

<b>Items Rank Ordered by Positive Response</b>		
<b>Question</b>	<b>Survey Section</b>	<b>Positive Responses</b>
(7) When needed I am willing to put in the extra effort to get a job done.	My Work Experience	99.00%
(42) My supervisor supports my need to balance work and other life issues.	My Supervisor/Team Leader	95.90%
(28) How would you rate the overall quality of work done by your work unit?	My Work Unit	95.10%
(8) I am constantly looking for ways to do my job better.	My Work Experience	93.90%
(39) My agency is successful at accomplishing its mission.	My Agency	93.50%
(35) Employees are protected from health and safety hazards on the job.	My Agency	93.20%
(12) I know how my work relates to the agency's goals and priorities.	My Work Experience	93.00%
(14) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	My Work Experience	92.30%
(36) My organization has prepared employees for potential security threats.	My Agency	92.20%
(62) Senior leaders demonstrate support for Work/Life programs.	Leadership	91.60%
(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	My Agency	91.20%
(50) In the last six months, my supervisor/team leader has talked with me about my performance.	My Supervisor/Team Leader	91.10%
(49) My supervisor/team leader treats me with respect.	My Supervisor/Team Leader	90.80%
(40) I recommend my organization as a good place to work.	My Agency	90.80%
(16) I am held accountable for achieving results.	My Work Experience	90.30%
(20) The people I work with cooperate to get the job done.	My Work Unit	90.00%
(13) The work I do is important.	My Work Experience	89.70%
(52) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	My Supervisor/Team Leader	89.70%

(6) I know what is expected of me on the job.	My Work Experience	89.50%
(47) Supervisors/team leaders in my work unit support employee development.	My Supervisor/Team Leader	89.40%
(48) My supervisor/team leader listens to what I have to say.	My Supervisor/Team Leader	88.70%
(2) I have enough information to do my job well.	My Work Experience	87.60%
(4) My work gives me a feeling of personal accomplishment.	My Work Experience	87.20%
(26) Employees in my work unit share job knowledge with each other.	My Work Unit	86.70%
(21) My work unit is able to recruit people with the right skills.	My Work Unit	86.50%
(5) I like the kind of work I do.	My Work Experience	86.50%
(45) My supervisor/team leader is committed to a workforce representative of all segments of society.	My Supervisor/Team Leader	86.20%
(43) My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	My Supervisor/Team Leader	85.50%
(71) Considering everything, how satisfied are you with your organization?	My Satisfaction	85.40%
(69) Considering everything, how satisfied are you with your job?	My Satisfaction	85.30%
(15) My performance appraisal is a fair reflection of my performance.	My Work Experience	85.10%
(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).	My Work Experience	84.60%
(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	Leadership	84.50%
(3) I feel encouraged to come up with new and better ways of doing things.	My Work Experience	84.40%
(10) My workload is reasonable.	My Work Experience	84.20%
(44) Discussions with my supervisor/team leader about my performance are worthwhile.	My Supervisor/Team Leader	83.70%

(46) My supervisor/team leader provides me with constructive suggestions to improve my job performance.	My Supervisor/Team Leader	83.70%
(55) Managers/supervisors/team leaders work well with employees of different backgrounds.	Leadership	83.70%
(51) I have trust and confidence in my supervisor.	My Supervisor/Team Leader	83.30%
(58) Managers promote communication among different work units (for example, about projects, goals, needed resources).	Leadership	82.20%
(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.	My Agency	82.00%
(61) I have a high level of respect for my organization's senior leaders.	Leadership	81.60%
(70) Considering everything, how satisfied are you with your pay?	My Satisfaction	80.70%
(1) I am given a real opportunity to improve my skills in my organization.	My Work Experience	80.50%
(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Leadership	80.20%
(59) Managers support collaboration across work units to accomplish work objectives.	Leadership	80.00%
(65) How satisfied are you with the recognition you receive for doing a good job?	My Satisfaction	80.00%
(31) Employees are recognized for providing high quality products and services.	My Agency	79.90%
(56) Managers communicate the goals and priorities of the organization.	Leadership	79.50%
(63) How satisfied are you with your involvement in decisions that affect your work?	My Satisfaction	78.10%

(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	My Agency	77.30%
(9) I have sufficient resources (for example, people, materials, budget) to get my job done.	My Work Experience	77.10%
(54) My organization's leaders maintain high standards of honesty and integrity.	Leadership	76.70%
(11) My talents are used well in the workplace.	My Work Experience	76.60%
(73) How satisfied are you with the Telework program in your agency?	Work/Life	76.30%
(27) The skill level in my work unit has improved in the past year.	My Work Unit	75.90%
(64) How satisfied are you with the information you receive from management on what's going on in your organization?	My Satisfaction	74.70%
(17) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	My Work Experience	74.20%
(41) I believe the results of this survey will be used to make my agency a better place to work.	My Agency	73.80%
(30) Employees have a feeling of personal empowerment with respect to work processes.	My Agency	73.50%
(53) In my organization, leaders generate high levels of motivation and commitment in the workforce.	Leadership	72.90%
(66) How satisfied are you with the policies and practices of your senior leaders?	My Satisfaction	72.80%
(68) How satisfied are you with the training you receive for your present job?	My Satisfaction	71.80%
(74) How satisfied are you with the Alternative Work Schedules (AWS) program in your agency?	Work/Life	69.60%
(34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	My Agency	68.80%

(32) Creativity and innovation are rewarded.	My Agency	68.70%
(18) My training needs are assessed.	My Work Experience	67.70%
(22) Promotions in my work unit are based on merit.	My Work Unit	66.80%
(25) Awards in my work unit depend on how well employees perform their jobs.	My Work Unit	63.30%
(75) How satisfied are you with the Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) in your agency?	Work/Life	60.60%
(24) In my work unit, differences in performance are recognized in a meaningful way.	My Work Unit	58.50%
(76) How satisfied are you with the Employee Assistance Program (EAP) in your agency?	Work/Life	55.10%
(33) Pay raises depend on how well employees perform their jobs.	My Agency	54.00%
(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	My Work Unit	52.40%
(67) How satisfied are you with your opportunity to get a better job in your organization?	My Satisfaction	50.00%
(78) How satisfied are you with the Elder Care Programs (for example, support groups, speakers) in your agency?	Work/Life	13.00%
(77) How satisfied are you with the Child Care Programs (for example, daycare, parenting classes, parenting support groups) in your agency?	Work/Life	10.40%