	NSF 2002 % Positive	NSF 2004 % Positive	NSF 2006 % Positive	NSF 2007 % Positive
PERSONAL WORK EXPERIENCES				
(1) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	67%	74%	75%	81%
(2) I have trust and confidence in my supervisor.	NA	NA	70%	76%
(3) The people I work with cooperate to get the job done.	80%	85%	88%	86%
(4) I am given a real opportunity to improve my skills in my organization.	66%	73%	74%	71%
(5) My work gives me a feeling of personal accomplishment.	73%	73%	79%	80%
(6) I like the kind of work I do.	78%	81%	83%	84%
RECRUITMENT DEVELOPMENT RETENTION				
(7) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	76%	79%	78%	78%
(8) My work unit is able to recruit people with the right skills.	50%	58%	59%	61%
(9) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	83%	83%	89%	86%
(10) The work I do is important.	91%	90%	90%	93%
(13) I know how my work relates to the agency's goals and priorities.	91%	89%	90%	95%
(14) My talents are used well in the workplace.	64%	64%	65%	72%
(18) My supervisor supports my need to balance work and family issues.	81%	83%	83%	82%
(26) My workload is reasonable.	63%	58%	58%	57%

	NSF 2002 % Positive	NSF 2004 % Positive	NSF 2006 % Positive	NSF 2007 % Positive
PERFOMANCE CULURE				
(15) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	27%	27%	29%	31%
(16) Creativity and innovation are rewarded.	47%	52%	60%	60%
(17) Managers/supervisors/team leaders work well with employees of different backgrounds.	59%	66%	67%	71%
(19) Promotions in my work unit are based on merit.	43%	46%	50%	49%
(22) Pay reaises depend on how well employees perform their jobs.	NA	NA	42%	39%
(20) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	NA	NA	NA	71%
(21) In my work unit, differences in performance are recognized in a meaningful way.	NA	39%	42%	47%
(23) My performance appraisal is a fair reflection of my performance.	72%	72%	76%	77%
(24) Discussions with my supervisor/team leader about my performance are worthwhile.	62%	62%	62%	67%
(30) Employees have a feeling of personal empowerment with respect to work processes.	39%	46%	52%	53%
LEADERSHIP				
(25) Managers review and evaluate the organization's progress toward meeting its goals and objectives.	71%	65%	65%	62%
(27) Managers communicate the goals and priorities of the organization.	NA	65%	67%	65%
(28) I have a high level of respect for my organization's senior leaders.	NA	58%	63%	65%

	NSF 2002 % Positive	NSF 2004 % Positive	NSF 2006 % Positive	NSF 2007 % Positive
(29) In my organization, leaders generate high levels of motivation and commitment in the workforce.	**39%**	**45%**	**48%**	**50%**
(31) Employees are protected from health and safety hazards on the job.	**NA**	**88%**	**87%**	**88%**
(32) My organization has prepared employees for potential security threats.	**NA**	**88%**	**87%**	**85%**
LEARNING/KNOWLEDGE MANAGEMENT				
(11) Supervisors/team leaders in my work unit support employee development.	**64%**	**74%**	**79%**	**75%**
(12) My training needs are assessed.	**51%**	**50%**	**53%**	**52%**
JOB SATISTFACTION				
(33) Considering everything, how satisfied are you with your job?	**68%**	**72%**	**72%**	**77%**
(34) How satisfied are you with the information you receive from management on what's going on in your organization?	**53%**	**52%**	**55%**	**60%**
(35) How satisfied are you with your involvement in decisions that affect your work?	**58%**	**60%**	**60%**	**59%**
(36) How satisfied are you with the policies and practices of your senior leaders.	**NA**	**51%**	**53%**	**56%**
(37) How satisfied are you with the recognition you receive for doing a good job?	**60%**	**64%**	**69%**	**68%**
(38) Considering everything, how satisfied are you with your pay?	**65%**	**66%**	**72%**	**73%**
(39) How satisfied are you with your opportunity to get a better job in your organization?	**29%**	**34%**	**41%**	**39%**
(40) How satisfied are you with the training you receive for your present job?	**61%**	**64%**	**66%**	**61%**