

NATIONAL INDIAN GAMING COMMISSION

2023 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
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	85%	41%	44%	8%	4%	3%	7%	31	33	6	3	2	75	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	82%	44%	38%	11%	4%	3%	7%	32	27	8	3	2	72	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	91%	47%	44%	6%	2%	1%	3%	35	33	4	1	1	74	N/A
4	I know what is expected of me on the job.	Agree-disagree	92%	47%	44%	5%	1%	1%	3%	36	32	4	1	1	74	N/A
5	*My workload is reasonable.	Agree-disagree	84%	40%	44%	10%	4%	1%	6%	30	32	8	3	1	74	N/A
6	*My talents are used well in the workplace.	Agree-disagree	83%	43%	39%	7%	6%	4%	10%	31	28	5	4	3	71	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	99%	64%	35%	1%	0%	0%	0%	47	25	1	0	0	73	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of	Agree-disagree	83%	53%	30%	13%	1%	3%	4%	38	22	9	1	2	72	3
9	I have enough information to do my job well.	Agree-disagree	88%	33%	55%	8%	4%	0%	4%	25	41	6	3	0	75	N/A
10	I receive the training I need to do my job well.	Agree-disagree	77%	35%	42%	16%	7%	0%	7%	26	32	12	5	0	75	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	97%	57%	40%	1%	1%	0%	1%	43	30	1	1	0	75	N/A
12	I have a clear idea of how well I am doing my job.	Agree-disagree	95%	46%	48%	4%	1%	0%	1%	35	36	3	1	0	75	N/A
13	I have the autonomy to decide how I do my job.	Agree-disagree	81%	42%	39%	10%	6%	3%	9%	32	29	7	5	2	75	N/A
14	I can make decisions about my work without getting permission first.	Agree-disagree	71%	28%	43%	16%	10%	3%	13%	21	32	12	8	2	75	N/A
15	*The people I work with cooperate to get the job done.	Agree-disagree	91%	49%	42%	8%	1%	0%	1%	37	31	6	1	0	75	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	53%	16%	37%	34%	12%	1%	14%	11	24	23	8	1	67	8
18	Employees in my work unit share job knowledge.	Agree-disagree	87%	47%	41%	11%	0%	1%	1%	36	30	8	0	1	75	0
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish	Agree-disagree	95%	49%	45%	4%	0%	1%	1%	37	34	3	0	1	75	0
20	Employees in my work unit meet the needs of our customers.	Always-never	96%	46%	50%	4%	0%	0%	0%	34	37	3	0	0	74	1

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21	Employees in my work unit contribute positively to my agency's performance.	Always-never	100%	57%	43%	0%	0%	0%	0%	43	32	0	0	0	75	0
22	Employees in my work unit produce high-quality work.	Always-never	94%	51%	43%	6%	0%	0%	0%	38	32	4	0	0	74	0
23	Employees in my work unit adapt to changing priorities.	Always-never	88%	54%	34%	12%	0%	0%	0%	41	25	9	0	0	75	0
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	87%	47%	40%	12%	1%	0%	1%	33	27	8	1	0	69	6
25	I can influence decisions in my work unit.	Agree-disagree	82%	44%	38%	13%	5%	0%	5%	33	28	10	4	0	75	N/A
26	I know what my work unit's goals are.	Agree-disagree	97%	54%	43%	0%	3%	0%	3%	41	32	0	2	0	75	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert	Agree-disagree	74%	38%	36%	18%	7%	1%	8%	28	26	13	5	1	73	1
28	My work unit successfully manages disruptions to our work.	Agree-disagree	84%	42%	42%	10%	4%	1%	6%	31	30	7	3	1	72	3
29	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	80%	30%	50%	13%	6%	1%	7%	22	36	10	4	1	73	1
30	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	86%	33%	53%	12%	3%	0%	3%	24	37	8	2	0	71	3
31	Employees in my work unit approach change as an opportunity.	Agree-disagree	73%	35%	38%	18%	8%	1%	10%	25	27	12	6	1	71	3
32	Employees in my work unit consider customer needs a top priority.	Agree-disagree	81%	50%	32%	16%	3%	0%	3%	36	23	11	2	0	72	1
33	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	75%	38%	36%	21%	3%	1%	4%	28	27	15	2	1	73	1
34	Employees in my work unit support my need to balance my work and personal	Agree-disagree	89%	61%	28%	8%	1%	1%	3%	45	19	6	1	1	72	2
35	Employees are recognized for providing high quality products and services.	Agree-disagree	78%	35%	43%	14%	6%	2%	8%	27	32	10	4	2	75	0
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	92%	61%	31%	8%	0%	0%	0%	45	23	6	0	0	74	1
37	My organization is successful at accomplishing its mission.	Agree-disagree	94%	56%	39%	4%	2%	0%	2%	41	28	3	1	0	73	2
38	I have a good understanding of my organization's priorities.	Agree-disagree	99%	57%	42%	1%	0%	0%	0%	43	31	1	0	0	75	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the	Agree-disagree	90%	48%	42%	7%	3%	0%	3%	35	29	5	2	0	71	3
40	Information is openly shared in my organization.	Agree-disagree	78%	33%	45%	8%	11%	3%	13%	25	32	6	8	2	73	0
41	The approval process in my organization allows timely delivery of my work.	Agree-disagree	71%	25%	46%	15%	10%	4%	15%	19	33	11	8	3	74	1

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42	My organization effectively adapts to changing government priorities.	Agree-disagree	75%	34%	41%	21%	4%	0%	4%	25	29	15	3	0	72	2
43	My organization has prepared me for potential physical security threats.	Agree-disagree	76%	33%	42%	20%	4%	0%	4%	24	30	15	3	0	72	2
44	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	94%	39%	55%	3%	3%	0%	3%	29	41	2	2	0	74	0
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not	Agree-disagree	69%	37%	31%	20%	6%	5%	12%	27	22	14	5	4	72	3
46	*I recommend my organization as a good place to work.	Agree-disagree	95%	57%	37%	4%	1%	0%	1%	43	28	3	1	0	75	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	86%	46%	40%	6%	5%	3%	8%	34	28	5	4	2	73	2
48	Supervisors in my work unit support employee development.	Agree-disagree	94%	66%	28%	1%	3%	1%	4%	50	21	1	2	1	75	0
49	My supervisor supports my need to balance work and other life issues.	Agree-disagree	95%	75%	20%	5%	0%	0%	0%	56	15	4	0	0	75	N/A
50	My supervisor listens to what I have to say.	Agree-disagree	93%	70%	24%	3%	1%	3%	4%	51	17	2	1	2	73	N/A
51	My supervisor treats me with respect.	Agree-disagree	95%	77%	18%	3%	1%	1%	3%	57	13	2	1	1	74	N/A
52	I have trust and confidence in my supervisor.	Agree-disagree	93%	66%	27%	1%	4%	1%	5%	49	19	1	3	1	73	N/A
53	My supervisor holds me accountable for achieving results.	Agree-disagree	99%	70%	29%	1%	0%	0%	0%	53	21	1	0	0	75	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	93%	78%	15%	4%	3%	0%	3%	59	11	3	2	0	75	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	91%	58%	33%	6%	1%	1%	3%	44	24	5	1	1	75	N/A
56	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	88%	56%	32%	8%	4%	0%	4%	42	24	6	3	0	75	0
57	In my organization, senior leaders generate high levels of motivation and commitment in the	Agree-disagree	78%	44%	33%	15%	5%	1%	7%	33	25	11	4	1	74	0
58	My organization's senior leaders maintain high standards of honestv and integrity.	Agree-disagree	86%	51%	35%	11%	1%	1%	3%	37	24	8	1	1	71	2
59	*Managers communicate the goals of the organization.	Agree-disagree	89%	43%	46%	9%	1%	0%	1%	32	34	7	1	0	74	0
60	Managers promote communication among different work units (for example, about	Agree-disagree	79%	36%	43%	14%	4%	3%	7%	27	31	10	3	2	73	0
61	Overall, how good a job do you feel is being done by the manager directly above your immediate	Good-poor	82%	61%	21%	15%	0%	3%	3%	44	15	11	0	2	72	2
62	I have a high level of respect for my organization's senior leaders.	Agree-disagree	87%	58%	29%	8%	2%	4%	6%	44	21	6	1	3	75	0
63	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	92%	56%	36%	5%	3%	0%	3%	42	25	4	2	0	73	2
64	Management encourages innovation.	Agree-disagree	78%	39%	38%	22%	0%	0%	0%	29	28	16	0	0	73	2

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65	Management makes effective changes to address challenges facing our organization.	Agree-disagree	77%	39%	38%	19%	2%	1%	4%	29	28	14	2	1	74	1
66	Management involves employees in decisions that affect their work.	Agree-disagree	62%	29%	33%	29%	9%	0%	9%	22	24	21	7	0	74	1
67	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	79%	35%	43%	15%	7%	0%	7%	27	32	11	5	0	75	N/A
68	*How satisfied are you with the information you receive from management on what's going on	Satisfied-dissatisfied	77%	34%	43%	17%	6%	0%	6%	26	32	12	5	0	75	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	73%	38%	35%	18%	7%	1%	8%	29	26	13	6	1	75	N/A
70	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	92%	60%	32%	7%	1%	0%	1%	45	24	5	1	0	75	N/A
71	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	82%	31%	51%	11%	4%	3%	7%	23	38	8	3	3	75	N/A
72	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	94%	53%	41%	5%	1%	0%	1%	40	30	4	1	0	75	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion)	Agree-disagree	85%	56%	29%	12%	1%	1%	2%	41	21	9	1	1	73	2
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion, career development)	Agree-disagree	84%	52%	32%	14%	1%	1%	3%	39	23	10	1	1	74	1
75	I have similar access to advancement opportunities (e.g., promotion, career development)	Agree-disagree	70%	40%	30%	19%	8%	2%	11%	30	22	14	6	2	74	1
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotion, career development)	Agree-disagree	79%	44%	35%	13%	7%	1%	8%	32	25	9	5	1	72	3
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards)	Agree-disagree	77%	37%	40%	15%	7%	1%	8%	27	29	10	5	1	72	3
78	Employees in my work unit make me feel I belong.	Agree-disagree	85%	45%	40%	10%	4%	1%	6%	33	30	7	3	1	74	1
79	Employees in my work unit care about me as a person.	Agree-disagree	83%	41%	42%	11%	5%	1%	7%	30	31	8	4	1	74	1
80	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	79%	44%	34%	19%	1%	1%	3%	33	26	14	1	1	75	0
81	In my work unit, people's differences are respected.	Agree-disagree	89%	43%	46%	7%	3%	1%	4%	32	34	5	2	1	74	0
82	I can be successful in my organization being myself.	Agree-disagree	85%	48%	38%	11%	1%	2%	4%	35	28	8	1	2	74	1
83	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	81%	46%	34%	17%	2%	0%	2%	23	16	8	1	0	48	13
84	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	77%	46%	31%	18%	4%	0%	4%	21	13	8	2	0	44	15
85	My organization meets my accessibility needs.	Agree-disagree	77%	48%	29%	20%	2%	0%	2%	22	12	9	1	0	44	14
86	My job inspires me.	Agree-disagree	81%	39%	42%	10%	6%	2%	8%	29	32	8	4	2	75	N/A
87	The work I do gives me a sense of accomplishment.	Agree-disagree	92%	51%	41%	4%	4%	0%	4%	38	31	3	3	0	75	N/A

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88	I feel a strong personal attachment to my organization.	Agree-disagree	73%	40%	33%	21%	4%	3%	6%	30	25	15	3	2	75	N/A
89	I identify with the mission of my organization.	Agree-disagree	91%	54%	37%	8%	0%	1%	1%	41	27	6	0	1	75	N/A
90	It is important to me that my work contribute to the common good.	Agree-disagree	97%	60%	38%	3%	0%	0%	0%	45	28	2	0	0	75	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 Percentages are weighted to represent the Agency's population.

For confidentiality purposes, a "–" indicates that there are fewer than 4
Source: **National Indian Gaming Commission AES Report, 2023 OPM**