



<b>FIELD PERIOD</b>	May 9 - June 20, 2017
<b>SAMPLE OR CENSUS</b>	CENSUS
<b>NUMBER OF SURVEYS</b>	56
<b>NUMBER OF SURVEYS</b>	98
<b>RESPONSE RATE</b>	57.1%

**63** items identified as **strengths** (65% positive or higher)

**1** item identified as **challenges** (35% negative or higher)

**Engagement Index Score**

2017 ENGAGEMENT INDEX

81%

<b>LEADERS LEAD</b>	<b>SUPERVISORS</b>	<b>INTRINSIC WORK EXPERIENCE</b>
76%	81%	86%

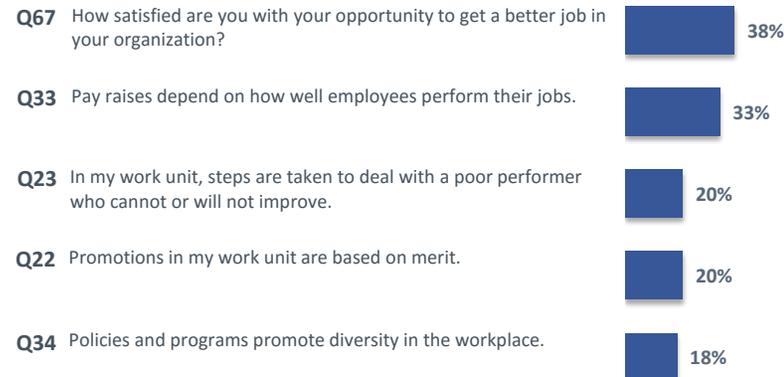
**Highest % Positive Items**

Select: Highest % Positive



**Highest % Negative Items**

Select: Highest % Negative



Core Survey

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
1	*I am given a real opportunity to improve my skills in my organization.	77.71%	33.31%	44.40%	5.86%	14.53%	1.90%	16.42%	19	25	3	8	1	56	N/A
2	I have enough information to do my job well.	84.35%	39.93%	44.42%	7.67%	5.97%	2.01%	7.98%	23	24	4	3	1	55	N/A
3	I feel encouraged to come up with new and better ways of doing things.	77.10%	55.82%	21.28%	15.04%	3.89%	3.97%	7.85%	32	12	8	2	2	56	N/A
4	My work gives me a feeling of personal accomplishment.	90.55%	54.04%	36.51%	5.57%	3.88%	0.00%	3.88%	31	20	3	2	0	56	N/A
5	I like the kind of work I do.	92.15%	54.13%	38.01%	3.98%	3.88%	0.00%	3.88%	31	21	2	2	0	56	N/A
6	I know what is expected of me on the job.	86.49%	55.32%	31.18%	4.05%	7.52%	1.94%	9.46%	31	17	2	4	1	55	N/A
7	When needed I am willing to put in the extra effort to get a job done.	96.12%	72.92%	23.20%	1.98%	1.90%	0.00%	1.90%	41	13	1	1	0	56	N/A
8	I am constantly looking for ways to do my job better.	92.63%	56.51%	36.12%	7.37%	0.00%	0.00%	0.00%	32	20	4	0	0	56	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	70.66%	27.64%	43.03%	13.21%	10.55%	5.58%	16.13%	15	24	7	6	3	55	0

Core Survey

10	*My workload is reasonable.	76.83%	19.41%	57.42%	7.46%	6.67%	9.04%	15.71%	11	32	4	4	5	56	0
11	*My talents are used well in the workplace.	79.37%	31.88%	47.49%	9.46%	7.61%	3.56%	11.17%	18	26	5	4	2	55	0
12	*I know how my work relates to the agency's goals and priorities.	98.10%	62.79%	35.32%	1.90%	0.00%	0.00%	0.00%	36	19	1	0	0	56	0
13	The work I do is important.	98.10%	70.64%	27.46%	0.00%	1.90%	0.00%	1.90%	40	15	0	1	0	56	0
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	85.37%	51.54%	33.83%	11.14%	1.90%	1.59%	3.49%	29	19	6	1	1	56	0
15	My performance appraisal is a fair reflection of my performance.	87.94%	66.31%	21.63%	12.06%	0.00%	0.00%	0.00%	37	12	6	0	0	55	1
16	I am held accountable for achieving results.	94.53%	54.43%	40.10%	5.47%	0.00%	0.00%	0.00%	31	22	3	0	0	56	0
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	76.77%	43.59%	33.18%	17.18%	4.03%	2.02%	6.05%	24	19	9	2	1	55	1
18	My training needs are assessed.	67.46%	26.15%	41.31%	14.53%	12.54%	5.47%	18.01%	15	23	8	7	3	56	0
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).	81.99%	53.09%	28.90%	12.21%	3.73%	2.07%	5.80%	29	16	6	2	1	54	2
20	*The people I work with cooperate to get the job done.	92.24%	60.30%	31.94%	3.88%	1.90%	1.99%	3.89%	34	18	2	1	1	56	N/A

Core Survey

21	My work unit is able to recruit people with the right skills.	59.04%	26.49%	32.55%	28.82%	7.92%	4.21%	12.14%	14	18	15	4	2	53	2
22	Promotions in my work unit are based on merit.	54.11%	32.45%	21.67%	26.05%	13.61%	6.23%	19.83%	17	12	13	7	3	52	3
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	44.98%	17.88%	27.11%	35.13%	13.74%	6.15%	19.89%	9	14	18	7	3	51	4
24	*In my work unit, differences in performance are recognized in a meaningful way.	58.05%	28.85%	29.20%	23.73%	12.08%	6.15%	18.22%	15	15	12	6	3	51	4
25	Awards in my work unit depend on how well employees perform their jobs.	68.09%	33.32%	34.76%	13.92%	11.89%	6.10%	17.99%	17	18	7	6	3	51	4
26	Employees in my work unit share job knowledge with each other.	85.79%	60.60%	25.18%	10.09%	0.00%	4.12%	4.12%	33	14	5	0	2	54	0
27	The skill level in my work unit has improved in the past year.	76.28%	39.45%	36.83%	18.05%	3.65%	2.03%	5.68%	22	20	10	2	1	55	0
28	How would you rate the overall quality of work done by your work unit?	93.92%	75.56%	18.36%	4.06%	2.03%	0.00%	2.03%	42	10	2	1	0	55	N/A
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	88.52%	50.97%	37.54%	9.42%	2.07%	0.00%	2.07%	28	20	5	1	0	54	1
30	Employees have a feeling of personal empowerment with respect to work processes.	72.98%	37.21%	35.77%	14.94%	5.79%	6.30%	12.09%	20	19	8	3	3	53	1
31	Employees are recognized for providing high quality products and services.	78.51%	35.99%	42.52%	11.86%	5.57%	4.06%	9.63%	20	24	6	3	2	55	0
32	Creativity and innovation are rewarded.	73.33%	30.31%	43.02%	17.04%	3.56%	6.07%	9.63%	17	24	9	2	3	55	0

Core Survey

33	Pay raises depend on how well employees perform their jobs.	35.57%	19.29%	16.27%	31.43%	18.70%	14.31%	33.00%	9	7	15	9	6	46	9
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	51.06%	22.16%	28.89%	30.52%	11.85%	6.57%	18.43%	11	15	16	6	3	51	4
35	Employees are protected from health and safety hazards on the job.	94.42%	44.84%	49.58%	5.58%	0.00%	0.00%	0.00%	25	27	3	0	0	55	0
36	My organization has prepared employees for potential security threats.	88.88%	34.83%	54.05%	7.41%	3.71%	0.00%	3.71%	19	29	4	2	0	54	1
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	66.92%	34.73%	32.19%	19.58%	7.41%	6.09%	13.50%	19	18	10	4	3	54	0
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.	78.33%	41.71%	36.62%	13.39%	2.09%	6.19%	8.27%	23	19	7	1	3	53	1
39	My agency is successful at accomplishing its mission.	97.94%	68.55%	29.39%	2.06%	0.00%	0.00%	0.00%	37	16	1	0	0	54	0
40	*I recommend my organization as a good place to work.	85.68%	57.73%	27.95%	8.23%	6.09%	0.00%	6.09%	32	15	4	3	0	54	N/A
41	*I believe the results of this survey will be used to make my agency a better place to work.	73.51%	35.31%	38.20%	11.57%	12.80%	2.12%	14.92%	18	19	6	6	1	50	4

Core Survey

42	My supervisor supports my need to balance work and other life issues.	92.26%	65.87%	26.40%	5.68%	0.00%	2.06%	2.06%	36	14	3	0	1	54	0
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.54%	58.55%	15.99%	13.72%	6.07%	5.68%	11.74%	32	9	7	3	3	54	0
44	Discussions with my supervisor about my performance are worthwhile.	74.12%	64.86%	9.25%	14.07%	5.90%	5.91%	11.82%	34	5	7	3	3	52	1
45	My supervisor is committed to a workforce representative of all segments of society.	81.03%	61.25%	19.78%	16.74%	0.00%	2.23%	2.23%	31	10	8	0	1	50	3
46	My supervisor provides me with constructive suggestions to improve my job performance.	71.78%	61.55%	10.23%	15.05%	7.38%	5.80%	13.18%	33	5	8	4	3	53	1
47	Supervisors in my work unit support employee development.	76.99%	59.74%	17.25%	9.66%	7.56%	5.79%	13.35%	32	9	5	4	3	53	1
48	My supervisor listens to what I have to say.	85.77%	61.63%	24.14%	8.15%	4.02%	2.06%	6.08%	34	13	4	2	1	54	N/A
49	My supervisor treats me with respect.	86.10%	64.00%	22.10%	11.84%	0.00%	2.06%	2.06%	35	12	6	0	1	54	N/A
50	In the last six months, my supervisor has talked with me about my performance.	82.89%	62.35%	20.54%	9.38%	5.77%	1.97%	7.74%	34	11	5	3	1	54	N/A
51	I have trust and confidence in my supervisor.	74.66%	55.20%	19.46%	21.23%	0.00%	4.11%	4.11%	30	10	11	0	2	53	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	82.39%	58.55%	23.84%	11.52%	2.06%	4.03%	6.09%	32	13	6	1	2	54	N/A

Core Survey

53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	63.41%	26.69%	36.72%	18.67%	13.80%	4.12%	17.93%	15	20	10	7	2	54	0
54	My organization's senior leaders maintain high standards of honesty and integrity.	78.10%	31.13%	46.96%	13.53%	4.18%	4.19%	8.37%	17	25	7	2	2	53	1
55	Supervisors work well with employees of different backgrounds.	80.43%	44.83%	35.60%	15.29%	0.00%	4.28%	4.28%	24	18	8	0	2	52	2
56	*Managers communicate the goals and priorities of the organization.	78.46%	35.58%	42.88%	13.80%	5.68%	2.06%	7.74%	20	23	7	3	1	54	0
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	79.36%	36.91%	42.45%	12.28%	4.08%	4.28%	8.35%	20	22	6	2	2	52	2
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	79.59%	38.32%	41.27%	10.00%	2.10%	8.30%	10.40%	21	22	5	1	4	53	0
59	Managers support collaboration across work units to accomplish work objectives.	80.93%	37.60%	43.33%	8.23%	0.00%	10.84%	10.84%	20	22	4	0	5	51	0
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	82.90%	41.85%	41.05%	10.75%	4.08%	2.27%	6.35%	21	20	5	2	1	49	5
61	I have a high level of respect for my organization's senior leaders.	78.50%	32.91%	45.60%	19.40%	0.00%	2.10%	2.10%	18	24	10	0	1	53	1
62	Senior leaders demonstrate support for Work/Life programs.	78.60%	43.30%	35.30%	14.83%	2.23%	4.35%	6.57%	22	18	7	1	2	50	4

Core Survey

63	*How satisfied are you with your involvement in decisions that affect your work?	71.46%	34.97%	36.49%	16.62%	7.82%	4.10%	11.92%	19	20	9	4	2	54	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	67.34%	28.57%	38.77%	14.75%	15.87%	2.05%	17.92%	16	21	8	8	1	54	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	67.53%	36.49%	31.04%	17.10%	11.75%	3.62%	15.37%	20	17	9	6	2	54	N/A
66	How satisfied are you with the policies and practices of your senior leaders?	65.38%	25.04%	40.34%	26.48%	8.14%	0.00%	8.14%	14	22	14	4	0	54	N/A
67	How satisfied are you with your opportunity to get a better job in your organization?	33.10%	15.05%	18.05%	29.38%	20.83%	16.69%	37.52%	8	10	16	11	9	54	N/A
68	How satisfied are you with the training you receive for your present job?	66.19%	22.14%	44.05%	20.40%	9.39%	4.02%	13.40%	12	24	11	5	2	54	N/A
69	*Considering everything, how satisfied are you with your job?	76.45%	45.44%	31.01%	9.88%	9.58%	4.10%	13.67%	25	16	5	5	2	53	N/A
70	Considering everything, how satisfied are you with your pay?	73.30%	35.25%	38.05%	14.73%	8.04%	3.93%	11.97%	20	20	8	4	2	54	N/A
71	*Considering everything, how satisfied are you with your organization?	87.75%	46.93%	40.82%	6.17%	2.06%	4.02%	6.08%	26	22	3	1	2	54	N/A

Core Survey

79	How satisfied are you with the following Work/Life programs in your agency? Telework	97.73%	55.09%	42.64%	2.27%	0.00%	0.00%	0.00%	27	21	1	0	0	49	0
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	#####	78.02%	21.98%	0.00%	0.00%	0.00%	0.00%	17	5	0	0	0	22	0
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)	70.79%	31.39%	39.40%	17.98%	11.23%	0.00%	11.23%	3	4	2	1	0	10	0
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	83.78%	16.65%	67.12%	16.22%	0.00%	0.00%	0.00%	2	8	2	0	0	12	0
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)	41.64%	20.77%	20.87%	58.36%	0.00%	0.00%	0.00%	1	1	3	0	0	5	0
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	#####	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0	1	0	0	0	1	0