Consumer Product Safety Commission	
2024 FEVS AES Report	Agency Information
Field Period	May 21 - Jul 5, 2024
Sample or Census	Census
Number of Surveys Completed	423
Number of Surveys Administered	523
Response Rate	80.9%
Number of items identified as Strengths (65% positive or higher)	80
Number of items identified as Challenges (35% negative or higher)	0
2024 Engagement Index	80%
Leaders Lead Subindex	71%
Supervisors Subindex	87%
Intrinsic Work Experience Subindex	81%

Note: Number of items identified as strengths and challenges are based on items 1-90, excluding item 16. A " $-^{nr}$ " indicates that there were no responses to the item.

ltem	ltem Text	Percent Positive
53	My supervisor holds me accountable for achieving results.	95%
21	Employees in my work unit contribute positively to my agency's performance.	94%
20	Employees in my work unit meet the needs of our customers.	94%
90	It is important to me that my work contribute to the common good.	94%
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	93%
49	My supervisor supports my need to balance work and other life issues.	93%

Item	ltem Text	Percent Negative
66	Management involves employees in decisions that affect their work.	24%
17	*In my work unit, differences in performance are recognized in a meaningful way.	23%
71	Considering everything, how satisfied are you with your pay?	19%
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	18%
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	18%
47	*I believe the results of this survey will be used to make my agency a better place to work.	18%

* 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 Percentages are weighted to represent the Agency's population.

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

Source: Consumer Product Safety Commission AES Report, 2024 Federal Employee Viewpoint Survey

Item	Item Text	Difference 2024-2023
28	My work unit successfully manages disruptions to our work.	-6%
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	-5%
23	Employees in my work unit adapt to changing priorities.	-2%
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	-2%
32	Employees in my work unit consider customer needs a top priority.	-2%
34	Employees in my work unit support my need to balance my work and personal responsibilities.	-2%
90	It is important to me that my work contribute to the common good.	-2%
70	*Considering everything, how satisfied are you with your job?	8%
5	*My workload is reasonable.	9%
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	9%
58	My organization's senior leaders maintain high standards of honesty and integrity.	9%
47	*I believe the results of this survey will be used to make my agency a better place to work.	11%
64	Management encourages innovation.	11%
43	My organization has prepared me for potential physical security threats.	25%

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

Percentages are weighted to represent the Agency's population.

A " $-^{nt_{"}}$ indicates that there are no trending results available for the year.

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

The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

Source: Consumer Product Safety Commission AES Report, 2024 Federal Employee Viewpoint Survey

Item	Item Text	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/	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Most of the time/ Good/	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	ltem 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
	*I am given a real opportunity to improve my skills in															
1	my organization.	Agree-disagree	76%	31%	45%	13%	7%	3%	10%	134	191	56	30	12	423	N/A
	I feel encouraged to come up with new and better	Agroo dicagroo	73%	33%	41%	12%	11%	4%	15%	139	172	49	42	16	418	N/A
2	ways of doing things. My work gives me a feeling of personal	Agree-disagree	75%	55%	4170	1270	1170	470	15%	159	172	49	42	10	410	N/A
3	accomplishment.	Agree-disagree	82%	41%	42%	9%	7%	2%	9%	168	181	38	25	9	421	N/A
4	I know what is expected of me on the job.	Agree-disagree	86%	40%	46%	7%	5%	3%	7%	166	194	30	18	11	419	N/A
5	*My workload is reasonable.	Agree-disagree	73%	27%	46%	9%	12%	6%	17%	112	196	41	49	25	423	N/A
		Agree-uisagree	7370	2770	4078	570	1270	070	1770	112	190	41	49	25	423	N/A
6	*My talents are used well in the workplace.	Agree-disagree	72%	30%	41%	14%	8%	7%	14%	127	173	60	31	27	418	N/A
7		Agree-disagree	90%	50%	40%	6%	2%	2%	4%	210	170	26	7	9	422	N/A
0	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.		78%	43%	35%	11%	6%	5%	11%	175	141	47	21	17	401	10
0		Agree-disagree	7670	45%	55%	1170	0%	5%	11%	1/5	141	47	21	1/	401	19
9	I have enough information to do my job well.	Agree-disagree	79%	27%	52%	11%	8%	2%	10%	115	218	47	31	10	421	N/A
10	I receive the training I need to do my job well.	Agree-disagree	70%	27%	43%	17%	9%	5%	13%	115	180	72	34	19	420	N/A
11	I am held accountable for the quality of work I	Agroo dicagroo	91%	42%	49%	7%	2%	1%	20/	175	209	27	6	4	421	NI / A
11	produce.	Agree-disagree	91%	4270	49%	770	270	170	3%	1/5	209	27	0	4	421	N/A
12	I have a clear idea of how well I am doing my job.	Agree-disagree	83%	34%	49%	9%	5%	3%	8%	145	204	41	20	11	421	N/A
13	I have the autonomy to decide how I do my job.	Agree-disagree	75%	31%	44%	13%	8%	4%	13%	132	184	55	33	19	423	N/A
	I can make decisions about my work without getting							,								
14	permission first. *The people I work with cooperate to get the job	Agree-disagree	65%	23%	42%	22%	9%	4%	14%	96	178	92	38	19	423	N/A
15	done.	Agree-disagree	88%	49%	39%	7%	3%	2%	5%	210	164	29	11	7	421	N/A
	*In my work unit, differences in performance are		0070	10/0		,,,,		_ /0	0,0							
17	recognized in a meaningful way.	Agree-disagree	56%	15%	42%	21%	15%	7%	23%	53	151	74	56	25	359	63
18	Employees in my work unit share job knowledge.	Agree-disagree	87%	46%	40%	7%	4%	2%	6%	197	171	28	16	8	420	3
10	*My work unit has the job-relevant knowledge and	Agroa diasana	0.00/	400/	400/	70/	20/	20/	40/	474	104	24	0		44.0	-
19	skills necessary to accomplish organizational goals. Employees in my work unit meet the needs of our	Agree-disagree	88%	42%	46%	7%	2%	2%	4%	174	194	31	8	9	416	7
20	customers.	Always-never	94%	51%	43%	5%	1%	0%	1%	198	167	18	3	1	387	36
	Employees in my work unit contribute positively to	,										-	-			
21	my agency's performance.	Always-never	94%	66%	28%	4%	1%	1%	2%	265	112	16	3	2	398	21
	Employees in my work unit produce high-quality				6 4 6 1	a a/		0 01			105					
22	work. Employees in my work unit adapt to changing	Always-never	91%	59%	31%	8%	1%	0%	1%	237	125	34	4	0	400	22
23	priorities.	Always-never	87%	59%	29%	10%	2%	0%	2%	233	116	42	8	0	399	21
	12	. anayo never	3770	5575	2370	10/0	2,0	0,0	2/3	200	110	12	<u> </u>	Ŭ Ŭ	335	

		Response	Percent	Strongly Agree/ Always/ Very Good/ Very Satisfied	Agree/ Most of the time/ Good/ Satisfied			Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied			Agree/ Most of the time/ Good/ Satisfied	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied			Total**	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs
Item	Item Text New hires in my work unit (i.e., hired in the past	Туре	Positive	%	%	%	%	%	Negative	N	N	N	Ν	N	N	N
24	year) have the right skills to do their jobs.	Agree-disagree	75%	35%	40%	17%	6%	3%	9%	113	126	50	18	8	315	106
		- <u>0.000 01008</u> ,000			1070		0,0	2,0	575							
25	I can influence decisions in my work unit.	Agree-disagree	75%	31%	45%	13%	9%	3%	12%	131	191	52	37	12	423	N/A
26	I know what my work unit's goals are.	Agree-disagree	87%	43%	44%	7%	4%	2%	6%	183	189	27	16	8	423	N/A
	My work unit commits resources to develop new															
27	ideas (e.g., budget, staff, time, expert support).	Agree-disagree	64%	23%	42%	19%	10%	6%	17%	95	172	75	40	23	405	17
	My work unit successfully manages disruptions to		770 (22 2	1001	1.00/	40 (D 2(===(100	4.00					10
28	our work.	Agree-disagree	77%	32%	46%	16%	4%	3%	7%	130	188	64	17	11	410	13
20	Employees in my work unit consistently look for new	Agroo dicagroo	77%	2.20/	100/	15%	6%	2%	8%	120	184	60	22	0	402	20
29	ways to improve how they do their work. Employees in my work unit incorporate new ideas	Agree-disagree	11%	32%	46%	15%	0%	۷%	8%	128	184	60	22	8	402	20
30	into their work.	Agree-disagree	76%	30%	46%	16%	6%	2%	7%	121	184	63	22	6	396	19
	Employees in my work unit approach change as an	1.8.00 0.008.00					0,0		.,.					•		
31	opportunity.	Agree-disagree	67%	24%	43%	22%	9%	2%	11%	97	170	85	34	7	393	28
	Employees in my work unit consider customer needs															
32	a top priority.	Agree-disagree	83%	37%	46%	12%	3%	2%	5%	146	183	45	12	6	392	24
	Employees in my work unit consistently look for															
33	ways to improve customer service.	Agree-disagree	72%	30%	42%	21%	4%	2%	7%	118	168	83	16	8	393	29
24	Employees in my work unit support my need to	A	0.40/	100/	2.59/	110/	20/	20/	50/	202	4.40	45	10			0
34	balance my work and personal responsibilities. Employees are recognized for providing high quality	Agree-disagree	84%	48%	36%	11%	3%	2%	5%	202	149	45	10	8	414	9
35	products and services.	Agree-disagree	71%	23%	47%	15%	9%	6%	15%	96	195	60	37	22	410	12
	Employees are protected from health and safety	Agree disagree	7170	2370	7770	1370	570	0/0	1370	50	155	00	57	22	410	
36	hazards on the job.	Agree-disagree	81%	42%	39%	12%	3%	4%	7%	175	162	48	13	13	411	11
	My organization is successful at accomplishing its															
37	mission.	Agree-disagree	88%	43%	45%	8%	3%	1%	4%	177	185	35	13	4	414	8
	I have a good understanding of my organization's															
38	priorities.	Agree-disagree	82%	43%	40%	11%	5%	2%	7%	182	169	43	20	8	422	N/A
	My organization shares results (for example, town															
39	halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	Agroo dicagroo	93%	52%	41%	5%	2%	1%	2%	220	170	18	6	3	417	Л
40	Information is openly shared in my organization.	Agree-disagree Agree-disagree	93% 68%	27%	41%	20%	2% 8%	1% 5%	13%	113	170	81	32	19	417	3
40	The approval process in my organization allows	NEICC-UISABIEC	0070	21/0	+1/0	2070	070	J/0	1370		105	01	52	1.5	410	
41	timely delivery of my work.	Agree-disagree	64%	23%	41%	19%	11%	6%	17%	96	172	78	45	24	415	5
	My organization effectively adapts to changing															
42	government priorities.	Agree-disagree	75%	30%	45%	17%	6%	2%	8%	120	174	68	24	8	394	21
	My organization has prepared me for potential															
43	physical security threats.	Agree-disagree	80%	31%	49%	11%	5%	4%	9%	131	203	46	20	14	414	5
	My organization has prepared me for potential		020/	220/	F 4 0/	440/	20/	20/	C 0(400	200	40	40	_	407	0
44	cybersecurity threats.	Agree-disagree	83%	32%	51%	11%	3%	2%	6%	132	206	48	13	8	407	9

In my organization, arbitrary action, personal transmission, and/or political coercion are not. Agree-disagree 66% 31% 35% 18% 9% 7% 16% 122 130 66 34 25 386 1* trecommend my organization as a good place to work. Agree-disagree 7% 41% 38% 12% 6% 4% 9% 176 158 50 22 16 422 1* toelow the results of this survey will be used to assessment my one and the survey will be used to assessment my one unit support employce 6% 33% 29% 21% 11% 7% 18% 132 119 83 44 27 405 49 make my agency abetter place to work. Agree-disagree 87% 54% 33% 29% 6% 4% 1% 1% 138 138 28 16 9 410 49 and other life issues. Agree-disagree 99% 66% 22% 6% 4% 1% 5% 272 96 27 14 6 415	Item	ltem Text	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		Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied 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
4.8. fourarted. Agree-diagree 66% 31% 55% 19% 9% 7% 15% 122 139 66 34 25 336 46 work. Agree-diagree 77% 11% 38% 12% 6% 4% 9% 176 128 50 22 16 422 47 Tobleve the results of this survey will be used to Agree-diagree 62% 33% 29% 21% 11% 7% 138 132 19 83 44 27 405 48 development. Agree-diagree 62% 33% 6% 4% 2% 7% 219 138 28 16 9 410 49 and other life issues. Agree-diagree 87% 54% 33% 6% 4% 1% 3% 291 99 16 8 5 419 50 My supervisor listens to what I have to say. Agree-diagree 89% 66% 22% 6% 4% 1% 5% 272 96 27 14 6	-	In my organization, arbitrary action, personal															
• •		favoritism, and/or political coercion are not															
46 work. Agree-disagree 79% 41% 38% 12% 6% 4% 9% 176 158 50 22 16 422 47 make my agency a better place to work. Agree-disagree 62% 33% 29% 21% 11% 7% 18% 132 119 83 44 27 405 Supervisors in my work unit support employee Agree-disagree 87% 54% 33% 6% 4% 2% 7% 219 138 28 16 9 410 My supervisor supports my need to balance work Agree-disagree 93% 66% 22% 6% 4% 2% 1% 3% 291 99 16 8 5 419 50 My supervisor listens to what I have to say. Agree-disagree 92% 6% 2% 1% 4% 2% 1% 4% 2% 12 16 42 419 419 419 419 419 419 419 419 419 419 419 419 419 419 419 <t< td=""><td>45</td><td>tolerated.</td><td>Agree-disagree</td><td>66%</td><td>31%</td><td>35%</td><td>18%</td><td>9%</td><td>7%</td><td>16%</td><td>122</td><td>139</td><td>66</td><td>34</td><td>25</td><td>386</td><td>34</td></t<>	45	tolerated.	Agree-disagree	66%	31%	35%	18%	9%	7%	16%	122	139	66	34	25	386	34
** **<		*I recommend my organization as a good place to															
47 make my agency ab better place to work. Agree-disagree 62% 33% 29% 21% 11% 7% 18% 132 119 83 44 27 405 48 development. Agree-disagree 87% 54% 33% 6% 4% 2% 7% 219 138 28 16 9 410 My supervisor supports my need to balance work Agree-disagree 93% 69% 22% 6% 4% 2% 1% 3% 291 99 16 8 5 419 50 My supervisor istens to what 1 have to say. Agree-disagree 93% 66% 22% 6% 4% 1% 5% 272 96 27 14 6 415 51 My supervisor treats me with respect. Agree-disagree 92% 67% 27% 1% 4% 2% 18 16 19 2 1 141 53 results. adordifience in my supervisor. Agree-disagree 85% 61% 27% 1% 3% 4% 7% 2			Agree-disagree	79%	41%	38%	12%	6%	4%	9%	176	158	50	22	16	422	N/A
Supervisors in my work unit support employee Agree-disagree 87% 54% 33% 6% 4% 2% 7% 219 138 28 15 9 410 49 development. My supervisor supports my need to balance work and other life issues. Agree-disagree 93% 66% 22% 4% 2% 1% 3% 291 99 16 8 5 419 50 My supervisor listens to what I have to say. Agree-disagree 89% 66% 22% 6% 4% 1% 5% 272 96 27 14 6 415 51 My supervisor treats me with respect. Agree-disagree 92% 69% 23% 4% 2% 1% 4% 287 99 18 9 6 419 52 I have trust and confidence in my supervisor. Agree-disagree 85% 61% 24% 8% 3% 4% 7% 256 103 34 12 15 420 My super				6994	2 221	2001	2 4 6 (=0(100/	100					105	
48 development. Agree-disagree 87% 54% 33% 6% 4% 2% 7% 219 138 28 16 9 410 My supervisor supports my need to balance work and other life issues. Agree-disagree 93% 69% 23% 4% 2% 1% 3% 291 99 16 8 5 419 50 My supervisor listens to what I have to say. Agree-disagree 89% 66% 22% 6% 4% 1% 5% 272 96 27 14 6 415 51 My supervisor listens to what I have to say. Agree-disagree 92% 66% 24% 8% 3% 4% 2% 1% 4% 287 99 18 9 6 419 52 I have trust and confidence in my supervisor. Agree-disagree 95% 67% 27% 5% 1% 0% 1% 281 116 19 2 1 419 54 your immediate supervisor? Agree-disagree 95% 67% 27% 5% 1%			Agree-disagree	62%	33%	29%	21%	11%	/%	18%	132	119	83	44	27	405	15
My supervisor supports my need to balance work Agree-disagree 93% 69% 23% 4% 2% 1% 3% 291 99 16 8 5 419 50 My supervisor listens to what I have to say. Agree-disagree 89% 66% 22% 6% 4% 1% 5% 272 96 27 14 6 415 51 My supervisor listens to what I have to say. Agree-disagree 92% 69% 23% 4% 2% 1% 4% 287 99 18 9 6 419 52 I have trust and confidence in my supervisor. Agree-disagree 95% 67% 27% 5% 103 34 12 15 420 My supervisor holds me accountable for achieving are results. Agree-disagree 95% 67% 27% 5% 1% 0% 1% 281 116 19 2 1 419 54 your immediate supervisor? Good-poor 85% 62% 23% <td></td> <td></td> <td>Agroo disagroo</td> <td>070/</td> <td>E 494</td> <td>220/</td> <td>6%</td> <td>10/</td> <td>70/</td> <td>70/</td> <td>210</td> <td>120</td> <td>20</td> <td>16</td> <td>0</td> <td>410</td> <td>3</td>			Agroo disagroo	070/	E 494	220/	6%	10/	70/	70/	210	120	20	16	0	410	3
49 and other life issues. Agree-disagree 93% 69% 23% 4% 2% 1% 3% 291 99 16 8 5 419 50 My supervisor listens to what I have to say. Agree-disagree 89% 66% 22% 6% 4% 1% 5% 272 96 27 14 6 415 51 My supervisor treats me with respect. Agree-disagree 92% 69% 23% 4% 2% 1% 4% 287 99 18 9 6 419 52 I have trust and confidence in my supervisor. Agree-disagree 95% 61% 24% 8% 3% 4% 7% 256 103 34 12 15 420 60 results. Agree-disagree 95% 67% 27% 5% 1% 0% 1% 281 116 19 2 1 419 5 suggestions to improve my objo performance. Agree-disagree 95% 67% 23% 10% 3% 5% 258 99 <td< td=""><td></td><td></td><td>Agree-uisagree</td><td>0770</td><td>54%</td><td>5570</td><td>078</td><td>470</td><td>270</td><td>//0</td><td>219</td><td>130</td><td>20</td><td>10</td><td>9</td><td>410</td><td>5</td></td<>			Agree-uisagree	0770	54%	5570	078	470	270	//0	219	130	20	10	9	410	5
50 My supervisor listens to what I have to say. Agree-disagree 89% 66% 22% 6% 4% 1% 5% 272 96 27 14 6 415 51 My supervisor treats me with respect. Agree-disagree 92% 69% 23% 4% 2% 1% 4% 287 99 18 9 6 419 52 I have trust and confidence in my supervisor. Agree-disagree 85% 61% 24% 8% 3% 4% 7% 256 103 34 12 15 420 My supervisor holds me accountable for achiving 13 results. Agree-disagree 95% 67% 27% 5% 1% 0% 1% 281 116 19 2 1 419 50 Overall, how good a job do you feel is being done by suggestions to improve my job performance. Agree-disagree 85% 62% 23% 10% 3% 5% 258 99 42 11 10 420 54			Agree-disagree	93%	69%	23%	4%	2%	1%	3%	291	99	16	8	5	419	N/A
S1 My supervisor treats me with respect. Agree-disagree 92% 69% 23% 4% 2% 1% 4% 287 99 18 9 6 419 51 My supervisor treats me with respect. Agree-disagree 85% 61% 24% 8% 3% 4% 7% 256 103 34 12 15 420 51 My supervisor holds me accountable for achieving 31 results. Agree-disagree 95% 67% 27% 5% 1% 0% 1% 281 116 19 2 1 419 Overall, how good a job do you feel is being done by 4 your immediate supervisor provides me with constructive suggestions to improve my job performance. Agree-disagree 81% 10% 3% 3% 5% 258 99 42 11 10 420 56 feedback throughout the year. Agree-disagree 86% 55% 31% 9% 3% 2% 5% 226 134 40 12 7 419 1				5070	0370	20/0		270	270	0,0	201					115	
52 I have trust and confidence in my supervisor. Agree-disagree 85% 61% 24% 8% 3% 4% 7% 256 103 34 12 15 420 S3 results. Agree-disagree 95% 67% 27% 5% 1% 0% 1% 281 116 19 2 1 419 Overall, how good a job do you feel is being done by 56 600-poor 85% 62% 23% 10% 3% 5% 258 99 42 11 10 420 My supervisor provides me with constructive 55 suggestions to improve my job performance. Agree-disagree 81% 49% 32% 11% 5% 3% 7% 205 136 50 19 10 420 My supervisor provides me with performance Agree-disagree 86% 55% 31% 9% 3% 2% 26 134 40 12 7 419 In my organization, senior leaders generate high levels of motivation and commitment in the Agree-disagree 60% 21% 39% 21% 12	50	My supervisor listens to what I have to say.	Agree-disagree	89%	66%	22%	6%	4%	1%	5%	272	96	27	14	6	415	N/A
52 I have trust and confidence in my supervisor. Agree-disagree 85% 61% 24% 8% 3% 4% 7% 256 103 34 12 15 420 S3 results. Agree-disagree 95% 67% 27% 5% 1% 0% 1% 281 116 19 2 1 419 Overall, how good a job do you feel is being done by 56 600-poor 85% 62% 23% 10% 3% 5% 258 99 42 11 10 420 My supervisor provides me with constructive 55 suggestions to improve my job performance. Agree-disagree 81% 49% 32% 11% 5% 3% 7% 205 136 50 19 10 420 My supervisor provides me with performance Agree-disagree 86% 55% 31% 9% 3% 2% 26 134 40 12 7 419 In my organization, senior leaders generate high levels of motivation and commitment in the Agree-disagree 60% 21% 39% 21% 12																	
My supervisor holds me accountable for achieving results. Agree-disagree 95% 67% 27% 5% 1% 0% 1% 281 116 19 2 1 419 Overall, how good a job do you feel is being done by 54 your immediate supervisor? Good-poor 85% 62% 23% 10% 3% 3% 5% 258 99 42 11 10 420 My supervisor provides me with constructive 55 suggestions to improve my job performance. 56 Agree-disagree 81% 49% 32% 11% 5% 3% 7% 205 136 50 19 10 420 My supervisor provides me with constructive feedback throughout the year. Agree-disagree 81% 49% 32% 11% 5% 3% 7% 205 136 50 19 10 420 My supervisor provides me with performance Agree-disagree 86% 55% 31% 9% 3% 2% 5% 226 134 40 12 7 419	51	My supervisor treats me with respect.	Agree-disagree	92%	69%	23%	4%	2%	1%	4%	287	99	18	9	6	419	N/A
My supervisor holds me accountable for achieving results. Agree-disagree 95% 67% 27% 5% 1% 0% 1% 281 116 19 2 1 419 Overall, how good a job do you feel is being done by 54 your immediate supervisor? Good-poor 85% 62% 23% 10% 3% 3% 5% 258 99 42 11 10 420 My supervisor provides me with constructive Agree-disagree 81% 49% 32% 11% 5% 3% 7% 205 136 50 19 10 420 My supervisor provides me with constructive Agree-disagree 81% 49% 32% 11% 5% 3% 7% 205 136 50 19 10 420 My supervisor provides me with performance Agree-disagree 86% 55% 31% 9% 3% 2% 5% 226 134 40 12 7 419 In my organization, senior leaders generate high levels of motivation and commitment in																	
53 results. Agree-disagree 95% 67% 27% 5% 1% 0% 1% 281 116 19 2 1 419 54 your immediate supervisor? God-poor 85% 62% 23% 10% 3% 5% 258 99 42 11 10 420 55 suggestions to improve my job performance. Agree-disagree 81% 49% 32% 11% 5% 3% 7% 205 136 50 19 10 420 66 feedback throughout the year. Agree-disagree 81% 49% 32% 11% 5% 3% 7% 205 136 50 19 10 420 1 In my organization, senior leaders generate high levels of motivation and commitment in the Agree-disagree 60% 21% 39% 21% 12% 6% 18% 90 163 85 47 25 410 58 standards of honesty and integrity. Agree-disagree 74% 31% 42% 17% 4% 10% 124			Agree-disagree	85%	61%	24%	8%	3%	4%	7%	256	103	34	12	15	420	N/A
Overall, how good a job do you feel is being done by your immediate supervisor? Good-poor 85% 62% 23% 10% 3% 3% 5% 258 99 42 11 10 420 My supervisor provides me with constructive 55 Suggestions to improve my job performance. 6 feedback throughout the year. Agree-disagree 81% 49% 32% 11% 5% 226 136 50 19 10 420 My supervisor provides me with performance. 56 Agree-disagree 86% 55% 31% 9% 3% 2% 5% 226 134 40 12 7 419 In my organization, senior leaders generate high levels of motivation and commitment in the Agree-disagree 60% 21% 39% 21% 12% 6% 18% 90 163 85 47 25 410 My organization's senior leaders maintain high 58 standards of honesty and integrity. Agree-disagree 74% 31% 42% 17% 4% 6% 10% 124 164 63 14			Agroo disagroo	059/	670/	270/	E 9/	10/	0%	10/	201	116	10	2	1	410	N/A
54 your immediate supervisor? Good-poor 85% 62% 23% 10% 3% 3% 5% 258 99 42 11 10 420 55 suggestions to improve my ibp performance. Agree-disagree 81% 49% 32% 11% 5% 3% 7% 205 136 50 19 40 420 My supervisor provides me with performance. Agree-disagree 86% 55% 31% 9% 3% 2% 5% 226 134 40 12 7 419 In my organization, senior leaders generate high levels of motivation and commitment in the Agree-disagree 86% 55% 31% 9% 12% F 16 66 12 7 419 58 standards of honesty and integrity. Agree-disagree 66% 21% 39% 21% 12% 16% 168 40 12 7 410 58 standards of honesty and integrity. Agree-disagree 74% 31%			Agree-disagree	95%	07%	Z1%	5%	1%	0%	1%	281	110	19	Ζ	L	419	N/A
My supervisor provides me with constructive suggestions to improve my job performance.Agree-disagree81%49%32%11%5%3%7%205136501910420My supervisor provides me with performance feedback throughout the year.Agree-disagree86%55%31%9%3%2%5%22613440127419In my organization, senior leaders generate high levels of motivation and commitment in theAgree-disagree60%21%39%21%12%6%18%90163854725410My organization's senior leaders maintain high 58standards of honesty and integrity.Agree-disagree74%31%42%17%4%6%10%124164631421386*Managers communicate the goals of the s9organization among different work units (for example, about projects, goals, needed resources).Agree-disagree66%28%40%14%9%9%18%116164583736411			Good-poor	85%	62%	23%	10%	3%	3%	5%	258	99	42	11	10	420	N/A
55 suggestions to improve my job performance. Agree-disagree 81% 49% 32% 11% 5% 3% 7% 205 136 50 19 10 420 56 feedback throughout the year. Agree-disagree 86% 55% 31% 9% 3% 2% 5% 226 134 40 12 7 419 56 feedback throughout the year. Agree-disagree 86% 55% 31% 9% 3% 2% 5% 226 134 40 12 7 419 57 workforce. Agree-disagree 60% 21% 39% 21% 12% 6% 18% 90 163 85 47 25 410 58 standards of honesty and integrity. Agree-disagree 74% 31% 42% 17% 4% 6% 10% 124 164 63 14 21 386 59 organization. Agree-disagree 74% 30% 44% 15% 7% 4% 11% 126 184 62 <td></td> <td></td> <td></td> <td></td> <td>0_/0</td> <td></td> <td></td> <td></td> <td>• • •</td> <td>0,0</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>,</td>					0_/0				• • •	0,0							,
56feedback throughout the year.Agree-disagree86%55%31%9%3%2%5%226134401274191In my organization, senior leaders generate high levels of motivation and commitment in the	55	suggestions to improve my job performance.	Agree-disagree	81%	49%	32%	11%	5%	3%	7%	205	136	50	19	10	420	N/A
In my organization, senior leaders generate high levels of motivation and commitment in the workforce.Agree-disagree60%21%39%21%12%6%18%9016385472541057workforce.Agree-disagree60%21%39%21%12%6%18%9016385472541058standards of honesty and integrity.Agree-disagree74%31%42%17%4%6%10%124164631421386*Managers communicate the goals of the organization.Agree-disagree74%30%44%15%7%4%11%126184622717416Managers promote communication among different work units (for example, about projects, goals, 60Agree-disagree68%28%40%14%9%9%18%116164583736411		My supervisor provides me with performance															
levels of motivation and commitment in the workforce.Agree-disagree60%21%39%21%12%6%18%9016385472541057My organization's senior leaders maintain high standards of honesty and integrity.Agree-disagree74%31%42%17%4%6%10%12416463142138658*Managers communicate the goals of the organization.Agree-disagree74%31%42%17%4%6%10%12416463142138659organization.Agree-disagree74%30%44%15%7%4%11%12618462271741660needed resources).Agree-disagree68%28%40%14%9%9%18%116164583736411			Agree-disagree	86%	55%	31%	9%	3%	2%	5%	226	134	40	12	7	419	1
57workforce.Agree-disagree60%21%39%21%12%6%18%90163854725410My organization's senior leaders maintain high standards of honesty and integrity.Agree-disagree74%31%42%17%4%6%10%124164631421386316386386316386316386316386316386386386316386316386386316386386316386386316386316386316386316386316386316386316386316																	
My organization's senior leaders maintain high standards of honesty and integrity.Agree-disagree74%31%42%17%4%6%10%12416463142138658standards of honesty and integrity.Agree-disagree74%31%42%17%4%6%10%12416463142138659organization.Agree-disagree74%30%44%15%7%4%11%12618462271741659organization.Agree-disagree74%30%44%15%7%4%11%12618462271741660needed resources).Agree-disagree68%28%40%14%9%9%18%116164583736411			A	600/	2404	200/	240/	120/	C 0/	4.00/	00	4.62	05	47	25	44.0	10
58standards of honesty and integrity.Agree-disagree74%31%42%17%4%6%10%124164631421386* Managers communicate the goals of the 59argee-disagree74%30%44%15%7%4%11%12618462271741659organization.Agree-disagree74%30%44%15%7%4%11%12618462271741660needed resources).Agree-disagree68%28%40%14%9%9%18%116164583736411			Agree-disagree	60%	21%	39%	21%	12%	b%	18%	90	163	85	47	25	410	10
*Managers communicate the goals of the organization.Agree-disagree74%30%44%15%7%4%11%12618462271741659organization.Agree-disagree74%30%44%15%7%4%11%126184622717416Managers promote communication among different work units (for example, about projects, goals, 60Agree-disagree68%28%40%14%9%9%18%116164583736411		, .	Agree-disagree	74%	31%	42%	17%	4%	6%	10%	174	164	63	14	21	386	32
59organization.Agree-disagree74%30%44%15%7%4%11%126184622717416Managers promote communication among different work units (for example, about projects, goals, 60needed resources).Agree-disagree68%28%40%14%9%9%18%116164583736411			BICC GISUBICC	7470	51/0	⊤∠ /0	1//0	-1/0	070	1070		104		<u> </u>		500	52
Managers promote communication among different work units (for example, about projects, goals, 60 needed resources). Agree-disagree 68% 28% 40% 14% 9% 9% 18% 116 164 58 37 36 411	59		Agree-disagree	74%	30%	44%	15%	7%	4%	11%	126	184	62	27	17	416	3
60 needed resources). Agree-disagree 68% 28% 40% 14% 9% 9% 18% 116 164 58 37 36 411		-															
		work units (for example, about projects, goals,															
			Agree-disagree	68%	28%	40%	14%	9%	9%	18%	116	164	58	37	36	411	7
		Overall, how good a job do you feel is being done by															
the manager directly above your immediate				7764	400/	250/	4001	50/	50/		470						
61 supervisor? God-poor 77% 42% 35% 13% 5% 10% 176 141 54 19 19 409 I have a high level of respect for my organization's Image: Constraint of the second	61		Gooa-poor	//%	42%	35%	13%	5%	5%	10%	1/6	141	54	19	19	409	9
62 senior leaders. Agree-disagree 71% 29% 42% 18% 6% 5% 12% 121 173 75 25 21 415	62		Agree-disagree	71%	20%	A 7 %	18%	6%	5%	12%	171	172	75	25	21	<i>4</i> 15	3
O2 Senior leaders. Agree-usagree 7% 29% 42% 16% 0% 5% 12% 121 175 75 25 21 415 Senior leaders demonstrate support for Work-Life Image: Comparison of the support for Work-Lif			ngree-uisagree	/ 1/0	23/0	72/0	10/0	070	570	12/0	121	1/3	, ,	25		-17	
63 programs. Agree-disagree 76% 33% 43% 14% 7% 3% 10% 130 170 54 25 11 390	63		Agree-disagree	76%	33%	43%	14%	7%	3%	10%	130	170	54	25	11	390	27
64 Management encourages innovation. Agree-disagree 67% 26% 41% 18% 9% 6% 15% 104 166 72 37 21 400																	20

Item	ltem Text	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %		Percent Negative		Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/	-	-	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
C.F.	Management makes effective changes to address		C 40/	220/	440/	200/	110/	F0/	150/	05	467	70	42	47	100	10
65	challenges facing our organization. Management involves employees in decisions that	Agree-disagree	64%	23%	41%	20%	11%	5%	15%	95	167	78	43	17	400	18
66	affect their work.	Agree-disagree	50%	19%	31%	26%	13%	11%	24%	79	126	103	49	43	400	18
	*How satisfied are you with your involvement in	Satisfied-			01/0			/								
67	decisions that affect your work?	dissatisfied	60%	22%	39%	22%	13%	4%	17%	91	164	95	53	17	420	N/A
	*How satisfied are you with the information you															
	receive from management on what's going on in	Satisfied-														
68	your organization?	dissatisfied	68%	25%	43%	17%	11%	4%	15%	102	184	70	46	15	417	N/A
60	*How satisfied are you with the recognition you	Satisfied-	C 90/	200/	410/	1 5 0/	100/	C 0/	170/	111	174	CT.	40	25	410	N1 / A
69	receive for doing a good job? *Considering everything, how satisfied are you with	dissatisfied Satisfied-	68%	26%	41%	15%	10%	6%	17%	111	174	65	43	25	418	N/A
70	your job?	dissatisfied	81%	36%	45%	11%	5%	3%	8%	150	186	46	22	12	416	N/A
	Considering everything, how satisfied are you with	Satisfied-	01/0			/	0,0	0,0	0,0							,
71	your pay?	dissatisfied	64%	27%	38%	16%	14%	6%	19%	111	161	70	55	23	420	N/A
		Satisfied-														
72	your organization?	dissatisfied	77%	34%	42%	14%	6%	3%	10%	143	179	58	27	12	419	N/A
	My organization's management practices promote															
	diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	77%	40%	37%	16%	5%	2%	7%	153	139	61	17	7	377	39
75	My supervisor demonstrates a commitment to	Agree-uisagree	1170	40%	5770	10%	5%	Ζ70	770	155	159	01	1/	/	577	59
	workforce diversity (e.g., recruitment, promotion															
	opportunities, development).	Agree-disagree	81%	46%	36%	14%	3%	2%	5%	172	137	50	9	8	376	40
	I have similar access to advancement opportunities															
	(e.g., promotion, career development, training) as															
75	others in my work unit.	Agree-disagree	74%	39%	35%	12%	7%	7%	13%	157	143	48	28	23	399	14
	My supervisor provides opportunities fairly to all															
76	employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	80%	44%	35%	12%	4%	4%	9%	174	141	45	15	15	390	21
70	In my work unit, excellent work is similarly	Agi ee uisagi ee	0070	++/0	JJ/0	12/0	470	4/0	570	1/4	141	45	10	1.5	330	21
	recognized for all employees (e.g., awards,															
77	acknowledgements).	Agree-disagree	74%	36%	38%	14%	5%	7%	12%	140	149	55	21	26	391	25
78	Employees in my work unit make me feel I belong.	Agree-disagree	85%	43%	42%	10%	3%	2%	5%	178	169	38	11	7	403	9
	Employees in my work unit care about me as a															
79	person.	Agree-disagree	83%	46%	36%	13%	3%	2%	4%	185	145	48	10	6	394	15
00	I am comfortable expressing opinions that are	Agroo dicagroo	82%	42%	41%	9%	5%	4%	9%	174	166	34	21	1 /	409	2
80	different from other employees in my work unit.	Agree-disagree	82%	42%	41%	3%	5%	4%	9%	1/4	70D	54	21	14	409	3
81	In my work unit, people's differences are respected.	Agree-disagree	86%	44%	42%	9%	3%	2%	4%	178	168	38	11	6	401	11
82	I can be successful in my organization being myself. I can easily make a request of my organization to	Agree-disagree	82%	44%	39%	11%	3%	4%	6%	180	157	45	11	14	407	4
83	meet my accessibility needs.	Agree-disagree	79%	41%	38%	14%	4%	3%	7%	101	94	34	9	7	245	169
	, ,	0		., -									-	1		

																Do Not
																Know/ No
																Basis to
																Judge/
																There have
						Neither						Neither				been no
						Agree nor						Agree nor				recent
						Disagree/				Strongly		Disagree/				hires in my
				Strongly		Sometimes/		Strongly		Agree/	Agree/	Sometimes/		Strongly		work unit /
				Agree/	Agree/	Fair/		Disagree/		Always/	Most of	Fair/		Disagree/		l do
				Always/	Most of	Neither	Disagree/	Never/		Very	the	Neither	Disagree/	Never/		not have
				Very	the time/	Satisfied	Rarely/	Very Poor/		Good/	time/	Satisfied	Rarely/	Very Poor/	Item	any
				Good/ Very	Good/	nor	Poor/	Very		Very	Good/	nor	Poor/	Very	Response	accessibility
		Response	Percent	Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Percent	Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Total**	needs
Item	Item Text	Туре	Positive	%	%	%	%	%	Negative	N	N	N	N	N	N	N
	My organization responds to my accessibility needs															
84	in a timely manner.	Agree-disagree	76%	39%	37%	17%	3%	4%	7%	87	87	38	6	9	227	186
85	My organization meets my accessibility needs.	Agree-disagree	78%	39%	39%	18%	1%	3%	4%	90	94	40	3	7	234	178
86		Agree-disagree	71%	32%	38%	17%	9%	4%	12%	131	160	74	35	14	414	N/A
87	The work I do gives me a sense of accomplishment.	Agree-disagree	80%	39%	41%	13%	5%	3%	8%	162	169	53	18	11	413	N/A
	I feel a strong personal attachment to my															
88	organization.	Agree-disagree	67%	31%	36%	21%	9%	3%	12%	128	150	88	35	13	414	N/A
89	I identify with the mission of my organization.	Agree-disagree	89%	51%	38%	6%	3%	1%	5%	211	158	28	12	6	415	N/A
	It is important to me that my work contribute to the															
90	common good.	Agree-disagree	94%	62%	31%	4%	1%	1%	2%	259	131	17	4	4	415	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C) ** Unweighted count of responses excluding "Do Not Know", "No Percentages are weighted to represent the Agency's population. For confidentiality purposes, a "-^s" indicates that there are fewer Source: **Consumer Product Safety Commission AES Report**,