

Core Survey

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	63.87%	32.53%	31.34%	13.46%	17.19%	5.48%	22.67%	107	N/A
2	I have enough information to do my job well.	76.58%	33.18%	43.39%	11.23%	8.50%	3.69%	12.19%	108	N/A
3	I feel encouraged to come up with new and better ways of doing things.	69.31%	44.09%	25.22%	12.95%	12.21%	5.53%	17.74%	108	N/A
4	My work gives me a feeling of personal accomplishment.	75.71%	42.24%	33.47%	12.17%	7.56%	4.56%	12.12%	108	N/A
5	I like the kind of work I do.	77.72%	43.66%	34.06%	17.40%	4.89%	0.00%	4.89%	105	N/A
6	I know what is expected of me on the job.	83.11%	43.84%	39.27%	8.44%	5.71%	2.74%	8.45%	107	N/A
7	When needed I am willing to put in the extra effort to get a job done.	96.25%	72.06%	24.20%	2.88%	0.00%	0.87%	0.87%	108	N/A
8	I am constantly looking for ways to do my job better.	85.96%	54.18%	31.77%	13.16%	0.00%	0.88%	0.88%	107	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	46.60%	20.42%	26.17%	16.87%	25.21%	11.32%	36.53%	107	1
10	*My workload is reasonable.	72.24%	27.28%	44.96%	13.55%	7.49%	6.73%	14.21%	106	0

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11	*My talents are used well in the workplace.	65.36%	36.84%	28.52%	13.12%	12.11%	9.42%	21.53%	108	0
12	*I know how my work relates to the agency's goals and priorities.	85.13%	42.62%	42.50%	7.57%	3.69%	3.62%	7.30%	107	0
13	The work I do is important.	86.69%	48.04%	38.64%	8.61%	1.95%	2.76%	4.70%	106	1
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	90.62%	54.71%	35.91%	6.54%	0.00%	2.84%	2.84%	107	1
15	My performance appraisal is a fair reflection of my performance.	81.67%	51.78%	29.89%	9.62%	4.86%	3.85%	8.71%	106	1
16	I am held accountable for achieving results.	85.75%	46.60%	39.15%	9.44%	3.92%	0.88%	4.80%	107	1
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.74%	46.00%	23.74%	19.15%	4.04%	7.06%	11.10%	101	7
18	My training needs are assessed.	49.80%	25.35%	24.45%	19.01%	18.88%	12.30%	31.19%	106	0
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).	76.29%	48.37%	27.92%	10.87%	6.93%	5.91%	12.84%	103	4
20	*The people I work with cooperate to get the job done.	81.23%	42.41%	38.82%	8.47%	7.49%	2.82%	10.31%	108	N/A
21	My work unit is able to recruit people with the right skills.	58.94%	28.81%	30.13%	19.93%	11.46%	9.67%	21.13%	106	2
22	Promotions in my work unit are based on merit.	54.32%	30.58%	23.75%	21.36%	13.46%	10.86%	24.32%	104	4

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23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	44.76%	21.58%	23.17%	26.80%	9.63%	18.81%	28.44%	102	6
24	*In my work unit, differences in performance are recognized in a meaningful way.	47.47%	23.74%	23.73%	20.86%	17.11%	14.56%	31.66%	105	2
25	Awards in my work unit depend on how well employees perform their jobs.	53.12%	28.59%	24.53%	20.88%	11.86%	14.14%	25.99%	101	7
26	Employees in my work unit share job knowledge with each other.	80.25%	48.22%	32.03%	8.39%	7.57%	3.78%	11.36%	107	0
27	The skill level in my work unit has improved in the past year.	57.05%	30.06%	26.99%	23.97%	10.42%	8.57%	18.98%	106	1
28	How would you rate the overall quality of work done by your work unit?	87.92%	53.10%	34.82%	10.24%	0.00%	1.85%	1.85%	108	N/A
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	69.50%	31.70%	37.80%	19.06%	8.66%	2.77%	11.44%	106	2
30	Employees have a feeling of personal empowerment with respect to work processes.	55.67%	23.18%	32.49%	23.81%	13.97%	6.56%	20.52%	107	1
31	Employees are recognized for providing high quality products and services.	54.52%	27.79%	26.74%	25.56%	11.39%	8.53%	19.92%	107	1
32	Creativity and innovation are rewarded.	51.53%	28.13%	23.40%	21.90%	16.12%	10.45%	26.57%	106	1
33	Pay raises depend on how well employees perform their jobs.	40.82%	21.89%	18.93%	22.06%	24.79%	12.33%	37.12%	105	2
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	51.44%	27.59%	23.85%	26.21%	10.25%	12.10%	22.35%	100	8

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35	Employees are protected from health and safety hazards on the job.	86.31%	47.35%	38.96%	10.76%	1.94%	0.99%	2.93%	106	2
36	My organization has prepared employees for potential security threats.	79.50%	41.84%	37.65%	17.56%	2.95%	0.00%	2.95%	104	2
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	55.73%	37.45%	18.29%	23.26%	9.56%	11.45%	21.01%	105	2
38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	75.82%	45.87%	29.96%	14.20%	2.04%	7.94%	9.98%	101	6
39	My agency is successful at accomplishing its mission.	78.49%	39.02%	39.47%	13.06%	2.77%	5.69%	8.46%	107	1
40	*I recommend my organization as a good place to work.	65.26%	36.80%	28.47%	24.29%	6.66%	3.79%	10.45%	108	N/A
41	*I believe the results of this survey will be used to make my agency a better place to work.	68.52%	43.66%	24.87%	14.67%	13.75%	3.05%	16.80%	96	12
42	My supervisor supports my need to balance work and other life issues.	90.29%	66.91%	23.38%	4.82%	1.96%	2.94%	4.90%	107	1
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.66%	47.30%	25.36%	13.17%	7.62%	6.56%	14.17%	107	1
44	Discussions with my supervisor about my performance are worthwhile.	69.21%	47.98%	21.22%	13.86%	10.34%	6.60%	16.94%	108	0

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45	My supervisor is committed to a workforce representative of all segments of society.	69.11%	50.63%	18.47%	19.83%	6.95%	4.11%	11.06%	102	6
46	My supervisor provides me with constructive suggestions to improve my job performance.	68.93%	47.41%	21.52%	16.97%	10.29%	3.82%	14.11%	107	1
47	Supervisors in my work unit support employee development.	69.20%	48.32%	20.89%	18.28%	6.85%	5.67%	12.51%	105	2
48	My supervisor listens to what I have to say.	81.97%	58.85%	23.12%	10.43%	3.81%	3.79%	7.60%	108	N/A
49	My supervisor treats me with respect.	84.81%	62.43%	22.38%	5.65%	6.73%	2.81%	9.54%	108	N/A
50	In the last six months, my supervisor has talked with me about my performance.	90.79%	58.99%	31.81%	1.81%	5.55%	1.84%	7.39%	108	N/A
51	I have trust and confidence in my supervisor.	71.47%	55.71%	15.75%	16.95%	5.81%	5.78%	11.59%	107	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.10%	53.05%	25.06%	12.23%	5.84%	3.82%	9.67%	107	N/A
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	53.06%	28.18%	24.88%	18.36%	16.17%	12.41%	28.58%	105	2
54	My organization's senior leaders maintain high standards of honesty and integrity.	60.53%	32.42%	28.11%	20.87%	6.69%	11.91%	18.60%	103	3
55	Supervisors work well with employees of different backgrounds.	71.33%	39.53%	31.80%	18.89%	3.87%	5.90%	9.78%	103	4
56	*Managers communicate the goals and priorities of the organization.	64.33%	32.18%	32.15%	17.56%	10.44%	7.68%	18.11%	105	2

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57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	67.46%	34.90%	32.56%	19.02%	8.26%	5.26%	13.52%	97	10
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.21%	37.85%	22.36%	16.03%	13.94%	9.82%	23.76%	102	5
59	Managers support collaboration across work units to accomplish work objectives.	69.99%	37.09%	32.90%	16.07%	8.96%	4.98%	13.94%	101	5
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.00%	45.71%	23.29%	17.85%	5.04%	8.11%	13.15%	102	3
61	I have a high level of respect for my organization's senior leaders.	59.40%	37.35%	22.04%	18.92%	13.08%	8.60%	21.68%	106	1
62	Senior leaders demonstrate support for Work/Life programs.	65.37%	38.35%	27.03%	16.91%	5.68%	12.04%	17.72%	103	3
63	*How satisfied are you with your involvement in decisions that affect your work?	63.13%	34.18%	28.95%	17.99%	11.34%	7.54%	18.88%	107	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	55.68%	31.55%	24.12%	17.95%	16.09%	10.28%	26.37%	107	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	62.49%	37.02%	25.47%	15.17%	12.66%	9.69%	22.34%	105	N/A
66	How satisfied are you with the policies and practices of your senior leaders?	50.91%	31.38%	19.53%	23.95%	13.87%	11.27%	25.15%	107	N/A

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67	How satisfied are you with your opportunity to get a better job in your organization?	38.49%	19.67%	18.82%	30.13%	14.21%	17.17%	31.38%	106	N/A
68	How satisfied are you with the training you receive for your present job?	53.29%	27.57%	25.72%	21.85%	12.40%	12.46%	24.86%	105	N/A
69	*Considering everything, how satisfied are you with your job?	73.63%	36.24%	37.39%	13.15%	6.65%	6.56%	13.22%	107	N/A
70	Considering everything, how satisfied are you with your pay?	63.08%	26.27%	36.80%	15.92%	8.46%	12.54%	21.00%	106	N/A
71	*Considering everything, how satisfied are you with your organization?	63.16%	31.45%	31.71%	19.66%	8.65%	8.53%	17.18%	107	N/A
79	How satisfied are you with the following Work/Life programs in your agency? Telework	71.09%	34.90%	36.19%	13.65%	5.88%	9.38%	15.26%	88	0
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	88.48%	66.23%	22.25%	5.76%	5.76%	0.00%	5.76%	18	0
81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	83.46%	55.29%	28.17%	16.54%	0.00%	0.00%	0.00%	18	1
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	84.35%	37.77%	46.59%	15.65%	0.00%	0.00%	0.00%	13	0

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83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	47.32%	47.32%	0.00%	52.68%	0.00%	0.00%	0.00%	2	0
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	2	0