

NATIONAL INDIAN GAMING COMMISSION
2024 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Item	Item Text	Index	Performance Dimension	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.	N/A	Employee-Focused: Employee Development	Agree-disagree	88%	49%	38%	6%	3%	3%	6%	48	37	6	3	3	97	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	79%	49%	30%	15%	4%	2%	6%	48	30	15	4	2	99	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	88%	55%	33%	8%	4%	1%	5%	54	33	7	4	1	99	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	93%	56%	37%	3%	3%	1%	4%	56	37	3	3	1	100	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	88%	41%	47%	8%	3%	1%	4%	40	46	8	3	1	98	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	84%	47%	38%	8%	6%	2%	8%	46	37	8	6	2	99	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	99%	65%	34%	1%	0%	0%	0%	64	34	1	0	0	99	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	88%	56%	32%	8%	2%	2%	4%	54	30	8	2	2	96	3
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	91%	44%	47%	5%	4%	0%	4%	44	46	5	4	0	99	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	83%	40%	43%	8%	9%	0%	9%	40	43	8	9	0	100	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal-Oriented: Accountability	Agree-disagree	95%	60%	35%	4%	1%	0%	1%	59	35	4	1	0	99	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	91%	52%	38%	7%	2%	0%	2%	52	39	7	2	0	100	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	89%	49%	40%	6%	4%	1%	5%	49	39	6	4	1	99	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	77%	31%	46%	13%	9%	1%	10%	31	46	13	9	1	100	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	92%	63%	29%	5%	3%	0%	3%	63	28	5	3	0	99	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal-Oriented: Recognition	Agree-disagree	68%	36%	32%	22%	10%	0%	10%	32	29	19	9	0	89	11
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	87%	60%	27%	9%	4%	0%	4%	60	27	9	4	0	100	0
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	92%	61%	31%	5%	2%	1%	3%	61	31	5	2	1	100	0
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	95%	55%	40%	4%	1%	0%	1%	54	40	4	1	0	99	1
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	96%	68%	28%	3%	1%	0%	1%	67	28	3	1	0	99	1
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	94%	61%	33%	5%	1%	0%	1%	60	33	5	1	0	99	1
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	91%	64%	27%	6%	2%	1%	3%	63	26	6	2	1	98	2
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	Agree-disagree	88%	42%	46%	9%	3%	0%	3%	37	39	8	3	0	87	13
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	83%	40%	43%	13%	3%	1%	4%	40	43	13	3	1	100	N/A
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	93%	62%	31%	5%	1%	1%	2%	62	31	5	1	1	100	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	78%	46%	33%	18%	4%	0%	4%	44	32	17	4	0	97	3
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	85%	43%	42%	13%	2%	0%	2%	43	41	12	2	0	98	2
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	74%	40%	35%	22%	2%	2%	4%	38	33	21	2	2	96	3
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	82%	37%	46%	14%	4%	0%	4%	36	44	13	4	0	97	3
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	73%	34%	39%	25%	1%	1%	2%	33	38	24	1	1	97	3
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	89%	51%	38%	5%	5%	1%	6%	50	37	5	5	1	98	2
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	78%	43%	34%	16%	5%	1%	6%	42	33	16	5	1	97	3
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	95%	71%	24%	4%	1%	0%	1%	69	23	4	1	0	97	2
35	Employees are recognized for providing high quality products and services.	N/A	Goal-Oriented: Recognition	Agree-disagree	82%	42%	40%	11%	6%	1%	7%	41	39	11	6	1	98	2
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	90%	61%	29%	9%	1%	0%	1%	59	27	9	1	0	96	4
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	92%	63%	29%	6%	2%	0%	2%	62	29	6	2	0	99	1

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38	I have a good understanding of my organization's priorities.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	91%	60%	31%	5%	4%	0%	4%	60	31	5	4	0	100	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	Agree-disagree	94%	65%	28%	4%	2%	0%	2%	64	28	4	2	0	98	1
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	75%	40%	35%	16%	8%	1%	9%	39	34	15	8	1	97	1
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	73%	32%	42%	13%	10%	4%	14%	31	41	12	10	4	98	1
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	81%	38%	43%	18%	1%	0%	1%	35	40	17	1	0	93	6
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	77%	39%	38%	16%	6%	1%	7%	38	36	15	6	1	96	3
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	95%	56%	39%	5%	0%	0%	0%	56	38	5	0	0	99	0
45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	71%	41%	30%	18%	9%	2%	11%	38	27	16	8	2	91	7
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	92%	69%	23%	6%	0%	2%	2%	69	22	6	0	2	99	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	Agree-disagree	86%	62%	24%	8%	4%	2%	6%	61	23	8	4	2	98	2
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	91%	71%	20%	4%	3%	2%	5%	69	19	4	3	2	97	1
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	96%	76%	20%	3%	1%	0%	1%	75	20	3	1	0	99	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	91%	69%	21%	4%	4%	1%	5%	69	21	4	4	1	99	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	93%	76%	17%	2%	5%	0%	5%	75	17	2	5	0	99	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	91%	68%	23%	2%	4%	3%	7%	68	22	2	4	3	99	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal-Oriented: Accountability	Agree-disagree	97%	73%	24%	3%	0%	0%	0%	73	23	3	0	0	99	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	Good-poor	89%	70%	19%	5%	5%	1%	6%	70	19	5	5	1	100	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	86%	61%	24%	8%	6%	0%	6%	62	24	8	6	0	100	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	87%	59%	28%	9%	3%	1%	4%	59	27	9	3	1	99	1
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	81%	37%	43%	16%	3%	0%	3%	37	42	16	3	0	98	2
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	89%	50%	38%	10%	1%	0%	1%	49	36	10	1	0	96	4
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	88%	50%	38%	7%	3%	2%	5%	49	37	7	3	2	98	1
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	78%	44%	34%	9%	8%	5%	13%	44	33	9	8	5	99	0
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	Good-poor	88%	59%	29%	9%	1%	1%	2%	56	27	9	1	1	94	5
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	91%	55%	36%	5%	3%	1%	4%	55	35	5	3	1	99	1
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	92%	56%	36%	5%	2%	0%	2%	54	34	5	2	0	95	4
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	79%	46%	33%	14%	5%	2%	7%	46	31	14	5	2	98	2
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	83%	45%	38%	11%	3%	2%	5%	44	36	11	3	2	96	3
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	75%	41%	34%	11%	8%	6%	14%	39	32	11	8	5	95	5
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	80%	37%	42%	15%	4%	1%	5%	38	41	15	4	1	99	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	Satisfied-dissatisfied	80%	38%	42%	14%	4%	2%	6%	38	42	14	4	2	100	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal-Oriented: Recognition	Satisfied-dissatisfied	80%	48%	32%	9%	8%	2%	10%	48	32	9	8	2	99	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	91%	58%	33%	5%	2%	2%	4%	58	33	5	2	2	100	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	81%	43%	38%	10%	2%	6%	8%	43	38	10	2	6	99	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	94%	53%	41%	3%	2%	1%	3%	53	41	3	2	1	100	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	80%	43%	36%	17%	3%	0%	3%	41	33	16	3	0	93	6
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	83%	52%	31%	14%	3%	0%	3%	50	29	13	3	0	95	4
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	Agree-disagree	77%	47%	30%	11%	9%	3%	12%	46	28	10	9	3	96	3
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	86%	60%	26%	8%	3%	3%	6%	55	23	7	3	3	91	6
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	84%	55%	29%	8%	4%	3%	8%	52	27	8	4	3	94	5
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	88%	61%	27%	9%	2%	1%	3%	59	26	8	2	1	96	2
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	87%	55%	32%	9%	2%	2%	4%	53	30	8	2	2	95	4
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	90%	57%	33%	6%	3%	1%	4%	55	31	6	3	1	96	3

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81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	88%	61%	27%	11%	1%	0%	1%	57	26	10	1	0	94	5
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	86%	58%	28%	8%	4%	2%	6%	57	27	7	4	2	97	2
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	84%	60%	24%	16%	0%	0%	0%	42	17	11	0	0	70	29
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	82%	54%	28%	17%	1%	0%	1%	34	17	11	1	0	63	35
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	85%	56%	29%	15%	0%	0%	0%	36	18	10	0	0	64	35
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	76%	50%	26%	21%	1%	2%	3%	50	26	20	1	2	99	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	91%	63%	28%	5%	3%	1%	4%	63	28	5	3	1	100	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	79%	50%	28%	17%	2%	3%	5%	50	28	16	2	3	99	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	91%	60%	31%	9%	0%	0%	0%	60	31	8	0	0	99	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	98%	69%	29%	2%	0%	0%	0%	69	29	2	0	0	100	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.

For confidentiality purposes, a "-" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: National Indian Gaming Commission AES Report, 2024 Federal Employee Viewpoint Survey