

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.	60.95%	18.19%	42.76%	16.62%	15.05%	7.37%	22.42%	8,535	19,486	7,446	6,701	3,216	45,384	N/A
Agree -disagree	2	I have enough information to do my job well.	69.48%	17.81%	51.68%	14.16%	12.15%	4.21%	16.36%	8,185	23,280	6,288	5,425	1,838	45,016	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	56.10%	20.00%	36.10%	19.02%	15.95%	8.93%	24.88%	9,283	16,178	8,386	7,046	3,915	44,808	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	70.31%	26.62%	43.69%	14.70%	9.17%	5.83%	15.00%	12,319	19,720	6,514	4,068	2,548	45,169	N/A
Agree -disagree	5	*I like the kind of work I do.	79.81%	34.29%	45.52%	12.47%	4.70%	3.03%	7.72%	15,546	20,267	5,480	2,057	1,303	44,653	N/A
Agree -disagree	6	I know what is expected of me on the job.	81.36%	30.94%	50.42%	9.66%	5.85%	3.13%	8.98%	14,012	22,493	4,350	2,638	1,390	44,883	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	93.95%	57.72%	36.23%	3.71%	1.14%	1.20%	2.34%	26,376	16,143	1,615	498	513	45,145	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	87.61%	44.16%	43.45%	9.70%	1.69%	1.00%	2.69%	20,223	19,510	4,287	748	432	45,200	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	43.70%	9.69%	34.01%	15.22%	24.12%	16.96%	41.08%	4,391	15,294	6,811	11,038	7,685	45,219	128
Agree -disagree	10	*My workload is reasonable.	57.65%	11.64%	46.02%	15.87%	15.60%	10.88%	26.48%	5,231	20,626	7,085	7,137	4,880	44,959	110
Agree -disagree	11	*My talents are used well in the workplace.	56.99%	15.72%	41.27%	17.78%	14.61%	10.63%	25.24%	7,069	18,189	7,665	6,327	4,552	43,802	249
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	81.25%	28.02%	53.22%	10.80%	4.78%	3.17%	7.95%	12,854	23,699	4,781	2,124	1,406	44,864	218
Agree -disagree	13	*The work I do is important.	88.47%	45.12%	43.35%	7.65%	2.02%	1.87%	3.89%	20,219	19,157	3,367	908	819	44,470	173
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	66.39%	22.67%	43.71%	14.09%	11.55%	7.97%	19.52%	10,404	19,622	6,271	5,123	3,490	44,910	309
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	74.21%	30.86%	43.35%	11.53%	7.64%	6.63%	14.27%	13,873	19,453	5,180	3,435	2,935	44,876	392
Agree -disagree	16	I am held accountable for achieving results.	83.72%	31.44%	52.28%	11.57%	2.73%	1.98%	4.72%	14,327	23,247	5,072	1,211	873	44,730	286
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	66.37%	27.73%	38.63%	17.38%	7.69%	8.57%	16.26%	12,293	16,575	7,305	3,256	3,577	43,006	2,056
Agree -disagree	18	*My training needs are assessed.	50.59%	13.70%	36.90%	23.14%	15.69%	10.58%	26.27%	6,297	16,493	10,236	6,965	4,626	44,617	542
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).	74.55%	34.73%	39.81%	11.72%	7.50%	6.24%	13.73%	15,346	17,705	5,217	3,410	2,795	44,473	916
Agree -disagree	20	*The people I work with cooperate to get the job done.	77.19%	32.45%	44.73%	11.61%	7.72%	3.49%	11.20%	14,953	20,297	5,169	3,458	1,514	45,391	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	35.07%	8.00%	27.07%	25.77%	21.83%	17.33%	39.16%	3,493	11,632	10,892	9,432	7,408	42,857	2,490
Agree -disagree	22	*Promotions in my work unit are based on merit.	35.73%	9.17%	26.56%	28.80%	17.30%	18.17%	35.47%	3,974	11,201	11,774	7,077	7,336	41,362	3,676
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.85%	7.77%	27.09%	29.82%	17.50%	17.83%	35.32%	3,119	10,660	11,327	6,685	6,685	38,476	6,629
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	36.93%	8.62%	28.31%	29.53%	18.53%	15.01%	33.54%	3,651	11,815	12,035	7,611	6,030	41,142	4,034
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	46.83%	11.78%	35.05%	24.74%	14.25%	14.18%	28.43%	4,967	14,520	10,120	5,880	5,720	41,207	3,884

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Agree -disagree	26	Employees in my work unit share job knowledge with each other.	80.33%	30.70%	49.63%	10.17%	5.37%	4.13%	9.50%	14,005	22,301	4,501	2,377	1,799	44,983	194
Agree -disagree	27	The skill level in my work unit has improved in the past year.	54.91%	17.64%	37.26%	28.05%	9.76%	7.28%	17.05%	7,650	15,883	11,770	4,133	2,994	42,430	2,838
Good -poor	28	How would you rate the overall quality of work done by your work unit?	85.27%	45.30%	39.96%	11.75%	1.95%	1.04%	2.98%	20,768	17,985	5,188	846	446	45,233	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	64.47%	12.80%	51.68%	18.67%	11.65%	5.21%	16.86%	5,694	22,592	7,989	5,068	2,241	43,584	1,065
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	40.47%	8.70%	31.78%	24.22%	22.22%	13.09%	35.30%	3,876	13,905	10,404	9,638	5,602	43,425	1,200
Agree -disagree	31	Employees are recognized for providing high quality products and services.	48.73%	11.53%	37.21%	22.33%	17.54%	11.39%	28.93%	5,150	16,276	9,564	7,498	4,794	43,282	1,281
Agree -disagree	32	*Creativity and innovation are rewarded.	37.78%	9.43%	28.35%	28.36%	20.00%	13.86%	33.86%	4,140	12,178	11,957	8,410	5,762	42,447	2,030
Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	24.07%	5.51%	18.56%	27.56%	24.47%	23.90%	48.37%	2,347	7,769	11,411	10,153	9,758	41,438	2,930
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	57.40%	16.80%	40.60%	28.34%	6.95%	7.32%	14.27%	7,020	16,477	11,230	2,687	2,794	40,208	4,358
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	74.59%	21.71%	52.88%	14.45%	6.11%	4.85%	10.96%	9,820	23,121	6,192	2,604	2,021	43,758	836
Agree -disagree	36	*My organization has prepared employees for potential security threats.	79.12%	22.48%	56.64%	12.65%	4.85%	3.38%	8.23%	10,097	24,840	5,488	2,099	1,428	43,952	507
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	58.69%	20.09%	38.60%	20.57%	9.84%	10.90%	20.74%	8,638	15,998	8,321	4,005	4,379	41,341	3,127
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.	68.41%	25.30%	43.11%	19.35%	5.21%	7.03%	12.24%	10,402	17,005	7,419	2,006	2,674	39,506	4,713
Agree -disagree	39	My agency is successful at accomplishing its mission.	68.54%	18.69%	49.85%	20.18%	6.71%	4.57%	11.28%	8,320	21,533	8,560	2,869	1,931	43,213	1,373
Agree -disagree	40	I recommend my organization as a good place to work.	62.19%	21.43%	40.77%	20.17%	11.09%	6.54%	17.64%	9,758	18,153	8,888	4,956	2,853	44,608	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	37.64%	12.44%	25.20%	25.65%	18.18%	18.52%	36.71%	5,270	10,626	10,710	7,612	7,584	41,802	2,926
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	83.43%	47.63%	35.80%	8.12%	3.99%	4.46%	8.45%	21,319	15,798	3,523	1,739	1,900	44,279	325
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	70.96%	35.89%	35.08%	15.01%	7.51%	6.53%	14.03%	16,107	15,475	6,532	3,277	2,795	44,186	305
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	70.28%	34.87%	35.41%	15.28%	7.20%	7.24%	14.44%	15,383	15,460	6,627	3,164	3,087	43,721	592
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	73.50%	37.73%	35.78%	18.41%	3.24%	4.85%	8.09%	15,500	14,497	7,360	1,288	1,880	40,525	3,846
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	70.01%	33.56%	36.45%	15.88%	7.39%	6.72%	14.11%	14,897	16,031	6,953	3,265	2,899	44,045	321

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Agree -disagree	47	*Supervisors in my work unit support employee development.	70.93%	34.11%	36.83%	15.03%	6.75%	7.28%	14.04%	15,061	16,114	6,413	2,890	3,051	43,529	953
Agree -disagree	48	My supervisor listens to what I have to say.	79.75%	42.71%	37.04%	9.80%	6.16%	4.29%	10.45%	19,230	16,387	4,291	2,711	1,864	44,483	N/A
Agree -disagree	49	My supervisor treats me with respect.	83.82%	48.48%	35.34%	8.17%	4.14%	3.87%	8.01%	21,725	15,517	3,582	1,811	1,681	44,316	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	82.89%	42.19%	40.70%	8.50%	5.77%	2.84%	8.61%	18,955	17,919	3,699	2,522	1,228	44,323	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	71.84%	41.40%	30.44%	14.06%	7.26%	6.84%	14.10%	18,634	13,490	6,138	3,175	2,964	44,401	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	76.65%	47.97%	28.68%	13.85%	5.00%	4.50%	9.50%	21,486	12,702	6,071	2,196	1,944	44,399	N/A
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	40.63%	10.96%	29.68%	24.39%	19.00%	15.98%	34.98%	4,856	12,875	10,423	8,180	6,818	43,152	1,075
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	49.91%	15.27%	34.64%	26.00%	11.04%	13.04%	24.09%	6,422	14,110	10,386	4,431	5,186	40,535	3,611
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	63.68%	19.14%	44.54%	22.86%	6.20%	7.26%	13.46%	7,862	17,886	8,960	2,387	2,784	39,879	3,985
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	68.36%	18.55%	49.80%	17.00%	7.73%	6.92%	14.64%	8,237	21,599	7,285	3,343	2,940	43,404	558
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	67.51%	18.58%	48.93%	20.29%	6.18%	6.03%	12.21%	7,815	20,092	8,201	2,538	2,414	41,060	2,835
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	56.30%	16.12%	40.18%	21.35%	11.99%	10.35%	22.35%	6,909	16,878	8,829	5,007	4,262	41,885	2,132
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	57.86%	16.90%	40.96%	21.52%	10.87%	9.75%	20.62%	7,235	17,193	8,870	4,509	4,009	41,816	2,237
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	62.16%	26.44%	35.72%	21.44%	8.12%	8.28%	16.40%	10,913	14,447	8,579	3,246	3,276	40,461	3,666
Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	51.89%	18.63%	33.26%	24.64%	12.31%	11.17%	23.47%	8,194	14,369	10,557	5,355	4,801	43,276	844
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	57.58%	20.60%	36.98%	25.59%	8.58%	8.25%	16.83%	8,323	14,616	9,955	3,314	3,134	39,342	4,773
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	48.04%	12.92%	35.12%	23.57%	19.50%	8.89%	28.39%	5,869	15,528	10,234	8,524	3,823	43,978	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	51.52%	13.13%	38.39%	22.41%	17.73%	8.34%	26.07%	5,943	16,896	9,722	7,724	3,588	43,873	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	52.33%	15.75%	36.57%	21.77%	16.42%	9.48%	25.91%	7,062	16,068	9,455	7,109	4,067	43,761	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	40.93%	10.19%	30.74%	30.47%	18.11%	10.49%	28.60%	4,614	13,566	13,158	7,906	4,525	43,769	N/A
Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	33.34%	9.63%	23.71%	25.77%	22.09%	18.80%	40.89%	4,393	10,505	11,332	9,562	8,040	43,832	N/A

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Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	49.83%	12.34%	37.49%	22.87%	17.33%	9.97%	27.30%	5,582	16,553	9,956	7,494	4,251	43,836	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	66.03%	20.10%	45.93%	17.92%	10.24%	5.81%	16.05%	9,008	20,132	7,751	4,442	2,475	43,808	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	55.13%	15.97%	39.15%	16.82%	17.33%	10.72%	28.05%	7,220	17,278	7,304	7,506	4,561	43,869	N/A
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	55.37%	14.13%	41.24%	22.53%	14.03%	8.07%	22.10%	6,408	18,156	9,774	6,123	3,452	43,913	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	89.02%	54.91%	34.11%	6.23%	3.24%	1.50%	4.75%	15,072	9,475	1,753	921	419	27,640	795
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	93.22%	58.66%	34.56%	4.28%	1.63%	0.87%	2.50%	10,571	6,243	767	297	151	18,029	334
Satisfied -dissatisfied	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)	82.53%	30.70%	51.83%	14.39%	2.22%	0.86%	3.08%	2,838	4,767	1,311	205	76	9,197	827
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	81.36%	31.94%	49.42%	15.57%	2.21%	0.86%	3.07%	2,234	3,449	1,081	149	57	6,970	849
Satisfied -dissatisfied	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)	64.00%	31.30%	32.70%	32.49%	1.91%	1.60%	3.51%	270	270	271	17	14	842	506
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	68.97%	31.75%	37.22%	28.34%	1.83%	0.86%	2.69%	261	297	231	15	7	811	419

\* AES prescribed items  
 \*\* 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.

<b>72. Have you been notified whether or not you are eligible to telework?</b>	<b>N</b>	<b>%</b>
Yes, I was notified that I was eligible to telework.	29,787	67.08%
Yes, I was notified that I was not eligible to telework.	4,572	10.57%
No, I was not notified of my telework eligibility.	7,185	17.16%
Not sure if I was notified of my telework eligibility.	2,214	5.19%
<b>Total</b>	<b>43,758</b>	<b>100.00%</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	<b>N</b>	<b>%</b>
I telework 3 or more days per week.	9,827	23.07%
I telework 1 or 2 days per week.	9,126	20.97%
I telework, but no more than 1 or 2 days per month.	3,433	7.57%
I telework very infrequently.	5,383	11.76%
I do not telework because I have to be physically present on the job.	4,356	10.36%
I do not telework because I have technical issues.	1,864	4.38%
I do not telework because I did not receive approval to do so.	5,788	13.94%
I do not telework because I choose not to telework.	3,436	7.94%
<b>Total</b>	<b>43,213</b>	<b>100.00%</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules</b>	<b>N</b>	<b>%</b>
Yes	18,361	42.44%
No	21,844	49.85%
Not available to me	3,461	7.71%
<b>Total</b>	<b>43,666</b>	<b>100.00%</b>

<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs</b>	<b>N</b>	<b>%</b>
Yes	9,586	22.32%
No	29,648	67.90%
Not available to me	4,220	9.77%
<b>Total</b>	<b>43,454</b>	<b>100.00%</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program</b>	<b>N</b>	<b>%</b>
Yes	6,986	16.74%
No	34,713	79.90%
Not available to me	1,394	3.36%

Work Life-Telework

Total	43,093	100.00%
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**77. Do you participate in the following Work/Life programs? Child Care Programs**

	N	%
Yes	878	2.11%
No	36,184	82.67%
Not available to me	6,476	15.22%
Total	43,538	100.00%

**78. Do you participate in the following Work/Life programs? Elder Care Programs**

	N	%
Yes	891	2.09%
No	36,389	83.03%
Not available to me	6,374	14.88%
Total	43,654	100.00%

Percentages are weighted to represent the Agency's population.

## Demographics

<b><i>Where do you work?</i></b>	<b>N</b>	<b>%</b>
Headquarters	13,531	32.13%
Field	28,578	67.87%
Total	42,109	100.00%

<b><i>*What is your supervisory status?</i></b>	<b>N</b>	<b>%</b>
Non-Supervisor	31,904	73.74%
Team Leader	4,016	9.28%
Supervisor	4,664	10.78%
Manager	1,901	4.39%
Senior Leader	783	1.81%
Total	43,268	100.00%

<b><i>*Are you:</i></b>	<b>N</b>	<b>%</b>
Male	17,291	41.16%
Female	24,723	58.84%
Total	42,014	100.00%

<b><i>*Are you Hispanic or Latino?</i></b>	<b>N</b>	<b>%</b>
Yes	3,853	9.30%
No	37,581	90.70%
Total	41,434	100.00%

<b><i>*Please select the racial category or categories with which you most closely identify.</i></b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	420	1.06%
Asian	2,180	5.50%
Black or African American	7,854	19.81%
Native Hawaiian or Other Pacific Islander	202	0.51%
White	27,514	69.39%
Two or more races	1,484	3.74%
Total	39,654	100.00%

<b><i>What is the highest degree or level of education you have completed?</i></b>	<b>N</b>	<b>%</b>
Less than High School	74	0.17%

## Demographics

High School Diploma/GED or equivalent	3,277	7.72%
Trade or Technical Certificate	1,009	2.38%
Some College (no degree)	8,124	19.14%
Associate's Degree (e.g., AA, AS)	3,218	7.58%
Bachelor's Degree (e.g., BA, BS)	17,010	40.08%
Master's Degree (e.g., MA, MS, MBA)	7,559	17.81%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2,168	5.11%
<b>Total</b>	<b>42,439</b>	<b>100.00%</b>

### ***What is your pay category/grade?***

	<b>N</b>	<b>%</b>
Federal Wage System	692	1.61%
GS 1-6	2,865	6.69%
GS 7-12	18,962	44.25%
GS 13-15	15,852	36.99%
Senior Executive Service	371	0.87%
Senior Level (SL) or Scientific or Professional (ST)	97	0.23%
Other	4,015	9.37%
<b>Total</b>	<b>42,854</b>	<b>100.00%</b>

### ***How long have you been with the Federal Government (excluding military service)?***

	<b>N</b>	<b>%</b>
Less than 1 year	245	0.57%
1 to 3 years	1,372	3.20%
4 to 5 years	1,761	4.10%
6 to 10 years	9,832	22.91%
11 to 14 years	4,911	11.44%
15 to 20 years	5,390	12.56%
More than 20 years	19,400	45.21%
<b>Total</b>	<b>42,911</b>	<b>100.00%</b>

### ***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?***

	<b>N</b>	<b>%</b>
Less than 1 year	516	1.21%
1 to 3 years	2,369	5.56%
4 to 5 years	2,594	6.09%

## Demographics

6 to 10 years	10,880	25.55%
11 to 20 years	10,092	23.70%
More than 20 years	16,139	37.89%
<b>Total</b>	<b>42,590</b>	<b>100.00%</b>

<b><i>Are you considering leaving your organization within the next year, and if so, why?</i></b>	<b>N</b>	<b>%</b>
No	30,915	72.16%
Yes, to retire	3,549	8.28%
Yes, to take another job within the Federal Government	5,435	12.69%
Yes, to take another job outside the Federal Government	1,354	3.16%
Yes, other	1,591	3.71%
<b>Total</b>	<b>42,844</b>	<b>100.00%</b>

<b><i>I am planning to retire:</i></b>	<b>N</b>	<b>%</b>
Within one year	2,113	4.98%
Between one and three years	5,793	13.64%
Between three and five years	5,728	13.49%
Five or more years	28,833	67.90%
<b>Total</b>	<b>42,467</b>	<b>100.00%</b>

<b><i>Self-Identify as:</i></b>	<b>N</b>	<b>%</b>
Heterosexual or Straight	32,787	81.92%
Gay, Lesbian, Bisexual, or Transgender	1,298	3.24%
I prefer not to say	5,938	14.84%
<b>Total</b>	<b>40,023</b>	<b>100.00%</b>

<b><i>What is your US military service status?</i></b>	<b>N</b>	<b>%</b>
No Prior Military Service	36,306	86.70%
Currently in National Guard or Reserves	197	0.47%
Retired	1,350	3.22%
Separated or Discharged	4,023	9.61%
<b>Total</b>	<b>41,876</b>	<b>100.00%</b>

<b><i>Are you an individual with a disability?</i></b>	<b>N</b>	<b>%</b>
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## Demographics

Yes	4,871	11.57%
No	37,225	88.43%
Total	42,096	100.00%

<b><i>What is your age group?</i></b>	<b>N</b>	<b>%</b>
25 and under	168	0.37%
26-29	809	1.78%
30-39	6,632	14.58%
40-49	10,271	22.58%
50-59	19,126	42.04%
60 or older	8,491	18.66%
Total	45,497	100.00%

Percentages for demographic questions are unweighted.

\* AES prescribed items

## Demographic

### *Are you a bargaining unit employee?*

	# of Respondents		Unweighted Percent	
	2016	2015	2016	2015
Yes	25852	30028	60.7%	61.7%
No	14602	16207	34.3%	33.3%
Not Sure	2124	2471	5.0%	5.1%
Total	42578	48706	100.0%	100.0%

## Agency-Specific Questions

### *1. Which of the following items do you feel could be causing issues with morale in your organization? (choose the top three that apply)*

	# of Respondents		Percent	
	2016	2015	2016	2015
Not enough staffing	23154	32169	52.7%	64.6%
Uneven treatment of employees by management	12070	18714	28.3%	38.5%
Managers continually demanding more with less	16868	24548	38.9%	49.8%
Little opportunity for advancement	19216	26572	44.7%	54.1%
Not feeling empowered by management	7316	NA	16.6%	NA
Pay freeze and low raises	23143	33611	53.6%	68.0%
Public image	6680	17762	14.9%	35.2%
None of the above	1442	1578	3.3%	3.2%
There are no issues with morale in my organization	1223	1219	2.8%	2.5%
Total	111112	156173	--	--

### *2. I could be more productive in my job if...(choose the top three that apply)*

	# of Respondents		Percent	
	2016	2015	2016	2015
More collaboration within the work unit	7540	7254	17.7%	15.1%
Leaders in my organization support employee development	9319	NA	22.4%	NA
Access to updated job-related software and hardware (e.g., telephones, computers, printers)	11288	13869	26.4%	28.5%
There were fewer complicated and time-consuming procedures	22705	25036	52.2%	51.0%
There was clear guidance and direction	15198	18458	35.4%	38.1%
Free to act responsibly without fear of reprisal	7938	NA	18.5%	NA
Less workplace stressors	13848	NA	32.1%	NA
None of these	7287	12213	16.9%	24.9%
Total	95123	76830	--	--

**3. What motivates me to perform my job well? (choose the top three that apply)**

	# of Respondents		Percent	
	2016	2015	2016	2015
	Knowing my work makes a difference	31140	38162	71.3%
Opportunity for career advancement	16201	20073	38.2%	41.2%
Applying my technical knowledge	19436	25721	44.8%	52.1%
Non-monetary recognition by my peers	4200	15554	9.4%	31.2%
Non-monetary recognition by my managers	6123	20925	13.8%	42.2%
Monetary recognition	16916	NA	39.2%	NA
My supervisor cares about me	11624	17270	26.4%	34.8%
None of these	2814	4008	6.6%	8.2%
<b>Total</b>	<b>108454</b>	<b>141713</b>	<b>--</b>	<b>--</b>

**4. My supervisor asks for my input on how he/she can enhance my job satisfaction.**

	# of Respondents		Percent	
	2016	2015	2016	2015
	Strongly Agree	8922	9728	20.4%
Agree	14047	15499	32.4%	31.5%
Neither Agree Nor Disagree	9812	11787	22.6%	23.9%
Disagree	6492	6890	14.9%	14.0%
Strongly Disagree	4090	5285	9.6%	10.9%
<b>Total</b>	<b>43363</b>	<b>49189</b>	<b>100.0%</b>	<b>100.0%</b>

**5. I am empowered by my organization to identify and respond to potential security threats.**

	# of Respondents	Percent
	2016	2016
	Strongly Agree	10731
Agree	19379	44.6%
Neither Agree Nor Disagree	9527	22.3%
Disagree	2179	5.2%
Strongly Disagree	1500	3.6%
<b>Total</b>	<b>43316</b>	<b>100.0%</b>

**6. Top level management is aware of my job difficulties and takes steps to resolve disengagement in my work unit with innovative solutions.**

	# of Respondents	Percent
	2016	2016
Strongly Agree	2817	7.8%
Agree	7200	20.1%
Neither Agree Nor Disagree	10287	29.1%
Disagree	7621	21.4%
Strongly Disagree	7577	21.6%
Don't know	2486	--
No basis to judge	5331	--
Total	43319	100.0%

Note: "Don't know" and "No basis to judge" responses are not included in percentage calculations.

**7. Promotions in my work unit are based on either skills or job performance.**

	# of Respondents	Percent
	2016	2016
Strongly Agree	3710	9.8%
Agree	10593	28.4%
Neither Agree Nor Disagree	8820	24.1%
Disagree	6602	18.1%
Strongly Disagree	6957	19.5%
Don't know	2507	--
No basis to judge	4151	--
Total	43340	100.0%

Note: "Don't know" and "No basis to judge" responses are not included in percentage calculations.

**8. My organization takes precautions to secure work related products, data and information.**

	# of Respondents	Percent
	2016	2016
Strongly Agree	13995	33.4%
Agree	19647	47.9%
Neither Agree Nor Disagree	4813	12.1%
Disagree	1494	3.7%
Strongly Disagree	1152	2.9%
Don't know	1260	--
No basis to judge	1029	--
<b>Total</b>	<b>43390</b>	<b>100.0%</b>

Note: "Don't know" and "No basis to judge" responses are not included in percentage calculations.

**Occupation**

**What is your occupation? (Choose one)**

	# of Respondents				Unweighted Percent			
	2016	2015	2014	2013	2016	2015	2014	2013
Accountant (GS-0510)	664	625	659	595	1.6%	1.3%	1.4%	1.3%
Auditor (GS-0511)	444	568	529	549	1.0%	1.2%	1.1%	1.2%
Internal Revenue Agent (GS-0512)	6771	7628	8064	7580	15.8%	15.7%	16.8%	16.3%
Internal Revenue Officer (GS-1169)	2141	2446	2689	2705	5.0%	5.0%	5.6%	5.8%
Bank Examiner (0570)	1371	1366	1404	1427	3.2%	2.8%	2.9%	3.1%
Contract Specialist (GS-1102)	216	263	244	232	0.5%	0.5%	0.5%	0.5%
IT Specialist (GS-2210)	3467	4186	3763	3359	8.1%	8.6%	7.9%	7.2%
Human Resources Specialist (GS-0201)	881	934	889	911	2.1%	1.9%	1.9%	2.0%
Economist (GS-0110)	330	330	326	313	0.8%	0.7%	0.7%	0.7%
Intelligence Specialist (GS-0132)	112	136	137	139	0.3%	0.3%	0.3%	0.3%
Contact Representative (GS-0962)	4298	5350	4349	3907	10.0%	11.0%	9.1%	8.4%
Tax Examiner (GS-0592)	3727	4051	4252	4193	8.7%	8.3%	8.9%	9.0%
Investigator (GS-1801)	188	319	373	375	0.4%	0.7%	0.8%	0.8%
Financial Analyst (1160)	218	244	192	175	0.5%	0.5%	0.4%	0.4%
Criminal Investigator (GS-1811)	993	NA	NA	NA	2.3%	NA	NA	NA
Investigative Analyst (GS-1805)	121	NA	NA	NA	0.3%	NA	NA	NA
Program Analyst (GS-0343)	2486	NA	NA	NA	5.8%	NA	NA	NA
Police Officer (GS-0083)	248	NA	NA	NA	0.6%	NA	NA	NA
My occupational series is not listed	14099	20175	20030	20142	33.0%	41.5%	41.8%	43.2%
<b>Total</b>	<b>42775</b>	<b>48621</b>	<b>47900</b>	<b>46602</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population, unless otherwise noted.

NA indicates that the response option was not available for that year.

Source: Federal Employee Viewpoint Survey