

**Table 1. 2017 U.S. Department of Labor Federal Employee Viewpoint Survey Results**

2017 FEVS Items (1-71 and 79 – 84)  * AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)	Total Percent Positive Responses	Percent Positive Responses of Strongly Agree/ Very Good/ Very Satisfied	Percent Positive Responses of Agree/ Good/ Satisfied	Percent Responses of Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Percent Negative Responses of Disagree/ Poor/ Dissatisfied	Percent Negative Responses of Strongly Disagree/ Very Poor/ Very Dissatisfied	Total Percent Negative Responses	Number of Positive Responses of Strongly Agree/ Very Good/ Very Satisfied	Number of Positive Responses of Agree/ Good/ Satisfied	Number of Responses of Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Number of Negative Responses of Disagree/ Poor/ Dissatisfied	Number of Negative Responses of Strongly Disagree/ Very Poor/ Very Dissatisfied	Total Number of Responses Per Item.  (Excluding 'Do Not Know' and 'No Basis to Judge')	Number of Responses of Do Not Know/ No Basis to Judge
Item 1. *I am given a real opportunity to improve my skills in my organization.	63.62%	21.46%	42.16%	16.70%	12.63%	7.05%	19.68%	1,963	3,733	1,446	1,091	586	8,819	N/A
Item 2. I have enough information to do my job well.	72.33%	20.48%	51.85%	13.62%	10.12%	3.93%	14.05%	1,852	4,540	1,181	870	340	8,783	N/A
Item 3. I feel encouraged to come up with new and better ways of doing things.	59.32%	23.90%	35.42%	17.81%	13.50%	9.37%	22.87%	2,172	3,122	1,520	1,158	778	8,750	N/A
Item 4. My work gives me a feeling of personal accomplishment.	75.76%	33.71%	42.06%	13.08%	6.54%	4.62%	11.15%	3,031	3,662	1,132	569	389	8,783	N/A
Item 5. I like the kind of work I do.	84.54%	41.59%	42.95%	9.98%	3.50%	1.99%	5.49%	3,690	3,741	860	303	166	8,760	N/A
Item 6. I know what is expected of me on the job.	79.60%	32.98%	46.62%	10.45%	6.59%	3.35%	9.95%	2,928	4,055	908	570	287	8,748	N/A
Item 7. When needed I am willing to put in the extra effort to get a job done.	96.31%	64.56%	31.75%	2.43%	0.59%	0.67%	1.26%	5,735	2,739	205	49	56	8,784	N/A
Item 8. I am constantly looking for ways to do my job better.	89.60%	49.36%	40.25%	8.32%	1.35%	0.73%	2.08%	4,383	3,503	723	113	61	8,783	N/A
Item 9. I have sufficient resources (for example, people, materials, budget) to get my job done.	46.94%	11.29%	35.65%	15.92%	22.21%	14.93%	37.14%	985	3,090	1,403	2,005	1,311	8,794	18

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Item 10. *My workload is reasonable.	61.36%	13.22%	48.14%	15.15%	13.81%	9.67%	23.48%	1,159	4,204	1,343	1,249	825	8,780	8
Item 11. *My talents are used well in the workplace.	60.71%	18.28%	42.43%	16.26%	12.84%	10.19%	23.03%	1,642	3,704	1,384	1,099	843	8,672	25
Item 12. *I know how my work relates to the agency's goals and priorities.	87.28%	36.15%	51.13%	7.32%	3.18%	2.22%	5.39%	3,235	4,420	629	281	188	8,753	16
Item 13. The work I do is important.	91.72%	54.33%	37.39%	5.65%	1.61%	1.01%	2.63%	4,776	3,225	497	140	87	8,725	12
Item 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.78%	27.96%	43.81%	13.32%	9.52%	5.38%	14.90%	2,494	3,795	1,145	840	463	8,737	54
Item 15. My performance appraisal is a fair reflection of my performance.	71.16%	28.68%	42.47%	12.99%	8.04%	7.82%	15.86%	2,553	3,678	1,127	682	640	8,680	111
Item 16. I am held accountable for achieving results.	87.61%	35.80%	51.81%	8.50%	2.34%	1.55%	3.89%	3,182	4,488	739	199	128	8,736	35
Item 17. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.72%	29.39%	36.33%	17.43%	7.39%	9.45%	16.84%	2,544	3,014	1,404	597	749	8,308	460
Item 18. My training needs are assessed.	52.50%	15.83%	36.67%	22.50%	15.32%	9.68%	25.00%	1,418	3,201	1,934	1,332	818	8,703	85

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Item 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).	71.18%	31.61%	39.57%	12.30%	8.54%	7.98%	16.52%	2,772	3,411	1,052	740	668	8,643	173
Item 20. *The people I work with cooperate to get the job done.	78.46%	33.19%	45.27%	11.45%	6.95%	3.13%	10.08%	2,992	3,973	988	601	257	8,811	N/A
Item 21. My work unit is able to recruit people with the right skills.	45.89%	11.93%	33.96%	24.87%	17.63%	11.61%	29.24%	1,026	2,857	2,047	1,495	959	8,384	433
Item 22. Promotions in my work unit are based on merit.	43.40%	13.72%	29.68%	26.18%	14.43%	15.99%	30.42%	1,193	2,483	2,086	1,148	1,236	8,146	645
Item 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36.35%	9.83%	26.53%	29.49%	17.03%	17.13%	34.16%	814	2,127	2,234	1,315	1,294	7,784	1,006
Item 24. *In my work unit, differences in performance are recognized in a meaningful way.	40.10%	11.17%	28.93%	27.98%	17.02%	14.90%	31.92%	964	2,435	2,257	1,404	1,173	8,233	561
Item 25. Awards in my work unit depend on how well employees perform their jobs.	47.93%	14.22%	33.71%	24.54%	13.90%	13.63%	27.53%	1,210	2,763	1,943	1,100	1,044	8,060	711
Item 26. Employees in my work unit share job knowledge with each other.	79.50%	31.58%	47.92%	10.69%	5.66%	4.14%	9.81%	2,833	4,169	912	477	337	8,728	45
Item 27. The skill level in my work unit has improved in the past year.	60.39%	21.82%	38.56%	25.90%	7.92%	5.79%	13.71%	1,898	3,257	2,135	664	458	8,412	387

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Item 28. How would you rate the overall quality of work done by your work unit?	86.68%	47.99%	38.69%	11.02%	1.49%	0.81%	2.30%	4,290	3,382	929	128	69	8,798	N/A
Item 29 *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.01%	19.14%	55.87%	15.26%	6.82%	2.92%	9.74%	1,676	4,783	1,277	581	235	8,552	141
Item 30. Employees have a feeling of personal empowerment with respect to work processes.	51.52%	13.79%	37.73%	22.57%	16.22%	9.70%	25.91%	1,209	3,219	1,870	1,359	785	8,442	260
Item 31. Employees are recognized for providing high quality products and services.	55.21%	16.09%	39.12%	20.53%	14.42%	9.84%	24.26%	1,425	3,363	1,704	1,198	788	8,478	208
Item 32. Creativity and innovation are rewarded.	42.84%	13.33%	29.51%	27.45%	16.91%	12.80%	29.71%	1,173	2,522	2,254	1,393	1,018	8,360	322
Item 33. Pay raises depend on how well employees perform their jobs.	30.28%	8.54%	21.75%	29.48%	22.36%	17.88%	40.24%	697	1,752	2,349	1,788	1,411	7,997	673
Item 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	60.78%	20.07%	40.71%	24.55%	7.23%	7.44%	14.67%	1,680	3,291	1,938	557	545	8,011	676
Item 35. Employees are protected from health and safety hazards on the job.	80.76%	28.77%	51.99%	11.58%	4.64%	3.03%	7.66%	2,572	4,400	959	384	250	8,565	131

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Item 36. My organization has prepared employees for potential security threats.	77.54%	24.30%	53.24%	13.38%	5.82%	3.27%	9.08%	2,135	4,534	1,127	492	275	8,563	106
Item 37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	58.76%	23.23%	35.54%	19.53%	9.56%	12.14%	21.71%	1,982	2,903	1,522	759	929	8,095	579
Item 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.	70.26%	29.63%	40.62%	16.90%	4.82%	8.03%	12.85%	2,443	3,177	1,265	370	583	7,838	809
Item 39. My agency is successful at accomplishing its mission.	81.50%	29.87%	51.63%	12.88%	3.29%	2.33%	5.62%	2,632	4,387	1,051	277	186	8,533	149
Item 40. *I recommend my organization as a good place to work.	68.47%	27.86%	40.61%	17.63%	8.39%	5.51%	13.90%	2,495	3,533	1,500	715	446	8,689	N/A
Item 41. *I believe the results of this survey will be used to make my agency a better place to work.	49.39%	18.31%	31.08%	24.83%	13.61%	12.17%	25.78%	1,503	2,520	1,974	1,082	938	8,017	693
Item 42. My supervisor supports my need to balance work and other life issues.	84.80%	49.81%	34.99%	7.11%	3.85%	4.24%	8.09%	4,390	2,992	587	325	351	8,645	45
Item 43. My supervisor provides me with opportunities to demonstrate my leadership skills.	69.45%	36.94%	32.51%	15.64%	7.92%	7.00%	14.91%	3,286	2,810	1,293	661	576	8,626	48

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Item 44. Discussions with my supervisor about my performance are worthwhile.	70.88%	36.03%	34.86%	13.45%	7.76%	7.91%	15.67%	3,145	2,977	1,152	646	652	8,572	77
Item 45. My supervisor is committed to a workforce representative of all segments of society.	74.28%	39.62%	34.66%	16.98%	3.53%	5.21%	8.74%	3,230	2,756	1,311	273	380	7,950	707
Item 46. My supervisor provides me with constructive suggestions to improve my job performance.	70.26%	34.93%	35.33%	15.26%	7.37%	7.11%	14.48%	3,054	3,044	1,298	628	594	8,618	39
Item 47. Supervisors in my work unit support employee development.	69.88%	34.88%	35.00%	15.59%	7.18%	7.35%	14.53%	3,052	2,994	1,297	589	593	8,525	138
Item 48. My supervisor listens to what I have to say.	80.13%	45.95%	34.17%	9.71%	6.14%	4.03%	10.17%	4,066	2,935	820	521	340	8,682	N/A
Item 49. My supervisor treats me with respect.	83.42%	50.89%	32.53%	8.74%	3.95%	3.89%	7.84%	4,481	2,781	732	337	327	8,658	N/A
Item 50. In the last six months, my supervisor has talked with me about my performance.	87.66%	46.58%	41.07%	6.32%	3.99%	2.03%	6.03%	4,104	3,504	538	333	172	8,651	N/A
Item 51. I have trust and confidence in my supervisor.	72.96%	43.75%	29.22%	12.86%	6.71%	7.47%	14.18%	3,871	2,517	1,093	564	623	8,668	N/A
Item 52. Overall, how good a job do you feel is being done by your immediate supervisor?	76.05%	48.34%	27.72%	14.07%	5.22%	4.66%	9.88%	4,248	2,398	1,184	443	391	8,664	N/A

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Item 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47.41%	15.72%	31.69%	23.88%	15.64%	13.07%	28.71%	1,358	2,671	1,973	1,289	1,050	8,341	296
Item 54. My organization's senior leaders maintain high standards of honesty and integrity.	57.92%	22.12%	35.80%	22.51%	8.84%	10.72%	19.56%	1,848	2,894	1,761	684	816	8,003	630
Item 55. Supervisors work well with employees of different backgrounds.	70.66%	27.32%	43.34%	16.82%	6.24%	6.28%	12.52%	2,313	3,560	1,317	490	471	8,151	439
Item 56. *Managers communicate the goals and priorities of the organization.	69.62%	23.40%	46.22%	16.02%	8.21%	6.14%	14.35%	2,055	3,929	1,327	684	495	8,490	90
Item 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	72.39%	24.97%	47.42%	16.74%	5.81%	5.06%	10.87%	2,096	3,848	1,313	464	385	8,106	474
Item 58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	59.76%	21.40%	38.36%	19.31%	11.32%	9.61%	20.93%	1,846	3,207	1,569	934	765	8,321	281
Item 59. Managers support collaboration across work units to accomplish work objectives.	62.35%	22.73%	39.62%	19.18%	9.62%	8.84%	18.47%	1,959	3,308	1,550	793	704	8,314	292
Item 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.56%	30.67%	33.89%	19.59%	7.61%	8.24%	15.85%	2,579	2,769	1,578	610	652	8,188	425

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Item 61. I have a high level of respect for my organization's senior leaders.	59.29%	25.39%	33.90%	22.05%	9.26%	9.40%	18.66%	2,181	2,834	1,822	776	758	8,371	235
Item 62. Senior leaders demonstrate support for Work/Life programs.	67.11%	29.12%	37.99%	19.82%	6.48%	6.59%	13.07%	2,353	2,987	1,521	493	493	7,847	769
Item 63. *How satisfied are you with your involvement in decisions that affect your work?	57.03%	17.89%	39.15%	21.17%	15.69%	6.10%	21.80%	1,609	3,371	1,789	1,333	506	8,608	N/A
Item 64. *How satisfied are you with the information you receive from management on what's going on in your organization?	55.14%	16.70%	38.44%	21.00%	16.73%	7.12%	23.86%	1,496	3,319	1,769	1,424	586	8,594	N/A
Item 65. *How satisfied are you with the recognition you receive for doing a good job?	55.35%	19.16%	36.19%	21.63%	14.30%	8.72%	23.02%	1,708	3,132	1,832	1,195	719	8,586	N/A
Item 66. How satisfied are you with the policies and practices of your senior leaders?	48.50%	14.45%	34.05%	28.60%	14.15%	8.76%	22.90%	1,293	2,945	2,415	1,198	724	8,575	N/A
Item 67. How satisfied are you with your opportunity to get a better job in your organization?	37.92%	12.46%	25.46%	29.05%	17.57%	15.46%	33.03%	1,120	2,206	2,480	1,497	1,278	8,581	N/A
Item 68. How satisfied are you with the training you receive for your present job?	53.54%	15.08%	38.46%	22.58%	15.34%	8.54%	23.88%	1,341	3,293	1,928	1,307	702	8,571	N/A
Item 69. *Considering everything, how satisfied are you with your	70.85%	25.80%	45.05%	15.45%	8.93%	4.77%	13.70%	2,272	3,862	1,304	753	390	8,581	N/A



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job?														
Item 70. Considering everything, how satisfied are you with your pay?	66.35%	20.87%	45.48%	16.05%	11.85%	5.75%	17.60%	1,855	3,903	1,350	1,002	481	8,591	N/A
Item 71. *Considering everything, how satisfied are you with your organization?	65.32%	20.74%	44.58%	18.58%	10.71%	5.40%	16.11%	1,843	3,841	1,565	905	439	8,593	N/A
Item 79. How satisfied are you with the following Work/Life programs in your agency? Telework	85.49%	48.14%	37.35%	8.29%	4.31%	1.91%	6.22%	3,052	2,373	521	271	119	6,336	100
Item 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.13%	57.76%	34.38%	5.81%	1.39%	0.67%	2.06%	1,081	632	105	27	13	1,858	60
Item 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)	82.60%	33.33%	49.27%	13.96%	2.73%	0.72%	3.44%	598	880	240	48	12	1,778	135
Item 82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	83.62%	37.10%	46.52%	13.53%	1.97%	0.87%	2.84%	450	562	157	24	11	1,204	116

2017 FEVS Items (1-71 and 79 – 84) * AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)	Total Percent Positive Responses	Percent Positive Responses of Strongly Agree/ Very Good/ Very Satisfied	Percent Positive Responses of Agree/ Good/ Satisfied	Percent Responses of Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Percent Negative Responses of Disagree/ Poor/ Dissatisfied	Percent Negative Responses of Strongly Disagree/ Very Poor/ Very Dissatisfied	Total Percent Negative Responses	Number of Positive Responses of Strongly Agree/ Very Good/ Very Satisfied	Number of Positive Responses of Agree/ Good/ Satisfied	Number of Responses of Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Number of Negative Responses of Disagree/ Poor/ Dissatisfied	Number of Negative Responses of Strongly Disagree/ Very Poor/ Very Dissatisfied	Total Number of Responses Per Item.  (Excluding 'Do Not Know' and 'No Basis to Judge')	Number of Responses of Do Not Know/ No Basis to Judge
Item 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)	81.54%	47.98%	33.56%	15.91%	0.59%	1.96%	2.56%	149	102	46	2	6	305	92
Item 84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	79.09%	44.50%	34.59%	19.67%	0.58%	0.66%	1.24%	72	56	29	1	1	159	92
<b>Percentages are weighted to represent the Agency's population.</b>														