**measure of satisfaction at work**

Question 7. I get a sense of satisfaction from my work.

Question 8. I receive meaningful recognition for work well done.

Question 11. Overall, I feel valued at work.

Question 16. Overall, I like my job.

Question 30. I am satisfied with the quality of supervision I receive.

Question 51. I am satisfied with my department or agency.

Question 50. I would recommend my department or agency as a great place to work.

**opportunities for development at work**

Question 13. I have opportunities to provide input into decisions that affect my work.

Question 26. I feel that my immediate supervisor supports my career goals.

Question 24. My immediate supervisor encourages me to work collaboratively with others outside of my work unit.

Question 27. My immediate supervisor keeps me informed about the issues affecting my work.

Question 42. I believe I have opportunities for promotion within my department or agency, given my education, skills and experience.

**negative:**

Question 43b. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months? Lack of access to learning opportunities

**addressing racism**

Question 23. In my work unit, I would feel free to speak about racism in the workplace without fear of reprisal.

Question 47. My department or agency implements initiatives that promote anti-racism in the workplace.

Question 48. I would feel comfortable sharing concerns about issues related to racism in the workplace with a person of authority (e.g., immediate supervisor, senior manager, ombudsman, human resources advisor).

Question 67. I am satisfied with how matters related to discrimination are resolved in my department or agency.

Question 68. My department or agency works hard to create a workplace that prevents discrimination.

**negative:**

Question 43c. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months? Discrimination

Question 62. Having carefully read the definition of discrimination, have you been the victim of discrimination on the job in the past 12 months?

Question 64a. Please indicate the type of discrimination you experienced. Race

Question 64b. Please indicate the type of discrimination you experienced. National or ethnic origin

Question 64c. Please indicate the type of discrimination you experienced. Colour

**addressing diversity**

Question 46. My department or agency implements activities and practices that support a diverse workplace.

Question 20. In my work unit, every individual is accepted as an equal member of the team.

Question 45. I think that my department or agency respects individual differences (e.g., culture, work styles, ideas, abilities).

**negative:**

Question 64d. Please indicate the type of discrimination you experienced. Religion

Question 64g. Please indicate the type of discrimination you experienced. Sexual orientation

Question 64h. Please indicate the type of discrimination you experienced. Gender identity or expression (including gender diverse identities or expressions such as transgender, two-spirit, or non-binary)

Question 79e. I feel that the information I receive from my department or agency related to the COVID-19 pandemic is... Available in both official languages.

Question 2. The material and tools provided for my work, including software and other automated tools, are available in the official language of my choice.

**addressing accessibility/accommodation**

**negative:**

Question 64l. Please indicate the type of discrimination you experienced. Disability

Question 43d. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months? Accessibility or accommodation issues

**addressing age factor**

Question 64e. Please indicate the type of discrimination you experienced. Age

**addressing sexism**

**negative:**

Question 64f. Please indicate the type of discrimination you experienced. Sex

Question 57i. Please indicate the nature of the harassment you experienced. Sexual comment or gesture

**ethical behaviors**

Question 31. Senior managers in my department or agency lead by example in ethical behaviour.

Question 38. If I am faced with an ethical dilemma or a conflict between values in the workplace, I know where I can go for help in resolving the situation.

Question 39. My department or agency does a good job of promoting values and ethics in the workplace.

Question 21. In my work unit, individuals behave in a respectful manner.

Question 22. The people I work with value my ideas and opinions.

Question 61. My department or agency works hard to create a workplace that prevents harassment.

**desire to leave (departure) work**

Question 53. Do you intend to leave your current position in the next two years?

**measure of harassment**

Question 55. Having carefully read the definition of harassment, have you been the victim of harassment on the job in the past 12 months?

Question 57f. Please indicate the nature of the harassment you experienced. Offensive remark

Question 57g. Please indicate the nature of the harassment you experienced. Personal attack