

Appendix B: Item Results and Benchmarks

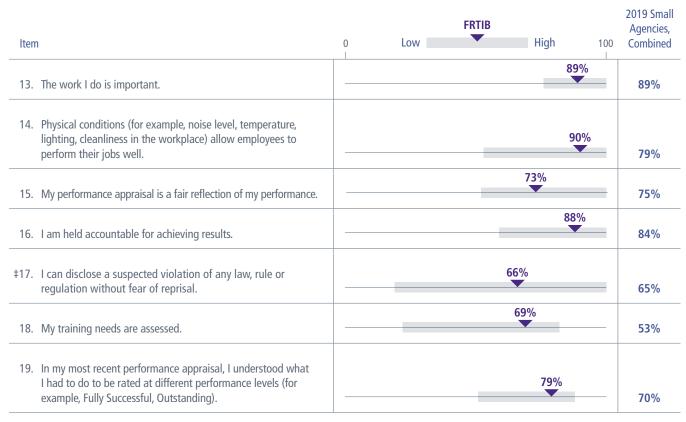
For each item, your agency's percent positive results are shown on a 0 to 100 scale, with the triangular arrow indicating where your agency falls. The gray bars represent the range of scores for the 42 small agencies surveyed that had 10 or more respondents.

To understand how well your agency performed compared to other small agencies, focus on the location of the triangle within the gray bar. If the triangle is toward the right side of the bar, then your agency was above average on that item. If it is at the right edge of the bar, then you had the highest percent positive results for that item. Additionally, you can numerically compare your percent positive results to the combined small agency average, listed to the right of each item.

My Work Experience

Item	FRTIB 0 Low High 100	2019 Small Agencies, Combined
‡1. I am given a real opportunity to improve my skills in my organization.	74%	69%
2. I have enough information to do my job well.	71%	72%
I feel encouraged to come up with new and better ways of doing things.	66%	63%
4. My work gives me a feeling of personal accomplishment.	74%	76%
5. I like the kind of work I do.	79%	85%
6. I know what is expected of me on the job.	79%	79 %
7. When needed I am willing to put in the extra effort to get a job done.	96%	96%
8. I am constantly looking for ways to do my job better.	91%	91%
I have sufficient resources (for example, people, materials, budget) to get my job done.	60%	55%
‡10. My workload is reasonable.	62%	63%
‡11. My talents are used well in the workplace.	60%	62%
‡12. I know how my work relates to the agency's goals.	87%	85%





Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



My Work Unit







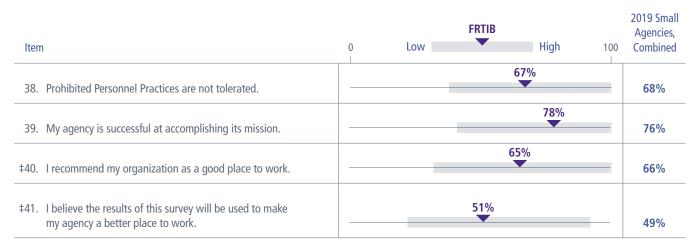
Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



My Agency







Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



My Supervisor





			FRTIB		2019 Small Agencies,
Item	0	Low	High	100	Combined
51. I have trust and confidence in my supervisor.		-	73%		74%
52. Overall, how good a job do you feel is being done by your immediate supervisor?			75%		77%

Leadership

lten	1	FRTIB 0 Low High 100	2019 Small Agencies, Combined
53.	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	40%	44%
54.	My organization's senior leaders maintain high standards of honesty and integrity.	49%	54%
55.	Supervisors work well with employees of different backgrounds.	71%	69%
‡ 56.	Managers communicate the goals of the organization.	73%	62%
57.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	65%	61%
58.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	63%	55%
59.	Managers support collaboration across work units to accomplish work objectives.	64%	59%
60.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	67%	63%
61.	I have a high level of respect for my organization's senior leaders.	55%	53%
62.	Senior leaders demonstrate support for Work-Life programs.	70%	63%





My Satisfaction

Item		FRTIB 0 Low High 10	2019 Small Agencies, Combined
‡63.	How satisfied are you with your involvement in decisions that affect your work?	61%	- 56%
‡64.	How satisfied are you with the information you receive from management on what's going on in your organization?	67%	53%
‡65.	How satisfied are you with the recognition you receive for doing a good job?	54%	- 56%
66.	How satisfied are you with the policies and practices of your senior leaders?	47%	46%
67.	How satisfied are you with your opportunity to get a better job in your organization?	36%	36%
68.	How satisfied are you with the training you receive for your present job?	71%	56%
‡69.	Considering everything, how satisfied are you with your job?	68%	- 69%
70.	Considering everything, how satisfied are you with your pay?	68%	64%
‡71.	Considering everything, how satisfied are you with your organization?	64%	63%