Item	Item Text	Index	Performance Dimension	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	Agree-disagree	84%	47%	37%	10%	5%	2%	6%	496	394	109	51	16	1,066	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	79%	47%	32%	11%	7%	3%	10%	499	348	113	77	28	1,065	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	82%	47%	34%	10%	6%	2%	8%	504	364	108	67	19	1,062	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	84%	46%	38%	8%	6%	2%	8%	482	410	84	65	18	1,059	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	54%	22%	32%	17%	18%	11%	29%	234	338	179	191	124	1,066	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	73%	35%	37%	13%	11%	4%	15%	372	390	132	116	38	1,048	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	90%	55%	35%	5%	3%	1%	4%	580	377	58	34	14	1,063	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	79%	49%	30%	12%	5%	4%	9%	496	299	113	52	39	999	67
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	79%	34%	45%	11%	8%	2%	10%	358	481	118	88	21	1,066	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	81%	40%	42%	12%	5%	1%	7%	423	444	127	55	13	1,062	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	Agree-disagree	91%	48%	44%	6%	2%	1%	2%	502	467	70	17	9	1,065	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	85%	44%	41%	8%	5%	2%	7%	464	437	86	58	18	1,063	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	78%	41%	37%	11%	6%	4%	11%	437	400	118	69	44	1,068	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	71%	31%	39%	15%	9%	5%	14%	335	421	163	97	49	1,065	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	90%	58%	33%	6%	3%	1%	4%	616	348	62	31	9	1,066	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	Agree-disagree	57%	21%	37%	23%	13%	6%	19%	188	345	216	127	55	931	138
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	89%	51%	38%	6%	3%	2%	5%	542	395	68	35	17	1,057	6
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	88%	49%	39%	8%	3%	1%	4%	522	413	81	35	9	1,060	6
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	93%	53%	41%	6%	1%	0%	1%	543	436	60	6	3	1,048	17
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	95%	65%	30%	5%	0%	0%	1%	673	316	47	3	4	1,043	13
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	92%	57%	35%	7%	1%	0%	1%	596	376	73	7	4	1,056	10
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	88%	53%	34%	10%	2%	1%	3%	554	361	105	22	6	1,048	12
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	Agree-disagree	82%	37%	45%	12%	5%	1%	6%	368	448	118	47	12	993	69
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	80%	38%	42%	13%	5%	2%	7%	409	441	136	54	22	1,062	N/A
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	86%	49%	37%	8%	4%	1%	5%	522	399	88	41	16	1,066	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	72%	32%	40%	16%	8%	4%	12%	342	414	167	89	42	1,054	11
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	79%	37%	41%	13%	6%	2%	8%	388	430	136	60	23	1,037	28
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	79%	38%	41%	14%	5%	1%	7%	398	426	146	53	15	1,038	19
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	82%	40%	42%	13%	4%	1%	5%	410	437	136	43	12	1,038	15
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	70%	32%	38%	20%	7%	2%	9%	329	394	210	75	25	1,033	22
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	89%	51%	38%	8%	3%	1%	4%	526	389	83	27	11	1,036	13
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	80%	41%	39%	15%	4%	1%	6%	417	408	150	47	13	1,035	17

#	Question	Category	Sub-category	Scale	Positive	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Negative	N1	N2	N3	N4	N5	Total	DK
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	82%	49%	33%	10%	5%	3%	8%	515	341	104	54	35	1,049	7
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	74%	33%	42%	12%	9%	5%	14%	338	433	120	91	53	1,035	20
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	88%	57%	31%	9%	2%	1%	3%	581	309	89	18	14	1,011	45
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	89%	53%	37%	7%	2%	2%	3%	550	383	78	18	16	1,045	8
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	81%	45%	37%	8%	7%	3%	10%	471	389	88	73	35	1,056	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	Agree-disagree	86%	48%	38%	7%	5%	2%	7%	491	384	74	56	21	1,026	21
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	62%	27%	35%	15%	14%	8%	23%	273	357	159	151	88	1,028	6
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	63%	24%	39%	16%	13%	8%	21%	250	397	164	136	82	1,029	10
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	73%	32%	41%	17%	6%	4%	10%	319	421	172	65	42	1,019	18
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	70%	32%	38%	20%	7%	4%	10%	313	371	199	65	35	983	61
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	82%	37%	45%	12%	5%	1%	6%	374	449	122	48	12	1,005	26
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	64%	32%	33%	18%	9%	8%	17%	312	318	176	91	79	976	63
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	80%	48%	32%	12%	4%	4%	8%	506	336	127	44	36	1,049	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	Agree-disagree	62%	34%	28%	18%	12%	8%	20%	335	282	184	127	76	1,004	43
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	90%	60%	30%	5%	2%	3%	5%	625	309	55	25	25	1,039	3
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	90%	68%	22%	6%	3%	1%	4%	715	229	60	29	15	1,048	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	88%	66%	22%	6%	4%	2%	6%	685	234	61	42	22	1,044	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	91%	71%	20%	4%	3%	2%	5%	748	208	44	28	20	1,048	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	84%	61%	23%	7%	5%	4%	9%	631	244	80	47	40	1,042	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	93%	65%	28%	5%	1%	1%	2%	676	300	50	13	8	1,047	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	Good-poor	86%	64%	22%	9%	3%	2%	5%	669	227	95	28	24	1,043	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	77%	48%	28%	14%	7%	2%	9%	500	301	155	74	19	1,049	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	80%	48%	32%	11%	6%	3%	9%	499	328	116	61	31	1,035	13
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	56%	24%	32%	18%	13%	13%	26%	253	326	188	133	139	1,039	3
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	65%	31%	34%	17%	9%	9%	18%	315	338	173	89	99	1,014	25
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	73%	31%	42%	12%	8%	6%	14%	321	433	132	82	68	1,036	6
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	65%	27%	38%	17%	10%	8%	18%	275	390	174	106	80	1,025	7
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	Good-poor	75%	46%	29%	16%	4%	5%	9%	463	300	162	44	47	1,016	20
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	63%	31%	32%	15%	11%	11%	22%	320	325	156	115	120	1,036	5
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	71%	36%	35%	15%	7%	7%	14%	355	341	152	73	70	991	44
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	70%	35%	35%	17%	7%	6%	13%	354	365	170	77	57	1,023	18
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	59%	26%	33%	21%	11%	9%	20%	268	336	216	119	95	1,034	8
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	49%	22%	27%	19%	15%	17%	32%	224	276	192	157	178	1,027	13
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	59%	25%	34%	19%	17%	5%	22%	259	348	193	183	54	1,037	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	Satisfied-dissatisfied	58%	24%	34%	18%	16%	7%	23%	247	349	189	172	78	1,035	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	Satisfied-dissatisfied	70%	36%	34%	15%	11%	4%	15%	365	356	156	115	42	1,034	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	77%	37%	40%	13%	7%	3%	10%	376	415	132	76	31	1,030	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	72%	32%	39%	12%	11%	5%	16%	337	406	129	109	55	1,036	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	72%	34%	38%	15%	8%	5%	13%	352	389	155	87	52	1,035	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	79%	41%	38%	13%	5%	3%	8%	414	380	128	52	29	1,003	32
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	86%	53%	33%	9%	2%	2%	5%	542	331	91	22	23	1,009	27
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	Agree-disagree	76%	44%	32%	11%	8%	5%	12%	448	322	112	78	47	1,007	27

#	Statement	Category		Scale	%	%	%	%	%	%	%	Count	Count	Count	Count	Count	Count	Count
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	80%	49%	30%	10%	6%	4%	10%	490	298	96	59	42	985	47
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	75%	45%	30%	12%	7%	6%	13%	425	288	110	68	57	948	83
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	84%	48%	36%	11%	4%	2%	6%	498	363	107	37	20	1,025	3
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	83%	48%	36%	12%	2%	2%	4%	487	356	120	24	19	1,006	13
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	80%	43%	38%	9%	7%	4%	10%	441	383	96	70	38	1,028	2
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	82%	46%	35%	12%	4%	2%	7%	475	357	116	44	24	1,016	10
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	80%	46%	34%	12%	6%	3%	9%	478	340	119	60	28	1,025	3
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	82%	51%	31%	11%	4%	3%	7%	278	166	60	24	17	545	189
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	80%	51%	29%	13%	4%	3%	7%	240	134	64	19	13	470	257
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	80%	50%	30%	14%	4%	2%	6%	238	143	68	20	10	479	236
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	74%	39%	35%	15%	8%	4%	12%	398	364	149	81	41	1,033	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	81%	45%	35%	11%	5%	3%	8%	471	364	114	51	31	1,031	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	70%	39%	30%	18%	8%	5%	12%	409	314	178	81	50	1,032	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	85%	48%	37%	11%	3%	2%	4%	503	375	109	27	19	1,033	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	94%	66%	28%	5%	0%	1%	1%	691	285	52	3	6	1,037	N/A

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

** Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs.
Percentages are weighted to represent the Agency's population.

For confidentiality purposes, a "–ᶜ" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: **National Science Foundation AES Report,** 2023 OPM Federal Employee Viewpoint Survey