



<b>FIELD PERIOD</b>	May 23 - July 5, 2019
<b>SAMPLE OR CENSUS</b>	CENSUS
<b>NUMBER OF SURVEYS COMPLETED</b>	11
<b>NUMBER OF SURVEYS ADMINISTERED</b>	11
<b>RESPONSE RATE</b>	100.0%

**71** items identified as **strengths** (65% positive or higher)

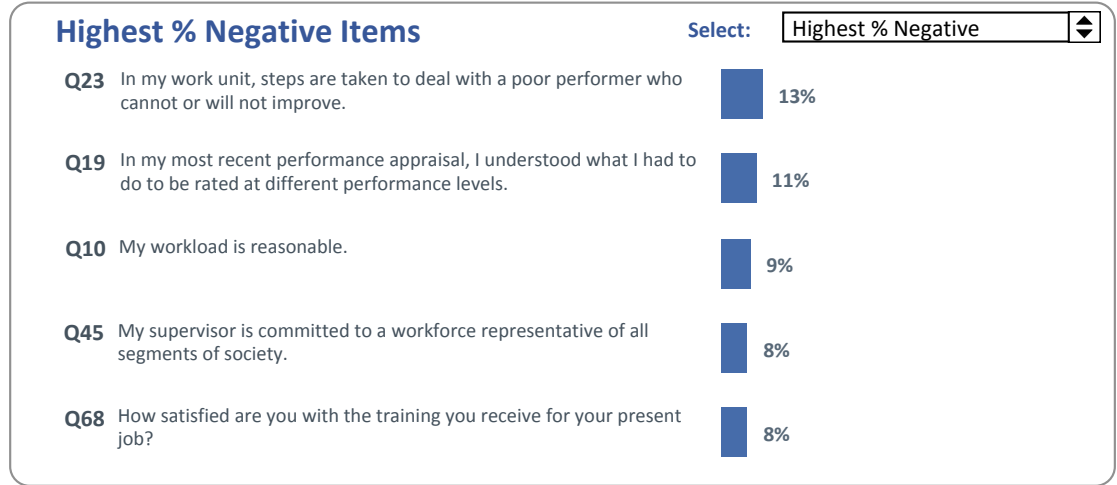
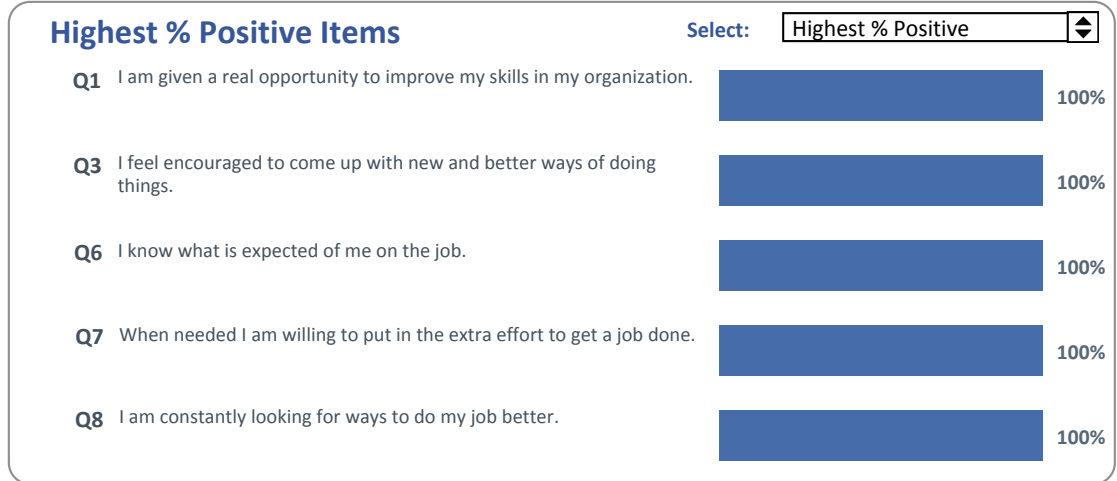
**0** items identified as **challenges** (35% negative or higher)

### Engagement Index Score

**2019 ENGAGEMENT INDEX**

**98%**

<b>LEADERS LEAD</b>	<b>SUPERVISORS</b>	<b>INTRINSIC WORK EXPERIENCE</b>
<b>98%</b>	<b>100%</b>	<b>97%</b>



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/ No Basis to Judge N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	100.0%	81.5%	18.5%	0.0%	0.0%	0.0%	0.0%	9	2	0	0	0	11	N/A
Agree-disagree	2	I have enough information to do my job well.	92.5%	81.5%	10.9%	7.5%	0.0%	0.0%	0.0%	9	1	1	0	0	11	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	100.0%	92.5%	7.5%	0.0%	0.0%	0.0%	0.0%	10	1	0	0	0	11	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	92.0%	73.5%	18.5%	8.0%	0.0%	0.0%	0.0%	8	2	1	0	0	11	N/A
Agree-disagree	5	I like the kind of work I do.	92.0%	84.5%	7.5%	0.0%	8.0%	0.0%	8.0%	9	1	0	1	0	11	N/A
Agree-disagree	6	I know what is expected of me on the job.	100.0%	92.5%	7.5%	0.0%	0.0%	0.0%	0.0%	10	1	0	0	0	11	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	100.0%	89.1%	10.9%	0.0%	0.0%	0.0%	0.0%	10	1	0	0	0	11	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	100.0%	78.2%	21.8%	0.0%	0.0%	0.0%	0.0%	9	2	0	0	0	11	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	84.0%	27.4%	56.6%	8.0%	0.0%	8.0%	8.0%	3	6	1	0	1	11	0
Agree-disagree	10	*My workload is reasonable.	83.1%	21.1%	62.0%	8.2%	0.0%	8.7%	8.7%	2	6	1	0	1	10	1
Agree-disagree	11	*My talents are used well in the workplace.	92.5%	92.5%	0.0%	7.5%	0.0%	0.0%	0.0%	10	0	1	0	0	11	0
Agree-disagree	12	*I know how my work relates to the agency's goals.	100.0%	92.0%	8.0%	0.0%	0.0%	0.0%	0.0%	10	1	0	0	0	11	0
Agree-disagree	13	The work I do is important.	92.0%	62.6%	29.4%	8.0%	0.0%	0.0%	0.0%	7	3	1	0	0	11	0
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	100.0%	83.7%	16.3%	0.0%	0.0%	0.0%	0.0%	9	2	0	0	0	11	0
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	100.0%	80.8%	19.2%	0.0%	0.0%	0.0%	0.0%	9	2	0	0	0	11	0
Agree-disagree	16	I am held accountable for achieving results.	100.0%	69.9%	30.1%	0.0%	0.0%	0.0%	0.0%	8	3	0	0	0	11	0
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	100.0%	87.7%	12.3%	0.0%	0.0%	0.0%	0.0%	9	1	0	0	0	10	1
Agree-disagree	18	My training needs are assessed.	81.5%	43.4%	38.1%	18.5%	0.0%	0.0%	0.0%	5	4	2	0	0	11	0
Agree-disagree	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).	81.5%	73.5%	8.0%	7.5%	10.9%	0.0%	10.9%	8	1	1	1	0	11	0

Agree-disagree	20	*The people I work with cooperate to get the job done.	92.0%	84.0%	8.0%	8.0%	0.0%	0.0%	0.0%	9	1	1	0	0	11	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	84.0%	37.8%	46.2%	16.0%	0.0%	0.0%	0.0%	4	5	2	0	0	11	0
Agree-disagree	22	Promotions in my work unit are based on merit.	100.0%	31.8%	68.2%	0.0%	0.0%	0.0%	0.0%	3	6	0	0	0	9	2
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	73.8%	43.3%	30.5%	13.3%	12.9%	0.0%	12.9%	3	2	1	1	0	7	4
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	66.3%	33.2%	33.2%	33.7%	0.0%	0.0%	0.0%	3	3	3	0	0	9	2
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	100.0%	47.8%	52.2%	0.0%	0.0%	0.0%	0.0%	4	4	0	0	0	8	3
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	100.0%	51.2%	48.8%	0.0%	0.0%	0.0%	0.0%	6	5	0	0	0	11	0
Agree-disagree	27	The skill level in my work unit has improved in the past year.	85.0%	36.8%	48.2%	15.0%	0.0%	0.0%	0.0%	3	4	1	0	0	8	3
Good-poor	28	How would you rate the overall quality of work done by your work unit?	100.0%	83.7%	16.3%	0.0%	0.0%	0.0%	0.0%	9	2	0	0	0	11	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	92.0%	64.8%	27.2%	8.0%	0.0%	0.0%	0.0%	7	3	1	0	0	11	0
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	100.0%	73.1%	26.9%	0.0%	0.0%	0.0%	0.0%	8	3	0	0	0	11	0
Agree-disagree	31	Employees are recognized for providing high quality products and services.	100.0%	61.3%	38.7%	0.0%	0.0%	0.0%	0.0%	7	4	0	0	0	11	0
Agree-disagree	32	Creativity and innovation are rewarded.	100.0%	59.1%	40.9%	0.0%	0.0%	0.0%	0.0%	6	4	0	0	0	10	1
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	100.0%	73.9%	26.1%	0.0%	0.0%	0.0%	0.0%	6	2	0	0	0	8	3
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	81.0%	34.9%	46.1%	19.0%	0.0%	0.0%	0.0%	4	5	2	0	0	11	0
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	100.0%	61.9%	38.1%	0.0%	0.0%	0.0%	0.0%	7	4	0	0	0	11	0
Agree-disagree	36	My organization has prepared employees for potential security threats.	100.0%	55.3%	44.7%	0.0%	0.0%	0.0%	0.0%	6	4	0	0	0	10	1
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	88.5%	69.6%	18.9%	11.5%	0.0%	0.0%	0.0%	8	2	1	0	0	11	0
Agree-disagree	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.	100.0%	81.1%	18.9%	0.0%	0.0%	0.0%	0.0%	9	2	0	0	0	11	0
Agree-disagree	39	My agency is successful at accomplishing its mission.	100.0%	84.5%	15.5%	0.0%	0.0%	0.0%	0.0%	9	2	0	0	0	11	0

Agree-disagree	40	*I recommend my organization as a good place to work.	100.0%	92.0%	8.0%	0.0%	0.0%	0.0%	0.0%	10	1	0	0	0	11	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	92.0%	62.2%	29.8%	8.0%	0.0%	0.0%	0.0%	7	3	1	0	0	11	0
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	92.0%	92.0%	0.0%	0.0%	8.0%	0.0%	8.0%	10	0	0	1	0	11	0
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	100.0%	73.5%	26.5%	0.0%	0.0%	0.0%	0.0%	8	3	0	0	0	11	0
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	84.5%	73.5%	10.9%	15.5%	0.0%	0.0%	0.0%	8	1	2	0	0	11	0
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	91.8%	50.4%	41.4%	0.0%	8.2%	0.0%	8.2%	5	4	0	1	0	10	1
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	92.5%	54.6%	37.8%	0.0%	7.5%	0.0%	7.5%	6	4	0	1	0	11	0
Agree-disagree	47	Supervisors in my work unit support employee development.	100.0%	70.2%	29.8%	0.0%	0.0%	0.0%	0.0%	8	3	0	0	0	11	0
Agree-disagree	48	My supervisor listens to what I have to say.	100.0%	84.0%	16.0%	0.0%	0.0%	0.0%	0.0%	9	2	0	0	0	11	N/A
Agree-disagree	49	My supervisor treats me with respect.	100.0%	91.7%	8.3%	0.0%	0.0%	0.0%	0.0%	10	1	0	0	0	11	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	100.0%	92.0%	8.0%	0.0%	0.0%	0.0%	0.0%	10	1	0	0	0	11	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	100.0%	92.5%	7.5%	0.0%	0.0%	0.0%	0.0%	10	1	0	0	0	11	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	100.0%	76.2%	23.8%	0.0%	0.0%	0.0%	0.0%	8	3	0	0	0	11	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	89.1%	54.6%	34.4%	10.9%	0.0%	0.0%	0.0%	6	4	1	0	0	11	0
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	100.0%	89.1%	10.9%	0.0%	0.0%	0.0%	0.0%	10	1	0	0	0	11	0
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	100.0%	69.9%	30.1%	0.0%	0.0%	0.0%	0.0%	8	3	0	0	0	11	0
Agree-disagree	56	*Managers communicate the goals of the organization.	100.0%	70.0%	30.0%	0.0%	0.0%	0.0%	0.0%	7	3	0	0	0	10	0
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	92.5%	62.3%	30.1%	7.5%	0.0%	0.0%	0.0%	7	3	1	0	0	11	0
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	92.5%	73.2%	19.2%	7.5%	0.0%	0.0%	0.0%	8	2	1	0	0	11	0
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	100.0%	73.2%	26.8%	0.0%	0.0%	0.0%	0.0%	8	3	0	0	0	11	0
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	100.0%	84.5%	15.5%	0.0%	0.0%	0.0%	0.0%	9	2	0	0	0	11	0

Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11	0	0	0	0	11	0
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	100.0%	92.0%	8.0%	0.0%	0.0%	0.0%	0.0%	10	1	0	0	0	11	0
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	92.0%	73.5%	18.5%	8.0%	0.0%	0.0%	0.0%	8	2	1	0	0	11	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	100.0%	65.6%	34.4%	0.0%	0.0%	0.0%	0.0%	7	4	0	0	0	11	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	89.1%	73.5%	15.5%	10.9%	0.0%	0.0%	0.0%	8	2	1	0	0	11	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	88.5%	69.6%	18.9%	11.5%	0.0%	0.0%	0.0%	8	2	1	0	0	11	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	65.0%	37.8%	27.2%	35.0%	0.0%	0.0%	0.0%	4	3	4	0	0	11	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	79.9%	38.5%	41.4%	11.9%	8.2%	0.0%	8.2%	4	4	1	1	0	10	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	92.0%	73.5%	18.5%	0.0%	8.0%	0.0%	8.0%	8	2	0	1	0	11	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	80.5%	46.1%	34.4%	19.5%	0.0%	0.0%	0.0%	5	4	2	0	0	11	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	100.0%	92.0%	8.0%	0.0%	0.0%	0.0%	0.0%	10	1	0	0	0	11	N/A

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

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

78. Please select the response below that BEST describes your current teleworking schedule.	2019		2018	
	N	%	N	%
I telework very infrequently, on an unscheduled or short-term basis	5	46.7%	3	43.4%
I telework, but only about 1 or 2 days per month	1	8.0%	1	10.9%
I telework 1 or 2 days per week	2	15.5%	1	13.6%
I telework 3 or 4 days per week	1	8.0%	0	0.0%
I telework every work day	0	0.0%	1	16.0%
I do not telework because I have to be physically present on the job	0	0.0%	0	0.0%
I do not telework because of technical issues that prevent me from teleworking	0	0.0%	0	0.0%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	0	0.0%	0	0.0%
I do not telework because I choose not to telework	2	21.8%	1	16.0%
<b>Total</b>	<b>11</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>

79. How satisfied are you with the Telework program in your agency?	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	8	73.5%	73.5%	5	84.1%	72.3%
Satisfied	2	18.5%	18.5%	1	15.9%	13.6%
Neither Satisfied nor Dissatisfied	1	8.0%	8.0%	0	0.0%	0.0%
Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
<b>Item Response Total</b>	<b>11</b>	<b>100.0%</b>	<b>100.0%</b>	<b>6</b>	<b>100.0%</b>	<b>86.0%</b>
I choose not to participate in this program	0	--	0.0%	0	--	0.0%
This program is not available to me	0	--	0.0%	1	--	14.0%
I am unaware of this program	0	--	0.0%	0	--	0.0%
<b>Total</b>	<b>11</b>	<b>100.0%</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>100.0%</b>

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):	2019	
	N	%
Alternative Work Schedules	3	24.3%
Health and Wellness Programs	4	35.2%
Employee Assistance Program – EAP	1	8.0%
Child Care Programs	0	0.0%
Elder Care Programs	0	0.0%
None listed above	5	48.8%
Total (percents will add to more than 100% because respondents could choose more than one response option)	11	--

Note: This item was not in the 2018 OPM FEVS.

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	4	65.6%	35.2%	5	100.0%	72.3%
Satisfied	2	34.4%	18.5%	0	0.0%	0.0%
Neither Satisfied nor Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
<b>Item Response Total</b>	<b>6</b>	<b>100.0%</b>	<b>53.6%</b>	<b>5</b>	<b>100.0%</b>	<b>72.3%</b>
I choose not to participate in these programs	4	--	34.9%	1	--	13.6%
These programs are not available to me	1	--	11.5%	1	--	14.0%
I am unaware of these programs	0	--	0.0%	0	--	0.0%
<b>Total</b>	<b>11</b>	<b>100.0%</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>100.0%</b>

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	1	15.3%	8.3%	1	19.5%	13.6%
Satisfied	4	69.9%	37.8%	4	80.5%	56.3%
Neither Satisfied nor Dissatisfied	1	14.8%	8.0%	0	0.0%	0.0%
Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
<b>Item Response Total</b>	<b>6</b>	<b>100.0%</b>	<b>54.1%</b>	<b>5</b>	<b>100.0%</b>	<b>69.9%</b>
I choose not to participate in these programs	2	--	18.9%	1	--	16.0%
These programs are not available to me	3	--	27.0%	1	--	14.0%
I am unaware of these programs	0	--	0.0%	0	--	0.0%
<b>Total</b>	<b>11</b>	<b>100.0%</b>	<b>100.0%</b>	<b>7</b>	<b>100.0%</b>	<b>100.0%</b>

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	2	45.8%	16.0%	2	73.1%	29.7%
Satisfied	1	31.3%	10.9%	1	26.9%	10.9%
Neither Satisfied nor Dissatisfied	1	22.9%	8.0%	0	0.0%	0.0%
Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%

Item Response Total	4	100.0%	34.9%	3	100.0%	40.6%
I choose not to participate in these programs	5	--	46.1%	3	--	45.4%
These programs are not available to me	1	--	7.5%	0	--	0.0%
I am unaware of these programs	1	--	11.5%	1	--	14.0%
Total	11	100.0%	100.0%	7	100.0%	100.0%

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	0	0.0%	0.0%	1	53.3%	16.0%
Satisfied	1	100.0%	8.0%	0	0.0%	0.0%
Neither Satisfied nor Dissatisfied	0	0.0%	0.0%	1	46.7%	14.0%
Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
Item Response Total	1	100.0%	8.0%	2	100.0%	30.1%
I choose not to participate in these programs	8	--	73.0%	4	--	59.0%
These programs are not available to me	2	--	19.0%	1	--	10.9%
I am unaware of these programs	0	--	0.0%	0	--	0.0%
Total	11	100.0%	100.0%	7	100.0%	100.0%

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	0	--	0.0%	0	0.0%	0.0%
Satisfied	0	--	0.0%	0	0.0%	0.0%
Neither Satisfied nor Dissatisfied	0	--	0.0%	1	100.0%	14.0%
Dissatisfied	0	--	0.0%	0	0.0%	0.0%
Very Dissatisfied	0	--	0.0%	0	0.0%	0.0%
Item Response Total	0	100.0%	0.0%	1	100.0%	14.0%
I choose not to participate in these programs	7	--	62.1%	4	--	59.0%
These programs are not available to me	1	--	7.5%	1	--	10.9%
I am unaware of these programs	3	--	30.4%	1	--	16.0%
Total	11	100.0%	100.0%	7	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 4 completed surveys.

