012 | 70 | Considering everything, how satisfied are you with your pay?   | 37.4% | 20.0% | 42.7% | 153 | N/A |
| Satisfied -dissatisfied | 2012 | 71 | *Considering everything, how satisfied are you with your organization?   | 74.9% | 15.5% | 9.6%  | 153 | N/A |
| Agree-disagree          | 2011 | 1  | *I am given a real opportunity to improve my skills in my organization.  | .     | .     | .     | --  | N/A |
| Agree-disagree          | 2011 | 2  | I have enough information to do my job well.   | .     | .     | .     | --  | N/A |
| Agree-disagree          | 2011 | 3  | I feel encouraged to come up with new and better ways of doing things.   | .     | .     | .     | --  | N/A |
| Agree-disagree          | 2011 | 4  | My work gives me a feeling of personal accomplishment.   | .     | .     | .     | --  | N/A |
| Agree-disagree          | 2011 | 5  | I like the kind of work I do.  | .     | .     | .     | --  | N/A |
| Agree-disagree          | 2011 | 6  | I know what is expected of me on the job.  | .     | .     | .     | --  | N/A |
| Agree-disagree          | 2011 | 7  | When needed I am willing to put in the extra effort to get a job done.   | .     | .     | .     | --  | N/A |
| Agree-disagree          | 2011 | 8  | I am constantly looking for ways to do my job better.  | .     | .     | .     | --  | N/A |
| Agree-disagree          | 2011 | 9  | I have sufficient resources (for example, people, materials, budget) to get my job done.   | .     | .     | .     | --  |     |
| Agree-disagree          | 2011 | 10 | *My workload is reasonable.  | .     | .     | .     | --  |     |
| Agree-disagree          | 2011 | 11 | *My talents are used well in the workplace.  | .     | .     | .     | --  |     |
| Agree-disagree          | 2011 | 12 | *I know how my work relates to the agency's goals and priorities.  | .     | .     | .     | --  |     |
| Agree-disagree          | 2011 | 13 | The work I do is important.  | .     | .     | .     | --  |     |
| Agree-disagree          | 2011 | 14 | Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  | .     | .     | .     | --  |     |
| Agree-disagree          | 2011 | 15 | My performance appraisal is a fair reflection of my performance.   | .     | .     | .     | --  |     |
| Agree-disagree          | 2011 | 16 | I am held accountable for achieving results.   | .     | .     | .     | --  |     |
| Agree-disagree          | 2011 | 17 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.   | .     | .     | .     | --  |     |

Trend Core Survey

|                         |      |    |  |   |   |   |    |     |
|-------------------------|------|----|--|---|---|---|----|-----|
| Agree-disagree          | 2011 | 18 | My training needs are assessed.  | . | . | . | -- |     |
| 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).   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 20 | *The people I work with cooperate to get the job done.   | . | . | . | -- | N/A |
| Agree-disagree          | 2011 | 21 | My work unit is able to recruit people with the right skills.  | . | . | . | -- |     |
| Agree-disagree          | 2011 | 22 | Promotions in my work unit are based on merit.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 23 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 24 | *In my work unit, differences in performance are recognized in a meaningful way.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 25 | Awards in my work unit depend on how well employees perform their jobs.  | . | . | . | -- |     |
| Agree-disagree          | 2011 | 26 | Employees in my work unit share job knowledge with each other.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 27 | The skill level in my work unit has improved in the past year.   | . | . | . | -- |     |
| Good-poor               | 2011 | 28 | How would you rate the overall quality of work done by your work unit?   | . | . | . | -- | 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.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 31 | Employees are recognized for providing high quality products and services.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 32 | Creativity and innovation are rewarded.  | . | . | . | -- |     |
| Agree-disagree          | 2011 | 33 | Pay raises depend on how well employees perform their jobs.  | . | . | . | -- |     |
| 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).   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 35 | Employees are protected from health and safety hazards on the job.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 36 | My organization has prepared employees for potential security threats.   | . | . | . | -- |     |
| 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 employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. | . | . | . | -- |     |
| Agree-disagree          | 2011 | 39 | My agency is successful at accomplishing its mission.  | . | . | . | -- |     |
| Agree-disagree          | 2011 | 40 | *I recommend my organization as a good place to work.  | . | . | . | -- | 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.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 42 | My supervisor supports my need to balance work and other life issues.  | . | . | . | -- |     |
| Agree-disagree          | 2011 | 43 | My supervisor provides me with opportunities to demonstrate my leadership skills.  | . | . | . | -- |     |
| Agree-disagree          | 2011 | 44 | Discussions with my supervisor about my performance are worthwhile.  | . | . | . | -- |     |
| Agree-disagree          | 2011 | 45 | My supervisor is committed to a workforce representative of all segments of society.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 46 | My supervisor provides me with constructive suggestions to improve my job performance.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 47 | Supervisors in my work unit support employee development.  | . | . | . | -- |     |
| Agree-disagree          | 2011 | 48 | My supervisor listens to what I have to say.   | . | . | . | -- | N/A |
| Agree-disagree          | 2011 | 49 | My supervisor treats me with respect.  | . | . | . | -- | N/A |
| Agree-disagree          | 2011 | 50 | In the last six months, my supervisor has talked with me about my performance.   | . | . | . | -- | N/A |
| Agree-disagree          | 2011 | 51 | I have trust and confidence in my supervisor.  | . | . | . | -- | N/A |
| Good-poor               | 2011 | 52 | Overall, how good a job do you feel is being done by your immediate supervisor?  | . | . | . | -- | N/A |
| Agree-disagree          | 2011 | 53 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 54 | My organization's senior leaders maintain high standards of honesty and integrity.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 55 | Supervisors work well with employees of different backgrounds.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 56 | *Managers communicate the goals and priorities of the organization.  | . | . | . | -- |     |
| Agree-disagree          | 2011 | 57 | Managers review and evaluate the organization's progress toward meeting its goals and objectives.  | . | . | . | -- |     |
| Agree-disagree          | 2011 | 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources).  | . | . | . | -- |     |
| Agree-disagree          | 2011 | 59 | Managers support collaboration across work units to accomplish work objectives.  | . | . | . | -- |     |
| Good-poor               | 2011 | 60 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 61 | I have a high level of respect for my organization's senior leaders.   | . | . | . | -- |     |
| Agree-disagree          | 2011 | 62 | Senior leaders demonstrate support for Work/Life programs.   | . | . | . | -- |     |
| Satisfied -dissatisfied | 2011 | 63 | *How satisfied are you with your involvement in decisions that affect your work?   | . | . | . | -- | N/A |
| Satisfied -dissatisfied | 2011 | 64 | *How satisfied are you with the information you receive from management on what's going on in your organization?   | . | . | . | -- | N/A |
| Satisfied -dissatisfied | 2011 | 65 | *How satisfied are you with the recognition you receive for doing a good job?  | . | . | . | -- | N/A |
| Satisfied -dissatisfied | 2011 | 66 | How satisfied are you with the policies and practices of your senior leaders?  | . | . | . | -- | N/A |
| Satisfied -dissatisfied | 2011 | 67 | How satisfied are you with your opportunity to get a better job in your organization?  | . | . | . | -- | N/A |
| Satisfied -dissatisfied | 2011 | 68 | How satisfied are you with the training you receive for your present job?  | . | . | . | -- | N/A |
| Satisfied -dissatisfied | 2011 | 69 | *Considering everything, how satisfied are you with your job?  | . | . | . | -- | N/A |
| Satisfied -dissatisfied | 2011 | 70 | Considering everything, how satisfied are you with your pay?   | . | . | . | -- | N/A |
| Satisfied -dissatisfied | 2011 | 71 | *Considering everything, how satisfied are you with your organization?   | . | . | . | -- | N/A |

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

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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