

12/12/2016 5 CFR 250.302 Survey Required Questions			Percent Positive %	Neither Agree nor Disagree/ Neither Satisfied nor Dissatisfied					Percent Negative %	Neither Agree nor Disagree/ Neither Satisfied nor Dissatisfied					Item Response Total #	Do Not Know/ No Basis to Judge #
Response Type	Questions	Questions		Strongly Agree/ Very Satisfied %	Agree/ Satisfied %		Disagree/ Dissatisfied %	Strongly Disagree/ Very Dissatisfied %		Strongly Agree/ Very Satisfied #	Agree/ Satisfied #		Disagree/ Dissatisfied #	Strongly Disagree/ Very Dissatisfied #		
Agree- disagree	Required	I am given a real opportunity to improve my skills in my organization	60.80%	20.09%	40.71%	16.93%	15.36%	6.91%	22.27%	8172	16561	6885	6246	2812	40676	N/A
Agree- disagree	N/A	I have enough information to do my job well	69.77%	19.60%	50.17%	14.69%	11.74%	3.80%	15.54%	7903	20232	5923	4735	1531	40324	N/A
Agree- disagree	N/A	I feel encouraged to come up with new and better ways of doing things	55.76%	20.59%	35.17%	18.23%	16.50%	9.51%	26.01%	8275	14133	7324	6632	3822	40186	N/A
Agree- disagree	N/A	I know what is expected of me on the job	80.22%	32.99%	47.23%	10.46%	6.58%	2.74%	9.32%	13289	19027	4214	2652	1103	40285	N/A
Agree- disagree	N/A	When needed I am willing to put in the extra effort to get a job done.	96.37%	64.62%	31.75%	2.36%	0.61%	0.66%	1.27%	26162	12852	954	248	267	40483	N/A
Agree- disagree	N/A	I am constantly looking for ways to do my job better.	91.72%	51.51%	40.21%	6.76%	0.92%	0.60%	1.52%	20921	16333	2746	375	243	40618	N/A
Agree- disagree	N/A	I have sufficient resources (for example, people, materials, budget) to get my job done.	47.49%	11.83%	35.66%	15.34%	22.40%	14.77%	37.17%	4796	14455	6217	9081	5988	40537	99
Agree- disagree	Required	My workload is reasonable.	54.74%	11.98%	42.77%	15.88%	17.39%	11.99%	29.38%	4826	17233	6399	7007	4830	40295	68
Agree- disagree	Required	My talents are used well in the workplace.	58.22%	17.79%	40.42%	16.15%	14.82%	10.82%	25.63%	6992	15882	6346	5822	4250	39292	195
Agree- disagree	Required	I know how my work relates to the agency's goals.	85.29%	33.48%	51.80%	9.00%	3.44%	2.28%	5.72%	13490	20872	3625	1386	917	40290	129
Agree- disagree	N/A	I am held accountable for achieving results.	84.00%	32.66%	51.34%	10.79%	3.28%	1.93%	5.21%	13135	20645	4339	1320	777	40216	188
Agree- disagree	Required	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	60.11%	25.09%	35.02%	18.95%	9.68%	11.25%	20.93%	9794	13668	7398	3780	4391	39031	1468
Agree- disagree	Required	The people I work with cooperate to get the job done.	70.99%	26.24%	44.75%	13.82%	10.64%	4.55%	15.19%	10672	18205	5623	4329	1849	40678	N/A
Agree- disagree	Required	In my work unit, differences in performance are recognized in a meaningful way.	34.15%	8.18%	25.97%	27.11%	21.30%	17.44%	38.74%	3140	9969	10409	8178	6695	38391	2169
Agree- disagree	N/A	Awards in my work unit depend on how well employees perform their jobs.	41.07%	10.83%	30.24%	25.43%	16.45%	17.06%	33.51%	4066	11351	9546	6174	6405	37542	2964
Agree- disagree	N/A	Employees in my work unit share job knowledge with each other.	74.20%	24.88%	49.32%	13.07%	7.42%	5.31%	12.73%	10048	19913	5278	2997	2143	40379	174
Agree- disagree	N/A	The skill level in my work unit has improved in the past year.	55.49%	18.10%	37.39%	27.43%	9.85%	7.23%	17.08%	7061	14590	10701	3844	2820	39016	1152
Good- poor	N/A	How would you rate the overall quality of work done by your work unit?	82.66%	41.83%	40.83%	13.85%	2.49%	1.00%	3.49%	16966	16562	5618	1010	406	40562	N/A
Agree- disagree	Required	My work unit has the job-relevant skills necessary to accomplish organizational goals	69.02%	15.40%	53.61%	17.62%	9.50%	3.87%	13.36%	6032	20994	6900	3719	1514	39159	622
Agree- disagree	N/A	Employees are recognized for providing high quality products and services.	46.88%	12.06%	34.82%	22.56%	18.80%	11.76%	30.56%	4692	13546	8778	7316	4574	38906	796
Agree- disagree	N/A	My agency is successful at accomplishing its mission.	69.39%	19.16%	50.23%	20.07%	6.68%	3.86%	10.54%	7454	19544	7809	2600	1503	38910	718
Agree- disagree	Required	I recommend my organization as a good place to work.	64.11%	23.76%	40.35%	20.10%	10.20%	5.58%	15.78%	9431	16014	7979	4049	2215	39688	N/A

Agree-disagree	Required	I believe the results of this survey will be used to make my agency a better place to work.	44.45%	16.72%	27.74%	25.28%	16.16%	14.11%	30.27%	6085	10097	9201	5884	5136	36403	3316
Agree-disagree	N/A	My supervisor provides me with opportunities to demonstrate my leadership skills.	62.66%	28.34%	34.31%	18.11%	10.69%	8.54%	19.23%	11121	13464	7105	4196	3351	39237	244
Agree-disagree	N/A	My supervisor provides me with constructive suggestions to improve my job performance.	61.89%	26.65%	35.24%	18.89%	10.52%	8.70%	19.22%	10445	13809	7405	4122	3410	39191	241
Agree-disagree	N/A	My supervisor listens to what I have to say.	74.23%	35.94%	38.29%	12.52%	8.22%	5.03%	13.25%	14180	15107	4939	3244	1983	39453	N/A
Agree-disagree	N/A	My supervisor treats me with respect.	80.27%	41.89%	38.38%	10.20%	5.25%	4.28%	9.53%	16472	15092	4012	2066	1682	39324	N/A
Agree-disagree	N/A	In the last six months, my supervisor has talked with me about my performance	78.80%	35.13%	43.68%	9.44%	8.02%	3.74%	11.76%	13821	17184	3714	3156	1470	39345	N/A
Agree-disagree	N/A	My organization's senior leaders maintain high standards of honesty and integrity.	48.63%	16.18%	32.45%	25.12%	12.26%	13.99%	26.25%	5930	11896	9210	4495	5128	36659	2343
Agree-disagree	Required	Managers communicate the goals of the organization.	63.62%	17.49%	46.14%	18.64%	9.62%	8.12%	17.73%	6693	17657	7135	3681	3106	38272	591
Agree-disagree	N/A	Managers promote communication among different work units (for example, about projects, goals, needed	51.48%	15.20%	36.28%	22.30%	14.26%	11.96%	26.23%	5684	13569	8340	5335	4474	37402	1514
Agree-disagree	N/A	Managers support collaboration across work units to accomplish work objectives.	54.01%	15.96%	38.05%	22.43%	12.60%	10.97%	23.57%	5949	14184	8361	4697	4088	37279	1680
Good- poor	N/A	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	56.75%	24.27%	32.48%	23.63%	9.84%	9.77%	19.62%	8759	11725	8530	3553	3528	36095	2825
Satisfied-dissatisfied	Required	How satisfied are you with your involvement in decisions that affect your work?	47.26%	13.69%	33.57%	22.79%	21.19%	8.75%	29.94%	5301	13000	8826	8205	3388	38720	N/A
Satisfied-dissatisfied	Required	How satisfied are you with the information you receive from management on what's going on in your organization?	47.47%	12.93%	34.54%	23.26%	19.98%	9.28%	29.26%	4993	13335	8981	7714	3583	38606	N/A
Satisfied-dissatisfied	Required	How satisfied are you with the recognition you receive for doing a good job?	46.92%	14.84%	32.08%	22.91%	18.85%	11.32%	30.17%	5720	12362	8829	7266	4361	38538	N/A
Satisfied-dissatisfied	Required	Considering everything, how satisfied are you with your job?	65.99%	22.35%	43.64%	17.10%	11.18%	5.73%	16.91%	8626	16846	6602	4314	2212	38600	N/A
Satisfied-dissatisfied	Required	Considering everything, how satisfied are you with your organization?	56.67%	16.09%	40.58%	21.51%	14.49%	7.34%	21.82%	6221	15684	8313	5600	2836	38654	N/A