

## Best Places to Work Category Survey Items

| Categories                        | Item Language   | 2024 # |
|-----------------------------------|---|--------|
| Engagement and Satisfaction Index | I recommend my organization as a good place to work.  | 46     |
| Engagement and Satisfaction Index | Considering everything, how satisfied are you with your job?  | 70     |
| Engagement and Satisfaction Index | Considering everything, how satisfied are you with your organization?   | 72     |
| Employee Input                    | I can influence decisions in my work unit.  | 25     |
| Employee Input                    | Management involves employees in decisions that affect their work.  | 66     |
| Employee Input                    | How satisfied are you with your involvement in decisions that affect your work?                                 | 67     |
| Mission Match                     | My work gives me a feeling of personal accomplishment.  | 3      |
| Mission Match                     | My job inspires me  | 86     |
| Mission Match                     | The work I do gives me a sense of accomplishment.   | 87     |
| Mission Match                     | I feel a strong personal attachment to my organization.   | 88     |
| Mission Match                     | I identify with the mission of my organization  | 89     |
| Mission Match                     | It is important to me that my work contributes to the common good.  | 90     |
| Professional Development          | I am given a real opportunity to improve my skills in my organization.  | 1      |
| Professional Development          | My talents are used well in the workplace.  | 6      |
| Professional Development          | I receive the training I need to do my job well.  | 10     |
| Senior Leaders                    | In my organization, senior leaders generate high levels of motivation and commitment in the workforce.          | 57     |
| Senior Leaders                    | My organization's senior leaders maintain high standards of honesty and integrity.                              | 58     |
| Senior Leaders                    | I have a high level of respect for my organization's senior leaders.  | 62     |
| Senior Leaders                    | How satisfied are you with the information you receive from management on what's going on in your organization? | 68     |
| Supervisors                       | Supervisors in my work unit support employee development.   | 48     |
| Supervisors                       | My supervisor listens to what I have to say.  | 50     |
| Supervisors                       | My supervisor treats me with respect.   | 51     |

## Best Places to Work Category Survey Items (cont.)

| Categories  | Item Language                                 | 2024 # |
|-------------|---|--------|
| Supervisors | I have trust and confidence in my supervisor. | 52     |

|                          |   |    |
|--------------------------|---|----|
| <b>Supervisors</b>       | Overall, how good a job do you feel is being done by your immediate supervisor?             | 54 |
| <b>Recognition</b>       | How satisfied are you with the recognition you receive for doing a good job?                | 69 |
| <b>Work-Life Balance</b> | My workload is reasonable.  | 5  |
| <b>Work-Life Balance</b> | Employees in my work unit support my needs to balance my work and personal responsibilities | 34 |
| <b>Work-Life Balance</b> | My supervisor supports my need to balance work and other life issues.                       | 49 |
| <b>Work-Life Balance</b> | Senior leaders demonstrate support for Work-Life programs.                                  | 63 |

## Other Federal Employee Viewpoint Survey Items

| Item Language  | 2024 # |
|--|--------|
| I feel encouraged to come up with new and better ways of doing things.                               | 2      |
| I know what is expected of me on the job.  | 4      |
| I know how my work relates to the agency's goals.  | 7      |
| I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.        | 8      |
| I have enough information to do my job well.   | 9      |
| I am held accountable for the quality of work I produce.   | 11     |
| I have a clear idea of how well I am doing my job.   | 12     |
| I have the autonomy to decide how I do my job.   | 13     |
| I can make decisions about my work without getting permission first.                                 | 14     |
| The people I work with cooperate to get the job done.  | 15     |
| In my work unit poor performers usually (select all that apply):                                     | 16     |
| Employees in my work unit share job knowledge.   | 18     |
| My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 19     |
| My work unit meets the needs of our customers.   | 20     |
| My work unit contributes positively to my agency's performance.                                      | 21     |

## Other Federal Employee Viewpoint Survey Items (cont.)

| Item Language   | 2024 # |
|---|--------|
| My work unit produces high-quality work.  | 22     |
| My work unit adapts to changing priorities.   | 23     |
| New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.   | 24     |
| I know what my work unit's goals are.   | 26     |
| My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).  | 27     |
| I have a good understanding of my organization's priorities.  | 38     |
| My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS). | 39     |
| Information is openly shared in my organization.  | 40     |
| The approval process in my organization allows timely delivery of my work   | 41     |
| My organization effectively adapts to changing government priorities.   | 42     |
| My organization has prepared me for potential physical security threats.  | 43     |
| My organization has prepared me for potential cybersecurity threats.  | 44     |
| In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.                                      | 45     |
| I believe the results of this survey will be used to make my agency a better place to work.   | 47     |
| My supervisor holds me accountable for achieving results.   | 53     |
| My supervisor provides me with constructive suggestions to improve my job performance.  | 55     |
| My supervisor provides me with performance feedback throughout the year.  | 56     |
| Managers communicate the goals of the organization.   | 59     |
| Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?                                  | 61     |