

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.	54.7%	24.4%	30.3%	20.6%	14.6%	10.1%	24.6%	18	21	14	9	6	68	N/A
2	I have enough information to do my job well.	75.4%	26.7%	48.7%	6.6%	10.5%	7.5%	18.0%	19	34	4	7	4	68	N/A
3	I feel encouraged to come up with new and better ways of doing things.	63.4%	33.8%	29.6%	10.5%	11.8%	14.3%	26.1%	24	21	7	7	9	68	N/A
4	My work gives me a feeling of personal accomplishment.	80.7%	48.8%	31.9%	7.4%	6.3%	5.7%	11.9%	34	22	5	4	3	68	N/A
5	I like the kind of work I do.	81.5%	46.1%	35.4%	11.7%	4.8%	2.0%	6.8%	31	26	7	3	1	68	N/A
6	I know what is expected of me on the job.	82.8%	52.6%	30.1%	10.3%	1.8%	5.1%	6.9%	36	21	7	1	3	68	N/A
7	When needed I am willing to put in the extra effort to get a job done.	95.6%	81.2%	14.4%	1.3%	3.1%	0.0%	3.1%	55	9	1	2	0	67	N/A
8	I am constantly looking for ways to do my job better.	89.1%	67.5%	21.6%	7.8%	3.1%	0.0%	3.1%	46	14	5	2	0	67	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	53.7%	12.0%	41.6%	21.0%	15.4%	9.9%	25.3%	8	28	14	11	7	68	0
10	*My workload is reasonable.	51.8%	12.7%	39.1%	23.8%	13.8%	10.6%	24.4%	8	27	16	10	7	68	0
11	*My talents are used well in the workplace.	70.2%	24.0%	46.2%	8.9%	13.7%	7.2%	20.9%	16	32	5	9	4	66	1
12	*I know how my work relates to the agency's goals.	97.5%	54.9%	42.6%	0.0%	2.5%	0.0%	2.5%	37	28	0	2	0	67	1
13	The work I do is important.	91.3%	61.0%	30.4%	6.6%	0.0%	2.0%	2.0%	42	20	4	0	1	67	0

Core Survey

14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	82.6%	37.8%	44.7%	7.3%	4.1%	6.0%	10.1%	26	30	5	3	4	68	0
15	My performance appraisal is a fair reflection of my performance.	86.6%	57.2%	29.4%	10.2%	0.0%	3.2%	3.2%	38	20	6	0	2	66	2
16	I am held accountable for achieving results.	92.2%	49.6%	42.6%	5.2%	1.3%	1.2%	2.6%	34	28	3	1	1	67	0
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	70.0%	31.2%	38.8%	16.8%	3.6%	9.7%	13.3%	21	26	12	2	5	66	2
18	My training needs are assessed.	51.1%	18.6%	32.5%	15.9%	21.5%	11.5%	33.0%	12	23	11	14	7	67	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).	82.0%	48.0%	34.0%	4.5%	4.6%	8.9%	13.5%	32	22	3	3	5	65	3
20	*The people I work with cooperate to get the job done.	89.0%	57.0%	31.9%	6.9%	2.4%	1.8%	4.2%	40	21	4	2	1	68	N/A
21	My work unit is able to recruit people with the right skills.	55.8%	14.2%	41.6%	26.5%	7.1%	10.6%	17.7%	10	27	17	5	6	65	2
22	Promotions in my work unit are based on merit.	49.9%	17.6%	32.3%	30.3%	8.5%	11.2%	19.7%	12	21	20	5	6	64	4
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.5%	13.2%	25.3%	36.1%	10.5%	15.0%	25.5%	8	14	20	7	9	58	10

Core Survey

24	*In my work unit, differences in performance are recognized in a meaningful way.	36.0%	12.8%	23.2%	34.0%	16.3%	13.7%	30.0%	8	15	19	10	8	60	8
25	Awards in my work unit depend on how well employees perform their jobs.	45.7%	18.8%	26.9%	31.0%	7.5%	15.8%	23.3%	11	18	18	5	9	61	7
26	Employees in my work unit share job knowledge with each other.	88.2%	49.5%	38.7%	5.8%	2.5%	3.5%	6.1%	35	25	3	2	2	67	0
27	The skill level in my work unit has improved in the past year.	55.0%	34.3%	20.8%	36.6%	0.0%	8.4%	8.4%	25	14	23	0	5	67	1
28	How would you rate the overall quality of work done by your work unit?	92.2%	69.8%	22.4%	6.0%	0.0%	1.8%	1.8%	48	15	4	0	1	68	N/A
29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	90.0%	55.5%	34.5%	4.6%	1.2%	4.2%	5.4%	38	23	3	1	3	68	0
30	Employees have a feeling of personal empowerment with respect to work processes.	54.5%	20.6%	33.9%	17.2%	14.1%	14.3%	28.4%	14	23	12	8	9	66	1
31	Employees are recognized for providing high quality products and services.	62.8%	23.7%	39.1%	14.1%	11.0%	12.1%	23.1%	16	27	10	6	7	66	0
32	Creativity and innovation are rewarded.	48.4%	24.8%	23.6%	26.6%	10.1%	14.9%	25.0%	17	16	17	6	9	65	2
33	Pay raises depend on how well employees perform their jobs.	29.2%	11.9%	17.3%	27.1%	27.1%	16.5%	43.7%	7	11	17	16	9	60	7
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	46.9%	17.8%	29.2%	20.4%	17.9%	14.8%	32.6%	11	19	12	11	8	61	6

Core Survey

35	Employees are protected from health and safety hazards on the job.	84.9%	43.5%	41.3%	13.2%	0.0%	1.9%	1.9%	29	27	8	0	1	65	2
36	My organization has prepared employees for potential security threats.	79.6%	22.7%	57.0%	8.2%	8.4%	3.8%	12.1%	15	37	6	6	2	66	1
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.5%	25.6%	31.8%	18.6%	7.7%	16.2%	23.9%	16	19	10	5	8	58	9
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.	70.8%	32.5%	38.3%	12.3%	3.6%	13.3%	16.9%	20	21	8	2	6	57	10
39	My agency is successful at accomplishing its mission.	87.9%	56.6%	31.3%	8.4%	1.8%	1.8%	3.7%	41	19	5	1	1	67	0
40	*I recommend my organization as a good place to work.	76.4%	48.6%	27.8%	11.1%	1.2%	11.3%	12.6%	34	19	7	1	6	67	N/A
41	*I believe the results of this survey will be used to make my agency a better place to work.	51.4%	18.4%	33.0%	24.6%	12.6%	11.4%	24.0%	11	21	14	7	6	59	8
42	My supervisor supports my need to balance work and other life issues.	92.0%	69.2%	22.8%	3.0%	0.0%	5.0%	5.0%	47	15	2	0	3	67	0
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.1%	46.8%	20.2%	13.1%	9.7%	10.1%	19.8%	33	14	8	6	6	67	0

Core Survey

44	Discussions with my supervisor about my performance are worthwhile.	69.2%	43.4%	25.8%	13.2%	5.3%	12.3%	17.6%	29	17	9	3	7	65	2
45	My supervisor is committed to a workforce representative of all segments of society.	75.2%	48.8%	26.4%	15.1%	2.1%	7.6%	9.7%	31	15	9	1	4	60	7
46	My supervisor provides me with constructive suggestions to improve my job performance.	66.4%	40.0%	26.4%	16.5%	9.0%	8.1%	17.1%	27	17	11	6	5	66	1
47	Supervisors in my work unit support employee development.	69.5%	51.4%	18.1%	15.1%	3.3%	12.1%	15.4%	35	12	10	2	7	66	1
48	My supervisor listens to what I have to say.	86.9%	60.1%	26.9%	3.2%	4.9%	5.0%	9.8%	41	18	2	3	3	67	N/A
49	My supervisor treats me with respect.	84.2%	60.3%	23.9%	7.8%	3.0%	5.0%	8.0%	41	16	5	2	3	67	N/A
50	In the last six months, my supervisor has talked with me about my performance.	85.1%	47.0%	38.1%	9.9%	3.7%	1.2%	4.9%	32	25	7	2	1	67	N/A
51	I have trust and confidence in my supervisor.	77.3%	57.9%	19.5%	6.6%	8.0%	8.1%	16.1%	39	13	5	5	5	67	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	80.9%	58.0%	22.8%	9.3%	4.9%	5.0%	9.8%	40	15	6	3	3	67	N/A
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47.9%	18.8%	29.1%	22.2%	19.5%	10.3%	29.9%	13	20	14	12	6	65	1
54	My organization's senior leaders maintain high standards of honesty and integrity.	62.3%	26.1%	36.2%	14.5%	8.3%	14.9%	23.2%	17	25	9	5	9	65	1

Core Survey

55	Supervisors work well with employees of different backgrounds.	66.9%	29.3%	37.6%	21.2%	4.0%	7.9%	11.9%	19	24	13	2	4	62	4
56	*Managers communicate the goals of the organization.	63.2%	23.3%	39.9%	20.4%	8.7%	7.7%	16.4%	16	26	12	6	4	64	2
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.7%	23.2%	43.5%	22.0%	3.5%	7.8%	11.3%	15	26	12	2	4	59	6
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.3%	24.4%	33.9%	23.1%	8.7%	9.9%	18.6%	16	22	14	5	5	62	4
59	Managers support collaboration across work units to accomplish work objectives.	61.6%	26.9%	34.7%	24.8%	3.5%	10.2%	13.6%	18	22	14	2	5	61	4
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	63.1%	29.8%	33.3%	24.6%	3.5%	8.9%	12.4%	20	21	13	2	5	61	5
61	I have a high level of respect for my organization's senior leaders.	64.5%	20.4%	44.1%	13.8%	10.0%	11.7%	21.7%	14	29	9	6	7	65	1
62	Senior leaders demonstrate support for Work/Life programs.	71.2%	27.9%	43.3%	16.7%	8.1%	4.0%	12.1%	18	28	10	4	2	62	4
63	*How satisfied are you with your involvement in decisions that affect your work?	56.4%	18.8%	37.5%	13.7%	16.4%	13.6%	29.9%	13	26	9	10	8	66	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	57.0%	12.9%	44.1%	25.3%	10.7%	7.0%	17.7%	9	30	17	6	4	66	N/A

Core Survey

65	*How satisfied are you with the recognition you receive for doing a good job?	54.9%	25.6%	29.3%	17.2%	19.0%	9.0%	27.9%	17	20	12	12	5	66	N/A
66	How satisfied are you with the policies and practices of your senior leaders?	50.1%	13.7%	36.4%	28.8%	9.4%	11.8%	21.2%	10	24	19	6	7	66	N/A
67	How satisfied are you with your opportunity to get a better job in your organization?	16.5%	5.1%	11.4%	32.3%	23.4%	27.7%	51.1%	4	8	21	15	17	65	N/A
68	How satisfied are you with the training you receive for your present job?	41.6%	14.8%	26.8%	30.3%	17.8%	10.3%	28.2%	10	19	20	11	6	66	N/A
69	*Considering everything, how satisfied are you with your job?	71.3%	29.4%	41.9%	12.6%	6.5%	9.6%	16.1%	20	29	8	4	5	66	N/A
70	Considering everything, how satisfied are you with your pay?	73.2%	23.5%	49.7%	13.4%	9.6%	3.8%	13.4%	16	34	8	6	2	66	N/A
71	*Considering everything, how satisfied are you with your organization?	75.0%	31.9%	43.2%	10.1%	7.2%	7.7%	14.9%	23	28	7	4	4	66	N/A