**Q1-Q78**

1. I am given a real opportunity to improve my skills in my organization.

2. I have enough information to do my job well.

3. I feel encouraged to come up with new and better ways of doing things.

4. My work gives me a feeling of personal accomplishment.

5. I like the kind of work I do.

6. I know what is expected of me on the job.

7. When needed I am willing to put in the extra effort to get a job done.

8. I am constantly looking for ways to do my job better.

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

10. My workload is reasonable.

11. My talents are used well in the workplace.

12. I know how my work relates to the agency’s goals and priorities.

13. The work I do is important.

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

15. My performance appraisal is a fair reflection of my performance.

16. I am held accountable for achieving results.

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

18. My training needs are assessed.

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).

20. The people I work with cooperate to get the job done.

21. My work unit is able to recruit people with the right skills.

22. Promotions in my work unit are based on merit.

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

24. In my work unit, differences in performance are recognized in a meaningful way.

25. Awards in my work unit depend on how well employees perform their jobs.

26. Employees in my work unit share job knowledge with each other.

27. The skill level in my work unit has improved in the past year?

28. How would you rate the overall quality of work done by your work unit?

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

30. Employees have a feeling of personal empowerment with respect to work processes.

31. Employees are recognized for providing high quality products and services.

32. Creativity and innovation are rewarded.

33. Pay raises depend on how well employees perform their jobs.

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

35. Employees are protected from health and safety hazards on the job.

36. My organization has prepared employees for potential security threats.

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

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.

39. My agency is successful at accomplishing its mission.

40. I recommend my organization as a good place to work.

41. I believe the results of this survey will be used to make my agency a better place to work.

42. My supervisor supports my need to balance work and other life issues.

43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

44. Discussions with my supervisor/team leader about my performance are worthwhile.

45. My supervisor/team leader is committed to a workforce representative of all segments of society.

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

47. Supervisors/team leaders in my work unit support employee development.

48. My supervisor/team leader listens to what I have to say.

49. My supervisor/team leader treats me with respect.

50. In the last six months, my supervisor/team leader has talked with me about my performance.

51. I have trust and confidence in my supervisor.

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

54. My organization’s leaders maintain high standards of honesty and integrity.

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

56. Managers communicate the goals and priorities of the organization.

57. Managers review and evaluate the organization’s progress toward meeting its goals and objectives.

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

59. Managers support collaboration across work units to accomplish work objectives.

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

61. I have a high level of respect for my organization’s senior leaders.

62. Senior leaders demonstrate support for Work/Life programs.

63. How satisfied are you with your involvement in decisions that affect your work?

64. How satisfied are you with the information you receive from management on what’s going on in your organization?

65. How satisfied are you with the recognition you receive for doing a good job?

66. How satisfied are you with the policies and practices of your senior leaders?

67. How satisfied are you with your opportunity to get a better job in your organization?

68. How satisfied are you with the training you receive for your present job?

69. Considering everything, how satisfied are you with your job?

70. Considering everything, how satisfied are you with your pay?

71. Considering everything, how satisfied are you with your organization?

72. Please select the response below that BEST describes your teleworking situation.

73. How satisfied are you with the following Work/Life programs in your agency... Telework?

74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?

75. How satisfied are you with the following Work/Life programs in your agency... Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)?

76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?

77. How satisfied are you with the following Work/Life programs in your agency... Child Care Programs (for example, daycare, parenting classes, parenting support groups)?

78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?

**VALUE LABELS**

**Q1 TO Q8**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

**Q9 TO Q18**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

X "Do Not Know "

**Q19**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

X "No Basis to Judge "

**Q20**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

**Q21 TO Q27**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

X "Do Not Know "

**Q28**

5 " Very Good"

4 " Good"

3 " Fair"

2 " Poor"

1 " Very Poor"

**Q29 TO Q39**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

X "Do Not Know "

**Q40**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

**Q41 TO Q47**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

X "Do Not Know "

**Q48 TO Q51**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

**Q52**

5 " Very Good"

4 " Good"

3 " Fair"

2 " Poor"

1 " Very Poor"

**Q53 TO Q59**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

X "Do Not Know "

**Q60**

5 " Very Good"

4 " Good"

3 " Fair"

2 " Poor"

1 " Very Poor"

X “Do Not Know”

**Q61 TO Q62**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

X "Do Not Know "

**Q63 TO Q71**

5 "Very Satisfied"

4 "Satisfied"

3 "Neither Satisfied nor Dissatisfied"

2 "Dissatisfied"

1 "Very Dissatisfied"

**Q72**

1 “I telework on a regular basis (at least one entire work day a week).”

2 “I telework infrequently (less than one entire work day a week).”

3 “I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).”

4 “I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.”

5 “I do not telework because I am not allowed to, even though I have the kind of job where I can telework.”

6 “I do not telework because I choose not to telework.”

**Q73 TO Q78**

5 "Very Satisfied"

4 "Satisfied"

3 "Neither Satisfied nor Dissatisfied"

2 "Dissatisfied"

1 "Very Dissatisfied"

X “No Basis to Judge”

**DLOC**

1. Where do you work?
   1. Headquarters
   2. Field

**DSUPER**

1. What is your supervisory status?
2. Non-Supervisor/ Team Leader
3. Supervisor
4. Manager/Executive

**DSEX**

1. Are you:
2. Male
3. Female

**DMINORITY**

[1] Minority

[2] Non-minority

**DAGEGRP**

1. What is your age group?
2. 29 and under
3. 30-39
4. 40-49
5. 50-59
6. 60 or older

**DPAYCAT**

1. What is your pay category/grade?
2. Federal Wage System
3. GS 1-12
4. GS 13-15
5. SES/SL/ST/Other

**DFEDTEN**

1. How long have you been with the Federal Government (excluding military service)?
2. Less than 1 year
3. 1 to 3 years
4. 4 to 5 years
5. 6 to 10 years
6. 11 to 14 years
7. 15 to 20 years
8. More than 20 years

**DAGYTEN**

1. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?
2. Less than 1 year
3. 1 to 3 years
4. 4 to 5 years
5. 6 to 10 years
6. 11 to 20 years
7. More than 20 years

**DLEAVING**

1. Are you considering leaving your organization within the next year, and if so, why?
2. No
3. Yes, to retire
4. Yes, to take another job within the Federal Government
5. Yes, to take another job outside the Federal Government
6. Yes, other

**DRETIRE**

1. I am planning to retire:
2. Within one year
3. Between one and three years
4. Between three and five years
5. Five or more years

**Additional Variables:**

**POSTWT:** Weight applied to each respondent.

**Agency:**

AB American Battle Monuments Commission

AF Department of the Air Force

AG Department of Agriculture

AJ National Endowment for the Arts

AK National Endowment for the Humanities

AL Institute of Museum and Library Services

AM U.S. Agency for International Development

AR Department of the Army

AU Federal Labor Relations Authority

BD Merit Systems Protection Board

BF Defense Nuclear Facilities Safety Board

BG Pension Benefit Guaranty Corporation

BO Office of Management and Budget

BT U.S. Access Board

CC Commission on Civil Rights

CM Department of Commerce

CT Commodity Futures Trading Commission

CU National Credit Union Administration

DD OSD, Joint Staff, Defense Agencies, and DoD Field Activities

DJ Department of Justice

DL Department of Labor

DN Department of Energy

DR Federal Energy Regulatory Commission

ED Department of Education

EE Equal Employment Opportunity Commission

EP Environmental Protection Agency

EW Trade and Development Agency

FC Federal Communications Commission

FJ Chemical Safety and Hazard Investigation Board

FM Federal Mediation and Conciliation Service

FQ Court Services and Offender Supervision Agency

FT Federal Trade Commission

FY Federal Housing Finance Agency

GS General Services Administration

GW International Boundary and Water Commission

HB Committee for Purchase from People Who Are Blind or Severely Disabled

HE Department of Health and Human Services

HP Advisory Council on Historic Preservation

HS Department of Homeland Security

HU Department of Housing and Urban Development

IB Broadcasting Board of Governors

IF Inter-American Foundation

IG National Indian Gaming Commission

IN Department of the Interior

KS Corporation for National and Community Service

LF Federal Election Commission

MC Federal Maritime Commission

MR U.S. Marine Corps

NF National Science Foundation

NL National Labor Relations Board

NM National Mediation Board

NN National Aeronautics and Space Administration

NP National Capital Planning Commission

NQ National Archives and Records Administration

NU Nuclear Regulatory Commission

NV Department of the Navy

OM Office of Personnel Management

OS Occupational Safety and Health Review Commission

PJ Postal Regulatory Commission

RE Office of Navajo and Hopi Indian Relocation

RF Federal Retirement Thrift Investment Board

RR Railroad Retirement Board

SB Small Business Administration

SE Securities and Exchange Commission

SI Small independent agencies

SK Consumer Product Safety Commission

SN National Gallery of Art

SS Selective Service System

ST Department of State

SW Woodrow Wilson International Center for Scholars

SZ Social Security Administration

TB National Transportation Safety Board

TC International Trade Commission

TD Department of Transportation

TN Office of the U.S. Trade Representative

TR Department of the Treasury

TX Surface Transportation Board

VA Department of Veterans Affairs

**SubElem:**

AB99 American Battle Monuments Commission

AF0B U.S. Air Force Academy

AF0D U.S. Air Forces, Europe

AF0J Air Education and Training Command

AF0M Headquarters, Air Force Reserve

AF0R Pacific Air Forces

AF0U Air Force Intelligence, Surveillance, & Reconnaissance Agency

AF0V Air Force Special Operations Command

AF1C Air Combat Command

AF1L Air Mobility Command

AF1M Air Force Materiel Command

AF1S Space Command

AF99 U.S. Air Force, Other

AFNG Air National Guard Units (Title 32)

AG03 Agricultural Research Service

AG07 Rural Development

AG08 Risk Management Agency

AG10 Foreign Agricultural Service

AG11 Forest Service

AG16 Natural Resources Conservation Service

AG20 National Agricultural Statistics Service

AG23 Office of the Inspector General

AG30 Food and Nutrition Service

AG37 Food Safety and Inspection Service

AG90 Office of the Chief Financial Officer

AG91 Marketing and Regulatory Programs

AG98 Combined Research, Education, and Economic Services

AG99 USDA, Other

AGDA Departmental Administration

AGFA Farm Service Agency

AJ99 National Endowment for the Arts

AK99 National Endowment for the Humanities

AL99 Institute of Museum and Library Services

AM00 U.S. Agency for International Development

AR99 Department of the Army, Other

ARAC U.S. Army Contracting Command

ARAE U.S. Army Acquisition Support Center

ARAS U.S. Army Intelligence and Security Command

ARAT U.S. Army Test and Evaluation Command

ARBA U.S. Army Installation Management Agency

ARCE U.S. Army Corps of Engineers

ARCS Immediate Office of the Chief-of-Staff of the Army

ARE1 Immediate Office of the Commander in Chief of the U.S. Army

ARFC U.S. Army Forces Command

ARG6 U.S. Army NetCommand/9th Army Signal Command

ARHR U.S. Army Reserve Command

ARJA Joint Activities

ARMC U.S. Army Medical Command

ARMM U.S. Army Materiel Command

ARNG Army National Guard Units (Title 32)

ARSB Field Operating Offices of the Office of the Secretary of the Army

ARSE HQDA Field Operating Agencies and Staff Support Agencies

ARSP U.S. Special Operations Command (Army)

ARTA U.S. Army Accession Command

ARTC U.S. Army Training and Doctrine Command

ARTM U.S. Military Entrance Processing Command

AU99 Federal Labor Relations Authority

BD99 Merit Systems Protection Board

BF99 Defense Nuclear Facilities Safety Board

BG99 Pension Benefit Guaranty Corporation

BO00 Office of Management and Budget

BT99 US Access Board

CC99 Commission on Civil Rights

CM54 National Oceanic and Atmospheric Administration

CM55 International Trade Administration

CM56 U.S. Patent and Trademark Office

CM57 National Institute of Standards and Technology

CM63 Bureau of the Census

CM99 Department of Commerce, Other

CT99 Commodity Futures Trading Commission

CU99 National Credit Union Administration

DD01 Office of the Secretary of Defense

DD04 Defense Information Systems Agency

DD07 Defense Logistics Agency

DD10 Defense Contract Audit Agency

DD16 Department of Defense Education Activity

DD21 Washington Headquarters Services

DD27 Missile Defense Agency

DD34 Defense Commissary Agency

DD35 Defense Finance and Accounting Service

DD60 TRICARE Management Activity

DD63 Defense Contract Management Agency

DD99 Department of Defense (except Departments of the Air Force, Army, and Navy), Other

DEA Drug Enforcement Administration

DJ02 Federal Bureau of Investigations

DJ03 Bureau of Prisons/Federal Prison System

DJ07 Office of Justice Programs

DJ08 U.S. Marshals Service

DJ09 Executive Office U.S. Attorneys and U.S. Attorneys’ Office

DJ10 Department Of Justice - Office Of The Inspector General

DJ11 U.S. Trustees Program

DJ12 Executive Office for Immigration Review

DJ15 Alcohol, Tobacco, Firearms, and Explosives

DJ99 Department of Justice - Other

DJFF Justice Management Division

DJGG Anti-Trust Division

DJHH Civil Division

DJJJ Civil Rights Division

DJKK Criminal Division

DJLL Environment and Natural Resources Division

DJMM Tax Division

DJNN National Drug Intelligence Center

DL99 Department of Labor Other

DLAM Office of the Assistant Secretary for Administration and Management (OASAM)

DLES Employment Standards Administration (ESA)

DLET Employment & Training Administration (ETA)

DLLS Bureau of Labor Statistics (BLS)

DLMS Mine Safety & Health Administration (MSHA)

DLPW Employee Benefits Security Administration (EBSA)

DLSH Occupational Safety & Health Administration (OSHA)

DN\_1 DOE HQ Program Offices

DN\_2 DOE HQ Staff Offices

DN\_3 DOE Field Locations

DN\_4 NNSA HQ Offices

DN\_5 NNSA Field Sites

DN\_6 Power Marketing Administrations

DN\_7 Bonneville Power Administration

DR99 Federal Energy Regulatory Commission

ED99 Department of Education, Other

EDEC Office for Civil Rights

EDEF Office of the Inspector General

EDEH Office of Special Education & Rehabilitative Services

EDEL Office of the Chief Financial Officer

EDEN Federal Student Aid

EDEP Office of Postsecondary Education

EDES Office of Elementary & Secondary Education

EE99 Equal Employment Opportunity Commission

EP01 EPA - Office of the Administrator

EP02 EPA - Office of Enforcement Compliance Assurance

EP03 OGC, OIG, CFO, Offices of International Affairs and Environmental Information

EP04 EPA - Office of Administration and Resources Management

EP05 EPA - Office of Water

EP06 EPA - Office of Solid Waste and Emergency Response

EP07 EPA - Office of Air and Radiation

EP08 EPA - Office for Prevention, Pesticides and Toxic Substances

EP09 Office of Research and Development

EP10 Region 1 - Boston

EP11 Region 2 - New York

EP12 Region 3 - Philadelphia

EP13 Region 4 - Atlanta

EP14 Region 5 - Chicago

EP15 Region 6 - Dallas

EP16 Region 7 - Kansas City

EP17 Region 8 - Denver

EP18 Region 9 - San Francisco

EP19 Region 10 - Seattle

EP99 EPA - Other

EW99 Trade and Development Agency

FC99 Federal Communications Commission

FJ99 Chemical Safety and Hazard Investigation Board

FM99 Federal Mediation and Conciliation Service

FQ99 Court Services and Offender Supervision Agency

FT99 Federal Trade Commission

FY99 Federal Housing Finance Agency

GS03 Public Buildings Service

GS11 Office of the Chief Financial Officer

GS16 Federal Acquisition Service

GS99 General Services Administration, Other

GW99 International Boundary and Water Commission

HB99 Committee for Purchase from People Who Are Blind

HE10 Office of the Secretary

HE12 Administration on Aging

HE32 Substance Abuse & Mental Health Services Administration

HE33 Agency for Healthcare Research and Quality

HE34 Health Resources and Services Administration

HE36 Food and Drug Administration

HE37 Indian Health Service

HE38 National Institutes of Health

HE39 Centers for Disease Control and Prevention

HE70 Centers for Medicare & Medicaid Services

HE90 Administration for Children and Families

HP99 Advisory Council on Historic Preservation

HS99 Department of Homeland Security, Other

HSAB Citizenship and Immigration Services, United States

HSAC Coast Guard, United States

HSAD Secret Service, United States

HSAE Office of the Inspector General

HSBB Immigration and Customs Enforcement, United States

HSBC Transportation Security Administration

HSBD Customs and Border Protection, United States

HSBE Federal Law Enforcement Training Center

HSCB Federal Emergency Management Agency

HSFA Science and Technology

HU00 Department of Housing and Urban Development

IB99 Broadcasting Board of Governors

IF99 Inter-American Foundation

IG99 National Indian Gaming Commission

IN01 Office of the Secretary (incl. NBC)

IN05 Bureau of Land Management (BLM)

IN06 Bureaus of Indian Affairs and Education

IN07 Bureau of Reclamation (BOR)

IN08 United States Geological Survey (USGS)

IN10 National Park Service (NPS)

IN15 Fish and Wildlife Service (FWS)

IN21 Office of the Solicitor (SOL)

IN22 Office of Surface Mining (OSM)

IN23 Minerals Management Service (MMS)

IN24 Office of Inspector General (OIG)

IN26 Office of Special Trustee (OST)

KS99 Corporation for National and Community Service

LF99 Federal Election Commission

MC99 Federal Maritime Commission

NF00 National Science Foundation

NL99 National Labor Relations Board

NM99 National Mediation Board

NN10 NASA Headquarters

NN21 Ames Research Center

NN22 John Glenn Research Center

NN23 Langley Research Center

NN24 Dryden Flight Center

NN51 Goddard Space Flight Center

NN62 George C. Marshall Space Flight Center

NN64 John C. Stennis Space Center

NN72 Lyndon B. Johnson Space Center

NN76 John F. Kennedy Space Center

NP99 National Capital Planning Commission

NQ99 National Archives and Records Administration

NU99 Nuclear Regulatory Commission

NV11 Immediate Office of the Chief of Naval Operations

NV12 Assistant for Administration, Under Secretary of the Navy

NV14 Office of Naval Research

NV15 Naval Intelligence Command

NV18 Naval Medical Command

NV19 Naval Air Systems Command

NV22 Bureau of Naval Personnel

NV23 Naval Supply Systems Command

NV24 Naval Sea Systems Command

NV25 Naval Facilities Engineering Command

NV33 Military Sealift Command

NV39 Space and Naval Warfare Systems Command

NV52 Commander, Navy Installations

NV60 U.S. Atlantic Fleet, Commander in Chief

NV70 U.S. Pacific Fleet, Commander in Chief

NV76 Naval Education and Training Command

NV99 Department of the Navy, Other

NVMR U.S. Marine Corps

OM21 Employee Services

OM22 Federal Investigative Services

OM23 HR Solutions

OM24 Office of the Chief Financial Officer

OM25 Office of the Inspector General

OM99 Office of Personnel Management, Other

OS99 Occupational Safety and Health Review Commission

PJ99 Postal Regulatory Commission

RE99 Office of Navajo and Hopi Indian Relocation

RF99 Federal Retirement Thrift Investment Board

RR99 Railroad Retirement Board

SB00 Small Business Administration

SE99 Securities and Exchange Commission

SK99 Consumer Product Safety Commission

SN99 National Gallery of Art

SS99 Selective Service System

ST00 Department of State

SW99 Woodrow Wilson International Center For Scholars

SZ00 Social Security Administration

TB99 National Transportation Safety Board

TC99 International Trade Commission

TD02 Federal Aviation Administration (FAA)

TD03 Federal Highway Administration (FHWA)

TD99 Department of Transportation, Other

TN99 Office of the U.S. Trade Representative

TR35 Office of Thrift Supervision

TR40 Alcohol and Tobacco Tax and Trade

TR91 Departmental Offices

TR93 Internal Revenue Service

TR95 Office of Inspector General

TRAA Financial Management Service

TRAB Bureau of Public Debt

TRAD U.S. Mint

TRAF Financial Crimes Enforcement Network

TRAI Bureau of Engraving and Printing

TRAJ Office of Comptroller of Currency

TRTG The Inspector General for Tax Administration

TX15 Surface Transportation Board

VA99 Other VA

VAEB Deputy Assistant Secretary for Information and Technology

VALA Veterans Benefits Administration

VAPA National Cemetery Administration

VATA Veterans Health Administration