

**Table 1. 2019 U.S. Department of Labor Federal Employee Viewpoint Survey Results**

2019 FEVS Items (1-71,79, and 81-85) * AES prescribed items as of 2019 (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.	63.0%	21.5%	41.6%	16.3%	12.9%	7.7%	20.6%	1,762	3,301	1,263	989	569	7,884	N/A
Item 2. I have enough information to do my job well.	69.4%	20.8%	48.5%	14.6%	10.7%	5.3%	16.0%	1,691	3,852	1,128	833	405	7,909	N/A
Item 3. I feel encouraged to come up with new and better ways of doing things.	56.6%	23.6%	33.1%	18.8%	14.3%	10.2%	24.5%	1,930	2,616	1,455	1,110	760	7,871	N/A
Item 4. My work gives me a feeling of personal accomplishment.	73.8%	33.2%	41.6%	13.1%	7.3%	5.8%	13.1%	2,627	3,272	1,021	577	424	7,921	N/A
Item 5. I like the kind of work I do.	83.1%	41.0%	42.1%	10.4%	3.8%	2.7%	6.5%	3,290	3,306	819	289	196	7,900	N/A
Item 6. I know what is expected of me on the job.	78.3%	33.0%	45.4%	10.5%	6.7%	4.4%	11.2%	2,644	3,577	814	529	336	7,900	N/A
Item 7. When needed I am willing to put in the extra effort to get a job done.	95.3%	63.9%	31.4%	2.9%	0.9%	1.0%	1.9%	5,106	2,451	219	67	71	7,914	N/A
Item 8. I am constantly looking for ways to do my job better.	89.3%	48.7%	40.6%	8.6%	1.4%	0.7%	2.1%	3,890	3,199	675	108	56	7,928	N/A
Item 9. I have sufficient resources (for example, people, materials, budget) to get my job done.	47.3%	12.0%	35.3%	15.9%	21.2%	15.7%	36.9%	942	2,759	1,223	1,700	1,226	7,850	24
Item 10. *My workload is reasonable.	56.9%	13.0%	43.9%	16.5%	14.2%	12.4%	26.6%	1,038	3,459	1,300	1,138	943	7,878	17
Item 11. *My talents are used well in the workplace.	59.5%	18.6%	40.9%	16.8%	12.8%	10.9%	23.7%	1,499	3,210	1,281	1,002	814	7,806	41
Item 12. *I know how my work relates to the agency's goals and priorities.	86.4%	37.3%	49.1%	7.7%	3.1%	2.8%	5.9%	3,017	3,824	593	241	215	7,890	20
Item 13. The work I do is important.	91.3%	54.1%	37.2%	5.9%	1.5%	1.3%	2.8%	4,282	2,906	459	123	98	7,868	21

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Item 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.2%	28.2%	42.0%	13.4%	9.5%	6.9%	16.4%	2,271	3,285	1,031	754	532	7,873	49
Item 15. My performance appraisal is a fair reflection of my performance.	68.2%	28.8%	39.4%	13.7%	8.6%	9.6%	18.1%	2,298	3,079	1,051	646	702	7,776	125
Item 16. I am held accountable for achieving results.	86.7%	37.1%	49.5%	9.3%	2.1%	1.9%	4.0%	2,973	3,873	709	160	142	7,857	38
Item 17. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.2%	30.6%	34.6%	17.4%	7.3%	10.1%	17.4%	2,399	2,592	1,262	537	716	7,506	406
Item 18. My training needs are assessed.	53.6%	17.6%	36.0%	22.8%	13.8%	9.8%	23.6%	1,427	2,832	1,772	1,074	732	7,837	88
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).	70.1%	30.5%	39.6%	12.5%	9.0%	8.4%	17.4%	2,421	3,078	955	695	629	7,778	137
Item 20. *The people I work with cooperate to get the job done.	79.0%	35.0%	44.0%	11.7%	6.0%	3.3%	9.3%	2,805	3,467	904	462	253	7,891	N/A
Item 21. My work unit is able to recruit people with the right skills.	44.0%	11.9%	32.1%	26.2%	17.3%	12.5%	29.8%	914	2,435	1,912	1,274	903	7,438	424
Item 22. Promotions in my work unit are based on merit.	42.6%	14.8%	27.9%	26.9%	13.7%	16.8%	30.5%	1,146	2,095	1,898	972	1,150	7,261	588
Item 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.9%	11.0%	27.9%	29.0%	16.1%	16.0%	32.1%	807	1,965	1,964	1,100	1,059	6,895	968
Item 24. *In my work unit, differences in performance are recognized in a meaningful way.	40.0%	11.4%	28.6%	27.1%	17.8%	15.1%	32.9%	880	2,131	1,935	1,290	1,049	7,285	568
Item 25. Awards in my work unit depend on how well employees perform their jobs.	48.0%	14.7%	33.4%	25.0%	12.9%	14.1%	26.9%	1,122	2,460	1,761	906	960	7,209	642

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Item 26. Employees in my work unit share job knowledge with each other.	79.7%	32.6%	47.1%	10.9%	5.1%	4.2%	9.4%	2,613	3,660	829	393	314	7,809	53
Item 27. The skill level in my work unit has improved in the past year.	57.4%	20.6%	36.8%	27.6%	8.6%	6.3%	15.0%	1,598	2,759	2,027	644	446	7,474	369
Item 28. How would you rate the overall quality of work done by your work unit?	86.6%	48.4%	38.2%	10.6%	1.8%	1.0%	2.8%	3,843	2,989	799	137	73	7,841	N/A
Item 29 *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	82.7%	37.0%	45.7%	9.9%	5.0%	2.3%	7.3%	2,900	3,560	742	372	174	7,748	105
Item 30. Employees have a feeling of personal empowerment with respect to work processes.	48.0%	13.4%	34.6%	22.1%	16.9%	13.0%	29.9%	1,047	2,651	1,629	1,285	946	7,558	218
Item 31. Employees are recognized for providing high quality products and services.	53.4%	16.3%	37.1%	20.1%	14.6%	12.0%	26.5%	1,296	2,889	1,482	1,081	856	7,604	179
Item 32. Creativity and innovation are rewarded.	42.2%	14.1%	28.1%	26.5%	17.1%	14.1%	31.3%	1,114	2,163	1,934	1,255	1,004	7,470	260
Item 33. Pay raises depend on how well employees perform their jobs.	30.0%	8.4%	21.7%	30.8%	20.5%	18.6%	39.2%	613	1,574	2,192	1,473	1,294	7,146	606
Item 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	56.9%	19.2%	37.6%	26.6%	7.9%	8.6%	16.5%	1,419	2,677	1,814	548	570	7,028	749
Item 35. Employees are protected from health and safety hazards on the job.	76.5%	28.2%	48.3%	13.1%	5.7%	4.7%	10.4%	2,255	3,675	963	433	348	7,674	111
Item 36. My organization has prepared employees for potential security threats.	78.3%	25.4%	52.9%	13.2%	5.0%	3.5%	8.5%	1,998	4,037	991	382	261	7,669	92

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Item 37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.2%	23.0%	34.2%	20.7%	9.4%	12.7%	22.1%	1,746	2,481	1,448	668	873	7,216	557
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.	69.1%	30.3%	38.7%	17.5%	5.2%	8.2%	13.4%	2,211	2,682	1,149	345	537	6,924	820
Item 39. My agency is successful at accomplishing its mission.	78.2%	28.9%	49.3%	15.0%	3.9%	2.8%	6.8%	2,284	3,749	1,102	294	203	7,632	144
Item 40. *I recommend my organization as a good place to work.	64.7%	26.2%	38.5%	18.0%	10.1%	7.2%	17.3%	2,099	2,992	1,376	777	526	7,770	N/A
Item 41. *I believe the results of this survey will be used to make my agency a better place to work.	44.1%	17.1%	27.0%	25.7%	14.2%	16.0%	30.2%	1,259	1,973	1,804	1,020	1101	7,157	616
Item 42. My supervisor supports my need to balance work and other life issues.	84.0%	49.5%	34.6%	7.5%	3.8%	4.6%	8.5%	3,876	2,651	564	283	346	7,720	23
Item 43. My supervisor provides me with opportunities to demonstrate my leadership skills.	69.8%	37.1%	32.6%	15.2%	8.2%	6.8%	15.0%	2,939	2,512	1,128	615	499	7,693	44
Item 44. Discussions with my supervisor about my performance are worthwhile.	69.7%	35.8%	34.0%	14.1%	8.2%	7.9%	16.1%	2,799	2,600	1,067	621	593	7,680	42
Item 45. My supervisor is committed to a workforce representative of all segments of society.	74.3%	39.9%	34.4%	17.2%	3.4%	5.1%	8.5%	2,894	2,420	1,179	229	344	7,066	671
Item 46. My supervisor provides me with constructive suggestions to improve my job performance.	70.5%	35.2%	35.4%	14.2%	7.8%	7.4%	15.2%	2,759	2,704	1,083	606	555	7,707	29

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Item 47. Supervisors in my work unit support employee development.	69.9%	34.9%	35.0%	15.3%	7.4%	7.4%	14.8%	2,737	2,675	1,136	540	541	7,629	114
Item 48. My supervisor listens to what I have to say.	79.9%	45.3%	34.6%	9.3%	6.2%	4.5%	10.8%	3,558	2,644	699	476	343	7,720	N/A
Item 49. My supervisor treats me with respect.	83.4%	50.9%	32.5%	8.1%	4.3%	4.2%	8.5%	3,985	2,470	617	325	322	7,719	N/A
Item 50. In the last six months, my supervisor has talked with me about my performance.	89.2%	46.8%	42.4%	5.5%	3.6%	1.8%	5.4%	3,673	3,227	410	273	136	7,719	N/A
Item 51. I have trust and confidence in my supervisor.	72.3%	43.3%	29.0%	13.3%	6.6%	7.8%	14.4%	3,396	2,227	1,003	505	586	7,717	N/A
Item 52. Overall, how good a job do you feel is being done by your immediate supervisor?	75.4%	47.7%	27.7%	14.1%	5.3%	5.3%	10.6%	3,719	2,125	1,070	403	398	7,715	N/A
Item 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43.1%	15.1%	28.0%	23.1%	17.1%	16.8%	33.9%	1,158	2,124	1,688	1,271	1,197	7,438	241
Item 54. My organization's senior leaders maintain high standards of honesty and integrity.	52.9%	21.1%	31.8%	24.4%	9.4%	13.3%	22.7%	1,552	2,270	1,678	650	882	7,032	639
Item 55. Supervisors work well with employees of different backgrounds.	69.7%	27.3%	42.4%	17.5%	5.9%	6.9%	12.8%	2,041	3,061	1,209	409	467	7,187	448
Item 56. *Managers communicate the goals and priorities of the organization.	68.6%	23.0%	45.7%	15.8%	8.0%	7.6%	15.6%	1,802	3,457	1,147	591	548	7,545	100
Item 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	71.4%	24.9%	46.5%	16.6%	5.9%	6.2%	12.1%	1,862	3,366	1,153	415	425	7,221	436
Item 58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.1%	20.8%	37.3%	19.0%	11.8%	11.1%	22.9%	1,594	2,792	1,377	863	788	7,414	261

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Item 59. Managers support collaboration across work units to accomplish work objectives.	61.1%	21.8%	39.4%	19.1%	9.9%	9.9%	19.7%	1,655	2,904	1,361	711	690	7,321	306
Item 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	62.8%	29.4%	33.3%	19.3%	8.3%	9.7%	18.0%	2,183	2,407	1,374	579	671	7,214	447
Item 61. I have a high level of respect for my organization's senior leaders.	54.7%	23.3%	31.4%	23.4%	10.7%	11.3%	22.0%	1,795	2,391	1,723	798	807	7,514	126
Item 62. Senior leaders demonstrate support for Work/Life programs.	61.1%	25.7%	35.4%	22.3%	8.0%	8.7%	16.6%	1,846	2,487	1,507	545	573	6,958	697
Item 63. *How satisfied are you with your involvement in decisions that affect your work?	53.6%	17.2%	36.4%	21.5%	16.4%	8.5%	24.9%	1,363	2,804	1,598	1,229	629	7,623	N/A
Item 64. *How satisfied are you with the information you receive from management on what's going on in your organization?	51.5%	15.7%	35.8%	21.7%	16.9%	9.9%	26.8%	1,251	2,753	1,628	1,261	727	7,620	N/A
Item 65. *How satisfied are you with the recognition you receive for doing a good job?	53.1%	17.9%	35.2%	21.9%	15.3%	9.7%	25.0%	1,419	2,708	1,638	1,138	709	7,612	N/A
Item 66. How satisfied are you with the policies and practices of your senior leaders?	45.7%	13.9%	31.8%	27.5%	16.0%	10.8%	26.8%	1,105	2,456	2,069	1,193	790	7,613	N/A
Item 67. How satisfied are you with your opportunity to get a better job in your organization?	37.6%	12.8%	24.8%	27.7%	18.3%	16.4%	34.7%	1,016	1,896	2,123	1,378	1,198	7,611	N/A
Item 68. How satisfied are you with the training you receive for your present job?	54.4%	16.1%	38.3%	22.9%	14.2%	8.5%	22.6%	1,275	2,945	1,724	1,058	611	7,613	N/A
Item 69. *Considering everything, how satisfied are you with your job?	67.8%	24.3%	43.5%	16.0%	9.9%	6.3%	16.2%	1,889	3,314	1,204	749	459	7,615	N/A

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Item 70. Considering everything, how satisfied are you with your pay?	66.8%	21.4%	45.4%	15.5%	11.2%	6.4%	17.7%	1,661	3,465	1,166	839	470	7,601	N/A
Item 71. *Considering everything, how satisfied are you with your organization?	61.6%	20.4%	41.1%	19.6%	11.7%	7.2%	18.9%	1,595	3,137	1,452	872	516	7,572	N/A
Item 79. How satisfied are you with the following Work/Life programs in your agency? Telework	73.1%	37.9%	35.2%	14.8%	7.2%	4.9%	12.1%	2,610	2,405	981	483	335	6,814	761
Item 81. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	81.7%	45.9%	35.8%	14.7%	2.0%	1.6%	3.6%	2,492	1,927	791	108	91	5,409	2,132
Item 82. 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)	68.5%	27.1%	41.4%	26.6%	3.3%	1.6%	4.9%	1,305	1,972	1,240	152	75	4,744	2,769
Item 83. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	51.0%	20.3%	30.7%	44.9%	2.4%	1.8%	4.2%	738	1,105	1,578	87	64	3,572	3,928
Item 84. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	38.5%	16.0%	22.5%	57.9%	2.0%	1.5%	3.5%	419	582	1,460	52	42	2,555	4,942
Item 85. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	27.1%	11.4%	15.7%	70.2%	1.4%	1.3%	2.7%	244	326	1,472	31	29	2,102	5,357

Percentages are weighted to represent the Agency's population.