

2019 FEDERAL EMPLOYEE VIEWPOINT SURVEY (Core Questions)

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.	73.1%	14.9%	58.3%	6.7%	10.0%	10.2%	20.2%	9	35	4	6	6	60	N/A
Agree-disagree	2	I have enough information to do my job well.	78.3%	31.8%	46.5%	9.0%	7.1%	5.6%	12.7%	18	26	5	4	3	56	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	69.8%	23.4%	46.4%	11.7%	11.6%	6.9%	18.5%	14	28	7	7	4	60	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	81.5%	39.9%	41.6%	11.7%	1.7%	5.2%	6.9%	24	25	7	1	3	60	N/A
Agree-disagree	5	I like the kind of work I do.	86.6%	43.4%	43.2%	3.2%	5.0%	5.2%	10.2%	26	26	2	3	3	60	N/A
Agree-disagree	6	I know what is expected of me on the job.	88.1%	43.4%	44.7%	3.3%	1.7%	6.9%	8.6%	26	27	2	1	4	60	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.4%	75.9%	20.5%	0.0%	0.0%	3.6%	3.6%	45	12	0	0	2	59	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	93.0%	64.0%	29.1%	3.4%	0.0%	3.6%	3.6%	38	17	2	0	2	59	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	50.2%	13.4%	36.8%	21.5%	16.5%	11.8%	28.4%	8	22	13	10	7	60	0
Agree-disagree	10	*My workload is reasonable.	61.8%	15.0%	46.8%	14.6%	11.7%	11.9%	23.5%	9	28	9	7	7	60	0
Agree-disagree	11	*My talents are used well in the workplace.	68.2%	21.7%	46.5%	10.0%	9.9%	11.8%	21.8%	13	28	6	6	7	60	0
Agree-disagree	12	*I know how my work relates to the agency's goals.	96.5%	59.7%	36.8%	1.7%	0.0%	1.8%	1.8%	36	22	1	0	1	60	0

Agree-disagree	13	The work I do is important.	91.5%	66.2%	25.3%	1.7%	5.0%	1.8%	6.8%	40	15	1	3	1	60	0
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	73.3%	33.3%	40.1%	10.0%	11.5%	5.2%	16.7%	20	24	6	7	3	60	0
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	81.2%	44.1%	37.1%	5.1%	6.6%	7.2%	13.7%	26	22	3	4	4	59	1
Agree-disagree	16	I am held accountable for achieving results.	89.7%	50.7%	39.0%	5.0%	1.7%	3.6%	5.3%	30	23	3	1	2	59	1
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	71.1%	31.9%	39.2%	9.0%	10.7%	9.2%	19.9%	18	22	5	6	5	56	4
Agree-disagree	18	My training needs are assessed.	57.9%	23.6%	34.3%	21.4%	15.4%	5.3%	20.7%	14	20	13	9	3	59	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).	84.3%	51.6%	32.7%	5.0%	1.7%	9.0%	10.7%	30	19	3	1	5	58	2
Agree-disagree	20	*The people I work with cooperate to get the job done.	83.1%	53.1%	30.1%	6.7%	5.0%	5.2%	10.2%	32	18	4	3	3	60	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	67.5%	14.3%	53.2%	18.0%	7.1%	7.4%	14.5%	8	30	10	4	4	56	4
Agree-disagree	22	Promotions in my work unit are based on merit.	51.7%	14.2%	37.5%	21.3%	12.5%	14.5%	27.0%	8	21	12	7	8	56	4
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	43.7%	7.1%	36.6%	32.6%	12.7%	11.1%	23.8%	4	20	18	7	6	55	5
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	30.9%	7.7%	23.1%	32.7%	24.7%	11.7%	36.5%	4	12	17	13	6	52	6

Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	44.7%	16.5%	28.2%	27.5%	14.6%	13.2%	27.8%	9	15	15	8	7	54	3
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	79.5%	47.4%	32.1%	8.5%	8.4%	3.6%	12.0%	28	19	5	5	2	59	0
Agree-disagree	27	The skill level in my work unit has improved in the past year.	54.2%	24.1%	30.1%	31.6%	5.2%	9.0%	14.2%	14	17	18	3	5	57	2
Good-poor	28	How would you rate the overall quality of work done by your work unit?	91.3%	64.2%	27.1%	6.8%	0.0%	1.9%	1.9%	38	16	4	0	1	59	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	86.0%	56.7%	29.3%	5.1%	5.2%	3.6%	8.8%	33	17	3	3	2	58	1
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	56.6%	15.6%	41.0%	17.4%	15.5%	10.5%	26.0%	9	24	10	9	6	58	1
Agree-disagree	31	Employees are recognized for providing high quality products and services.	54.5%	17.5%	37.0%	24.3%	10.5%	10.7%	21.2%	10	21	14	6	6	57	1
Agree-disagree	32	Creativity and innovation are rewarded.	50.9%	19.9%	31.0%	12.7%	23.5%	12.9%	36.4%	11	17	7	13	7	55	4
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	18.0%	3.6%	14.4%	29.4%	28.8%	23.8%	52.6%	2	8	16	16	13	55	4
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	35.9%	13.2%	22.7%	33.6%	11.3%	19.2%	30.5%	7	12	18	6	10	53	6
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	82.8%	39.6%	43.2%	11.9%	3.4%	1.9%	5.3%	23	25	7	2	1	58	1
Agree-disagree	36	My organization has prepared employees for potential security threats.	89.5%	31.5%	58.0%	6.8%	0.0%	3.7%	3.7%	18	33	4	0	2	57	2

Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	43.7%	14.7%	29.0%	32.4%	10.9%	13.0%	23.9%	8	16	18	6	7	55	4
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.	65.2%	27.1%	38.1%	17.3%	7.7%	9.9%	17.5%	14	20	9	4	5	52	6
Agree-disagree	39	My agency is successful at accomplishing its mission.	94.7%	54.3%	40.5%	3.4%	0.0%	1.9%	1.9%	32	24	2	0	1	59	0
Agree-disagree	40	*I recommend my organization as a good place to work.	77.7%	33.7%	43.9%	8.6%	8.5%	5.3%	13.8%	20	26	5	5	3	59	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	43.6%	19.2%	24.4%	33.4%	10.5%	12.5%	23.0%	11	14	19	6	7	57	2
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	91.5%	64.5%	27.0%	3.2%	1.7%	3.6%	5.3%	38	16	2	1	2	59	0
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.0%	52.7%	25.3%	11.7%	5.0%	5.3%	10.3%	31	15	7	3	3	59	0
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	77.4%	50.0%	27.4%	12.1%	5.1%	5.4%	10.5%	29	16	7	3	3	58	0
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	79.8%	53.0%	26.8%	14.4%	2.0%	3.8%	5.9%	29	15	8	1	2	55	3
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.3%	43.1%	22.2%	24.1%	5.1%	5.4%	10.5%	25	13	14	3	3	58	0

Agree-disagree	47	Supervisors in my work unit support employee development.	81.1%	50.2%	30.9%	8.4%	5.1%	5.4%	10.5%	29	18	5	3	3	58	1
Agree-disagree	48	My supervisor listens to what I have to say.	84.6%	69.5%	15.1%	10.1%	5.3%	0.0%	5.3%	41	9	6	3	0	59	N/A
Agree-disagree	49	My supervisor treats me with respect.	84.6%	67.6%	17.0%	8.4%	7.0%	0.0%	7.0%	40	10	5	4	0	59	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	89.6%	60.8%	28.8%	3.4%	7.0%	0.0%	7.0%	36	17	2	4	0	59	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	81.1%	65.7%	15.3%	6.9%	8.7%	3.4%	12.1%	39	9	4	5	2	59	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	82.9%	60.9%	22.0%	10.1%	3.4%	3.6%	7.0%	36	13	6	2	2	59	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47.4%	13.5%	33.9%	20.2%	15.2%	17.2%	32.4%	8	20	12	9	10	59	0
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	45.5%	19.2%	26.4%	24.4%	14.0%	16.0%	30.1%	11	15	14	8	9	57	2
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	69.3%	33.9%	35.4%	19.6%	5.5%	5.6%	11.1%	19	20	11	3	3	56	3
Agree-disagree	56	*Managers communicate the goals of the organization.	71.3%	25.2%	46.1%	14.2%	8.9%	5.6%	14.4%	14	26	8	5	3	56	2
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	59.6%	22.9%	36.7%	22.9%	11.5%	6.0%	17.4%	12	19	12	6	3	52	7
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	54.6%	21.9%	32.7%	21.6%	16.3%	7.5%	23.8%	12	18	12	9	4	55	4

Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	61.7%	25.7%	36.0%	21.6%	12.9%	3.8%	16.7%	14	20	12	7	2	55	4
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	63.8%	28.5%	35.4%	24.8%	3.8%	7.6%	11.4%	15	19	13	2	4	53	6
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	42.0%	15.1%	26.9%	35.8%	8.5%	13.8%	22.2%	9	16	21	5	8	59	0
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	65.3%	30.7%	34.6%	24.9%	7.7%	2.1%	9.8%	16	18	13	4	1	52	7
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	54.0%	13.5%	40.6%	25.5%	18.8%	1.7%	20.5%	8	24	15	11	1	59	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	51.3%	15.3%	36.0%	31.6%	15.4%	1.7%	17.1%	9	21	19	9	1	59	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	50.7%	21.9%	28.8%	10.0%	37.6%	1.7%	39.3%	13	17	6	22	1	59	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	32.3%	6.8%	25.5%	38.4%	19.1%	10.2%	29.3%	4	15	23	11	6	59	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	31.2%	13.6%	17.6%	23.8%	22.6%	22.4%	44.9%	8	10	14	13	13	58	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	52.5%	10.0%	42.5%	28.9%	16.9%	1.7%	18.6%	6	25	17	10	1	59	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	79.5%	23.5%	55.9%	10.2%	8.7%	1.7%	10.3%	14	33	6	5	1	59	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	71.0%	23.9%	47.1%	10.2%	18.8%	0.0%	18.8%	14	28	6	11	0	59	N/A

Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	82.8%	30.4%	52.4%	6.8%	5.3%	5.1%	10.4%	18	31	4	3	3	59	N/A
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* 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.