

2018

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Inter-American Foundation

FIELD PERIOD	May 8 - June 19, 2018
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	29
NUMBER OF SURVEYS	33
RESPONSE RATE	87.9%

40 items identified as **strengths** (65% positive or higher)

6 items identified as **challenges** (35% negative or higher)

Engagement Index Score



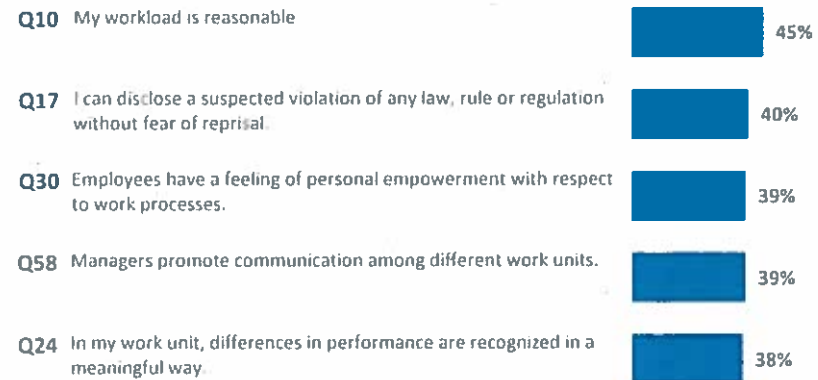
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



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Select: Largest Increases since 2017

Largest Increases in Percent Positive since 2017

32 items increased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q22 Promotions in my work unit are based on merit.	32%	49%	44%	63%	+19
Q33 Pay raises depend on how well employees perform their jobs.	34%	33%	27%	44%	+17
Q60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	36%	34%	62%	75%	+13
Q65 How satisfied are you with the recognition you receive for doing a good job?	40%	55%	53%	65%	+12
Q34 Policies and programs promote diversity in the workplace.	44%	53%	48%	60%	+12

Select: Largest Decreases since 2017

Largest Decreases in Percent Positive since 2017

37 items decreased since 2017

	2015	2016	2017	2018	Percentage Point Change
Q27 The skill level in my work unit has improved in the past year.	45%	53%	73%	51%	-22
Q17 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	39%	49%	60%	43%	-17
Q40 I recommend my organization as a good place to work.	50%	65%	83%	69%	-14
Q21 My work unit is able to recruit people with the right skills.	36%	59%	85%	71%	-14
Q30 Employees have a feeling of personal empowerment with respect to work processes.	30%	29%	50%	37%	-13

Agency-Specific Questions 2018

1. My agency has built a more unified team over the last year.

	# of Respondents	Percent
	2018	2018
Strongly Agree	5	18.0%
Agree	14	49.8%
Neither Agree nor Disagree	4	15.0%
Disagree	5	17.2%
Strongly Disagree	0	0.0%
Do Not Know	1	--
Total	29	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

2. My satisfaction working at my agency has increased over the last year.

	# of Respondents	Percent
	2018	2018
Strongly Agree	3	10.5%
Agree	11	36.7%
Neither Agree nor Disagree	8	28.3%
Disagree	5	17.2%
Strongly Disagree	2	7.2%
Do Not Know	0	--
Total	29	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

Agency-Specific Questions 2018

3. My agency is heading in the right direction.

	# of Respondents	Percent
	2018	2018
Strongly Agree	6	21.2%
Agree	14	50.3%
Neither Agree nor Disagree	6	21.0%
Disagree	2	7.5%
Strongly Disagree	0	0.0%
Do Not Know	1	--
Total	29	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

4. My work unit has built a more unified team over the last year.

	# of Respondents	Percent
	2018	2018
Strongly Agree	5	17.1%
Agree	11	38.2%
Neither Agree nor Disagree	6	20.2%
Disagree	5	17.9%
Strongly Disagree	2	6.5%
Do Not Know	0	--
Total	29	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey

Work Life-Telework

72. Please select the response below that BEST describes your current teleworking schedule.	N	%
I telework very infrequently, on an unscheduled or short-term basis	2	7.2%
I telework, but only about 1 or 2 days per month	7	23.9%
I telework 1 or 2 days per week	18	61.5%
I telework 3 or 4 days per week	0	0.0%
I telework every work day	0	0.0%
I do not telework because I have to be physically present on the job	0	0.0%
I do not telework because of technical issues that prevent me from teleworking	0	0.0%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	0	0.0%
I do not telework because I choose not to telework	2	7.4%
Total	29	100.0%

73. How satisfied are you with the following Work/Life programs in your agency? Telework	N	Satisfaction %	All Response Options %
Very Satisfied	12	41.9%	41.4%
Satisfied	12	44.0%	41.4%
Neither Satisfied nor Dissatisfied	2	6.6%	6.9%
Dissatisfied	2	7.4%	6.9%
Very Dissatisfied	0	0.0%	0.0%
Item Response Total	28	100.0%	96.6%
I choose not to participate in these programs	1	--	3.4%
These programs are not available to me	0	--	0.0%
I am unaware of these programs	0	--	0.0%
Total	29	100.0%	100.0%

74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules	N	Satisfaction %	All Response Options %
Very Satisfied	10	49.3%	34.5%
Satisfied	6	30.3%	20.7%
Neither Satisfied nor Dissatisfied	3	15.2%	10.3%
Dissatisfied	1	5.1%	3.4%
Very Dissatisfied	0	0.0%	0.0%
Item Response Total	20	100.0%	69.0%
I choose not to participate in these programs	5	--	17.2%
These programs are not available to me	1	--	3.4%
I am unaware of these programs	3	--	10.3%
Total	29	100.0%	100.0%

75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	N	Satisfaction %	All Response Options %
Very Satisfied	1	4.6%	3.4%
Satisfied	12	52.9%	41.4%
Neither Satisfied nor Dissatisfied	7	28.9%	24.1%
Dissatisfied	2	9.0%	6.9%
Very Dissatisfied	1	4.6%	3.4%
Item Response Total	23	100.0%	79.3%

Work Life-Telework

I choose not to participate in these programs	0	--	0.0%
These programs are not available to me	1	--	3.4%
I am unaware of these programs	5	--	17.2%
Total	29	100.0%	100.0%

76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program	N	Satisfaction %	All Response Options %
Very Satisfied	2	8.2%	6.9%
Satisfied	15	59.1%	51.7%
Neither Satisfied nor Dissatisfied	7	28.4%	24.1%
Dissatisfied	0	0.0%	0.0%
Very Dissatisfied	1	4.2%	3.4%
Item Response Total	25	100.0%	86.2%
I choose not to participate in these programs	1	--	3.4%
These programs are not available to me	0	--	0.0%
I am unaware of these programs	3	--	10.3%
Total	29	100.0%	100.0%

77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs	N	Satisfaction %	All Response Options %
Very Satisfied	2	14.1%	7.1%
Satisfied	8	51.4%	28.6%
Neither Satisfied nor Dissatisfied	5	34.5%	17.9%
Dissatisfied	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%
Item Response Total	15	100.0%	53.6%
I choose not to participate in these programs	6	--	21.4%
These programs are not available to me	2	--	7.1%
I am unaware of these programs	5	--	17.9%
Total	28	100.0%	100.0%

78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs	N	Satisfaction %	All Response Options %
Very Satisfied	1	8.2%	3.4%
Satisfied	5	36.3%	17.2%
Neither Satisfied nor Dissatisfied	6	47.5%	20.7%
Dissatisfied	1	8.0%	3.4%
Very Dissatisfied	0	0.0%	0.0%
Item Response Total	13	100.0%	44.8%
I choose not to participate in these programs	6	--	20.7%
These programs are not available to me	4	--	13.8%
I am unaware of these programs	6	--	20.7%
Total	29	100.0%	100.0%

Percentages are weighted to represent the Agency's population.
 Percentages for demographic questions are unweighted.

Core Survey

Response Type	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
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	64.6%	26.4%	38.2%	14.2%	17.5%	3.7%	21.2%	8	11	4	5	1	29	N/A
Agree-disagree	2	I have enough information to do my job well.	58.3%	16.0%	42.3%	10.2%	27.9%	3.7%	31.5%	5	12	3	8	1	29	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	69.0%	30.9%	38.1%	12.8%	14.5%	3.7%	18.1%	9	11	4	4	1	29	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	77.9%	32.7%	45.2%	18.5%	0.0%	3.7%	3.7%	10	13	5	0	1	29	N/A
Agree-disagree	5	I like the kind of work I do.	92.8%	47.2%	45.5%	7.2%	0.0%	0.0%	0.0%	14	13	2	0	0	29	N/A
Agree-disagree	6	I know what is expected of me on the job.	71.7%	24.3%	47.4%	21.0%	7.3%	0.0%	7.3%	7	14	6	2	0	29	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	88.9%	61.5%	27.4%	11.1%	0.0%	0.0%	0.0%	18	8	3	0	0	29	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	92.6%	54.6%	38.0%	7.4%	0.0%	0.0%	0.0%	16	11	2	0	0	29	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	47.4%	13.0%	34.4%	21.5%	16.5%	14.6%	31.1%	4	10	6	5	4	29	0
Agree-disagree	10	*My workload is reasonable.	38.1%	0.0%	38.1%	16.6%	20.2%	25.1%	45.3%	0	11	5	6	7	29	0
Agree-disagree	11	*My talents are used well in the workplace.	48.2%	13.3%	34.9%	26.4%	21.7%	3.7%	25.4%	4	10	8	6	1	29	0
Agree-disagree	12	*I know how my work relates to the agency's goals.	93.5%	55.3%	38.2%	6.5%	0.0%	0.0%	0.0%	16	11	2	0	0	29	0
Agree-disagree	13	The work I do is important.	96.3%	69.4%	26.9%	3.7%	0.0%	0.0%	0.0%	20	8	1	0	0	29	0
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	71.7%	32.8%	39.0%	10.5%	11.2%	6.7%	17.8%	9	11	3	3	2	28	1
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	67.2%	21.1%	46.1%	10.3%	14.8%	7.7%	22.5%	6	13	3	4	2	28	1
Agree-disagree	16	I am held accountable for achieving results.	86.2%	34.5%	51.7%	6.4%	7.4%	0.0%	7.4%	10	15	2	2	0	29	0
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	42.6%	17.7%	24.9%	16.9%	22.4%	18.0%	40.4%	5	7	5	6	5	28	1

Core Survey

Response Type	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	Agree/ Good/ Satisfied	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Poor/ Dissatisfied	Strongly Disagree/ Very Poor/ Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
			%	%	%	%	%	%	N	N	N	N	N	N	N	N
Agree-disagree	18	My training needs are assessed.	43.6%	6.5%	37.1%	28.0%	24.7%	3.7%	28.4%	2	10	8	7	1	28	1
Agree-disagree	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).	68.9%	24.2%	44.7%	17.2%	6.5%	7.4%	13.9%	7	13	5	2	2	29	0
Agree-disagree	20	*The people I work with cooperate to get the job done.	96.4%	34.7%	61.7%	0.0%	3.6%	0.0%	3.6%	10	18	0	1	0	29	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	71.4%	13.8%	57.7%	9.7%	11.2%	7.7%	18.9%	4	16	3	3	2	28	1
Agree-disagree	22	Promotions in my work unit are based on merit.	62.8%	12.2%	50.6%	19.5%	13.2%	4.4%	17.7%	3	12	5	3	1	24	5
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	54.7%	21.1%	33.6%	11.3%	30.5%	3.4%	33.9%	5	8	3	7	1	24	4
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.0%	7.3%	30.7%	24.1%	29.6%	8.3%	37.9%	2	8	6	8	2	26	3
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	61.3%	11.0%	50.3%	22.3%	12.3%	4.2%	16.4%	3	13	6	3	1	26	3
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	89.1%	29.8%	59.3%	7.2%	3.7%	0.0%	3.7%	9	17	2	1	0	29	0
Agree-disagree	27	The skill level in my work unit has improved in the past year.	50.5%	14.2%	36.3%	41.8%	3.8%	3.9%	7.7%	4	10	12	1	1	28	1
Good-poor	28	How would you rate the overall quality of work done by your work unit?	85.2%	33.4%	51.9%	14.8%	0.0%	0.0%	0.0%	10	15	4	0	0	29	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.2%	40.3%	44.9%	7.4%	7.4%	0.0%	7.4%	12	13	2	2	0	29	0
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	36.6%	3.8%	32.7%	24.1%	17.7%	21.7%	39.3%	1	9	7	5	6	28	1
Agree-disagree	31	Employees are recognized for providing high quality products and services.	68.7%	14.2%	54.5%	13.1%	14.3%	3.9%	18.2%	4	15	4	4	1	28	1
Agree-disagree	32	Creativity and innovation are rewarded.	48.8%	11.4%	37.5%	17.1%	23.0%	11.0%	34.1%	3	10	5	6	3	27	2
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	43.5%	8.1%	35.4%	32.1%	11.9%	12.4%	24.3%	2	9	9	3	3	26	3

Core Survey

Response Type	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	Agree/ Good/ Satisfied	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Poor/ Dissatisfied	Strongly Disagree/ Very Poor/ Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
			%	%	%	%	%	%	%	N	N	N	N	N	N	N
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	60.5%	8.6%	51.9%	22.6%	12.7%	4.2%	16.9%	2	13	6	3	1	25	4
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	83.4%	28.5%	54.9%	6.5%	10.1%	0.0%	10.1%	8	16	2	3	0	29	0
Agree-disagree	36	My organization has prepared employees for potential security threats.	85.3%	26.9%	58.4%	10.8%	3.8%	0.0%	3.8%	7	16	3	1	0	27	2
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	72.4%	17.8%	54.6%	2.8%	10.8%	13.9%	24.7%	5	16	1	3	4	29	0
Agree-disagree	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.	73.4%	15.3%	58.1%	7.8%	10.8%	8.0%	18.8%	4	16	2	3	2	27	2
Agree-disagree	39	My agency is successful at accomplishing its mission.	89.9%	21.1%	68.8%	10.1%	0.0%	0.0%	0.0%	6	20	3	0	0	29	0
Agree-disagree	40	*I recommend my organization as a good place to work.	68.9%	26.6%	42.2%	20.0%	7.4%	3.7%	11.1%	8	12	6	2	1	29	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	61.1%	17.2%	44.0%	17.1%	7.5%	14.2%	21.8%	5	12	5	2	4	28	1
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	79.2%	37.8%	41.4%	13.5%	3.7%	3.7%	7.4%	11	12	4	1	1	29	0
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	65.1%	26.6%	38.5%	20.2%	7.4%	7.4%	14.8%	8	11	6	2	2	29	0
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	57.8%	23.3%	34.5%	25.4%	6.6%	10.2%	16.8%	7	10	7	2	3	29	0
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	66.4%	29.5%	37.0%	10.1%	7.8%	15.6%	23.5%	8	10	3	2	4	27	2

Core Survey

Response Type	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
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	58.2%	13.7%	44.5%	20.7%	13.7%	7.4%	21.0%	4	13	6	4	2	29	0
Agree-disagree	47	Supervisors in my work unit support employee development.	75.3%	28.0%	47.3%	6.6%	14.3%	3.8%	18.1%	8	13	2	4	1	28	0
Agree-disagree	48	My supervisor listens to what I have to say.	65.5%	20.6%	44.9%	9.8%	17.3%	7.4%	24.7%	6	13	3	5	2	29	N/A
Agree-disagree	49	My supervisor treats me with respect.	68.8%	40.9%	27.9%	6.5%	10.9%	13.8%	24.7%	12	8	2	3	4	29	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	89.2%	44.5%	44.7%	3.5%	7.3%	0.0%	7.3%	13	13	1	2	0	29	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	57.8%	40.8%	17.0%	17.5%	10.9%	13.8%	24.7%	12	5	5	3	4	29	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	61.5%	34.4%	27.1%	21.0%	6.6%	10.9%	17.5%	10	8	6	2	3	29	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	53.8%	11.0%	42.8%	10.1%	21.1%	15.0%	36.1%	3	12	3	6	4	28	1
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	55.3%	18.3%	37.0%	21.2%	15.6%	7.8%	23.5%	5	10	6	4	2	27	2
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	62.6%	21.5%	41.1%	19.2%	14.5%	3.7%	18.2%	6	12	6	4	1	29	0
Agree-disagree	56	*Managers communicate the goals of the organization.	68.6%	18.2%	50.4%	17.1%	10.5%	3.9%	14.3%	5	14	5	3	1	28	1
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	60.1%	18.9%	41.2%	24.8%	15.1%	0.0%	15.1%	5	11	7	4	0	27	2
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	54.0%	7.3%	46.7%	7.3%	24.4%	14.2%	38.6%	2	13	2	7	4	28	1
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	57.6%	11.2%	46.4%	14.8%	23.9%	3.7%	27.6%	3	13	4	7	1	28	1

Core Survey

Response Type	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
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	75.2%	27.2%	47.9%	13.7%	3.7%	7.4%	11.1%	8	14	4	1	2	29	0
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	65.4%	17.5%	47.8%	10.0%	13.6%	11.0%	24.6%	5	14	3	4	3	29	0
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	86.2%	30.7%	55.5%	10.1%	3.7%	0.0%	3.7%	9	16	3	1	0	29	0
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	51.0%	12.5%	38.5%	21.2%	27.8%	0.0%	27.8%	4	11	6	8	0	29	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	65.3%	30.0%	35.3%	14.5%	20.2%	0.0%	20.2%	9	10	4	6	0	29	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	65.5%	13.5%	52.0%	16.2%	14.6%	3.7%	18.3%	4	15	5	4	1	29	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	54.6%	9.8%	44.8%	17.1%	17.3%	10.9%	28.3%	3	13	5	5	3	29	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	23.7%	3.7%	20.0%	43.8%	17.9%	14.6%	32.5%	1	6	13	5	4	29	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	44.4%	9.9%	34.5%	27.4%	17.3%	10.9%	28.2%	3	10	8	5	3	29	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	74.6%	23.0%	51.6%	14.5%	7.3%	3.7%	10.9%	7	15	4	2	1	29	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	56.7%	6.7%	49.9%	25.4%	14.2%	3.7%	17.9%	2	15	7	4	1	29	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	71.6%	27.0%	44.6%	21.2%	3.6%	3.7%	7.2%	8	13	6	1	1	29	N/A

* 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'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.