

This FEVS report contains content that is inconsistent with Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing, and EO 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.

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.	72.0%	27.8%	44.2%	11.5%	9.6%	6.9%	16.5%	136	221	57	48	33	495	N/A
2	I have enough information to do my job well.	72.5%	23.0%	49.5%	12.8%	9.8%	4.9%	14.7%	113	245	65	48	24	495	N/A
3	I feel encouraged to come up with new and better ways of doing things.	64.2%	26.1%	38.1%	12.5%	13.8%	9.5%	23.3%	127	190	64	69	47	497	N/A
4	My work gives me a feeling of personal accomplishment.	74.8%	29.9%	44.9%	13.7%	6.9%	4.6%	11.5%	147	226	68	35	23	499	N/A
5	I like the kind of work I do.	84.6%	37.6%	47.0%	10.8%	2.0%	2.6%	4.5%	184	235	54	10	12	495	N/A
6	I know what is expected of me on the job.	75.7%	29.8%	45.8%	12.5%	6.1%	5.7%	11.8%	147	229	62	31	28	497	N/A
7	When needed I am willing to put in the extra effort to get a job done.	96.2%	68.1%	28.1%	2.6%	0.4%	0.8%	1.2%	338	141	14	2	4	499	N/A
8	I am constantly looking for ways to do my job better.	90.8%	50.2%	40.6%	7.2%	1.4%	0.7%	2.1%	245	207	36	7	3	498	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	66.0%	21.1%	44.8%	14.9%	12.1%	7.0%	19.2%	103	224	73	61	34	495	3
10	*My workload is reasonable.	68.6%	19.9%	48.6%	15.3%	10.6%	5.5%	16.1%	97	243	76	54	27	497	1
11	*My talents are used well in the workplace.	58.0%	18.1%	39.9%	13.3%	16.4%	12.3%	28.7%	89	199	66	81	60	495	2
12	*I know how my work relates to the agency's goals.	85.0%	38.1%	46.9%	7.6%	3.1%	4.3%	7.4%	188	234	38	16	20	496	3
13	The work I do is important.	86.7%	43.0%	43.7%	7.9%	2.8%	2.5%	5.4%	209	217	40	14	12	492	4
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	80.8%	47.5%	33.4%	7.1%	5.8%	6.3%	12.1%	232	166	35	29	32	494	5
15	My performance appraisal is a fair reflection of my performance.	74.8%	32.7%	42.1%	12.2%	6.6%	6.4%	13.0%	161	205	59	33	31	489	10
16	I am held accountable for achieving results.	88.1%	38.0%	50.1%	6.8%	2.9%	2.2%	5.1%	187	249	33	14	11	494	4
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	59.3%	28.6%	30.7%	19.8%	8.3%	12.5%	20.9%	131	142	88	36	58	455	42

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18	My training needs are assessed.	51.3%	20.3%	31.0%	25.3%	14.6%	8.8%	23.4%	99	154	126	69	44	492	6
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).	62.8%	30.4%	32.4%	15.3%	12.8%	9.1%	21.9%	151	160	74	65	44	494	5
20	*The people I work with cooperate to get the job done.	80.1%	39.0%	41.1%	10.2%	6.6%	3.2%	9.7%	193	205	52	33	16	499	N/A
21	My work unit is able to recruit people with the right skills.	60.5%	19.8%	40.6%	21.7%	13.2%	4.6%	17.8%	93	195	102	62	22	474	26
22	Promotions in my work unit are based on merit.	44.9%	17.6%	27.3%	25.2%	13.2%	16.7%	29.9%	79	122	112	58	73	444	54
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	40.3%	13.2%	27.0%	28.5%	16.3%	14.9%	31.2%	54	111	115	66	62	408	91
24	*In my work unit, differences in performance are recognized in a meaningful way.	36.6%	12.4%	24.1%	28.3%	18.9%	16.2%	35.2%	55	107	123	86	72	443	56
25	Awards in my work unit depend on how well employees perform their jobs.	42.0%	15.8%	26.2%	28.0%	15.7%	14.3%	30.0%	66	109	118	66	60	419	80
26	Employees in my work unit share job knowledge with each other.	75.8%	33.5%	42.4%	11.2%	7.4%	5.5%	12.9%	166	212	56	37	27	498	1
27	The skill level in my work unit has improved in the past year.	60.4%	22.4%	38.0%	24.9%	8.7%	6.0%	14.7%	103	176	115	39	28	461	38
28	How would you rate the overall quality of work done by your work unit?	89.2%	52.4%	36.8%	8.2%	1.4%	1.2%	2.6%	258	186	42	6	6	498	N/A
29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	86.4%	45.7%	40.7%	7.3%	3.7%	2.5%	6.3%	224	200	36	18	12	490	9
30	Employees have a feeling of personal empowerment with respect to work processes.	46.9%	13.2%	33.7%	20.5%	19.6%	13.1%	32.7%	62	160	98	93	62	475	16
31	Employees are recognized for providing high quality products and services.	48.2%	14.6%	33.6%	22.8%	17.1%	11.9%	28.9%	70	160	107	82	56	475	17
32	Creativity and innovation are rewarded.	33.8%	10.4%	23.4%	29.8%	22.1%	14.3%	36.4%	50	109	139	103	66	467	24

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33	Pay raises depend on how well employees perform their jobs.	41.1%	11.7%	29.3%	20.6%	21.5%	16.9%	38.4%	51	129	88	94	74	436	56
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	63.4%	23.4%	40.0%	21.0%	9.1%	6.5%	15.6%	106	181	92	41	30	450	41
35	Employees are protected from health and safety hazards on the job.	88.9%	44.0%	44.9%	6.0%	2.7%	2.4%	5.1%	213	216	30	13	12	484	9
36	My organization has prepared employees for potential security threats.	80.8%	33.1%	47.7%	14.1%	3.1%	2.0%	5.1%	159	229	69	16	10	483	10
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	50.5%	20.8%	29.6%	19.6%	13.1%	16.8%	29.9%	93	132	86	56	74	441	52
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.	61.7%	26.7%	35.0%	15.5%	10.2%	12.6%	22.9%	115	148	64	43	53	423	69
39	My agency is successful at accomplishing its mission.	81.3%	27.1%	54.2%	13.7%	2.4%	2.6%	5.0%	130	260	66	11	12	479	14
40	*I recommend my organization as a good place to work.	69.3%	28.2%	41.1%	19.4%	7.0%	4.2%	11.3%	137	204	95	35	21	492	N/A
41	*I believe the results of this survey will be used to make my agency a better place to work.	53.8%	22.2%	31.6%	19.0%	14.8%	12.4%	27.2%	98	142	85	66	55	446	46
42	My supervisor supports my need to balance work and other life issues.	87.9%	58.1%	29.8%	5.2%	3.2%	3.7%	6.9%	281	147	26	16	19	489	2
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.5%	43.9%	30.6%	9.7%	8.8%	7.0%	15.8%	213	152	46	43	35	489	0
44	Discussions with my supervisor about my performance are worthwhile.	65.8%	37.3%	28.4%	14.5%	10.4%	9.3%	19.7%	179	139	69	51	46	484	5

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45	My supervisor is committed to a workforce representative of all segments of society.	75.1%	48.4%	26.8%	17.4%	3.5%	3.9%	7.4%	213	119	77	16	18	443	46
46	My supervisor provides me with constructive suggestions to improve my job performance.	66.3%	36.9%	29.4%	16.3%	9.8%	7.6%	17.4%	178	144	80	49	37	488	1
47	Supervisors in my work unit support employee development.	75.5%	41.5%	34.1%	11.8%	6.1%	6.5%	12.6%	195	164	56	29	31	475	15
48	My supervisor listens to what I have to say.	81.9%	50.2%	31.7%	8.8%	5.1%	4.3%	9.3%	243	155	43	25	22	488	N/A
49	My supervisor treats me with respect.	83.8%	55.7%	28.1%	7.3%	4.6%	4.3%	8.9%	269	139	36	22	22	488	N/A
50	In the last six months, my supervisor has talked with me about my performance.	91.4%	50.3%	41.1%	4.4%	3.0%	1.2%	4.2%	243	203	22	15	6	489	N/A
51	I have trust and confidence in my supervisor.	73.6%	45.9%	27.7%	12.5%	7.3%	6.6%	13.9%	220	138	62	35	33	488	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	76.1%	47.7%	28.4%	13.5%	5.7%	4.7%	10.4%	231	140	66	28	23	488	N/A
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43.0%	15.3%	27.7%	26.8%	15.9%	14.4%	30.2%	70	130	124	74	65	463	25
54	My organization's senior leaders maintain high standards of honesty and integrity.	50.3%	18.9%	31.5%	24.8%	12.3%	12.6%	24.8%	80	138	104	51	53	426	62
55	Supervisors work well with employees of different backgrounds.	66.5%	23.5%	43.0%	21.1%	6.3%	6.1%	12.4%	106	197	92	28	28	451	36
56	*Managers communicate the goals of the organization.	63.6%	21.1%	42.5%	15.1%	13.3%	8.0%	21.3%	102	206	70	64	37	479	5
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	63.5%	21.7%	41.8%	18.6%	12.5%	5.4%	17.9%	98	191	82	56	24	451	37
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	55.0%	19.1%	35.8%	17.7%	14.3%	13.1%	27.4%	91	174	83	65	60	473	14

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59	Managers support collaboration across work units to accomplish work objectives.	58.4%	21.0%	37.4%	19.0%	11.5%	11.1%	22.6%	100	180	89	53	52	474	14
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	61.3%	30.0%	31.4%	22.0%	6.7%	10.0%	16.7%	141	144	98	30	44	457	30
61	I have a high level of respect for my organization's senior leaders.	52.6%	21.9%	30.7%	24.5%	12.9%	10.0%	23.0%	103	145	114	60	46	468	19
62	Senior leaders demonstrate support for Work-Life programs.	68.0%	29.0%	38.9%	20.7%	6.7%	4.6%	11.3%	131	174	92	30	21	448	38
63	*How satisfied are you with your involvement in decisions that affect your work?	56.1%	22.1%	34.0%	16.6%	19.2%	8.1%	27.3%	106	166	82	93	38	485	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	56.9%	20.2%	36.7%	16.7%	20.3%	6.2%	26.4%	98	178	81	96	29	482	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	52.2%	21.1%	31.1%	23.0%	15.5%	9.3%	24.8%	103	153	109	76	45	486	N/A
66	How satisfied are you with the policies and practices of your senior leaders?	43.2%	16.2%	27.0%	31.5%	15.6%	9.8%	25.4%	78	133	150	76	47	484	N/A
67	How satisfied are you with your opportunity to get a better job in your organization?	30.0%	10.4%	19.5%	31.9%	20.2%	18.0%	38.2%	51	95	154	99	85	484	N/A
68	How satisfied are you with the training you receive for your present job?	62.8%	22.0%	40.9%	20.1%	11.3%	5.7%	17.0%	105	200	98	56	27	486	N/A
69	*Considering everything, how satisfied are you with your job?	70.0%	24.6%	45.4%	15.4%	10.3%	4.2%	14.5%	119	221	75	51	20	486	N/A
70	Considering everything, how satisfied are you with your pay?	74.8%	32.2%	42.6%	12.3%	8.3%	4.7%	13.0%	154	209	59	40	22	484	N/A
71	*Considering everything, how satisfied are you with your organization?	67.1%	20.3%	46.8%	18.0%	9.3%	5.6%	15.0%	97	226	86	46	26	481	N/A

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* 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.