

Table 1. 2018 U.S. Department of Labor Federal Employee Viewpoint Survey Results

2018 FEVS Items (1-71 and 73-78) * 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.	61.2%	21.7%	39.5%	17.4%	14.0%	7.4%	21.4%	1,820	3,197	1,355	1,083	547	8,002	N/A
Item 2. I have enough information to do my job well.	70.0%	20.9%	49.0%	14.6%	11.2%	4.2%	15.4%	1,750	3,929	1,152	877	328	8,036	N/A
Item 3. I feel encouraged to come up with new and better ways of doing things.	57.5%	23.2%	34.3%	18.2%	14.9%	9.5%	24.4%	1,938	2,769	1,420	1,160	707	7,994	N/A
Item 4. My work gives me a feeling of personal accomplishment.	73.9%	32.7%	41.2%	13.7%	7.5%	4.9%	12.4%	2,681	3,323	1,086	590	370	8,050	N/A
Item 5. I like the kind of work I do.	83.0%	41.0%	42.0%	11.1%	3.8%	2.1%	5.9%	3,316	3,364	890	299	168	8,037	N/A
Item 7. When needed I am willing to put in the extra effort to get a job done.	95.6%	64.8%	30.9%	2.9%	0.7%	0.7%	1.4%	5,240	2,457	229	55	53	8,034	N/A
Item 8. I am constantly looking for ways to do my job better.	90.0%	49.7%	40.3%	7.8%	1.4%	0.7%	2.1%	4,037	3,213	620	118	52	8,040	N/A
Item 9. I have sufficient resources (for example, people, materials, budget) to get my job done.	44.3%	11.6%	32.7%	17.2%	22.6%	15.9%	38.5%	924	2,614	1,355	1,819	1,252	7,964	22

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Item 10. *My workload is reasonable.	59.1%	13.6%	45.5%	15.4%	14.6%	10.9%	25.5%	1,103	3,651	1,238	1,180	844	8,016	10
Item 11. *My talents are used well in the workplace.	59.7%	18.8%	40.9%	16.9%	13.3%	10.2%	23.4%	1,536	3,265	1,320	1,028	767	7,916	45
Item 12. *I know how my work relates to the agency's goals and priorities.	87.0%	36.5%	50.5%	7.9%	3.0%	2.2%	5.1%	2,992	4,000	610	243	170	8,015	27
Item 13. The work I do is important.	91.2%	53.4%	37.8%	6.2%	1.4%	1.1%	2.6%	4,265	3,032	512	121	93	8,023	16
Item 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.5%	28.0%	42.5%	13.2%	9.9%	6.3%	16.3%	2,314	3,415	1,019	775	483	8,006	50
Item 15. My performance appraisal is a fair reflection of my performance.	71.6%	30.1%	41.4%	12.6%	8.0%	7.8%	15.8%	2,483	3,325	980	609	575	7,972	72
Item 16. I am held accountable for achieving results.	86.4%	37.1%	49.3%	9.4%	2.6%	1.6%	4.2%	3,016	3,923	740	203	122	8,004	32
Item 17. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	66.0%	30.7%	35.3%	16.5%	7.9%	9.5%	17.5%	2,456	2,710	1,210	571	680	7,627	414
Item 18. My training needs are assessed.	51.3%	16.3%	35.0%	23.0%	15.1%	10.6%	25.7%	1,354	2,818	1,813	1,176	799	7,960	87

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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).	72.5%	33.0%	39.5%	11.6%	8.1%	7.8%	15.9%	2,670	3,156	899	633	592	7,950	101
Item 20. *The people I work with cooperate to get the job done.	78.4%	35.3%	43.1%	11.6%	7.1%	3.0%	10.0%	2,901	3,475	901	546	231	8,054	N/A
Item 21. My work unit is able to recruit people with the right skills.	42.1%	11.5%	30.6%	26.7%	17.4%	13.7%	31.2%	905	2,378	1,987	1,336	1,025	7,631	405
Item 22. Promotions in my work unit are based on merit.	41.8%	13.8%	28.0%	27.5%	14.0%	16.7%	30.7%	1,098	2,163	2,016	1,012	1,162	7,451	589
Item 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.3%	10.5%	27.8%	28.8%	16.0%	17.0%	32.9%	790	2,017	2,005	1,116	1,153	7,081	958
Item 24. *In my work unit, differences in performance are recognized in a meaningful way.	41.3%	11.6%	29.6%	26.7%	17.1%	14.9%	32.0%	909	2,266	1,979	1,264	1,051	7,469	556
Item 25. Awards in my work unit depend on how well employees perform their jobs.	49.3%	15.2%	34.1%	23.7%	13.1%	14.0%	27.1%	1,188	2,594	1,732	942	973	7,429	601
Item 26. Employees in my work unit share job knowledge with each other.	79.5%	32.1%	47.4%	10.2%	5.6%	4.7%	10.3%	2,617	3,788	796	440	351	7,992	44
Item 27. The skill level in my work unit has improved in the past year.	58.3%	21.0%	37.3%	27.3%	8.5%	5.9%	14.4%	1,671	2,896	2,052	653	434	7,706	313

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Item 28. How would you rate the overall quality of work done by your work unit?	86.4%	48.7%	37.7%	10.9%	1.8%	0.8%	2.7%	3,966	3,020	844	136	66	8,032	N/A
Item 29 *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83.3%	36.3%	47.0%	9.8%	4.9%	2.0%	6.9%	2,922	3,729	769	393	149	7,962	73
Item 30. Employees have a feeling of personal empowerment with respect to work processes.	48.3%	13.0%	35.3%	23.0%	17.0%	11.7%	28.7%	1,044	2,775	1,753	1,295	861	7,728	231
Item 31. Employees are recognized for providing high quality products and services.	54.9%	16.6%	38.3%	19.9%	14.5%	10.8%	25.2%	1,356	3,050	1,503	1,087	774	7,770	176
Item 32. Creativity and innovation are rewarded.	42.3%	14.0%	28.3%	26.7%	17.4%	13.5%	30.9%	1,136	2,256	2,000	1,290	972	7,654	275
Item 33. Pay raises depend on how well employees perform their jobs.	30.0%	8.5%	21.5%	30.3%	20.7%	19.0%	39.7%	646	1,603	2,217	1,517	1,334	7,317	616
Item 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	58.4%	20.1%	38.3%	26.2%	7.3%	8.1%	15.4%	1,531	2,818	1,824	504	545	7,222	727
Item 35. Employees are protected from health and safety hazards on the job.	78.8%	28.7%	50.1%	12.6%	4.9%	3.7%	8.6%	2,373	3,901	937	364	268	7,843	119

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Item 36. My organization has prepared employees for potential security threats.	78.3%	25.2%	53.2%	13.1%	5.4%	3.2%	8.6%	2,062	4,150	983	414	240	7,849	92
Item 37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	58.1%	22.9%	35.2%	20.2%	10.2%	11.5%	21.7%	1,789	2,644	1,433	712	801	7,379	572
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.	69.8%	30.3%	39.6%	17.0%	5.2%	7.9%	13.2%	2,272	2,844	1,147	345	522	7,130	802
Item 39. My agency is successful at accomplishing its mission.	79.3%	28.7%	50.6%	14.3%	4.0%	2.3%	6.3%	2,320	3,930	1,050	304	172	7,776	175
Item 40. *I recommend my organization as a good place to work.	65.7%	26.3%	39.4%	18.6%	9.6%	6.1%	15.7%	2,177	3,162	1,425	741	452	7,957	N/A
Item 41. *I believe the results of this survey will be used to make my agency a better place to work.	45.7%	17.5%	28.2%	25.2%	14.9%	14.2%	29.1%	1,339	2,122	1,832	1,071	983	7,347	608
Item 42. My supervisor supports my need to balance work and other life issues.	84.0%	50.3%	33.7%	7.6%	4.0%	4.4%	8.4%	4,098	2,608	574	301	322	7,903	23
Item 43. My supervisor provides me with opportunities to demonstrate my leadership skills.	69.4%	36.6%	32.7%	15.3%	8.2%	7.1%	15.3%	2,997	2,581	1,166	627	527	7,898	30

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Item 44. Discussions with my supervisor about my performance are worthwhile.	69.1%	36.0%	33.1%	14.5%	8.3%	8.1%	16.4%	2,917	2,603	1,119	637	607	7,883	44
Item 45. My supervisor is committed to a workforce representative of all segments of society.	73.6%	39.0%	34.6%	17.6%	3.7%	5.1%	8.8%	2,919	2,514	1,221	250	348	7,252	671
Item 46. My supervisor provides me with constructive suggestions to improve my job performance.	69.8%	34.7%	35.1%	14.9%	8.0%	7.2%	15.3%	2,793	2,787	1,154	626	546	7,906	20
Item 47. Supervisors in my work unit support employee development.	69.0%	34.0%	35.0%	15.5%	7.8%	7.7%	15.5%	2,749	2,755	1,161	574	564	7,803	122
Item 48. My supervisor listens to what I have to say.	79.3%	45.0%	34.3%	10.3%	6.1%	4.3%	10.4%	3,665	2,689	779	460	326	7,919	N/A
Item 49. My supervisor treats me with respect.	82.9%	50.4%	32.5%	9.1%	4.1%	3.9%	8.0%	4,105	2,520	686	315	293	7,919	N/A
Item 50. In the last six months, my supervisor has talked with me about my performance.	87.5%	45.7%	41.8%	5.6%	4.5%	2.4%	6.9%	3,727	3,254	421	346	173	7,921	N/A
Item 51. I have trust and confidence in my supervisor.	71.9%	43.7%	28.1%	13.3%	7.0%	7.7%	14.8%	3,557	2,221	1,018	540	579	7,915	N/A
Item 52. Overall, how good a job do you feel is being done by your immediate supervisor?	75.0%	47.9%	27.1%	14.3%	5.7%	5.0%	10.7%	3,860	2,142	1,099	436	372	7,909	N/A

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Item 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	44.1%	14.5%	29.6%	24.2%	16.6%	15.1%	31.7%	1,158	2,300	1,820	1,230	1,104	7,612	269
Item 54. My organization's senior leaders maintain high standards of honesty and integrity.	55.1%	21.2%	33.9%	23.2%	9.8%	11.9%	21.7%	1,633	2,504	1,624	686	802	7,249	641
Item 55. Supervisors work well with employees of different backgrounds.	69.6%	26.8%	42.8%	17.2%	6.4%	6.9%	13.2%	2,075	3,201	1,220	447	477	7,420	432
Item 56. *Managers communicate the goals and priorities of the organization.	68.3%	22.7%	45.6%	16.1%	8.2%	7.3%	15.6%	1,832	3,562	1,208	625	538	7,765	102
Item 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	70.8%	24.6%	46.3%	17.1%	6.2%	5.9%	12.1%	1,894	3,452	1,216	446	421	7,429	454
Item 58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.2%	20.9%	37.2%	19.2%	12.5%	10.1%	22.7%	1,668	2,845	1,427	935	742	7,617	274
Item 59. Managers support collaboration across work units to accomplish work objectives.	61.3%	22.1%	39.2%	19.1%	10.6%	9.0%	19.6%	1,740	2,977	1,403	784	651	7,555	282
Item 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	63.0%	30.1%	32.9%	20.3%	8.2%	8.6%	16.8%	2,329	2,474	1,469	589	615	7,476	400

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Item 61. I have a high level of respect for my organization's senior leaders.	56.7%	24.1%	32.6%	22.8%	10.7%	9.9%	20.6%	1,908	2,549	1,725	815	720	7,717	151
Item 62. Senior leaders demonstrate support for Work/Life programs.	65.4%	27.4%	38.1%	20.9%	6.7%	6.9%	13.6%	2,051	2,762	1,434	451	465	7,163	707
Item 63. *How satisfied are you with your involvement in decisions that affect your work?	54.7%	17.7%	37.1%	21.8%	16.2%	7.3%	23.4%	1,443	2,927	1,694	1,242	546	7,852	N/A
Item 64. *How satisfied are you with the information you receive from management on what's going on in your organization?	51.8%	15.6%	36.2%	22.2%	17.7%	8.3%	26.0%	1,275	2,872	1,705	1,367	630	7,849	N/A
Item 65. *How satisfied are you with the recognition you receive for doing a good job?	55.0%	19.0%	36.0%	21.5%	14.4%	9.1%	23.5%	1,541	2,877	1,649	1,088	682	7,837	N/A
Item 66. How satisfied are you with the policies and practices of your senior leaders?	45.9%	14.4%	31.6%	28.7%	15.7%	9.6%	25.4%	1,180	2,525	2,222	1,189	728	7,844	N/A
Item 67. How satisfied are you with your opportunity to get a better job in your organization?	35.1%	12.0%	23.1%	29.3%	19.2%	16.4%	35.6%	981	1,837	2,294	1,488	1,231	7,831	N/A
Item 68. How satisfied are you with the training you receive for your present job?	51.6%	15.0%	36.6%	23.7%	15.9%	8.9%	24.7%	1,232	2,917	1,828	1,198	671	7,846	N/A
Item 69. *Considering everything, how satisfied are you with your job?	68.1%	24.3%	43.8%	16.7%	10.2%	5.0%	15.2%	1,949	3,455	1,272	784	381	7,841	N/A

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Item 70. Considering everything, how satisfied are you with your pay?	66.0%	20.9%	45.2%	15.8%	12.3%	5.8%	18.1%	1,683	3,562	1,220	942	436	7,843	N/A
Item 71. *Considering everything, how satisfied are you with your organization?	61.6%	19.9%	41.7%	20.2%	12.1%	6.1%	18.2%	1,605	3,312	1,534	899	455	7,805	N/A
Item 73. How satisfied are you with the following Work/Life programs in your agency? Telework	78.8%	44.6%	34.2%	13.0%	4.7%	3.5%	8.2%	3,062	2,323	824	303	220	6,732	957
Item 74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	79.4%	45.5%	33.9%	16.1%	2.4%	2.1%	4.5%	2,563	1863	873	132	110	5,541	2208
Item 75. 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)	69.6%	27.8%	41.8%	23.0%	4.7%	2.7%	7.4%	1709	2519	1347	272	150	5,997	1825
Item 76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	57.4%	23.3%	34.1%	37.9%	2.8%	1.9%	4.7%	1178	1688	1834	135	92	4,927	2912

2018 FEVS Items (1-71 and 73-78) * 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 77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	43.1%	18.8%	24.3%	51.6%	3.0%	2.2%	5.2%	637	804	1682	96	69	3288	4556
Item 78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	33.9%	14.2%	19.7%	61.9%	2.2%	2.0%	4.2%	417	557	1775	60	53	2842	4989

Percentages are weighted to represent the Agency's population.