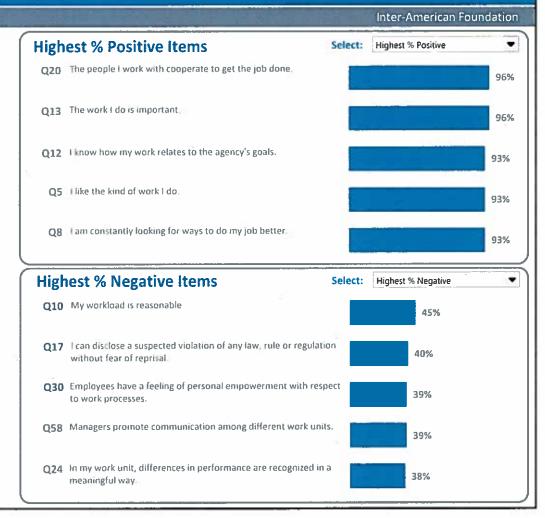
((1)) Federal Employee Viewpoint Survey



Annual Employee Survey (AES) Report

Annual Emp	ployee Surve	ey (AES) Re	eport							
FI	ELD PERIOD		May 8	- June 19, 2018						
SAME	PLE OR CENS	SUS	CENSUS							
NUMB	ER OF SURV	/EYS		29						
NUMB	BER OF SURV	/EYS	33							
RES	PONSE RAT	E	87.9%							
40	items ident as strength (65% position	5	6	items identified as challenges (35% negative or higher)						
Engag	ement In	dex Sco	ore							
	201	8 ENGAGE	MENT IND	EX						
		67	' %							
LEADE	RS LEAD	SUPER	VISORS	INTRINSIC WORK EXPERIENCE						
6	4%	66	%	72%						



Empowering Employees. Inspiring Change.

2018

((1)) Federal Employee Viewpoint Survey



Annual Employee Survey (AES) Repor		11 8 1	SI N	187	100	Inter-American Foundatio
		2015	2016	2017	2018	Percentage Point Change
elect: Largest Increases since 2017	Q22 Promotions in my work unit are based on merit.	32%	49%	44%	63%	+19
Largest Increases in	Q33 Pay raises depend on how well employees perform their jobs.	34%	33%	27%	44%	+17
Percent Positive since 2017	Q60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	36%	34%	62%	75%	+13
32 Items increased since 2017	Q65 How satisfied are you with the recognition you receive for doing a good job?	40%	55%	53%	65%	+12
Since 2017	Q34 Policies and programs promote diversity in the workplace.	44%	53%	48%	60%	+12
***************************************		2015	2016	2017	2018	Percentage Point Change
lect: Largest Decreases since 2017	Q27 The skill level in my work unit has improved in the past year.	45%	53%	73%	51%	-22
Largest Decreases in Percent Positive	Q17 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	39%	49%	60%	43%	-17
since 2017	Q40 I recommend my organization as a good place to work.	50%	65%	83%	69%	-14
items and decreased since	Q21 My work unit is able to recruit people with the right skills.	36%	59%	85%	71%	-14
2017	Q30 Employees have a feeling of personal empowerment with respect to					_

Empowering Employees, Inspiring Change

Agency-Specific Questions 2018

1. My agency has built a more unified team over the last year.

	# of	
	Respondents	Percent
	2018	2018
Strongly Agree	5	18.0%
Agree	14	49.8%
Neither Agree nor Disagree	4	15.0%
Disagree	5	17.2%
Strongly Disagree	0	0.0%
Do Not Know	1	
Total	29	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

2. My satisfaction working at my agency has increased over the last year.

30	# of Respondents	Percent
	2018	2018
Strongly Agree	3	10.5%
Agree	11	36.7%
Neither Agree nor Disagree	8	28.3%
Disagree	5	17.2%
Strongly Disagree	2	7.2%
Do Not Know	0	
Total	29	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

Agency-Specific Questions 2018

3. My agency is heading in the right direction.

	# of	
	Respondents	Percent
	2018	2018
Strongly Agree	6	21.2%
Agree	14	50.3%
Neither Agree nor Disagree	6	21.0%
Disagree	2	7.5%
Strongly Disagree	0	0.0%
Do Not Know	1	**
Total	29	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

4. My work unit has built a more unified team over the last year.

	# of	
27 89	Respondents	Percent
	2018	2018
Strongly Agree	5	17.1%
Agree	11	38.2%
Neither Agree nor Disagree	6	20.2%
Disagree	5	17.9%
Strongly Disagree	2	6.5%
Do Not Know	0	
Total	29	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey

Work Life-Telework

		23	
72. Please select the response below that BEST describes your current teleworking schedule.	N	%	
I telework very infrequently, on an unscheduled or short-term basis	2	7.2%	
I telework, but only about 1 or 2 days per month	7	23.9%	
I telework 1 or 2 days per week	18	61.5%	
I telework 3 or 4 days per week	0	0.0%	
I telework every work day	0	0.0%	
I do not telework because I have to be physically present on the job	0	0.0%	
I do not telework because of technical issues that prevent me from teleworking	0	0.0%	
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	0	0.0%	
I do not telework because I choose not to telework	2	7.4%	
Total	29	100.0%	
73. How satisfied are you with the following Work/Life programs in your agency? Telework	N	Satisfaction %	All Response Options 9
Very Satisfied	12	41.9%	41.49
Satisfied	12	44.0%	41.49
Neither Satisfied nor Dissatisfied	2	6.6%	6.99
Dissatisfied	2	7.4%	6.99
Very Dissatisfied	0	0.0%	0.09
Item Response Total	28	100.0%	96.69
I choose not to participate in these programs	1		3.49
These programs are not available to me	0	_	0.09
I am unaware of these programs	90 0	_	0.09
Total	29	100.0%	100.09
74. How satisfied are you with the following Wark/Life programs in your agency? Alternative Work Schedules	N	Satisfaction %	All Response Options 9
Very Satisfied	10	49.3%	34.59
Satisfied	6	30.3%	20.79
Neither Satisfied nor Dissatisfied	3	15.2%	10.39
Dissatisfied	1	5.1%	3.49
Very Dissatisfied	0	0.0%	0.09
Item Response Total	20	100.0%	69.09
I choose not to participate in these programs	5		17.29
These programs are not available to me	· 1	_	3.49
I am unaware of these programs	3		10.39
Total	29	100.0%	100.09
75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	N	Satisfaction %	All Response Options %
Very Satisfied	1	4.6%	3.49
Satisfied	12	52.9%	41.49
Neither Satisfied nor Dissatisfied	7	28.9%	24.19
	,		
	-	9.0%	6.99
Dissatisfied Very Dissatisfied	, 2 1		6.99 3.49

Work Life-Telework

I choose not to participate in these programs	0	- <u> </u>	0.0%
These programs are not available to me	. 1	_	3.4%
I am unaware of these programs	5		17.2%
Total	29	100,0%	100.0%
76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program	N	Satisfaction %	All Response Options %
Very Satisfied	2	8.2%	6.9%
Satisfied	15	59.1%	51.7%
Neither Satisfied nor Dissatisfied	7	28.4%	24.1%
Dissatisfied	0	0.0%	0.0%
Very Dissatisfied	1	4.2%	3.4%
Item Response Total	25	100.0%	86.2%
I choose not to participate in these programs	1		3.4%
These programs are not available to me	0	**	0.0%
I am unaware of these programs	3		10.3%
Total	29	100.0%	100.0%
77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs	»	Satisfaction %	All Response Options %
Very Satisfied	2	14.1%	7.1%
Satisfied	8	51.4%	28.6%
Neither Satisfied nor Dissatisfied	5	34.5%	17.9%
Dissatisfied	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%
Item Response Total	15	100.0%	53.6%
I choose not to participate in these programs	6		21.4%
These programs are not available to me	2		7.1%
I am unaware of these programs	5		17.9%
Total	28	100.0%	100.0%
78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs	N	Satisfaction %	All Response Options %
Very Satisfied	1	8.2%	3.4%
Satisfied	5	36.3%	17.2%
Neither Satisfied nor Dissatisfied	6	47.5%	20.7%
Dissatisfied	1	8.0%	3.4%
Very Dissatisfied	0	0.0%	0.0%
Item Response Total	13	100.0%	44.8%
I choose not to participate in these programs	6		20.7%
These programs are not available to me	4		13.8%
I am unaware of these programs	6		20.7%
Total	29	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

Percentages for demographic questions are unweighted.

Response Type	Item	ltem Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied	Agree/ Good/ Satisfied	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied	Percent Negative	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge
Agree-disagree	1	·		10 T A 750 F												
		skills in my organization.	64.6%	26.4%	38.2%	14.2%	17.5%	3.7%	21.2%	8	11	4	5	:	1 29	N/A
Agree-disagree	2	I have enough information to do my job well.							V-10-10-10-10-10-1							0
			58.3%	16.0%	42.3%	10.2%	27.9%	3.7%	31.5%	- 5	12	3	8		1 29	N/A
Agree-disagree	3			~												į.
	1	better ways of doing things.	69.0%	30.9%	38.1%	12.8%	14.5%	3.7%	18.1%	9	11	4	4		1 29	N/A
Agree-disagree	4	My work gives me a feeling of personal				1	Ì									
	1	accomplishment.	77.9%	32.7%	45.2%	18.5%	0.0%	3.7%	3.7%	10	13	5	0		1 29	N/A
Agree-disagree	5	l like the kind of work I do.				1						9				
			92.8%	47.2%	45.5%	7.2%	0.0%	0.0%	0.0%	14	13	2	0	(29	N/A
Agree-disagree	6	I know what is expected of me on the job.														
	1		71.7%	24.3%	47.4%	21.0%	7.3%	0.0%	7.3%	7	14	. 6	2	(29	N/A
Agree-disagree	7	When needed I am willing to put in the extra														,
		effort to get a job done.	88.9%	61.5%	27.4%	11.1%	0.0%	0.0%	0.0%	18	8	3	0		29	N/A
Agree-disagree	8	I am constantly looking for ways to do my job														
		better.	92.6%	54.6%	38.0%	7.4%	0.0%	0.0%	0.0%	16	11	2	0	(29	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.														
		materials and series for a series	l				45 504		75.40/				100			ا ا
	10	**************************************	47.4%	13.0%	34.4%	21.5%	16.5%	14.6%	31.1%	4	10	6	5		4 29	0
Agree-disagree	10	*My workload is reasonable.										_				ا ا
A #	١.,		38.1%	0.0%	38.1%	16.6%	20.2%	25.1%	45.3%	0	11	5	6		7 29	0
Agree-disagree	11	*My talents are used well in the workplace.					0.4 704		25.44							
A di	13	At he are have mercurally related to the appear.	48.2%	13,3%	34.9%	26.4%	21.7%	3.7%	25.4%	- 4	10	8	- 6		1 29	0
Agree-disagree	12	*I know how my work relates to the agency's goals.				1										ا
	-		93.5%	55,3%	38.2%	6.5%	0.0%	0.0%	0.0%	16	11	2	0		29	- 0
Agree-disagree	13	The work I do is important.						0.004								
Azuna dianana	1	Physical conditions (for example, noise level,	96.3%	69.4%	26.9%	3.7%	0.0%	0.0%	0.0%	20	8		0		29	0
Agree-disagree	14	temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.7%	32.8%	39.0%	10.5%	11.2%	6.7%	17.8%	9	11	3	in the continue to		2 28	
Agree-disagree	15	My performance appraisal is a fair reflection of	1217	32.070	33.070	AU.J/V	44.67	0.774	27.1070							
	"	my performance	67.2%	21.1%	46.1%	10.3%	14.8%	7.7%	22.5%	6	13	3	4		2 28	1
Agree-disagree	16	I am held accountable for achieving results.	J.L.Z.	22.170	70.27	20.074	27-0/8	1-1-4						·		-
	"		86.2%	34.5%	51.7%	6.4%	7.4%	0.0%	7.4%	10	15	2	2		29	
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	50.276	37.370	22.770	0.470		0.074	137							
		raic of regulation without leaf of reprisal								100	9556		3844		200	2
			42.6%	17.7%	24.9%	16.9%	22.4%	18.0%	40.4%	5	7	5	- 6		5 28	1

- 0175 Commi	0.0			1.5			17.		_	1000000						
Response Type	ltern	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	Agree/ Good/ Satisfied	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied	Strongly Disagree/ Very Poor/ Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
Agree-disagree	18	April 10 mars			- 7	,	,,		90010000				A			
		V	43.6%	6.5%	37.1%	28.0%	24.7%	3.7%	28.4%	2	10	8	7	1	28	1
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).														
			68.9%	24.2%	44.7%	17.2%	6.5%	7.4%	13.9%	7	13	5	2	2	29	0
Agree-disagree	20	*The people I work with cooperate to get the job done.	96.4%	34.7%	61.7%	0.0%	3.6%	0.0%	3.6%	10	18	0	1	0	29	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	71.4%	13.8%	57.7%	9.7%	11,2%	7.7%	18.9%	4	16	3	- 3	2	28	1
Agree-disagree	22	Promotions in my work unit are based on merit.	62.8%	12.2%	50.6%	19.5%	13.2%	4.4%	17.7%	3	12	5	3	1	24	5
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	54.7%				30.5%	3.4%	33.9%	5		,			24	
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.		21.1%	33.6%	11.3%										
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	38.0%	7.3%	30.7%	24.1%	29.6%	8.3%	37.9%	2	8	6	8	2	26	
Agree-disagree	26		61.3%	11.0%	50.3%	22.3%	12.3%	4.2%	16.4%	3	13	6	3	1	26	
Agree-disagree	27		89.1%	29.8%	59.3% 36.3%	7.2%	3.7%	3.9%	3.7% 7.7%	9	17	12	,	1	29	
Good-poor	28	How would you rate the overall quality of work done by your work unit?	50.5% 85.2%	14.2% 33.4%	51.9%	14.8%	0.0%	0.0%	0.0%	10	15	4	0		29	
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.		40.0												
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	85.2%	40.3%	44.9%	7.4%	7.4%	0.0%	7.4%	12	13	2	2	0	29	
			36.6%	3.8%	32.7%	24.1%	17,7%	21.7%	39.3%	. 1	9	7	5	6	28	1
Agree-disagree		Employees are recognized for providing high quality products and services.	68.7%	14.2%	54.5%	13.1%	14.3%	3.9%	18.2%	4	15	4	4	1	28	1
Agree-disagree	32	Creativity and innovation are rewarded.	48.8%	11.4%	37.5%	17.1%	23.0%	11.0%	34.1%	3	10	5	6	3	27	2
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	43.5%	8.1%	35.4%	32.1%	11,9%	12.4%	24.3%	2	9	9	3	3	26	3

Response Type	Item	ltem Text	Percent Positive	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total**	Do Not Know/ No Basis to Judge N
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).														
			60.5%	8.6%	51.9%	22.6%	12.7%	4.2%	16.9%	2	13	6	3	1	25	, 4
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	02.49/	28.5%	54.9%	6.5%	10.1%	0.0%	10.1%	8	16	2	3		25	, ,
Agree-disagree	36	My organization has prepared employees for potential security threats.	83.4%	28.376	54.976	0.376	10.1%	0.0%	10.174			-	,			
			85.3%	26.9%	58.4%	10.8%	3.8%	0.0%	3.8%	7	16	3	1		27	1 2
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.														,
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.	72.4%	17.8%	54.6%	2.8%	10.8%	13.9%	24.7%	4	16	2	3		25	
Agree-disagree	39	My agency is successful at accomplishing its mission.	73.4%	15.3%	58.1%	7.8%	0.0%	0.0%	0.0%	6	16				29	
Agree-disagree	40	°I recommend my organization as a good place to work.	68.9%	26.6%	42.2%	20.0%	7.4%	3.7%	11.1%	8	12	6	2		25	
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.														
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	61.1% 79.2%	17.2% 37.8%	44.0%	17.1%	7.5%	14.2%	7.4%	11		5	1	1	28	
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.														
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	65.1% 57.8%	26.6%	38.5%	20.2%	7.4%	7.4%	14.8%	7		7			29	
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.														

						Neither						Neither				
				Strongly Agree/ Very		Agree nor Disagree/ Fair/ Neither		Strongly Disagree/		Strongly Agree/ Very		Agree nor Disagree/ Fair/ Neither	Bi	Strongly Disagree/		Do No Knowy
			Percent	Good/ Very	Agree/ Good/	Satisfied nor	Disagree/ Poor/	Very Poor/ Very	Percent	Good/ Very	Agree/ Good/	Satisfied nor	Disagree/ Poor/	Very Poor/ Very	Item Response	No Basis to
Response			Positive	Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Negative	Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Total**	Judge
Туре	Item		%	%	%	%	%	%	%	N	N	N	N	N	N	N
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.						JEPTO	(865.235)		000			demonstrative of the second se		
		ļ	58.2%	13.7%	44.5%	20.7%	13.7%	7.4%	21.0%	4	13	6	4	2	29	1
Agree-disagree	47	Supervisors in my work unit support employee development.	75.3%	28.0%	47.3%	6.6%	14.3%	3.8%	18.1%	8	13	2	4	1	. 28	
Agree-disagree	48	My supervisor listens to what I have to say,														
			65.5%	20.6%	44.9%	9.8%	17.3%	7.4%	24.7%	6	13	3	5	7	29	N/A
Agree-disagree	49	My supervisor treats me with respect.										-				1
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	68.8%	40.9%	27.9%	6.5%	10.9%	13.8%	24.7%	12	8	2	3	4	29	N/A
		with the adducting performance.	00.70	44.50/	AA 70/	3.59/	7.20/	0.0%	7.70	.,,	- 13				20	
Agree-disagree	51	I have trust and confidence in my supervisor.	89.2%	44.5%	44.7%	3.5%	7.3%	0.0%	7.3%	13	13	1	2		29	N/A
			57.8%	40.8%	17.0%	17.5%	10.9%	13.8%	24.7%	12	5	5	3	4	29	N/A
Good poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?												6		
			61.5%	34.4%	27.1%	21.0%	6.6%	10.9%	17.5%	10	8	6	2	3	29	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.		44.004	•2.004		22723	45.00	25.40							
Agree-disagree	54	My organization's senior leaders maintain high	53.8%	11.0%	42.8%	10.1%	21.1%	15.0%	36.1%	3	12	3	ь		28	
	1	standards of honesty and integrity.													,	
	l		55.3%	18.3%	37.0%	21.2%	15.6%	7.8%	23.5%	5	10	6	4	2	27	2
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	62.6%	21.5%	41.1%	19.2%	14.5%	3.7%	18.2%	6	12	. 6	4	1	29	
Agree-disagree	56	*Managers communicate the goals of the organization.	68.6%	18.2%	50.4%	17.1%	10.5%	3.9%	14.3%	5	14	5	3	1	28	, ,
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.														
			60.1%	18.9%	41.2%	24.8%	15.1%	0.0%	15.1%	5	11	7	4	0	27	2
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).								,						
			54.0%	7.3%	46.7%	7.3%	24.4%	14.2%	38.6%	2	13	2	7	4	28	
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.							Trade of the second of the second							
			57.6%	11.2%	46.4%	14.8%	23.9%	3.7%	27.6%	3	13	4	7	1	28	1

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Response	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	Agree/ Good/ Satisfied	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied	Strongly Disagree/ Very Poor/ Very Dissatisfied	Item Response Total** N	Do Not Know/ No Basis to Judge N
Type Good-poor	Item 60	April 11 Mary 1	/4	/3	73	78	10					0.000				1
duou-poor		by the manager directly above your immediate supervisor?	75.2%	27.2%	47.9%	13.7%	3.7%	7.4%	11.1%	8	14	4	1	2	29) (
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	65.4%	17.5%	47.8%	10.0%	13.6%	11.0%	24.6%	5	14	3	4	3	29	
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	86.2%	30.7%	55.5%	10.1%	3.7%	0.0%	3.7%	9	16	3	1	0	29	,
Satisfied- dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?														
	200		51.0%	12.5%	38.5%	21.2%	27.8%	0.0%	27.8%	4	11	6	8	0	29	N/A
Satisfied- dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?														
			65.3%	30.0%	35.3%	14.5%	20.2%	0.0%	20.2%	9	10	4	6		29	N/A
Satisfied- dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	65.5%	13.5%	52.0%	16.2%	14.6%	3.7%	18.3%	4	15	5	4		. 29	9 N/A
Satisfied- dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?													29	
Satisfied-	67	How satisfied are you with your opportunity to	54.6%	9.8%	44.8%	17.1%	17.3%	10.9%	28.3%	3	13		3		2	N/A
dissatisfied	"	get a better job in your organization?	22.70/	2.70	30.00/	47.00/	17.9%	14.6%	32.5%	,	6	13	5		29	N/A
Satisfied- dissatisfied	68	How satisfied are you with the training you receive for your present job?	23.7%	3.7%	20.0%	43.8%	17.379	14.0%	34.3/6			13		-		
			44.4%	9.9%	34.5%	27.4%	17.3%	10.9%	28.2%	3	10			3	29	N/A
Satisfied- dissatisfied	69	*Considering everything, how satisfied are you with your job?	7		p.,			2 724	10.04				40		300	
Satisfied-	70	Cantidadas augustina ha restatiad ass	74.6%	23.0%	51.6%	14.5%	7.3%	3.7%	10.9%	7	15	4	2	1	29	N/A
dissatisfied	70	Considering everything, how satisfied are you with your pay?	56.7%	6.7%	49.9%	25.4%	14.2%	3.7%	17.9%	2	15	7	4		29	N/A
Satisfied- dissatisfied	71	*Considering everything, how satisfied are you with your organization?	22.77													
			71.6%	27.0%	44.6%	21.2%	3.6%	3.7%	7.2%	8	13	. 6	1	1	29	N/A

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

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