

Item	Item Text	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	65%	22%	42%	12%	21%	3%	24%	14	29	8	14	2	67	N/A
2	I feel encouraged to come up with new and better ways of doing things.	67%	35%	32%	17%	8%	8%	16%	23	23	11	6	5	68	N/A
3	My work gives me a feeling of personal accomplishment.	87%	40%	47%	6%	6%	1%	8%	27	32	4	4	1	68	N/A
4	I know what is expected of me on the job.	85%	50%	34%	4%	10%	2%	11%	33	24	3	7	1	68	N/A
5	*My workload is reasonable.	39%	13%	26%	19%	27%	15%	43%	9	18	12	20	10	69	N/A
6	*My talents are used well in the workplace.	65%	18%	47%	16%	13%	6%	19%	12	34	11	8	4	69	N/A
7	*I know how my work relates to the agency's goals.	91%	57%	34%	7%	0%	3%	3%	39	24	4	0	2	69	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	77%	42%	35%	11%	8%	3%	11%	27	23	8	5	2	65	3
9	I have enough information to do my job well.	72%	27%	45%	10%	16%	2%	18%	18	32	7	11	1	69	N/A
10	I receive the training I need to do my job well.	66%	25%	41%	22%	11%	1%	12%	16	29	15	7	1	68	N/A
11	I am held accountable for the quality of work I produce.	93%	41%	52%	7%	0%	0%	0%	28	37	4	0	0	69	N/A
12	I have a clear idea of how well I am doing my job.	85%	37%	48%	7%	8%	0%	8%	25	34	5	5	0	69	N/A

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13	I have the autonomy to decide how I do my job.	77%	25%	52%	6%	12%	4%	17%	17	36	4	9	3	69	N/A
14	I can make decisions about my work without getting permission first.	65%	17%	48%	17%	9%	9%	18%	11	33	12	7	6	69	N/A
15	*The people I work with cooperate to get the job done.	90%	69%	22%	6%	0%	4%	4%	48	15	4	0	2	69	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	54%	23%	32%	33%	5%	8%	13%	11	18	17	3	3	52	17
18	Employees in my work unit share job knowledge.	90%	57%	33%	7%	2%	2%	3%	40	23	4	1	1	69	0
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	89%	55%	34%	9%	1%	0%	1%	37	24	6	1	0	68	1
20	Employees in my work unit meet the needs of our customers.	98%	72%	26%	2%	0%	0%	0%	47	18	1	0	0	66	3
21	Employees in my work unit contribute positively to my agency's performance.	100%	85%	15%	0%	0%	0%	0%	55	10	0	0	0	65	3
22	Employees in my work unit produce high-quality work.	100%	78%	22%	0%	0%	0%	0%	52	15	0	0	0	67	2
23	Employees in my work unit adapt to changing priorities.	97%	72%	25%	3%	0%	0%	0%	48	18	2	0	0	68	1

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24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	76%	32%	44%	20%	4%	0%	4%	17	24	9	2	0	52	17
25	I can influence decisions in my work unit.	85%	44%	41%	12%	3%	0%	3%	30	29	8	2	0	69	N/A
26	I know what my work unit's goals are.	93%	61%	32%	4%	1%	2%	3%	41	23	3	1	1	69	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	69%	27%	42%	14%	11%	6%	17%	17	29	10	7	4	67	2
28	My work unit successfully manages disruptions to our work.	82%	43%	39%	13%	5%	0%	5%	29	28	9	3	0	69	0
29	Employees in my work unit consistently look for new ways to improve how they do their work.	89%	50%	39%	5%	4%	2%	6%	32	28	3	2	1	66	3
30	Employees in my work unit incorporate new ideas into their work.	87%	48%	39%	9%	4%	0%	4%	31	28	6	2	0	67	2
31	Employees in my work unit approach change as an opportunity.	69%	39%	31%	27%	1%	2%	3%	24	22	18	1	1	66	3
32	Employees in my work unit consider customer needs a top priority.	95%	61%	33%	3%	0%	2%	2%	40	23	2	0	1	66	3
33	Employees in my work unit consistently look for ways to improve customer service.	91%	50%	41%	7%	0%	2%	2%	34	28	5	0	1	68	1

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34	Employees in my work unit support my need to balance my work and personal responsibilities.	87%	61%	26%	13%	0%	0%	0%	40	19	8	0	0	67	1
35	Employees are recognized for providing high quality products and services.	68%	25%	43%	16%	13%	3%	16%	16	31	11	8	2	68	1
36	Employees are protected from health and safety hazards on the job.	89%	56%	33%	9%	0%	2%	2%	35	21	6	0	1	63	5
37	My organization is successful at accomplishing its mission.	84%	48%	37%	13%	1%	1%	3%	32	25	8	1	1	67	2
38	I have a good understanding of my organization's priorities.	65%	32%	33%	14%	17%	4%	21%	21	24	10	11	3	69	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	53%	25%	28%	18%	14%	14%	28%	15	19	12	8	9	63	6
40	Information is openly shared in my organization.	46%	12%	34%	15%	20%	19%	39%	7	22	11	13	11	64	0
41	The approval process in my organization allows timely delivery of my work.	32%	11%	21%	17%	22%	28%	51%	7	14	12	16	19	68	0
42	My organization effectively adapts to changing government priorities.	54%	18%	35%	33%	8%	5%	13%	10	22	21	5	3	61	4

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43	My organization has prepared me for potential physical security threats.	63%	21%	42%	30%	5%	2%	7%	11	27	19	3	1	61	7
44	My organization has prepared me for potential cybersecurity threats.	93%	36%	57%	7%	0%	0%	0%	21	38	5	0	0	64	4
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	54%	23%	31%	25%	13%	8%	21%	13	19	16	8	5	61	6
46	*I recommend my organization as a good place to work.	71%	22%	49%	7%	18%	3%	21%	15	34	5	12	2	68	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	37%	18%	19%	18%	20%	25%	45%	10	13	11	12	15	61	8
48	Supervisors in my work unit support employee development.	88%	55%	33%	8%	4%	0%	4%	37	23	6	3	0	69	0
49	My supervisor supports my need to balance work and other life issues.	96%	78%	18%	3%	1%	0%	1%	53	13	2	1	0	69	N/A
50	My supervisor listens to what I have to say.	88%	72%	16%	7%	4%	0%	4%	49	12	5	3	0	69	N/A
51	My supervisor treats me with respect.	95%	78%	16%	3%	0%	2%	2%	54	11	2	0	2	69	N/A
52	I have trust and confidence in my supervisor.	89%	75%	14%	6%	3%	2%	6%	51	10	4	2	2	69	N/A
53	My supervisor holds me accountable for achieving results.	96%	72%	23%	4%	0%	0%	0%	48	17	3	0	0	68	N/A

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54	Overall, how good a job do you feel is being done by your immediate supervisor?	90%	69%	21%	7%	3%	0%	3%	45	15	5	2	0	67	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	79%	47%	33%	14%	3%	5%	7%	30	24	9	2	3	68	N/A
56	My supervisor provides me with performance feedback throughout the year.	79%	46%	33%	12%	7%	1%	9%	30	23	8	5	1	67	1
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	32%	10%	22%	26%	17%	25%	42%	7	14	19	11	18	69	0
58	My organization's senior leaders maintain high standards of honesty and integrity.	59%	21%	38%	18%	14%	9%	23%	13	22	11	9	6	61	7
59	*Managers communicate the goals of the organization.	68%	12%	56%	11%	11%	10%	21%	8	38	8	7	7	68	1
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	46%	10%	36%	21%	13%	20%	32%	6	25	15	8	13	67	2
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	60%	29%	31%	18%	14%	8%	22%	18	21	13	9	5	66	3

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62	I have a high level of respect for my organization's senior leaders.	52%	15%	37%	20%	12%	16%	27%	10	24	14	7	11	66	1
63	Senior leaders demonstrate support for Work-Life programs.	65%	25%	40%	19%	9%	8%	17%	14	24	12	5	5	60	7
64	Management encourages innovation.	59%	19%	40%	22%	9%	10%	19%	11	25	13	6	6	61	5
65	Management makes effective changes to address challenges facing our organization.	34%	15%	19%	26%	14%	27%	41%	9	11	17	9	16	62	5
66	Management involves employees in decisions that affect their work.	36%	15%	21%	23%	19%	23%	42%	9	13	15	12	14	63	4
67	*How satisfied are you with your involvement in decisions that affect your work?	46%	13%	33%	18%	23%	13%	36%	8	24	12	16	8	68	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	39%	7%	31%	19%	30%	13%	43%	4	22	13	21	8	68	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	54%	16%	38%	24%	15%	7%	22%	10	26	17	10	4	67	N/A
70	*Considering everything, how satisfied are you with your job?	75%	22%	53%	11%	6%	8%	14%	14	37	8	4	5	68	N/A
71	Considering everything, how satisfied are you with your pay?	69%	18%	51%	10%	11%	10%	20%	13	34	8	7	6	68	N/A

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72	*Considering everything, how satisfied are you with your organization?	65%	20%	45%	13%	15%	8%	22%	13	31	9	10	5	68	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	64%	25%	39%	21%	10%	5%	15%	14	25	13	6	3	61	7
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	86%	49%	38%	8%	2%	4%	5%	29	25	6	1	2	63	5
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	62%	34%	28%	17%	11%	10%	21%	22	19	11	7	6	65	3
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	87%	47%	40%	6%	6%	1%	7%	28	26	4	4	1	63	4
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	75%	35%	40%	18%	5%	2%	7%	22	27	12	3	1	65	3



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78	Employees in my work unit make me feel I belong.	92%	55%	36%	8%	0%	0%	0%	36	26	5	0	0	67	1
79	Employees in my work unit care about me as a person.	89%	63%	26%	7%	3%	1%	4%	41	19	4	2	1	67	1
80	I am comfortable expressing opinions that are different from other employees in my work unit.	85%	53%	33%	6%	4%	4%	8%	34	23	4	3	3	67	1
81	In my work unit, people's differences are respected.	86%	51%	35%	8%	3%	3%	6%	33	24	5	2	2	66	2
82	I can be successful in my organization being myself.	84%	52%	31%	10%	6%	0%	6%	34	23	6	4	0	67	0
83	I can easily make a request of my organization to meet my accessibility needs.	85%	41%	44%	12%	3%	0%	3%	13	16	4	1	0	34	12
84	My organization responds to my accessibility needs in a timely manner.	75%	38%	37%	20%	6%	0%	6%	11	12	6	2	0	31	13
85	My organization meets my accessibility needs.	87%	38%	49%	10%	3%	0%	3%	11	16	3	1	0	31	13
86	My job inspires me.	74%	35%	40%	14%	7%	5%	12%	23	28	9	5	3	68	N/A
87	The work I do gives me a sense of accomplishment.	79%	39%	40%	14%	5%	3%	7%	26	28	8	3	2	67	N/A
88	I feel a strong personal attachment to my organization.	76%	43%	34%	14%	4%	6%	10%	28	23	9	2	4	66	N/A
89	I identify with the mission of my organization.	91%	62%	29%	6%	0%	3%	3%	42	20	4	0	2	68	N/A

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90	It is important to me that my work contribute to the common good.	96%	72%	24%	2%	2%	0%	2%	48	17	1	1	0	67	N/A