**Question Wording for Core Survey Items**

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. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

73. Please select the response below that BEST describes your current teleworking situation:

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

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

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

81. 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)

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

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

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

**Response Values and Labels for Core Survey Items**

**Q1 – Q8**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

**Q9 – 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 – 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 – 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 – Q47**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

X "Do Not Know"

**Q48 – 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 – 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 – Q62**

5 "Strongly Agree"

4 "Agree"

3 "Neither Agree nor Disagree"

2 "Disagree"

1 "Strongly Disagree"

X "Do Not Know"

**Q63 – Q71**

5 "Very Satisfied"

4 "Satisfied"

3 "Neither Satisfied nor Dissatisfied"

2 "Dissatisfied"

1 "Very Dissatisfied"

**Q72**

1 "Yes"

2 "No"

3 "Not sure"

**Q73**

1 "I telework"

2 "I do not telework because I am not able to telework"

3 "I do not telework because I choose not to telework"

**Q74 – Q78**

1 "Yes"

2 "No"

3 "Not available to me"

**Q79 – Q84**

5 "Very Satisfied"

4 "Satisfied"

3 "Neither Satisfied nor Dissatisfied"

2 "Dissatisfied"

1 "Very Dissatisfied"

X "No Basis to Judge"

**Question Wording and Response Values and Labels for Demographic Items**

**DSUPER**

What is your supervisory status?

A "Non-Supervisor/Team Leader"

B "Supervisor/Manager/Executive"

**DSEX**

Are you:

A "Male"

B "Female"

**DMINORITY**

Minority status (recoded variable):

1 "Minority"

2 "Non-minority"

**DAGEGRP**

What is your age group?

A "Under 40"

B "40-49"

C "50-59"

D "60 or older"

**DPAYCAT**

What is your pay category/grade?

A "GS 7-12"

B "GS 13-15"

C "Other"

**DFEDTEN**

How long have you been with the Federal Government (excluding military service)?

A "5 or fewer years"

B "6-14 years"

C "15 or more years"

**DLEAVING**

Are you considering leaving your organization within the next year, and if so, why?

A "No"

B "Yes, to take another job within the Federal Government"

C "Yes, to take another job outside the Federal Government"

D "Yes, other"

**DRETIRE**

I am planning to retire:

A "Within five years"

B "Not within five years"

**DDIS**

Are you an individual with a disability?

A "Yes"

B "No"

**DMIL**

Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

A "Yes"

B "No"

**Additional Variables:**

**POSTWT:** Analysis weight.

**USERID:** Unique respondent identification number.

**Agency**

|  |  |
| --- | --- |
| AF | "United States Department of the Air Force" |
| AG | "Department of Agriculture" |
| AL | "Institute of Museum and Library Services" |
| AM | "U.S. Agency for International Development" |
| AR | "United States Department of the Army" |
| BD | "Merit Systems Protection Board" |
| BF | "Defense Nuclear Facilities Safety Board" |
| BG | "Pension Benefit Guaranty Corporation" |
| CM | "Department of Commerce" |
| CT | "Commodity Futures Trading Commission" |
| DD | "DoD Fourth Estate" |
| DJ | "Department of Justice" |
| DL | "Department of Labor" |
| DN | "Department of Energy" |
| DR | "Federal Energy Regulatory Commission" |
| EB | "Export-Import Bank of the United States" |
| ED | "Department of Education" |
| EE | "Equal Employment Opportunity Commission" |
| EP | "Environmental Protection Agency" |
| EW | "U.S. 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" |
| GG | "U.S. Office of Government Ethics" |
| GS | "General Services Administration" |
| HE | "Department of Health and Human Services" |
| HF | "Federal Housing Finance Agency" |
| 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" |
| NF | "National Science Foundation" |
| NL | "National Labor Relations Board" |
| NN | "National Aeronautics and Space Administration" |
| NQ | "National Archives and Records Administration" |
| NU | "Nuclear Regulatory Commission" |
| NV | "United States Department of the Navy" |
| OM | "Office of Personnel Management" |
| OS | "Occupational Safety and Health Review Commission" |
| PJ | "Postal Regulatory Commission" |
| SB | "Small Business Administration" |
| SE | "Securities and Exchange Commission" |
| SI | "Small Agency with Too Few Respondents" |
| SN | "National Gallery of Art" |
| SS | "Selective Service System" |
| ST | "Department of State" |
| SZ | "Social Security Administration" |
| 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" |

**PLEVEL1**

First level below agency

|  |  |
| --- | --- |
| AF0J | "AET - Air Education & Training Command" |
| AF0M | "AFR - HQ Air Force Reserve Command" |
| AF0R | "PAF - Pacific Air Forces" |
| AF13 | "AHQ - HQ USAF and Support Elements" |
| AF1C | "ACC - Air Combat Command" |
| AF1L | "AMC - Air Mobility Command" |
| AF1M | "MTC - Air Force Materiel Command" |
| AF1S | "SPC - HQ Air Force Space Command" |
| AFGS | "GBS - Global Strike Command" |
| AG01 | "Farm and Foreign Agriculture Services" |
| AG04 | "Food Safety" |
| AG05 | "Natural Resources and Environment" |
| AG07 | "Food Nutrition and Consumer Services" |
| AG09 | "Rural Development" |
| AG10 | "Research Education and Economics" |
| AG14 | "Marketing and Regulatory Programs" |
| AG15 | "Departmental Management" |
| ARAE | "U.S. Army Acquisition Support Center (ARAE)" |
| ARAS | "U.S. Army Intelligence and Security Command (ARAS)" |
| ARAT | "U.S. Army Test and Evaluation Command (ARAT)" |
| ARBA | "U.S. Army Installation Management Command (ARBA)" |
| ARCE | "U.S. Army Corps of Engineers" |
| ARE0 | "U.S. Army, Europe (ARE\*)" |
| ARFC | "U.S. Army Forces Command (ARFC)" |
| ARG6 | "U.S. Army Network Enterprise Tech Command (ARG6)" |
| ARHR | "U.S. Army Reserve Command (ARHR)" |
| ARMC | "U.S. Army Medical Command (ARMC)" |
| ARSE | "HQDA Field Operating Agencies and Staff Support Agencies (ARSE)" |
| ARTC | "U.S. Army Training and Doctrine Command (ARTC)" |
| ARX0 | "U.S. Army Material Command (ARX\*)" |
| CM03 | "Census Bureau" |
| CM06 | "International Trade Administration" |
| CM08 | "National Institute of Standards and Technology" |
| CM09 | "National Oceanic and Atmospheric Administration" |
| CM14 | "U.S. Patent & Trademark Office" |
| DD04 | "Defense Information Systems Agency (DD04)" |
| DD07 | "Defense Logistics Agency (DD07)" |
| DD10 | "Defense Contract Audit Agency (DD10)" |
| DD26 | "Office of Inspector General (DD26)" |
| DD27 | "Missile Defense Agency (DD27)" |
| DD34 | "Defense Commissary Agency (DD34)" |
| DD35 | "Defense Finance and Accounting Service (DD35)" |
| DD48 | "Defense Human Resources Activity" |
| DD60 | "TRICARE Management Activity (DD60)" |
| DD63 | "Defense Contract Management Agency (DD63)" |
| DDWH | "Washington Headquarters Services" |
| DJ02 | "Federal Bureau of Investigation" |
| DJ03 | "Bureau of Prisons" |
| DJ08 | "U.S. Marshals Service" |
| DJ09 | "Office of the U.S. Attorneys" |
| DJ11 | "U.S. Trustee Program" |
| DJ15 | "Alcohol, Tobacco, Firearms & Explosives" |
| DJEA | "Drug Enforcement Administration" |
| DL02 | "Employment and Training Administration" |
| DL03 | "Bureau of Labor Statistics" |
| DL04 | "Mine Safety and Health Administration" |
| DL05 | "Employee Benefits Security Administration" |
| DL06 | "Occupational Safety and Health Administration" |
| DL09 | "Office of Workers' Compensation Programs" |
| DL10 | "Wage and Hour Division" |
| DL11 | "Office of the Solicitor" |
| DN01 | "DOE (Programs, Staff, and Field Offices)" |
| DN02 | "NNSA" |
| DN03 | "Power Marketing Administrations" |
| DN04 | "Bonneville Power Administration" |
| ED12 | "Federal Student Aid" |
| EP11 | "Office of Research and Development" |
| EP16 | "Region 3, Philadelphia" |
| FQ01 | "Community Supervision Program" |
| GS03 | "Public Buildings Service (GS03)" |
| GS11 | "Office of the Chief Financial Officer (GS11)" |
| GS30 | "Federal Acquisition Service (GS30)" |
| HE02 | "Administration for Children and Family" |
| HE04 | "Centers for Disease Control and Prevention" |
| HE05 | "Centers for Medicare and Medicaid Services" |
| HE06 | "Food and Drug Administration" |
| HE07 | "Health Resources and Services Administration" |
| HE08 | "Indian Health Services" |
| HE09 | "National Institutes of Health" |
| HE10 | "Office of the Secretary" |
| HS01 | "Citizenship and Immigration Services" |
| HS02 | "Customs and Border Protection" |
| HS03 | "United States Coast Guard" |
| HS04 | "Federal Emergency Management Agency" |
| HS05 | "Federal Law Enforcement Training Center" |
| HS06 | "Immigration and Customs Enforcement" |
| HS09 | "Management Directorate" |
| HS10 | "National Protection and Programs Directorate" |
| HS12 | "United States Secret Service" |
| HS14 | "Transportation Security Administration" |
| HU16 | "Office of Housing" |
| HU19 | "Office of Public and Indian Housing" |
| IN01 | "Bureau of Land Management" |
| IN02 | "Bureau of Reclamation" |
| IN03 | "Bureau of Indian Affairs" |
| IN05 | "United States Geological Survey" |
| IN06 | "National Park Service" |
| IN07 | "Fish and Wildlife Service" |
| IN14 | "Office of the Secretary of the Interior" |
| NN10 | "Headquarters" |
| NN21 | "Ames Research Center" |
| NN22 | "Glenn Research Center" |
| NN23 | "Langley Research Center" |
| NN51 | "Goddard Space Flight Center" |
| NN62 | "Marshall Space Flight Center" |
| NN72 | "Johnson Space Center" |
| NN76 | "Kennedy Space Center" |
| NV11 | "Immediate Office of the Chief of Naval Operations (NV11)" |
| NV12 | "DON, Assistant for Administration (NV12)" |
| NV18 | "Bureau of Medicine and Surgery (NV18)" |
| NV19 | "Naval Air Systems Command (NV19)" |
| NV22 | "Chief of Bureau of Naval Personnel (NV22)" |
| NV23 | "Naval Supply Systems Command (NV23)" |
| NV24 | "Naval Sea Systems Command (NV24)" |
| NV25 | "Naval Facilities Engineering Command (NV25)" |
| NV39 | "Space and Naval Warfare Systems Command (NV39)" |
| NV52 | "Commander, Navy Installations (NV52)" |
| NV60 | "U.S. Fleet Forces Command (NV60)" |
| NV70 | "U.S. Pacific Fleet Command (NV70)" |
| NV76 | "Naval Education and Training Command (NV76)" |
| NVMR | "U.S. Marine Corps" |
| OM07 | "Federal Investigative Services" |
| TD02 | "Federal Aviation Administration (FAA)" |
| TD03 | "Federal Highway Administration (FHWA)" |
| TD04 | "Federal Railroad Administration (FRA)" |
| TR76 | "Inspector General for Tax Administration" |
| TR91 | "Departmental Offices" |
| TR93 | "Internal Revenue Service" |
| TRAB | "Bureau of Public Debt" |
| TRAI | "Bureau of Engraving & Printing" |
| TRAJ | "Office of the Comptroller of the Currency" |
| TRCC | "Internal Revenue Service Chief Counsel" |
| VA01 | "VA Central Office" |
| VA02 | "Veterans Health Administration" |
| VA06 | "Veterans Benefits Administration" |
| VA07 | "National Cemetery Administration" |

**PLEVEL2**

Second-level below agency

|  |  |
| --- | --- |
| AG0101 | "Farm Service Agency (FSA)" |
| AG0401 | "Food Safety and Inspection Service (FSIS)" |
| AG0501 | "Forest Service (FS)" |
| AG0502 | "Natural Resources Conservation Service" |
| AG1001 | "Agricultural Research Service (ARS)" |
| AG1401 | "Agricultural Marketing Service (AMS)" |
| AG1402 | "Animal and Plant Health Inspection Service (APHIS)" |
| HU1602 | "Office of the Deputy Assistant Secretary for Multifamily Housing Programs" |
| IN0112 | "OREGON STATE OFFICE" |
| IN0116 | "WYOMING STATE OFFICE" |
| IN0201 | "PACIFIC NORTHWEST REGIO" |
| IN0310 | "CENTRAL OFFICE HDQTRS" |
| IN0508 | "MIDWEST AREA" |
| IN0509 | "NORTHEAST AREA" |
| IN0511 | "ROCKY MOUNTAIN AREA" |
| IN0512 | "PACIFIC SOUTHWEST AREA" |
| IN0513 | "NORTHWEST AREA" |
| IN0604 | "NATL PK SVC, INTERMOUNT" |
| IN0605 | "NATL PK SVC, MIDWEST RE" |
| IN0607 | "NATL PK SVC, NORTH EAST" |
| IN0609 | "NATL PK SVC, PACIFIC WE" |
| IN0610 | "NATL PK SVC, SOUTHEAST" |
| IN0611 | "NATL PK SVC, WASH OFFICE" |
| IN0701 | "FISH & W/L SVC REGION 1" |
| IN0708 | "FISH & W/L SVC REGION 8" |
| IN0709 | "FISH & W/L SVC REGION 9" |
| TR9301 | "COMMISSIONER'S REPORTING ORGANIZATIONS" |
| TR9302 | "DEPUTY COMMISSIONER SERVICES & ENFORCEMENT'S REPORTING ORGANIZATIONS" |
| TR9303 | "DEPUTY COMMISSIONER OPERATIONS SUPPORT'S REPORTING ORGANIZATIONS" |
| TRAB09 | "OFC OF ADMINISTRATIVE SERVICES" |
| TRAI08 | "AD - WESTERN CURRENCY FACILITY" |
| TRAJ08 | "CENTRAL DISTRICT" |
| TRCC02 | "DEP CHIEF COUNSEL (OPERATIONS)" |