

2018\_FEVS\_AES\_NSF

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.	79%	40%	40%	9%	8%	3%	11%	375	370	89	71	30	935	N/A
Agree-disagree	2	I have enough information to do my job well.	80%	34%	46%	10%	7%	3%	10%	315	433	91	69	25	933	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	74%	37%	37%	12%	10%	4%	14%	347	341	114	92	39	933	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	80%	44%	36%	10%	6%	4%	10%	413	339	90	58	37	937	N/A
Agree-disagree	5	I like the kind of work I do.	83%	46%	38%	11%	3%	3%	5%	426	355	106	27	24	938	N/A
Agree-disagree	6	I know what is expected of me on the job.	84%	43%	42%	7%	6%	3%	9%	396	393	65	59	23	936	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	98%	74%	25%	1%	0%	0%	1%	687	234	8	3	4	936	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	94%	58%	36%	5%	1%	0%	1%	545	332	49	5	3	934	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	61%	20%	42%	11%	19%	8%	27%	180	391	106	181	72	930	0
Agree-disagree	10	*My workload is reasonable.	56%	18%	39%	15%	18%	11%	29%	161	363	135	165	103	927	1
Agree-disagree	11	*My talents are used well in the workplace.	68%	28%	40%	12%	13%	7%	20%	257	373	112	122	61	925	6
Agree-disagree	12	*I know how my work relates to the agency's goals.	91%	49%	42%	6%	2%	1%	3%	455	398	54	16	13	936	0
Agree-disagree	13	The work I do is important.	91%	55%	37%	6%	2%	2%	3%	508	340	53	17	14	932	1
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to	77%	37%	40%	10%	8%	5%	13%	348	374	92	74	44	932	2
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	82%	45%	38%	8%	6%	4%	10%	420	354	70	54	33	931	6
Agree-disagree	16	I am held accountable for achieving results.	88%	44%	45%	8%	2%	1%	4%	408	419	76	21	12	936	1
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69%	37%	31%	18%	6%	8%	14%	332	274	150	51	68	875	55
Agree-disagree	18	My training needs are assessed.	62%	25%	37%	19%	13%	6%	19%	233	346	175	117	53	924	11
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels	78%	44%	35%	10%	6%	6%	11%	405	319	97	53	49	923	13
Agree-disagree	20	*The people I work with cooperate to get the job done.	84%	43%	42%	8%	5%	3%	8%	403	389	73	43	26	934	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	64%	21%	43%	19%	13%	5%	17%	192	394	169	114	45	914	20
Agree-disagree	22	Promotions in my work unit are based on merit.	50%	19%	30%	26%	13%	11%	24%	164	261	221	114	91	851	83
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39%	12%	27%	29%	19%	13%	32%	101	223	233	155	108	820	115
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	41%	15%	26%	29%	20%	11%	30%	127	226	249	172	93	867	70
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	50%	18%	32%	25%	15%	10%	25%	155	262	208	129	80	834	104
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	78%	35%	43%	12%	5%	4%	10%	334	397	113	45	40	929	2
Agree-disagree	27	The skill level in my work unit has improved in the past year.	61%	24%	37%	26%	9%	5%	13%	217	328	231	75	42	893	42
Good-poor	28	How would you rate the overall quality of work done by your work unit?	91%	62%	29%	7%	1%	1%	2%	583	273	65	8	6	935	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	88%	45%	43%	7%	3%	1%	5%	422	398	60	33	13	926	9
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	61%	20%	41%	20%	12%	6%	19%	183	373	183	109	58	906	24
Agree-disagree	31	Employees are recognized for providing high quality products and services.	63%	22%	41%	20%	10%	6%	16%	208	382	182	94	54	920	14
Agree-disagree	32	Creativity and innovation are rewarded.	55%	21%	33%	26%	13%	7%	20%	195	299	231	113	63	901	31
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	37%	12%	26%	30%	19%	14%	33%	92	205	238	153	111	799	134
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in	69%	25%	44%	18%	7%	6%	13%	223	388	163	58	52	884	47
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	86%	37%	49%	9%	3%	2%	5%	342	443	84	27	17	913	22
Agree-disagree	36	My organization has prepared employees for potential security threats.	76%	26%	50%	15%	7%	2%	9%	242	449	137	69	20	917	18
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	64%	28%	35%	19%	9%	9%	17%	252	306	163	75	73	869	61
Agree-disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant,	74%	36%	38%	15%	5%	6%	11%	306	322	125	37	50	840	87
Agree-disagree	39	My agency is successful at accomplishing its mission.	90%	45%	45%	8%	2%	1%	3%	421	412	66	14	9	922	10
Agree-disagree	40	*I recommend my organization as a good place to work.	80%	43%	36%	13%	5%	2%	7%	413	337	119	46	21	936	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	57%	26%	31%	23%	11%	9%	20%	234	265	203	98	79	879	57
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	86%	55%	31%	7%	4%	3%	7%	517	286	64	33	25	925	4
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	77%	45%	31%	12%	6%	5%	11%	427	291	110	59	41	928	1
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	74%	40%	33%	14%	7%	5%	12%	380	312	131	60	48	931	1
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	78%	46%	32%	16%	4%	3%	7%	401	282	133	34	24	874	57
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	70%	37%	33%	16%	8%	5%	13%	348	309	151	76	46	930	1
Agree-disagree	47	Supervisors in my work unit support employee development.	80%	44%	36%	11%	5%	4%	9%	414	325	102	44	33	918	12
Agree-disagree	48	My supervisor listens to what I have to say.	84%	51%	33%	10%	4%	2%	7%	479	306	85	37	22	929	N/A
Agree-disagree	49	My supervisor treats me with respect.	86%	57%	29%	8%	3%	3%	5%	535	272	75	25	23	930	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	94%	55%	39%	3%	2%	2%	3%	518	355	27	15	14	929	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	75%	46%	29%	12%	7%	5%	12%	437	272	112	61	49	931	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	81%	54%	27%	12%	4%	3%	7%	503	253	109	37	27	929	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55%	19%	36%	22%	14%	10%	24%	173	323	201	125	86	908	17
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	68%	29%	39%	18%	7%	7%	14%	254	347	159	63	59	882	42
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	71%	30%	41%	15%	9%	5%	14%	267	368	130	77	46	888	37
Agree-disagree	56	*Managers communicate the goals of the organization.	73%	25%	48%	14%	8%	5%	13%	227	441	129	75	44	916	8
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	70%	26%	45%	18%	8%	4%	12%	224	391	154	70	37	876	49

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Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	67%	24%	43%	16%	11%	7%	18%	216	392	139	99	62	908	17
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	71%	27%	44%	17%	7%	5%	12%	247	395	153	66	43	904	16
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71%	36%	35%	17%	6%	6%	11%	325	313	153	49	50	890	33
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	66%	28%	37%	18%	9%	7%	16%	264	341	170	84	61	920	3
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	72%	34%	37%	15%	8%	5%	13%	305	325	130	69	45	874	51
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	65%	25%	40%	17%	13%	5%	18%	229	372	154	120	45	920	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	62%	22%	40%	18%	13%	7%	19%	207	363	174	120	59	923	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	63%	27%	36%	18%	12%	7%	19%	245	336	171	113	57	922	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	57%	19%	38%	24%	13%	6%	19%	178	345	220	123	55	921	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	41%	17%	24%	32%	17%	11%	27%	154	226	290	154	94	918	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	70%	29%	41%	18%	8%	4%	12%	276	372	163	70	36	917	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	75%	33%	42%	13%	8%	4%	12%	310	387	120	72	33	922	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	67%	28%	39%	14%	12%	7%	19%	259	364	122	115	59	919	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	75%	33%	43%	14%	8%	3%	11%	301	396	128	70	25	920	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.