

Item	Item Text	Response Type	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.	Agree-disagree	84.5%	48.4%	36.1%	9.1%	4.5%	1.9%	6.4%	505	378	94	46	20	1,043	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	79.9%	48.9%	31.0%	10.7%	7.0%	2.4%	9.4%	507	316	111	73	25	1,032	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	83.6%	48.9%	34.8%	9.6%	4.4%	2.4%	6.8%	511	361	101	45	24	1,042	N/A
4	I know what is expected of me on the job.	Agree-disagree	86.2%	48.1%	38.1%	7.2%	5.2%	1.4%	6.6%	500	395	74	54	14	1,037	N/A
5	"My workload is reasonable.	Agree-disagree	58.0%	22.8%	35.2%	15.3%	17.1%	9.6%	26.7%	232	367	165	180	98	1,042	N/A
6	"My talents are used well in the workplace.	Agree-disagree	73.3%	35.6%	37.7%	12.8%	10.0%	3.9%	13.9%	370	394	127	103	40	1,034	N/A
7	"I know how my work relates to the agency's goals.	Agree-disagree	92.7%	59.7%	32.9%	4.8%	1.8%	0.7%	2.5%	624	339	51	19	8	1,041	N/A
8	"I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	79.7%	49.9%	29.8%	11.4%	5.8%	3.1%	9.0%	497	294	106	55	30	982	65
9	I have enough information to do my job well.	Agree-disagree	83.1%	37.6%	45.5%	8.5%	7.2%	1.2%	8.4%	395	477	89	74	13	1,048	N/A
10	I receive the training I need to do my job well.	Agree-disagree	82.7%	42.0%	40.7%	10.9%	5.5%	1.0%	6.5%	443	424	114	56	10	1,047	N/A
11	I am held accountable for the quality of work I produce. Continually changing work priorities make it hard for me to produce high quality work. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.)	Agree-disagree, negatively worded	43.9%	12.4%	21.4%	22.3%	32.1%	11.8%	33.8%	127	217	225	330	123	1,022	23
12	I have a clear idea of how well I am doing my job.	Agree-disagree	85.2%	39.8%	45.4%	9.0%	4.5%	1.3%	5.8%	417	474	93	48	14	1,046	N/A
14	"The people I work with cooperate to get the job done.	Agree-disagree	89.0%	53.4%	35.6%	6.3%	3.6%	1.1%	4.7%	566	364	66	37	10	1,043	N/A
16	"In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	56.7%	19.2%	37.4%	24.8%	12.2%	6.4%	18.6%	173	333	220	109	57	892	156
17	Employees in my work unit share job knowledge.	Agree-disagree	88.0%	49.0%	39.0%	5.6%	4.7%	1.7%	6.4%	516	403	57	49	17	1,042	4
18	"My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	89.1%	48.7%	40.5%	5.6%	4.0%	1.2%	5.2%	512	419	57	42	12	1,042	7
19	Employees in my work unit meet the needs of our customers.	Always-never	95.0%	51.0%	43.9%	4.7%	0.2%	0.1%	0.3%	517	452	49	2	1	1,021	21
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	94.8%	66.6%	28.2%	3.9%	1.1%	0.2%	1.3%	687	287	41	10	2	1,027	10
21	Employees in my work unit produce high-quality work.	Always-never	92.9%	60.2%	32.8%	6.3%	0.5%	0.2%	0.7%	617	337	66	5	2	1,027	9
22	Employees in my work unit adapt to changing priorities.	Always-never	88.6%	55.1%	33.6%	9.4%	1.7%	0.2%	1.9%	557	345	97	17	2	1,018	21
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	80.8%	35.9%	44.9%	14.0%	3.3%	1.8%	5.2%	347	425	132	33	18	955	92
24	I can influence decisions in my work unit.	Agree-disagree	77.3%	35.0%	42.3%	14.2%	6.3%	2.3%	8.6%	370	439	149	66	23	1,047	N/A
25	I know what my work unit's goals are.	Agree-disagree	86.5%	45.9%	40.6%	7.6%	5.1%	0.8%	5.9%	486	418	80	54	8	1,046	N/A
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	70.5%	31.0%	39.5%	16.6%	9.5%	3.3%	12.9%	323	406	170	96	35	1,030	16
27	My work unit successfully manages disruptions to our work.	Agree-disagree	79.3%	34.8%	44.5%	11.3%	7.2%	2.2%	9.3%	358	453	114	74	22	1,021	26
28	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	79.8%	35.9%	43.9%	13.8%	4.9%	1.5%	6.4%	368	441	141	51	15	1,016	23
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	81.3%	36.0%	45.3%	12.8%	4.4%	1.5%	5.9%	365	454	128	45	15	1,007	23
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	71.5%	29.2%	42.3%	18.4%	7.6%	2.5%	10.1%	297	425	188	81	24	1,015	20
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	86.6%	46.6%	40.0%	9.8%	2.5%	1.1%	3.6%	471	407	99	26	11	1,014	14
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	78.1%	37.7%	40.4%	16.1%	4.0%	1.7%	5.8%	380	408	163	43	17	1,011	26
33	Employees in my work unit support my need to balance my work and personal responsibilities. Employees in my work unit are typically under too much pressure to meet work goals. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.)	Agree-disagree, negatively worded	47.6%	9.5%	17.6%	25.3%	34.0%	13.6%	27.1%	94	173	253	343	135	998	34
35	Employees are recognized for providing high quality products and services.	Agree-disagree	78.4%	33.4%	45.0%	10.8%	6.5%	4.3%	10.8%	341	456	111	67	44	1,019	18
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	90.4%	58.4%	31.9%	7.4%	1.2%	1.0%	2.2%	592	320	73	12	10	1,007	31
37	My organization is successful at accomplishing its mission.	Agree-disagree	92.7%	57.4%	35.3%	4.5%	1.7%	1.0%	2.8%	587	364	45	18	10	1,024	13
38	I have a good understanding of my organization's priorities.	Agree-disagree	85.9%	50.8%	35.0%	7.0%	5.1%	2.0%	7.1%	524	363	74	53	20	1,034	N/A
39	My organization effectively adapts to changing government priorities.	Agree-disagree	84.1%	43.6%	40.5%	10.0%	4.3%	1.7%	5.9%	436	412	101	45	16	1,010	27
40	My organization has prepared me for potential physical security threats.	Agree-disagree	66.8%	27.4%	39.4%	22.4%	8.5%	2.3%	10.8%	266	384	220	81	22	973	62
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	86.5%	37.9%	48.6%	9.6%	3.1%	0.7%	3.8%	382	493	96	31	6	1,008	27
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	67.8%	32.1%	35.8%	18.2%	9.1%	4.9%	14.0%	313	353	174	87	47	974	60
43	"I recommend my organization as a good place to work.	Agree-disagree	84.8%	53.6%	31.2%	9.4%	3.5%	2.4%	5.8%	559	320	97	36	24	1,036	N/A
44	"I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	68.5%	33.6%	35.0%	17.7%	8.1%	5.7%	13.8%	328	343	172	83	55	981	54
45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	88.2%	59.8%	28.4%	8.2%	2.4%	1.3%	3.6%	597	286	79	24	13	999	37
46	Supervisors in my work unit support employee development.	Agree-disagree	88.8%	62.2%	26.6%	7.3%	2.2%	1.7%	3.9%	638	277	73	22	18	1,028	8
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	90.9%	64.9%	26.0%	5.7%	1.8%	1.7%	3.5%	666	267	59	19	18	1,029	N/A
48	My supervisor listens to what I have to say.	Agree-disagree	88.9%	64.8%	24.1%	5.7%	4.1%	1.4%	5.5%	657	250	60	41	15	1,023	N/A
49	My supervisor treats me with respect.	Agree-disagree	91.1%	69.8%	21.3%	3.9%	3.4%	1.6%	5.0%	718	221	41	35	17	1,032	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	83.5%	62.0%	21.5%	8.0%	5.2%	3.2%	8.4%	633	221	83	55	33	1,025	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	91.9%	61.5%	30.4%	6.9%	0.5%	0.7%	1.2%	628	315	71	6	7	1,027	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	86.5%	66.3%	20.2%	8.1%	3.1%	2.3%	5.4%	682	209	83	32	24	1,030	N/A
53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	78.5%	45.2%	33.3%	12.7%	6.6%	2.3%	8.9%	463	343	136	68	25	1,035	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	80.8%	45.8%	35.0%	11.2%	5.3%	2.7%	8.0%	463	359	117	55	29	1,023	11
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	69.2%	30.3%	38.9%	15.9%	9.1%	5.7%	14.9%	311	397	163	95	58	1,024	8
56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	78.6%	43.4%	35.2%	12.7%	4.7%	3.9%	8.6%	431	346	121	48	37	983	43
57	"Managers communicate the goals of the organization.	Agree-disagree	76.9%	37.4%	39.5%	13.2%	6.0%	3.8%	9.8%	383	398	140	63	40	1,024	4
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	69.6%	33.8%	35.9%	15.9%	9.0%	5.4%	14.5%	342	357	163	92	55	1,009	13
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	78.0%	48.5%	29.5%	14.2%	4.4%	3.5%	7.9%	493	293	142	44	34	1,006	25
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	76.6%	41.4%	35.2%	13.2%	5.8%	4.4%	10.2%	423	358	137	61	44	1,023	3

61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	82.2%	45.3%	36.9%	11.4%	4.1%	2.4%	6.5%	454	363	114	41	22	994	32
62	Management encourages innovation.	Agree-disagree	77.1%	40.5%	36.6%	13.5%	6.1%	3.3%	9.5%	408	364	137	64	34	1,007	15
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	68.1%	33.6%	34.5%	18.2%	8.8%	4.9%	13.7%	338	344	186	89	50	1,007	21
64	Management involves employees in decisions that affect their work.	Agree-disagree	61.4%	27.6%	33.8%	18.5%	11.9%	8.2%	20.1%	277	337	185	125	83	1,007	18
65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-disatisfied	68.2%	29.9%	38.3%	16.1%	11.7%	4.0%	15.7%	304	393	164	122	41	1,024	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-disatisfied	70.0%	30.4%	39.6%	14.4%	12.2%	3.4%	15.6%	309	402	147	128	35	1,021	N/A
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-disatisfied	75.8%	40.4%	35.4%	13.4%	7.0%	3.9%	10.8%	413	362	134	72	40	1,021	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-disatisfied	81.6%	44.2%	37.3%	9.9%	5.4%	3.1%	8.5%	458	377	101	57	30	1,023	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-disatisfied	76.0%	34.3%	41.7%	11.9%	8.4%	3.7%	12.1%	354	424	120	85	38	1,021	N/A
70	*Considering everything, how satisfied are you with your organization?	Satisfied-disatisfied	81.9%	44.6%	37.2%	9.5%	5.7%	3.0%	8.7%	457	379	98	58	30	1,022	N/A
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	81.1%	44.2%	36.9%	11.1%	5.0%	2.8%	7.8%	438	367	108	49	26	988	41
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	85.0%	54.4%	30.7%	10.2%	2.9%	1.9%	4.8%	538	303	99	29	19	988	39
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	78.0%	44.8%	33.2%	10.9%	6.1%	5.1%	11.2%	452	330	110	59	49	1,000	25
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	78.9%	48.5%	30.5%	12.4%	4.3%	4.4%	8.7%	470	292	118	43	42	965	55
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	77.2%	45.7%	31.5%	11.3%	6.6%	4.9%	11.5%	434	293	109	63	46	945	78
76	Employees in my work unit treat me as a valued member of the team.	Agree-disagree	88.9%	58.0%	30.8%	7.1%	2.6%	1.5%	4.1%	601	313	70	26	14	1,024	3
77	Employees in my work unit make me feel I belong.	Agree-disagree	84.6%	55.7%	28.8%	10.1%	3.6%	1.7%	5.3%	574	294	101	36	16	1,021	4
78	Employees in my work unit care about me as a person.	Agree-disagree	83.4%	54.6%	28.8%	12.2%	3.1%	1.3%	4.4%	554	287	121	29	13	1,004	21
79	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	80.0%	43.1%	36.8%	9.8%	7.4%	2.8%	10.2%	441	373	94	77	28	1,013	5
80	In my work unit, people's differences are respected.	Agree-disagree	82.1%	44.3%	37.8%	11.9%	4.8%	1.3%	6.1%	450	381	117	49	13	1,010	9
81	I can be successful in my organization being myself.	Agree-disagree	80.2%	47.3%	32.9%	11.5%	5.4%	2.9%	8.3%	484	331	115	56	29	1,015	1
82	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	86.1%	51.8%	34.3%	10.3%	2.6%	1.1%	3.6%	281	183	54	15	6	539	486
83	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	81.5%	50.1%	31.4%	14.5%	2.6%	1.4%	4.0%	244	150	69	14	7	484	539
84	My organization meets my accessibility needs.	Agree-disagree	83.1%	51.3%	31.8%	12.9%	3.0%	1.0%	4.0%	258	156	63	16	5	498	527
85	My job inspires me.	Agree-disagree	72.6%	37.6%	35.0%	18.0%	6.5%	2.9%	9.4%	386	360	182	66	29	1,023	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	82.6%	44.9%	37.7%	10.2%	4.7%	2.5%	7.2%	462	381	103	45	26	1,017	N/A
87	I feel a strong personal attachment to my organization.	Agree-disagree	73.4%	41.3%	32.1%	17.3%	6.7%	2.5%	9.2%	426	329	173	69	24	1,021	N/A
88	I identify with the mission of my organization.	Agree-disagree	88.9%	52.8%	36.1%	8.6%	1.2%	1.3%	2.5%	545	368	85	12	12	1,022	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	94.6%	68.1%	26.5%	4.5%	0.5%	0.4%	0.9%	705	266	43	5	4	1,023	N/A
Item	Item Text	Response Type	Percent Positive	Remain in the work unit and improve their performance over time %	Remain in the work unit and continue to underperform %	Leave the work unit - removed or transferred %	Leave the work unit - quit %	There are no poor performers in my work unit %	Percent Negative	Remain in the work unit and improve their performance over time N	Remain in the work unit and continue to underperform N	Leave the work unit - removed or transferred N	Leave the work unit - quit N	There are no poor performers in my work unit N	Item Response Total** N	Do Not Know
15	In my work unit poor performers usually (select all that apply):	---	*N/A	18.1%	31.4%	7.4%	5.0%	25.7%	*N/A	191	333	80	54	270	1,048	247

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

** Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs."

Percentages are weighted to represent the Agency's population.

Q12 and Q34 are negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Results for these items should be interpreted with caution as these items have been

For confidentiality purposes, a "-" indicates that there are fewer than 4 responses to Questions 82, 83, or 84 and results are therefore suppressed.

*Percentages will add to more than 100% because respondents could choose more than one response option

Source: National Science Foundation AES Report, 2023 OPA Federal Employee Viewpoint Survey