

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	71%	28%	43%	13%	8%	8%	16%	166	233	70	37	39	545	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	52%	24%	28%	17%	17%	14%	31%	143	155	86	82	68	534	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	76%	37%	39%	9%	8%	7%	15%	216	203	47	38	35	539	N/A
4	I know what is expected of me on the job.	Agree-disagree	78%	38%	40%	7%	9%	6%	15%	218	213	34	44	30	539	N/A
5	*My workload is reasonable.	Agree-disagree	41%	18%	22%	9%	17%	34%	51%	115	143	47	80	160	545	N/A
6	*My talents are used well in the workplace.	Agree-disagree	63%	27%	36%	15%	12%	10%	22%	160	195	79	58	48	540	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	85%	48%	37%	5%	4%	6%	10%	277	193	26	17	26	539	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	Agree-disagree	73%	40%	33%	14%	6%	7%	13%	217	163	67	29	30	506	40
9	I have enough information to do my job well.	Agree-disagree	68%	25%	42%	12%	12%	8%	20%	153	237	59	58	37	544	N/A
10	I receive the training I need to do my job well.	Agree-disagree	58%	22%	36%	17%	16%	10%	25%	132	202	89	74	45	542	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	84%	37%	47%	11%	3%	2%	6%	216	245	51	17	12	541	N/A
12	I have a clear idea of how well I am doing my job.	Agree-disagree	70%	29%	41%	13%	11%	5%	16%	167	234	62	57	23	543	N/A
13	I have the autonomy to decide how I do my job.	Agree-disagree	58%	22%	36%	18%	12%	12%	24%	129	205	93	62	55	544	N/A
14	I can make decisions about my work without getting permission first.	Agree-disagree	51%	17%	34%	20%	16%	13%	29%	107	191	105	80	61	544	N/A
15	*The people I work with cooperate to get the job done.	Agree-disagree	88%	52%	36%	6%	3%	3%	6%	303	188	27	14	14	546	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	43%	12%	31%	25%	16%	15%	32%	65	148	108	68	63	452	93

18	Employees in my work unit share job knowledge.	Agree-disagree	89%	49%	40%	5%	4%	2%	6%	282	205	24	19	13	543	3
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	84%	43%	41%	7%	4%	4%	8%	253	213	37	18	18	539	9
20	Employees in my work unit meet the needs of our customers.	Always-never	82%	41%	41%	15%	3%	1%	4%	232	204	65	12	3	516	29
21	Employees in my work unit contribute positively to my agency's performance.	Always-never	90%	57%	34%	8%	2%	0%	2%	317	170	31	8	2	528	16
22	Employees in my work unit produce high-quality work.	Always-never	90%	51%	40%	8%	1%	1%	1%	286	198	36	4	2	526	21
23	Employees in my work unit adapt to changing priorities.	Always-never	84%	47%	36%	13%	2%	1%	3%	263	182	61	11	4	521	21
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	Agree-disagree	69%	31%	39%	20%	6%	5%	11%	137	158	74	22	16	407	136
25	I can influence decisions in my work unit.	Agree-disagree	65%	23%	42%	20%	10%	5%	15%	141	228	98	50	26	543	N/A
26	I know what my work unit's goals are.	Agree-disagree	81%	36%	45%	10%	6%	4%	9%	216	236	47	26	17	542	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	40%	17%	23%	22%	18%	20%	38%	99	127	109	86	86	507	38
28	My work unit successfully manages disruptions to our work.	Agree-disagree	65%	26%	39%	19%	9%	7%	16%	155	205	89	38	29	516	29
29	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	66%	28%	38%	21%	10%	3%	13%	156	196	95	45	14	506	30
30	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	64%	27%	37%	22%	10%	3%	14%	159	191	104	44	15	513	21
31	Employees in my work unit approach change as an opportunity.	Agree-disagree	51%	21%	30%	30%	14%	4%	18%	122	154	145	61	17	499	26
32	Employees in my work unit consider customer needs a top priority.	Agree-disagree	77%	40%	37%	13%	7%	3%	9%	228	185	62	28	12	515	22
33	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	64%	30%	33%	24%	9%	4%	12%	171	166	111	36	15	499	37
34	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	80%	43%	37%	10%	3%	6%	10%	249	189	51	15	27	531	4
35	Employees are recognized for providing high quality products and services.	Agree-disagree	62%	23%	39%	12%	12%	13%	26%	131	201	55	58	63	508	29
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	67%	33%	34%	11%	12%	9%	21%	184	183	56	52	38	513	23
37	My organization is successful at accomplishing its mission.	Agree-disagree	70%	29%	41%	12%	10%	8%	18%	168	218	58	45	36	525	11
38	I have a good understanding of my organization's priorities.	Agree-disagree	73%	35%	38%	11%	9%	7%	16%	201	204	55	43	33	536	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	Agree-disagree	68%	27%	41%	14%	9%	9%	18%	150	194	62	39	37	482	52
40	Information is openly shared in my organization.	Agree-disagree	51%	16%	35%	20%	16%	12%	29%	94	185	98	81	54	512	13
41	The approval process in my organization allows timely delivery of my work.	Agree-disagree	49%	15%	33%	18%	17%	17%	33%	97	175	87	78	77	514	13
42	My organization effectively adapts to changing government priorities.	Agree-disagree	58%	19%	39%	21%	9%	13%	22%	113	202	97	40	54	506	23
43	My organization has prepared me for potential physical security threats.	Agree-disagree	65%	23%	42%	13%	9%	12%	21%	139	216	70	42	53	520	13

44	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	83%	31%	52%	9%	3%	5%	8%	176	267	43	13	21	520	5
45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	Agree-disagree	57%	25%	32%	20%	8%	15%	24%	132	162	95	41	66	496	37
46	*I recommend my organization as a good place to work.	Agree-disagree	58%	27%	31%	18%	13%	12%	25%	164	171	85	60	54	534	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	37%	17%	20%	19%	13%	32%	44%	98	103	94	62	138	495	38
48	Supervisors in my work unit support employee development.	Agree-disagree	79%	43%	36%	11%	6%	5%	10%	239	186	46	27	20	518	8
49	My supervisor supports my need to balance work and other life issues.	Agree-disagree	87%	61%	26%	6%	3%	3%	7%	342	129	28	16	15	530	N/A
50	My supervisor listens to what I have to say.	Agree-disagree	87%	57%	29%	7%	3%	4%	7%	317	147	32	14	17	527	N/A
51	My supervisor treats me with respect.	Agree-disagree	90%	62%	28%	5%	1%	3%	5%	340	141	26	7	15	529	N/A
52	I have trust and confidence in my supervisor.	Agree-disagree	81%	55%	26%	9%	4%	6%	9%	307	133	46	17	26	529	N/A
53	My supervisor holds me accountable for achieving results.	Agree-disagree	87%	54%	33%	9%	2%	2%	4%	306	167	42	9	8	532	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	82%	58%	24%	12%	3%	3%	6%	328	122	53	11	16	530	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	76%	45%	30%	13%	7%	4%	11%	259	152	65	36	18	530	N/A
56	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	73%	41%	33%	13%	9%	5%	13%	234	165	64	43	22	528	3
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	44%	21%	23%	17%	14%	24%	39%	128	130	84	63	111	516	13
58	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	63%	30%	33%	16%	6%	15%	21%	169	169	69	28	65	500	29
59	*Managers communicate the goals of the organization.	Agree-disagree	70%	27%	43%	12%	8%	10%	19%	162	216	62	39	47	526	4
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	55%	23%	32%	17%	13%	14%	27%	139	167	77	65	67	515	14
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	70%	40%	30%	17%	6%	7%	13%	232	139	77	24	34	506	25
62	I have a high level of respect for my organization's senior leaders.	Agree-disagree	61%	29%	32%	14%	9%	16%	24%	177	166	71	41	72	527	2
63	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	59%	28%	30%	16%	9%	16%	25%	165	150	74	38	71	498	31
64	Management encourages innovation.	Agree-disagree	47%	21%	26%	24%	13%	16%	29%	122	137	119	63	72	513	17
65	Management makes effective changes to address challenges facing our organization.	Agree-disagree	47%	19%	28%	21%	14%	17%	32%	114	149	105	66	79	513	19
66	Management involves employees in decisions that affect their work.	Agree-disagree	43%	19%	25%	21%	17%	19%	36%	111	132	105	78	87	513	15
67	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	48%	20%	28%	21%	20%	12%	32%	124	153	103	93	55	528	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	51%	21%	29%	22%	18%	10%	28%	127	162	103	86	46	524	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	59%	24%	35%	18%	11%	12%	23%	143	187	90	50	58	528	N/A

70	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	61%	29%	32%	16%	14%	10%	24%	171	174	72	66	43	526	N/A
71	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	55%	19%	36%	16%	17%	12%	29%	111	193	86	87	51	528	N/A
72	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	57%	23%	34%	16%	13%	14%	27%	143	182	79	59	62	525	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	72%	37%	36%	17%	5%	6%	10%	183	171	74	21	24	473	52
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	77%	44%	33%	16%	3%	4%	7%	219	163	70	11	17	480	45
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	73%	35%	38%	15%	5%	7%	12%	189	185	70	24	30	498	28
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	77%	40%	37%	13%	4%	6%	10%	208	174	57	20	26	485	39
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	68%	35%	33%	13%	9%	9%	18%	181	155	59	37	40	472	54
78	Employees in my work unit make me feel I belong.	Agree-disagree	85%	45%	40%	10%	3%	2%	5%	244	202	47	14	9	516	2
79	Employees in my work unit care about me as a person.	Agree-disagree	84%	46%	38%	12%	2%	2%	4%	241	191	54	11	9	506	9
80	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	80%	42%	38%	12%	4%	4%	8%	223	196	56	18	18	511	7
81	In my work unit, people's differences are respected.	Agree-disagree	84%	43%	40%	10%	3%	4%	7%	231	205	45	13	16	510	8
82	I can be successful in my organization being myself.	Agree-disagree	76%	41%	34%	13%	5%	6%	11%	220	180	61	26	25	512	5
83	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	74%	40%	33%	12%	7%	7%	14%	125	95	36	18	18	292	233
84	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	71%	41%	30%	15%	6%	8%	14%	113	77	41	16	17	264	260
85	My organization meets my accessibility needs.	Agree-disagree	73%	41%	32%	16%	4%	7%	11%	116	81	44	10	15	266	259
86	My job inspires me.	Agree-disagree	63%	29%	34%	17%	12%	8%	20%	168	177	86	58	36	525	N/A
87	The work I do gives me a sense of accomplishment.	Agree-disagree	76%	37%	39%	10%	7%	7%	14%	207	196	54	33	30	520	N/A
88	I feel a strong personal attachment to my organization.	Agree-disagree	66%	33%	33%	15%	11%	8%	19%	190	169	81	48	36	524	N/A
89	I identify with the mission of my organization.	Agree-disagree	85%	46%	39%	8%	2%	5%	7%	261	199	37	8	20	525	N/A
90	It is important to me that my work contribute to the common good.	Agree-disagree	92%	61%	32%	5%	0%	3%	3%	333	156	24	2	11	526	N/A

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

** Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs."

Percentages are weighted to represent the Agency's population.

For confidentiality purposes, a "⁵" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: **National Labor Relations Board AES Report**, 2024 Federal Employee Viewpoint Survey

Performance Dimension: Goal-Oriented: Accountability

16. In my work unit poor performers usually (select all that apply):

	2024 N	2024 %	2023 N	2023 %	2022 N	2022 %
Remain in the work unit and improve their performance over time	106	17.7%	104	19.9%	97	13.3%
Remain in the work unit and continue to underperform	144	28.6%	132	32.0%	197	29.8%
Leave the work unit - removed or transferred	19	3.4%	21	4.3%	32	4.5%
Leave the work unit - quit	31	5.8%	34	7.4%	35	5.1%
There are no poor performers in my work unit	149	26.2%	156	23.0%	190	26.0%
Do Not Know	142	27.0%	138	24.2%	212	30.0%
Total (percents will add to more than 100% because respondents could choose more than one response option)	545	N/A	534	N/A	703	N/A

Percentages are weighted to represent the Agency's population.

A "-" indicates that there are no trending results available for the year.

Source: **National Labor Relations Board AES Report, 2024 Federal Employee Viewpoint Survey**