

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 N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	67.1%	30.1%	37.0%	20.2%	12.7%	0.0%	12.7%	20	24	13	8	0	65	N/A
Agree-disagree	2	I feel encouraged to come up with new and better ways of doing things.	72.1%	36.2%	35.9%	15.5%	7.7%	4.6%	12.4%	24	23	10	5	3	65	N/A
Agree-disagree	3	My work gives me a feeling of personal accomplishment.	87.6%	42.2%	45.4%	12.4%	0.0%	0.0%	0.0%	28	29	8	0	0	65	N/A
Agree-disagree	4	I know what is expected of me on the job.	90.8%	60.8%	30.0%	5.9%	1.7%	1.6%	3.3%	39	19	4	1	1	64	N/A
Agree-disagree	5	*My workload is reasonable.	66.0%	20.8%	45.2%	10.5%	15.9%	7.6%	23.5%	14	29	7	10	5	65	0
Agree-disagree	6	*My talents are used well in the workplace.	74.3%	29.1%	45.2%	13.1%	11.2%	1.4%	12.6%	19	28	8	7	1	63	0
Agree-disagree	7	*I know how my work relates to the agency's goals.	91.8%	59.8%	31.9%	6.6%	1.6%	0.0%	1.6%	38	20	4	1	0	63	1
Agree-disagree	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	71.4%	34.9%	36.5%	16.3%	5.5%	6.7%	12.3%	20	21	9	3	4	57	8
Agree-disagree	9	*The people I work with cooperate to get the job done.	98.4%	61.3%	37.0%	0.0%	0.0%	1.6%	1.6%	40	24	0	0	1	65	N/A
Agree-disagree	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	65.9%	30.6%	35.3%	17.9%	9.1%	7.1%	16.2%	14	16	8	4	3	45	18
Agree-disagree	12	*In my work unit, differences in performance are recognized in a meaningful way.	57.3%	21.7%	35.6%	29.5%	9.7%	3.5%	13.2%	12	19	16	5	2	54	11
Agree-disagree	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	91.1%	54.0%	37.1%	7.6%	0.0%	1.3%	1.3%	35	24	5	0	1	65	0

Agree-disagree	14	Employees are recognized for providing high quality products and services.	70.4%	25.7%	44.7%	10.4%	19.2%	0.0%	19.2%	17	29	7	12	0	65	0
Agree-disagree	15	Employees are protected from health and safety hazards on the job.	83.2%	49.5%	33.7%	10.2%	6.6%	0.0%	6.6%	30	21	6	4	0	61	4
Agree-disagree	16	My agency is successful at accomplishing its mission.	98.4%	62.5%	35.8%	1.6%	0.0%	0.0%	0.0%	40	23	1	0	0	64	1
Agree-disagree	17	*I recommend my organization as a good place to work.	83.2%	38.6%	44.6%	12.5%	2.9%	1.4%	4.3%	25	29	8	2	1	65	N/A
Agree-disagree	18	*I believe the results of this survey will be used to make my agency a better place to work.	49.2%	19.3%	29.9%	23.2%	18.6%	9.0%	27.6%	11	17	13	10	5	56	9
Agree-disagree	19	My supervisor supports my need to balance work and other life issues.	92.2%	62.5%	29.6%	4.5%	3.3%	0.0%	3.3%	41	19	3	2	0	65	0
Agree-disagree	20	My supervisor is committed to a workforce representative of all segments of society.	90.5%	64.3%	26.2%	6.1%	3.4%	0.0%	3.4%	40	16	4	2	0	62	3
Agree-disagree	21	Supervisors in my work unit support employee development.	85.8%	57.8%	28.0%	6.1%	6.5%	1.6%	8.1%	38	18	4	4	1	65	0
Agree-disagree	22	My supervisor listens to what I have to say.	90.8%	64.5%	26.4%	4.3%	3.2%	1.7%	4.9%	42	17	3	2	1	65	N/A
Agree-disagree	23	My supervisor treats me with respect.	92.3%	70.6%	21.7%	6.0%	1.7%	0.0%	1.7%	46	14	4	1	0	65	N/A
Agree-disagree	24	I have trust and confidence in my supervisor.	78.4%	59.8%	18.6%	12.1%	7.9%	1.7%	9.5%	39	12	8	5	1	65	N/A
Good-poor	25	Overall, how good a job do you feel is being done by your immediate supervisor?	84.3%	67.6%	16.8%	10.7%	3.3%	1.7%	4.9%	44	11	7	2	1	65	N/A
Agree-disagree	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	44.1%	11.8%	32.3%	24.8%	21.8%	9.3%	31.1%	8	21	16	14	6	65	0
Agree-disagree	27	My organization's senior leaders maintain high standards of honesty and integrity.	50.1%	16.2%	33.9%	21.3%	18.5%	10.1%	28.6%	10	20	12	11	6	59	5
Agree-disagree	28	*Managers communicate the goals of the organization.	75.5%	25.6%	49.9%	17.8%	6.8%	0.0%	6.8%	16	31	11	4	0	62	1

Agree-disagree	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	53.5%	18.9%	34.7%	26.5%	16.5%	3.4%	19.9%	12	22	17	10	2	63	2
Good-poor	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	63.7%	31.2%	32.4%	20.7%	8.6%	7.1%	15.7%	19	19	12	5	4	59	6
Agree-disagree	31	I have a high level of respect for my organization's senior leaders.	49.6%	14.9%	34.6%	25.0%	16.2%	9.3%	25.5%	10	22	16	10	6	64	0
Agree-disagree	32	Senior leaders demonstrate support for Work-Life programs.	72.7%	32.4%	40.3%	23.8%	1.7%	1.8%	3.5%	20	24	14	1	1	60	5
Satisfied-dissatisfied	33	*How satisfied are you with your involvement in decisions that affect your work?	56.7%	19.3%	37.4%	19.9%	18.6%	4.8%	23.4%	13	24	13	12	3	65	N/A
Satisfied-dissatisfied	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	61.8%	15.5%	46.3%	12.6%	14.3%	11.3%	25.7%	10	30	8	9	7	64	N/A
Satisfied-dissatisfied	35	*How satisfied are you with the recognition you receive for doing a good job?	62.4%	21.2%	41.2%	20.2%	15.8%	1.6%	17.4%	14	27	13	10	1	65	N/A
Satisfied-dissatisfied	36	*Considering everything, how satisfied are you with your job?	77.8%	33.6%	44.2%	14.1%	8.1%	0.0%	8.1%	22	29	9	5	0	65	N/A
Satisfied-dissatisfied	37	Considering everything, how satisfied are you with your pay?	76.4%	32.1%	44.2%	16.1%	7.5%	0.0%	7.5%	21	29	10	5	0	65	N/A
Satisfied-dissatisfied	38	*Considering everything, how satisfied are you with your organization?	84.5%	36.6%	47.9%	10.9%	4.6%	0.0%	4.6%	24	31	7	3	0	65	N/A

\* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

\*\* Unweighted count of responses excluding "Do Not Know"

The Dashboard only includes items 1-38, excluding item 11.

Percentages are weighted to represent the Agency's population.

When responding to the Core OPM FEVS questions 1 through 38, respondents were asked to share their work experiences since the last OPM FEVS administration (June 2019).

Source: 2020 OPM Federal Employee Viewpoint Survey