Mile in the operator and the state of the		1	T	Γ	<u> </u>		Г	Γ	Γ	ı					Γ	Γ	
Matte Matt		Item	Item Text	Positive	Agree/ Very Good/ Very Satisfied	Good/ Satisfied	Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Poor/ Dissatisfied	Disagree/ Very Poor/ Very Dissatisfied	Negative	Agree/ Very Good/ Very Satisfied	Good/ Satisfied	Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Poor/ Dissatisfied	Disagree/ Very Poor/ Very Dissatisfied	Response Total**	Know
Age Comparison	Agree-disagree	1															
Description	A			85.5%	46.7%	38.7%	10.8%	2.0%	1.8%	3.8%	427	361	99	19	16	922	N/A
Accompagnetic Section Controlled Section			better ways of doing things.	81.6%	45.9%	35.7%	10.5%	4.8%	3.1%	7.9%	423	331	95	44	27	920	N/A
Marchenistage 1			accomplishment.	85.7%	46.7%	39.0%	8.8%	3.5%	2.0%	5.5%	429	362	80	34	18	923	N/A
March Marc	Agree-disagree	4	I know what is expected of me on the job.	00 no/	40 E0/	40.49/	6 10/	2 10/	1 00/	F 00/	442	275	F.7	20	17	030	N/A
Marchael Marchael Marchael week and the should be compared from the should be co	Agree-disagree	5	*My workload is reasonable.	88.9%	48.5%	40.4%	0.1%	3.1%	1.9%	5.0%	442	3/5	5/	29	17	920	IN/A
Pare-disagree Pare-disagre				58.4%	17.8%	40.6%	14.6%	17.5%	9.6%	27.0%	163	378	133	158	89	921	2
Agrice disagree 2	Agree-disagree	6	*My talents are used well in the workplace.	71.6%	29.4%	42.2%	15.3%	8.2%	4.8%	13.1%	267	384	139	77	43	910	1
Vision regulation without fear of reportals. 73,7 42,9 30,8 15,2 5,8 11,1 380 275 120 46 48 878 42,9	Agree-disagree	7		94.4%	54.7%	39.8%	4.1%	0.7%	0.8%	1.5%	503	366	38	7	7	921	0
Agree-disagree 2 3 The people work with cooperate to get the job dome. 9.11% 55.7% 35.7% 5.2% 2.5% 12.7% 5.5% 35.7% 5.2% 2.5% 12.7% 5.2% 2.5% 12.7% 5.2% 2.2% 2.2% 2.2% 2.2% 2.2% 2.2% 2.2	Agree-disagree	8															
March Marc		_			42.9%	30.8%	15.2%	5.2%	5.8%	11.1%	380	275	129	46	48	878	42
Agree-disagree 12 "In my work unit, differences in performance are recognized for providing high and askin, recording high sparse disagree in the plot-lelevant knowledge in the plot in t		9	done.		55.4%	35.7%	5.2%	2.5%	1.2%	3.7%	514	329	46	23	11	923	N/A
Agree-disagree 2 12 In my work unit, differences in performance are ecognized in a meaningful way. 63.1% 21.9% 41.2% 20.5% 11.6% 4.9% 16.4% 180 346 171 99 37 833 90 Agree-disagree 1 3 "My work unit has the job relevant knowledge and skills necessary to accomplish organizational growth. 89.0% 45.2% 43.8% 6.4% 3.0% 1.6% 4.6% 41.8 403 55 28 11 9 918 7 Agree-disagree 1 4 Compleyees are recognized for providing high quality products and services. 89.2% 36.7% 46.0% 9.4% 5.7% 3.2% 3.2% 3.2% 3.2% 3.2% 3.2% 3.2% 3.2	Agree-disagree	10															
Agree-disagree 2 12 In my work unit, differences in performance are ecognized in a meaningful way. 63.1% 21.9% 41.2% 20.5% 11.6% 4.9% 16.4% 180 346 171 99 37 833 90 Agree-disagree 1 3 "My work unit has the job relevant knowledge and skills necessary to accomplish organizational growth. 89.0% 45.2% 43.8% 6.4% 3.0% 1.6% 4.6% 41.8 403 55 28 11 9 918 7 Agree-disagree 1 4 Compleyees are recognized for providing high quality products and services. 89.2% 36.7% 46.0% 9.4% 5.7% 3.2% 3.2% 3.2% 3.2% 3.2% 3.2% 3.2% 3.2				47.9%	15.8%	32.1%	28.9%	13.7%	9.5%	23.2%	121	246	215	107	70	759	164
Agree-disagree 33 My work unit has the jobr-elevant knowledge and skills necessary to accomplish organizational goals. 88.0% 45.2% 43.8% 6.4% 3.0% 1.6% 4.6% 418 403 55 28 14 918 77 78 78 78 78 78 78	Agree-disagree	12															
and skills necessary to accomplish organizational goals. Agree-disagree 14 (employees are recognized for providing high country organization as a good place to work. Agree-disagree 21 (a town of the job.) Agree-disagree 21 (b town of the job.) Agree-disagree 32 (b town of the job.) Agree-disagree 33 (b town of the job.) Agree-disagree 43 (b town of the job.) Agree-disagree 44 (b town of the job.) Agree-disagree 45 (b town of the job.) Agree-disagree 45 (b town of the job.) Agree-disagree 45 (b town of the job.) Agree-disagree 57 (b town of the job.) Agree-disagree 67 (b town of the job.) Agree-disagree 68 (b town of the job.) Agree-disagree 75 (b town of the job.) Agree-disagree 87 (b town of the job.) Agree-disagree 87 (b town of the job.) Agree-disagree 88 (b town of the job.) Agree-disagree 89 (b town of the job.) Agree-disagree 99 (b town of the job.) Agree-disagree 90 (b town of the job.) Agree-disagree 15 (b town of the job.) Agree-disagree 16 (b town of the job.) Agree-disagree 17 (b town of the job.) Agree-disagree 18 (b town of the job.) Agree-disagree 19 (b town of the job.)	Agree-disagree	13	*My work unit has the job-relevant knowledge	63.1%	21.9%	41.2%	20.5%	11.6%	4.9%	16.4%	180	346	171	99	37	833	90
Agree-disagree 14 Employees are recognized for providing high quality products and services. \$ 32.0 \$ 36.2 \$ 46.0 \$ 9.4 \$ 5.2 \$ 3.2			and skills necessary to accomplish organizational	00.00/	45.20/	42.00/	6.40/	2.00/	4.60/	4.50/	44.0	403		20		040	
Agree-disagree 15 Employees are protected from health and safety hazards on the job. 94.1% 60.9% 33.3% 4.0% 0.9% 1.0% 1.9% 560 303 37 8 8 8 916 6 Agree-disagree 17 Precommend my organization as a good place to work. 95.6% 64.9% 30.7% 33.3% 4.0% 0.9% 1.2% 4.0% 503 301 85 26 10 925 N/A Agree-disagree 18 ** **Tbelieve the results of this survey will be used to work ward other life issues. 91.1% 63.1% 28.0% 5.8% 13.% 1.8% 3.1% 585 260 51 13 17 926 Agree-disagree 20 My supervisor is committed to a workforce representative of all segments of society. 86.9% 57.0% 29.7% 8.6% 2.7% 1.9% 4.7% 513 2.65 75 2.4 16 893 31 Agree-disagree 21 Supervisors listens to what I have to say. 89.9% 59.7% 30.2% 6.3% 1.9% 2.4% 4.0% 551 279 56 1.8 18 9.92 3.4 Agree-disagree 22 Ny supervisor listens to what I have to say. 89.9% 59.7% 30.2% 6.5% 1.9% 2.4% 4.0% 551 279 56 1.8 18 9.92 3.4 Agree-disagree 24 I have trust and confidence in my supervisor. 89.9% 55.4% 22.5% 11.3% 3.9% 4.0% 7.9% 515 2.4 103 3.5 35 32.2 N/A Agree-disagree 24 I have trust and confidence in my supervisor. 89.9% 55.4% 22.5% 11.3% 3.9% 4.0% 7.9% 515 2.4 103 3.5 35 3.5 9.22 N/A Agree-disagree 24 I have trust and confidence in my supervisor. 89.9% 55.4% 22.5% 11.3% 3.9% 4.0% 7.9% 515 2.4 103 3.5 3.5 9.22 N/A Agree-disagree 24 I have trust and confidence in my supervisor.	Agree-disagree	14	Employees are recognized for providing high	89.0%	45.2%	43.8%	6.4%	3.0%	1.6%	4.6%	418	403	55	28	14	918	
Agree-disagree 15 My agency is successful at accomplishing its mission. 95.6% 64.9% 30.7% 33.3% 4.0% 0.9% 1.0% 1.9% 500 303 37 8 8 8 9.916 Agree-disagree 17 Incommend my organization as a good place to work. 95.0% 64.9% 30.7% 32.8% 9.5% 2.9% 1.2% 4.0% 503 301 85 26 10 925 N/A Agree-disagree 18 Incommend my organization as a good place to work. 95.0% 18 Incommend		15		82.2%	36.2%	46.0%	9.4%	5.2%	3.2%	8.4%	331	425	87	46	28	917	5
Mission			hazards on the job.	94.1%	60.9%	33.3%	4.0%	0.9%	1.0%	1.9%	560	303	37	8	8	916	6
Now ork Now	Agree-disagree	16		95.6%	64.9%	30.7%	3.3%	0.8%	0.3%	1.1%	597	282	28	8	3	918	5
to make my agency a better place to work. 1	Agree-disagree	17		86.5%	53.7%	32.8%	9.5%	2.9%	1.2%	4.0%	503	301	85	26	10	925	N/A
Agree-disagree 20 My supervisor is committed to a workforce representative of all segments of society. Agree-disagree 21 Supervisor is my work unit support employee development. Agree-disagree 22 My supervisor is in my work unit support employee development. Agree-disagree 23 My supervisor is town that I have to say. Agree-disagree 24 My supervisor treats me with respect. Agree-disagree 25 My supervisor treats me with respect. Agree-disagree 26 My supervisor treats me with respect. Agree-disagree 27 My supervisor treats me with respect. Agree-disagree 28 My supervisor treats me with respect. Agree-disagree 29 My supervisor treats me with respect. Agree-disagree 29 My supervisor treats me with respect. Agree-disagree 20 My supervisor treats me with respect. Agree-disagree 20 My supervisor treats me with respect. Agree-disagree 21 My supervisor treats me with respect. Agree-disagree 22 My supervisor treats me with respect. Agree-disagree 23 My supervisor treats me with respect. Agree-disagree 24 My supervisor treats me with respect. Agree-disagree 25 Overall, how good a job do you feel is being done by your immediate supervisor? Agree-disagree 26 Overall, how good a job do you feel is being done by your immediate supervisor?	Agree-disagree	18	•														
Mork and other life issues. 91.1% 63.1% 28.0% 5.8% 1.3% 1.8% 3.1% 585 260 51 13 17 926 0				64.9%	30.8%	34.1%	20.1%	10.1%	4.9%	15.0%	267	302	175	89	43	876	50
representative of all segments of society. Representative of all segments of society. Representative of all segments of	Agree-disagree	19		91.1%	63.1%	28.0%	5.8%	1.3%	1.8%	3.1%	585	260	51	13	17	926	0
Agree-disagree 21 Supervisors in my work unit support employee development. 89.9% 59.7% 30.2% 6.1% 1.9% 2.1% 4.0% 551 279 56 18 18 922 3 Agree-disagree 22 My supervisor listens to what I have to say. 86.3% 60.3% 26.0% 7.9% 3.9% 1.9% 5.8% 558 242 70 34 18 922 N/A Agree-disagree 23 My supervisor treats me with respect. 89.3% 66.5% 22.7% 6.5% 1.9% 2.4% 4.3% 614 210 60 16 21 921 N/A Agree-disagree 24 I have trust and confidence in my supervisor. 80.9% 55.4% 25.5% 11.3% 3.9% 4.0% 7.9% 515 234 103 35 35 922 N/A Good-poor 25 Overall, how good a job do you feel is being done by your immediate supervisor?	Agree-disagree	20	1														
development. 89.9% 59.7% 30.2% 6.1% 1.9% 2.1% 4.0% 551 279 56 18 18 922 3				86.7%	57.0%	29.7%	8.6%	2.7%	1.9%	4.7%	513	265	75	24	16	893	31
Agree-disagree 23 My supervisor treats me with respect. 86.3% 60.3% 26.0% 7.9% 3.9% 1.9% 5.8% 558 242 70 34 18 922 N/A Agree-disagree 24 I have trust and confidence in my supervisor. 89.3% 66.5% 22.7% 6.5% 1.9% 2.4% 4.3% 614 210 60 16 21 921 N/A Agree-disagree 24 I have trust and confidence in my supervisor. 80.9% 55.4% 25.5% 11.3% 3.9% 4.0% 7.9% 515 234 103 35 35 922 N/A Good-poor 25 Overall, how good a job do you feel is being done by your immediate supervisor?	Agree-disagree	21	1	89.9%	59.7%	30.2%	6.1%	1.9%	2.1%	4.0%	551	279	56	18	18	922	3
Agree-disagree 23 My supervisor treats me with respect. 89.3% 66.5% 22.7% 6.5% 1.9% 2.4% 4.3% 614 210 60 16 21 921 N/A Agree-disagree 24 I have trust and confidence in my supervisor. 80.9% 55.4% 25.5% 11.3% 3.9% 4.0% 7.9% 515 234 103 35 35 922 N/A Good-poor 25 Overall, how good a job do you feel is being done by your immediate supervisor?	Agree-disagree	22	My supervisor listens to what I have to say.	86.3%	60.3%	26.0%	7.9%	3.9%	1.9%	5.8%	558	242	70	34	18	922	N/A
Agree-disagree 24 I have trust and confidence in my supervisor. 80.9% 55.4% 25.5% 11.3% 3.9% 4.0% 7.9% 515 234 103 35 35 922 N/A Good-poor 25 Overall, how good a job do you feel is being done by your immediate supervisor?	Agree-disagree	23	My supervisor treats me with respect.														
Good-poor 25 Overall, how good a job do you feel is being done by your immediate supervisor?	Agree-disagree	24	I have trust and confidence in my supervisor.				1		,-	12,0	321					321	
	Good-poor	25			55.4%	25.5%	11.3%	3.9%	4.0%	7.9%	515	234	103	35	35	922	N/A
			y your miniculate supervisor:	86.2%	61.9%	24.4%	8.7%	2.9%	2.2%	5.0%	577	223	81	25	19	925	N/A

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 N
Agree-disagree	26	In my organization, senior leaders generate high														
		levels of motivation and commitment in the workforce.	71.2%	29.8%	41.4%	17.2%	8.7%	2.9%	11.6%	271	382	157	78	25	913	10
Agree-disagree	27	My organization's senior leaders maintain high standards of honesty and integrity.														
			77.8%	40.9%	36.9%	13.7%	5.2%	3.3%	8.5%	368	328	119	44	27	886	36
Agree-disagree	28	*Managers communicate the goals of the organization.	79.3%	34.4%	45.0%	12.6%	4.9%	3.1%	8.0%	314	411	117	46	27	915	7
Agree-disagree	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).														
			71.4%	31.3%	40.1%	16.2%	8.2%	4.2%	12.4%	287	365	151	76	37	916	7
Good-poor	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?		47.00/	24.40/	44.40/	4.40/	2.40/	7.50/	425	202	420	27	27	000	22
A	24	lhava a hish laval af saasa a t fassus.	78.2%	47.0%	31.1%	14.4%	4.4%	3.1%	7.5%	425	282	128	37	27	899	22
Agree-disagree	31	I have a high level of respect for my organization's senior leaders.	78.5%	41.4%	37.1%	13.8%	5.5%	2.2%	7.7%	381	343	127	48	19	918	3
Agree-disagree	32	Senior leaders demonstrate support for Work-														
		Life programs.	86.7%	53.6%	33.0%	10.1%	2.3%	1.0%	3.3%	485	298	93	21	8	905	17
Satisfied- dissatisfied	33	*How satisfied are you with your involvement in decisions that affect your work?														
			72.4%	31.1%	41.3%	14.8%	9.6%	3.2%	12.8%	284	379	137	88	29	917	N/A
Satisfied- dissatisfied	34	*How satisfied are you with the information you receive from management on what's going on in your organization?														
			72.6%	31.4%	41.1%	14.4%	10.8%	2.2%	13.1%	286	377	132	99	20	914	N/A
Satisfied- dissatisfied	35	*How satisfied are you with the recognition you receive for doing a good job?														
			75.6%	37.2%	38.4%	15.3%	5.6%	3.4%	9.0%	339	353	140	51	31	914	N/A
Satisfied- dissatisfied	36	*Considering everything, how satisfied are you with your job?														
			82.1%	41.9%	40.2%	11.3%	5.0%	1.6%	6.7%	382	368	102	47	15	914	N/A
Satisfied- dissatisfied	37	Considering everything, how satisfied are you with your pay?														
			77.3%	36.7%	40.6%	11.3%	8.7%	2.7%	11.4%	336	374	103	78	24	915	N/A
Satisfied- dissatisfied	38	*Considering everything, how satisfied are you with your organization?														
			83.6%	41.7%	42.0%	10.4%	4.3%	1.7%	6.0%	384	385	94	39	14	916	N/A

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

^{**} Unweighted count of responses excluding "Do Not Know"

The Dashboard only includes items 1-38, excluding item 11. Item 11 is new, test item for OPM in 2020

Percentages are weighted to represent the Agency's population.

When responding to the Core OPM FEVS questions 1 through 38, respondents were asked to share their work experiences since the last OPM FEVS administration (June 2019).

Source: 2020 OPM Federal Employee Viewpoint Survey