

Item	Item Text	Response Type	Percent Positive	Percent Negative
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	85.1%	5.2%
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	79.0%	9.5%
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	83.0%	5.9%
4	I know what is expected of me on the job.	Agree-disagree	90.2%	4.4%
5	*My workload is reasonable.	Agree-disagree	66.4%	23.6%
6	*My talents are used well in the workplace.	Agree-disagree	76.5%	10.5%
7	*I know how my work relates to the agency's goals.	Agree-disagree	93.5%	1.4%
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	77.3%	7.5%
9	*The people I work with cooperate to get the job done.	Agree-disagree	92.7%	3.1%
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	59.5%	16.9%
12	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	61.8%	15.0%
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	93.3%	2.5%
14	Employees in my work unit meet the needs of our customers.	Always-never	97.6%	0.5%
15	Employees in my work unit contribute positively to my agency's performance.	Always-never	97.1%	0.3%

16	Employees in my work unit produce high-quality work.	Always-never	96.5%	0.8%
17	Employees in my work unit adapt to changing priorities.	Always-never	93.0%	1.4%
18	Employees in my work unit successfully collaborate.	Always-never	93.4%	2.4%
19	Employees in my work unit achieve our goals.	Always-never	96.8%	0.3%
20	Employees are recognized for providing high quality products and services.	Agree-disagree	73.9%	11.0%
21	Employees are protected from health and safety hazards on the job.	Agree-disagree	88.4%	3.3%
22	My agency is successful at accomplishing its mission.	Agree-disagree	95.2%	1.4%
23	*I recommend my organization as a good place to work.	Agree-disagree	83.3%	6.9%
24	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	66.7%	14.2%
25	My supervisor supports my need to balance work and other life issues.	Agree-disagree	90.6%	5.5%
26	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	90.7%	2.8%
27	Supervisors in my work unit support employee development.	Agree-disagree	90.0%	4.7%
28	My supervisor listens to what I have to say.	Agree-disagree	88.9%	6.9%
29	My supervisor treats me with respect.	Agree-disagree	90.2%	4.0%
30	I have trust and confidence in my supervisor.	Agree-disagree	87.0%	6.2%
31	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	86.9%	4.9%
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	68.6%	13.8%
33	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	80.5%	6.2%

34	*Managers communicate the goals of the organization.	Agree-disagree	83.6%	6.2%
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	76.4%	11.6%
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	79.5%	7.7%
37	I have a high level of respect for my organization's senior leaders.	Agree-disagree	75.2%	8.4%
38	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	80.2%	7.7%
39	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	70.5%	13.4%
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	78.2%	8.5%
41	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	70.1%	16.9%
42	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	78.5%	10.3%
43	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	57.1%	26.0%
44	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	79.1%	8.4%

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

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Source: **U.S. International Trade Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

11. In my work unit poor performers usually:

	2021
	%
Remain in the work unit and improve their performance over time	24.9%
Remain in the work unit and continue to underperform	30.9%
Leave the work unit - removed or transferred	4.4%
Leave the work unit - quit	5.4%
There are no poor performers in my work unit	34.4%
Do Not Know	— ^b
Total	100.0%

Percentages are weighted to represent the Agency's population.

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

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "Do Not Know" responses are not included in percentage calculations.

Source: **U.S. International Trade Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey