

**NATIONAL INDIAN GAMING COMMISSION
2022 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item 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
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	75.0%	20.1%	54.9%	15.8%	9.2%	0.0%	9.2%	11	31	8	5	0	55	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	72.1%	20.8%	51.3%	14.5%	11.8%	1.6%	13.4%	12	27	8	7	1	55	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	84.6%	29.1%	55.5%	15.4%	0.0%	0.0%	0.0%	16	31	8	0	0	55	N/A
4	I know what is expected of me on the job.	Agree-disagree	90.8%	35.4%	55.4%	7.6%	0.0%	1.6%	1.6%	19	31	4	0	1	55	N/A
5	*My workload is reasonable.	Agree-disagree	75.8%	22.6%	53.1%	15.5%	7.1%	1.6%	8.7%	12	30	8	4	1	55	N/A
6	*My talents are used well in the workplace.	Agree-disagree	73.0%	20.2%	52.8%	13.3%	12.1%	1.6%	13.7%	11	29	7	7	1	55	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	98.4%	37.9%	60.5%	1.6%	0.0%	0.0%	0.0%	21	33	1	0	0	55	N/A
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	77.7%	30.1%	47.5%	15.5%	3.5%	3.3%	6.8%	16	25	8	2	2	53	2
9	I have enough information to do my job well.	Agree-disagree	80.2%	22.4%	57.7%	16.5%	3.4%	0.0%	3.4%	12	32	9	2	0	55	N/A
10	I receive the training I need to do my job well.	Agree-disagree	64.6%	14.0%	50.6%	22.6%	12.8%	0.0%	12.8%	8	28	12	7	0	55	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	96.3%	27.8%	68.5%	0.0%	3.7%	0.0%	3.7%	15	38	0	2	0	55	N/A
12	Continually changing work priorities make it hard for me to produce high quality work. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.)	Agree-disagree, negatively worded	27.1%	10.4%	31.3%	31.2%	23.7%	3.4%	41.7%	6	17	16	13	2	54	1
13	I have a clear idea of how well I am doing my job.	Agree-disagree	81.3%	15.7%	65.6%	14.0%	4.7%	0.0%	4.7%	9	36	7	3	0	55	N/A
14	*The people I work with cooperate to get the job done.	Agree-disagree	83.5%	24.8%	58.7%	13.1%	1.8%	1.6%	3.4%	14	32	7	1	1	55	N/A
16	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	41.6%	7.1%	34.5%	32.3%	17.3%	8.8%	26.1%	4	18	16	9	5	52	4
17	Employees in my work unit share job knowledge.	Agree-disagree	87.2%	32.5%	54.7%	9.6%	3.1%	0.0%	3.1%	18	30	5	2	0	55	1
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	90.5%	30.3%	60.2%	7.9%	1.5%	0.0%	1.5%	17	34	4	1	0	56	0
19	Employees in my work unit meet the needs of our customers.	Always-never	93.0%	38.4%	54.6%	7.0%	0.0%	0.0%	0.0%	21	29	4	0	0	54	1
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	94.4%	43.2%	51.2%	5.6%	0.0%	0.0%	0.0%	24	27	3	0	0	54	1
21	Employees in my work unit produce high-quality work.	Always-never	90.9%	40.5%	50.3%	9.1%	0.0%	0.0%	0.0%	22	27	5	0	0	54	1
22	Employees in my work unit adapt to changing priorities.	Always-never	78.4%	36.4%	41.9%	20.0%	1.6%	0.0%	1.6%	20	22	11	1	0	54	1
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	72.5%	27.1%	45.4%	23.0%	4.5%	0.0%	4.5%	13	21	10	2	0	46	9
24	I can influence decisions in my work unit.	Agree-disagree	65.8%	19.0%	46.8%	20.5%	10.5%	3.2%	13.7%	11	24	11	6	2	54	N/A
25	I know what my work unit's goals are.	Agree-disagree	91.7%	31.6%	60.1%	6.7%	1.6%	0.0%	1.6%	17	33	4	1	0	55	N/A
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	59.1%	14.3%	44.7%	26.7%	10.5%	3.7%	14.2%	8	25	14	6	2	55	0
27	My work unit successfully manages disruptions to our work.	Agree-disagree	69.9%	12.7%	57.2%	23.6%	6.6%	0.0%	6.6%	7	30	12	4	0	53	2
28	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	73.8%	13.9%	59.9%	22.3%	3.9%	0.0%	3.9%	7	31	11	2	0	51	3
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	75.0%	13.3%	61.7%	18.7%	6.3%	0.0%	6.3%	7	32	10	3	0	52	2
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	64.2%	11.7%	52.6%	27.9%	7.9%	0.0%	7.9%	6	27	14	4	0	51	2
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	83.2%	30.9%	52.3%	12.9%	3.9%	0.0%	3.9%	16	28	7	2	0	53	1
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	71.3%	21.0%	50.3%	24.7%	4.0%	0.0%	4.0%	11	26	13	2	0	52	2
33	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	90.8%	48.5%	42.3%	7.6%	1.6%	0.0%	1.6%	25	23	4	1	0	53	1

34	Employees in my work unit are typically under too much pressure to meet work goals. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.)	Agree-disagree, negatively worded	48.4%	3.3%	14.8%	33.5%	42.8%	5.6%	18.1%	2	8	17	22	3	52	2
35	Employees are recognized for providing high quality products and services.	Agree-disagree	71.0%	9.3%	61.7%	20.7%	8.3%	0.0%	8.3%	5	33	11	5	0	54	0
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	93.0%	32.8%	60.3%	7.0%	0.0%	0.0%	0.0%	17	31	4	0	0	52	2
37	My organization is successful at accomplishing its mission.	Agree-disagree	89.0%	20.2%	68.8%	5.9%	5.1%	0.0%	5.1%	11	37	3	3	0	54	0
38	I have a good understanding of my organization's priorities.	Agree-disagree	81.4%	28.9%	52.4%	18.6%	0.0%	0.0%	0.0%	15	28	10	0	0	53	N/A
39	My organization effectively adapts to changing government priorities.	Agree-disagree	81.1%	22.5%	58.7%	17.2%	1.6%	0.0%	1.6%	12	31	9	1	0	53	1
40	My organization has prepared me for potential physical security threats.	Agree-disagree	67.5%	19.1%	48.4%	24.9%	7.6%	0.0%	7.6%	10	25	13	4	0	52	2
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	81.9%	24.5%	57.5%	5.7%	12.3%	0.0%	12.3%	13	30	3	7	0	53	1
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	56.1%	14.2%	41.9%	30.6%	5.1%	8.2%	13.4%	7	21	15	3	4	50	5
43	*I recommend my organization as a good place to work.	Agree-disagree	86.9%	24.5%	62.4%	11.5%	1.6%	0.0%	1.6%	13	35	6	1	0	55	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	55.2%	14.9%	40.3%	27.7%	11.5%	5.5%	17.1%	8	21	14	6	3	52	2
45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	82.5%	40.0%	42.5%	14.3%	1.6%	1.6%	3.3%	21	22	8	1	1	53	2
46	Supervisors in my work unit support employee development.	Agree-disagree	88.6%	47.5%	41.1%	4.7%	5.1%	1.6%	6.7%	25	22	3	3	1	54	1
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	92.7%	67.1%	25.6%	7.3%	0.0%	0.0%	0.0%	36	15	4	0	0	55	N/A
48	My supervisor listens to what I have to say.	Agree-disagree	91.7%	60.0%	31.7%	5.2%	1.6%	1.6%	3.1%	32	18	3	1	1	55	N/A
49	My supervisor treats me with respect.	Agree-disagree	92.1%	61.4%	30.8%	1.6%	6.3%	0.0%	6.3%	33	17	1	4	0	55	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	84.8%	52.4%	32.4%	11.8%	1.8%	1.6%	3.4%	28	18	7	1	1	55	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	96.8%	57.7%	39.1%	0.0%	3.2%	0.0%	3.2%	31	21	0	2	0	54	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	80.8%	57.4%	23.4%	16.1%	3.1%	0.0%	3.1%	31	12	10	2	0	55	N/A
53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	73.9%	36.3%	37.6%	19.8%	6.3%	0.0%	6.3%	20	20	11	4	0	55	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	75.5%	37.9%	37.6%	18.0%	6.5%	0.0%	6.5%	21	20	10	4	0	55	0
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	64.2%	17.2%	47.0%	20.7%	11.9%	3.1%	15.1%	9	26	11	7	2	55	0
56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	75.0%	30.0%	45.1%	17.8%	3.9%	3.3%	7.2%	16	23	9	2	2	52	2
57	*Managers communicate the goals of the organization.	Agree-disagree	79.2%	23.3%	55.9%	12.0%	5.2%	3.6%	8.8%	13	30	7	3	2	55	0
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	67.0%	25.7%	41.2%	20.8%	5.1%	7.2%	12.2%	14	22	11	3	4	54	0
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	72.0%	33.5%	38.5%	20.9%	1.6%	5.4%	7.1%	18	20	11	1	3	53	2
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	77.9%	31.6%	46.3%	16.5%	1.8%	3.8%	5.6%	17	25	9	1	2	54	0
61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	86.4%	38.8%	47.6%	11.9%	1.7%	0.0%	1.7%	19	25	6	1	0	51	2
62	Management encourages innovation.	Agree-disagree	67.0%	22.1%	44.9%	23.8%	7.5%	1.7%	9.2%	11	24	12	4	1	52	0
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	74.4%	21.0%	53.4%	14.3%	7.4%	3.8%	11.3%	11	28	8	4	2	53	0
64	Management involves employees in decisions that affect their work.	Agree-disagree	53.2%	19.9%	33.3%	20.1%	18.7%	8.1%	26.8%	10	16	10	10	4	50	2
65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	61.8%	19.7%	42.1%	19.1%	19.1%	0.0%	19.1%	10	22	10	11	0	53	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	59.0%	16.1%	42.8%	29.0%	12.0%	0.0%	12.0%	8	23	15	7	0	53	N/A
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	59.7%	17.3%	42.5%	29.5%	8.9%	1.9%	10.8%	9	22	16	5	1	53	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	87.5%	32.9%	54.6%	8.6%	2.4%	1.6%	4.0%	17	30	5	1	1	54	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	72.1%	21.9%	50.2%	16.8%	9.2%	1.9%	11.1%	11	28	9	5	1	54	N/A
70	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	85.8%	27.8%	58.1%	12.5%	1.6%	0.0%	1.6%	15	31	7	1	0	54	N/A
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	75.1%	36.2%	38.9%	11.0%	11.6%	2.3%	14.0%	18	20	5	6	1	50	4
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	81.2%	34.4%	46.8%	15.3%	3.5%	0.0%	3.5%	17	23	8	2	0	50	4
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	73.6%	25.4%	48.3%	15.0%	7.5%	3.9%	11.4%	13	25	8	4	2	52	2
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	68.6%	29.1%	39.5%	21.4%	6.5%	3.5%	10.0%	15	21	11	4	2	53	1
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	68.1%	19.9%	48.3%	18.6%	11.6%	1.7%	13.3%	10	25	9	6	1	51	2

76	Employees in my work unit treat me as a valued member of the team.	Agree-disagree	90.0%	36.0%	54.0%	6.7%	3.3%	0.0%	3.3%	19	28	4	2	0	53	1
77	Employees in my work unit make me feel I belong.	Agree-disagree	87.5%	35.9%	51.6%	10.9%	0.0%	1.6%	1.6%	19	27	6	0	1	53	1
78	Employees in my work unit care about me as a person.	Agree-disagree	80.9%	31.1%	49.8%	15.8%	1.7%	1.7%	3.3%	16	26	8	1	1	52	1
79	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	81.3%	38.7%	42.5%	13.5%	3.6%	1.7%	5.3%	20	22	7	2	1	52	1
80	In my work unit, people's differences are respected.	Agree-disagree	85.1%	31.6%	53.5%	11.6%	1.7%	1.7%	3.4%	16	27	6	1	1	51	2
81	I can be successful in my organization being myself.	Agree-disagree	88.5%	37.1%	51.4%	7.9%	1.9%	1.7%	3.6%	19	27	4	1	1	52	1
82	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	77.3%	36.8%	40.5%	17.6%	5.1%	0.0%	5.1%	13	14	6	2	0	35	19
83	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	74.9%	31.1%	43.9%	20.0%	2.5%	2.5%	5.1%	11	15	7	1	1	35	19
84	My organization meets my accessibility needs.	Agree-disagree	78.1%	31.9%	46.2%	19.3%	2.6%	0.0%	2.6%	11	15	7	1	0	34	20
85	My job inspires me.	Agree-disagree	73.0%	31.9%	41.2%	18.9%	8.1%	0.0%	8.1%	17	22	10	4	0	53	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	92.3%	37.0%	55.3%	5.8%	1.8%	0.0%	1.8%	20	30	3	1	0	54	N/A
87	I feel a strong personal attachment to my organization.	Agree-disagree	78.4%	27.6%	50.8%	16.4%	5.1%	0.0%	5.1%	15	26	9	3	0	53	N/A
88	I identify with the mission of my organization.	Agree-disagree	90.7%	41.7%	48.9%	9.3%	0.0%	0.0%	0.0%	23	26	5	0	0	54	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	100.0%	50.5%	49.5%	0.0%	0.0%	0.0%	0.0%	27	26	0	0	0	53	N/A

* 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 needs."

Percentages are weighted to represent the Agency's population.

Q12 and Q34 are negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Results for these items should be interpreted with caution as these items have been flagged for review for 2023.

For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to Questions 82, 83, or 84 and results are therefore suppressed.

Source: **National Indian Gaming Commission AES Report, 2022 OPM Federal Employee Viewpoint Survey**