

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
Personal Work Experience																
Agree -disagree	20	*The people I work with cooperate to get the job done.	79.55%	34.43%	45.12%	10.77%	6.95%	2.73%	9.67%	41	52	14	8	3	118	N/A
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	72.14%	24.31%	47.83%	11.36%	8.38%	8.12%	16.50%	31	55	13	10	9	118	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	75.80%	29.73%	46.06%	12.00%	6.99%	5.21%	12.20%	37	53	13	8	6	117	N/A
Agree -disagree	5	I like the kind of work I do.	84.46%	40.48%	43.98%	10.31%	2.71%	2.51%	5.22%	50	51	11	3	3	118	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	72.92%	49.78%	23.14%	12.04%	6.99%	8.06%	15.04%	59	27	14	8	9	117	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	75.61%	47.34%	28.26%	13.91%	4.07%	6.42%	10.49%	56	33	16	5	7	117	N/A
		<i>Means</i>	76.75%	37.68%	39.07%	11.73%	6.02%	5.51%	11.52%							
Recruitment, Development & Retention																
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68.75%	22.87%	45.88%	22.50%	5.58%	3.17%	8.75%	29	53	25	6	4	117	0
Agree -disagree	21	My work unit is able to recruit people with the right skills.	42.82%	8.43%	34.39%	22.26%	20.65%	14.27%	34.92%	10	40	26	24	15	115	3
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	84.83%	31.79%	53.05%	7.81%	3.11%	4.24%	7.36%	40	61	8	4	5	118	0
Agree -disagree	13	The work I do is important.	89.44%	47.19%	42.25%	6.22%	3.44%	0.89%	4.34%	57	48	7	4	1	117	0
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	68.76%	27.12%	41.65%	16.47%	9.60%	5.17%	14.77%	34	49	18	11	6	118	0
Agree -disagree	47	Supervisors in my work unit support employee development.	79.00%	40.73%	38.28%	8.28%	8.24%	4.48%	12.72%	48	44	9	10	5	116	0

Agree -disagree	11	*My talents are used well in the workplace.	61.34%	16.57%	44.77%	18.25%	8.06%	12.35%	20.41%	21	52	20	10	14	117	0
Agree -disagree	18	My training needs are assessed.	58.07%	21.47%	36.60%	23.69%	11.00%	7.24%	18.24%	27	43	26	13	8	117	0
		<i>Means</i>	69.13%	27.02%	42.11%	15.69%	8.71%	6.48%	15.19%							
Performance Culture																
Agree -disagree	22	Promotions in my work unit are based on merit.	46.68%	17.86%	28.82%	19.60%	19.10%	14.62%	33.72%	21	31	21	21	15	109	9
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25.94%	8.99%	16.94%	32.52%	16.82%	24.72%	41.54%	11	18	34	17	27	107	11
Agree -disagree	32	Creativity and innovation are rewarded.	51.86%	19.23%	32.64%	20.85%	15.59%	11.70%	27.28%	24	38	24	18	13	117	0
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).	65.52%	33.42%	32.10%	14.65%	8.68%	11.14%	19.83%	41	37	17	10	13	118	0
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.27%	10.00%	33.28%	28.81%	14.07%	13.85%	27.92%	12	37	31	15	15	110	6
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	38.71%	11.45%	27.26%	24.17%	20.48%	16.63%	37.11%	12	30	27	22	17	108	9
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	71.04%	33.51%	37.53%	13.19%	6.31%	9.46%	15.77%	41	43	16	8	10	118	0
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	67.80%	38.35%	29.45%	18.85%	5.63%	7.72%	13.35%	46	33	21	7	9	116	1
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	68.73%	31.62%	37.11%	19.46%	6.83%	4.98%	11.81%	36	40	21	8	5	110	6
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	81.54%	57.21%	24.33%	10.66%	2.57%	5.22%	7.80%	67	29	12	3	6	117	0
		<i>Means</i>	56.11%	26.16%	29.95%	20.28%	11.61%	12.00%	23.61%							
Leadership																
Agree -disagree	61	I have a high level of respect for my organization's senior leaders.	61.83%	25.81%	36.02%	23.84%	9.97%	4.36%	14.33%	30	41	26	12	5	114	3
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	44.61%	18.37%	26.24%	29.46%	15.34%	10.60%	25.94%	23	30	32	18	12	115	2
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	67.14%	29.07%	38.07%	15.71%	10.87%	6.28%	17.15%	35	43	17	12	7	114	3

Agree -disagree	35	Employees are protected from health and safety hazards on the job.	83.71%	31.57%	52.13%	11.77%	2.23%	2.29%	4.52%	38	58	13	3	2	114	2
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	55.61%	20.08%	35.53%	17.03%	19.29%	8.07%	27.36%	25	41	19	22	9	116	1
Agree -disagree	10	*My workload is reasonable.	59.48%	13.49%	46.00%	11.68%	15.56%	13.28%	28.83%	17	53	14	19	15	118	0
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	69.48%	28.18%	41.30%	15.52%	6.02%	8.97%	14.99%	34	46	18	7	10	115	1
Agree -disagree	36	My organization has prepared employees for potential security threats.	78.36%	28.60%	49.76%	9.65%	5.95%	6.04%	11.99%	34	56	11	7	6	114	1
		<i>Means</i>	65.03%	24.40%	40.63%	16.83%	10.65%	7.49%	18.14%							
Job Satisfaction																
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	53.33%	18.13%	35.20%	20.85%	20.26%	5.56%	25.82%	22	41	24	23	6	116	N/A
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	61.32%	21.51%	39.80%	18.72%	13.88%	6.08%	19.96%	26	46	21	16	7	116	N/A
Satisfied -dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	36.40%	14.69%	21.71%	23.74%	26.14%	13.72%	39.85%	19	24	27	31	15	116	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	57.20%	23.00%	34.20%	20.67%	11.89%	10.24%	22.13%	28	40	23	14	11	116	N/A
Satisfied -dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	49.16%	18.04%	31.12%	29.25%	12.22%	9.37%	21.59%	23	35	33	14	11	116	N/A
Satisfied -dissatisfied	68	How satisfied are you with the training you receive for your present job?	65.13%	19.22%	45.91%	15.22%	10.44%	9.21%	19.65%	24	51	17	13	10	115	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	71.97%	29.79%	42.18%	12.23%	10.31%	5.50%	15.81%	36	48	14	12	6	116	N/A
Satisfied -dissatisfied	70	Considering everything, how satisfied are you with your pay?	78.53%	30.24%	48.29%	12.83%	3.11%	5.53%	8.64%	37	54	15	3	6	115	N/A
		<i>Means</i>	59.13%	21.83%	37.30%	19.19%	13.53%	8.15%	21.68%							

* 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'

Percentages are weighted to represent the Agency's population.