

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(1) I am given a real opportunity to improve my skills in my organization.	45.10%	35.30%	9.90%	7.40%	2.30%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(4) My work gives me a feeling of personal accomplishment.	43.90%	43.30%	5.10%	3.40%	4.30%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(5) I like the kind of work I do.	47.80%	38.60%	11.00%	1.20%	1.30%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(10) My workload is reasonable.	27.60%	56.50%	11.40%	3.40%	1.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(11) My talents are used well in the workplace.	36.80%	39.80%	7.40%	7.30%	8.80%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(12) I know how my work relates to the agency's goals and priorities.	46.30%	46.70%	5.10%	1.00%	1.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(13) The work I do is important.	49.10%	40.70%	6.50%	1.90%	1.90%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

(14) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	50.00%	42.30%	3.00%	1.80%	2.90%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(15) My performance appraisal is a fair reflection of my performance.	49.40%	35.70%	7.20%	4.90%	2.80%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(18) My training needs are assessed.	21.40%	46.30%	20.30%	10.00%	2.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly 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).	46.30%	38.30%	8.30%	4.10%	2.90%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(20) The people I work with cooperate to get the job done.	47.90%	42.10%	7.80%	1.30%	1.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(21) My work unit is able to recruit people with the right skills.	47.90%	38.70%	10.40%	1.10%	2.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

(22) Promotions in my work unit are based on merit.	30.70%	36.10%	23.40%	6.50%	3.30%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	18.80%	33.70%	28.20%	14.80%	4.50%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(24) In my work unit, differences in performance are recognized in a meaningful way.	20.20%	38.30%	27.00%	10.20%	4.30%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	47.10%	44.00%	6.90%	1.00%	1.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(30) Employees have a feeling of personal empowerment with respect to work processes.	28.80%	44.70%	18.40%	7.20%	1.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(32) Creativity and innovation are rewarded.	29.60%	39.00%	18.00%	11.00%	2.30%

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(33) Pay raises depend on how well employees perform their jobs.	16.10%	37.90%	33.20%	11.70%	1.10%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(35) Employees are protected from health and safety hazards on the job.	55.00%	38.10%	5.80%	0.00%	1.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(36) My organization has prepared employees for potential security threats.	49.00%	43.20%	4.90%	1.90%	1.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(42) My supervisor supports my need to balance work and other life issues.	74.70%	21.20%	2.00%	1.10%	1.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(44) Discussions with my supervisor/team leader about my performance are worthwhile.	44.20%	39.50%	11.40%	2.00%	2.80%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(47) Supervisors/team leaders in my work unit support employee development.	41.60%	47.80%	6.00%	3.60%	1.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

(51) I have trust and confidence in my supervisor.	55.00%	28.30%	10.80%	2.00%	3.80%
	Very Good	Good	Fair	Poor	Very Poor
(52) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	57.40%	32.40%	8.30%	0.00%	2.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(53) In my organization, leaders generate high levels of motivation and commitment in the workforce.	24.90%	48.00%	19.90%	4.20%	3.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(55) Managers/supervisors/team leaders work well with employees of different backgrounds.	43.10%	40.70%	15.20%	0.00%	1.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(56) Managers communicate the goals and priorities of the organization.	28.50%	51.00%	12.30%	6.30%	1.90%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.	27.40%	52.80%	13.50%	4.30%	2.00%
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree

(61) I have a high level of respect for my organization's senior leaders.	41.10%	40.50%	10.10%	6.30%	1.90%
	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
(63) How satisfied are you with your involvement in decisions that affect your work?	43.80%	34.30%	13.30%	4.00%	4.60%
	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
(64) How satisfied are you with the information you receive from management on what's going on in your organization?	28.30%	46.40%	14.90%	6.30%	4.10%
	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
(65) How satisfied are you with the recognition you receive for doing a good job?	37.30%	42.80%	10.40%	5.20%	4.30%
	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
(66) How satisfied are you with the policies and practices of your senior leaders?	29.00%	43.90%	21.00%	5.30%	1.00%
	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
(67) How satisfied are you with your opportunity to get a better job in your organization?	21.70%	28.40%	28.30%	14.90%	6.80%

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
(68) How satisfied are you with the training you receive for your present job?	32.00%	39.80%	16.30%	10.90%	1.00%
	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
(69) Considering everything, how satisfied are you with your job?	49.60%	35.70%	8.50%	5.20%	1.00%
	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
(70) Considering everything, how satisfied are you with your pay?	41.40%	39.30%	7.70%	8.30%	3.30%

Positive Responses (Strongly Agree/Agree)	Total # of Respondents	
80.50%	99	
Positive Responses (Strongly Agree/Agree)	Total # of Respondents	
87.20%	99	
Positive Responses (Strongly Agree/Agree)	Total # of Respondents	
86.50%	99	
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
84.20%	99	0
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
76.60%	98	0
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
93.00%	99	0
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
89.70%	99	0
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know

92.30%	99	0
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Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
85.10%	99	0

Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
67.70%	93	4

Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes No Basis to Judge)	# of No Basis to Judge
84.60%	97	2

Positive Responses (Strongly Agree/Agree)	Total # of Respondents
90.00%	98

Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
86.50%	96	3

Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
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66.80%	90	9
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
52.40%	86	13
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
58.50%	87	11
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
91.20%	98	1
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
73.50%	96	2
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
68.70%	95	4

Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
54.00%	87	12
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
93.20%	92	6
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
92.20%	98	1
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
95.90%	97	1
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
83.70%	98	0
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
89.40%	98	0
Positive Responses (Strongly Agree/Agree)	Total # of Respondents	

83.30%	98	
Positive Responses (Very Good/Good)	Total # of Respondents	
89.70%	99	
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
72.90%	98	1
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
83.70%	92	7
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
79.50%	96	3
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know
80.20%	90	8
Positive Responses (Strongly Agree/Agree)	Total # of Respondents (excludes Do Not Know)	# of Do Not Know

81.60%	97	1
Positive Responses (Very Satisfied/Satisfied)	Total # of Respondents	
78.10%	98	
Positive Responses (Very Satisfied/Satisfied)	Total # of Respondents	
74.70%	98	
Positive Responses (Very Satisfied/Satisfied)	Total # of Respondents	
80.00%	97	
Positive Responses (Very Satisfied/Satisfied)	Total # of Respondents	
72.80%	98	
Positive Responses (Very Satisfied/Satisfied)	Total # of Respondents	
50.00%	98	

Positive Responses (Very Satisfied/Satisfied)	Total # of Respondents
71.80%	98

Positive Responses (Very Satisfied/Satisfied)	Total # of Respondents
85.30%	98

Positive Responses (Very Satisfied/Satisfied)	Total # of Respondents
80.70%	98