

Federal Employee Viewpoint Survey Results

Empowering employees. Inspiring change.

**1st Level
Subagency
Comparison
Report**



Court Services and Offender Supervision Agency

Court Services and Offender Supervision Agency *1st Level Subagency Comparison Report*

This 2022 OPM Federal Employee Viewpoint Survey Report provides summary results for the core OPM FEVS, telework, and demographic items for your subagencies, including comparisons to your department or agency.

Response Summary

Organizations	Surveys Completed	Response Rate
Governmentwide	557,778	35.3%
Court Services and Offender Supervision Agency	349	34.5%
Community Supervision Program	285	40.7%
Pretrial Services Agency	62	20.5%

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* or *Always* and *Most of the time* or *Very Good* and *Good* or *Very Satisfied* and *Satisfied*

Neutral: *Neither Agree nor Disagree* or *Sometimes* or *Fair* or *Neither Satisfied nor Dissatisfied*

Negative: *Disagree* and *Strongly Disagree* or *Rarely* and *Never* or *Poor* and *Very Poor* or *Dissatisfied* and *Very Dissatisfied*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *No Basis to Judge*, *There have been no recent hires in my work unit*, *I do not have any accessibility needs*, where applicable, is listed separately.

Two items on the OPM FEVS (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.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	554,191	68.0%	15.3%	16.6%
Court Services and Offender Supervision Agency	343	64.4%	15.3%	20.3%
Community Supervision Program	279	58.5%	17.4%	24.1%
Pretrial Services Agency	62	76.9%	11.0%	12.1%

2. I feel encouraged to come up with new and better ways of doing things.

Organizations	N	Positive	Neutral	Negative
Governmentwide	548,783	63.8%	16.2%	20.0%
Court Services and Offender Supervision Agency	339	60.0%	16.3%	23.7%
Community Supervision Program	277	54.0%	17.5%	28.5%
Pretrial Services Agency	60	74.8%	12.4%	12.8%

3. My work gives me a feeling of personal accomplishment.

Organizations	N	Positive	Neutral	Negative
Governmentwide	548,810	71.3%	14.6%	14.1%
Court Services and Offender Supervision Agency	332	73.7%	14.8%	11.5%
Community Supervision Program	271	72.0%	16.0%	12.0%
Pretrial Services Agency	59	78.2%	11.1%	10.7%

4. I know what is expected of me on the job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	548,738	81.3%	10.1%	8.5%
Court Services and Offender Supervision Agency	344	82.1%	9.1%	8.8%
Community Supervision Program	280	80.6%	9.9%	9.5%
Pretrial Services Agency	62	85.2%	7.4%	7.4%

5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative
Governmentwide	553,302	61.4%	14.7%	23.8%
Court Services and Offender Supervision Agency	342	63.2%	16.8%	20.0%
Community Supervision Program	279	59.3%	17.4%	23.4%
Pretrial Services Agency	61	71.5%	16.0%	12.5%

My Work Experience (continued)

6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative
Governmentwide	546,839	62.7%	16.7%	20.5%
Court Services and Offender Supervision Agency	340	58.1%	18.8%	23.1%
Community Supervision Program	276	55.9%	18.8%	25.3%
Pretrial Services Agency	62	64.7%	16.7%	18.6%

7. I know how my work relates to the agency's goals.

Organizations	N	Positive	Neutral	Negative
Governmentwide	552,613	84.2%	9.3%	6.4%
Court Services and Offender Supervision Agency	342	90.2%	5.6%	4.2%
Community Supervision Program	279	88.7%	6.0%	5.3%
Pretrial Services Agency	61	93.4%	4.8%	1.8%

8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	533,120	70.0%	14.3%	15.7%	23,426
Court Services and Offender Supervision Agency	326	54.1%	24.2%	21.6%	22
Community Supervision Program	266	48.3%	26.1%	25.6%	18
Pretrial Services Agency	59	67.2%	20.3%	12.5%	3

9. I have enough information to do my job well.

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,708	74.4%	14.0%	11.6%
Court Services and Offender Supervision Agency	347	72.6%	14.7%	12.7%
Community Supervision Program	283	69.2%	17.0%	13.8%
Pretrial Services Agency	62	81.1%	8.5%	10.4%

10. I receive the training I need to do my job well.

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,658	64.7%	18.9%	16.4%
Court Services and Offender Supervision Agency	347	66.9%	18.6%	14.5%
Community Supervision Program	283	66.7%	17.1%	16.2%
Pretrial Services Agency	62	67.8%	21.3%	10.9%

My Work Experience (continued)

11. I am held accountable for the quality of work I produce.

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,225	87.3%	8.3%	4.4%
Court Services and Offender Supervision Agency	348	86.3%	9.0%	4.7%
Community Supervision Program	284	87.3%	9.0%	3.7%
Pretrial Services Agency	62	83.5%	9.3%	7.2%

12. Continually changing work priorities make it hard for me to produce high quality work.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	544,589	32.7%	25.8%	41.4%	12,053
Court Services and Offender Supervision Agency	337	28.3%	22.7%	49.0%	11
Community Supervision Program	275	25.0%	24.1%	50.9%	9
Pretrial Services Agency	60	36.8%	17.2%	46.0%	2

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.

13. I have a clear idea of how well I am doing my job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,628	74.4%	15.0%	10.6%
Court Services and Offender Supervision Agency	348	74.0%	13.9%	12.1%
Community Supervision Program	285	71.0%	16.6%	12.4%
Pretrial Services Agency	61	81.6%	7.8%	10.6%

My Work Unit

14. The people I work with cooperate to get the job done.

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,436	80.3%	10.3%	9.4%
Court Services and Offender Supervision Agency	349	77.5%	13.5%	9.0%
Community Supervision Program	285	75.6%	13.7%	10.7%
Pretrial Services Agency	62	84.2%	10.4%	5.4%

My Work Unit (continued)

15. In my work unit poor performers usually (select all that apply):

Organizations	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-Perform	Leave Work Unit- Removed or Transferred	Leave Work Unit- Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	556,385	16.1%	42.2%	10.1%	6.3%	19.5%	20.8%
Court Services and Offender Supervision Agency	347	17.4%	33.9%	10.6%	2.8%	20.9%	24.4%
Community Supervision Program	283	14.2%	35.3%	12.3%	3.4%	18.0%	28.3%
Pretrial Services Agency	62	25.4%	31.6%	6.9%	1.7%	28.2%	13.1%

Note: Percents will add to more than 100% because respondents could choose more than one response option.

16. In my work unit, differences in performance are recognized in a meaningful way.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	491,186	41.8%	27.2%	31.0%	65,222
Court Services and Offender Supervision Agency	297	47.3%	23.7%	29.0%	50
Community Supervision Program	237	43.5%	25.0%	31.6%	46
Pretrial Services Agency	59	56.0%	20.0%	24.0%	3

17. Employees in my work unit share job knowledge.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	553,111	79.9%	10.7%	9.4%	3,620
Court Services and Offender Supervision Agency	345	83.2%	7.8%	9.1%	3
Community Supervision Program	281	81.7%	10.3%	8.0%	3
Pretrial Services Agency	62	86.1%	2.0%	11.8%	0

18. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	550,104	78.7%	12.5%	8.9%	6,813
Court Services and Offender Supervision Agency	339	82.1%	9.5%	8.4%	9
Community Supervision Program	277	79.8%	12.4%	7.8%	7
Pretrial Services Agency	61	88.2%	1.7%	10.0%	1

My Work Unit (continued)

19. Employees in my work unit meet the needs of our customers.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	523,895	87.3%	10.6%	2.2%	27,814
Court Services and Offender Supervision Agency	333	87.0%	11.0%	2.0%	12
Community Supervision Program	271	85.2%	12.0%	2.8%	10
Pretrial Services Agency	61	91.0%	9.0%	0.0%	1

20. Employees in my work unit contribute positively to my agency's performance.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	525,899	84.8%	11.9%	3.3%	18,257
Court Services and Offender Supervision Agency	322	86.1%	12.5%	1.4%	17
Community Supervision Program	260	84.6%	13.3%	2.1%	15
Pretrial Services Agency	61	89.2%	10.8%	0.0%	1

21. Employees in my work unit produce high-quality work.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	530,983	82.4%	14.1%	3.4%	19,513
Court Services and Offender Supervision Agency	329	82.0%	15.5%	2.4%	14
Community Supervision Program	269	81.5%	15.1%	3.5%	13
Pretrial Services Agency	59	84.5%	15.5%	0.0%	0

22. Employees in my work unit adapt to changing priorities.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	530,563	79.6%	15.4%	5.0%	19,649
Court Services and Offender Supervision Agency	333	78.3%	19.0%	2.7%	12
Community Supervision Program	271	76.2%	20.7%	3.1%	10
Pretrial Services Agency	61	82.7%	15.5%	1.7%	1

23. New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Organizations	N	Positive	Neutral	Negative	No Recent Hires (N)
Governmentwide	470,034	57.7%	25.1%	17.3%	86,540
Court Services and Offender Supervision Agency	238	53.7%	30.1%	16.2%	110
Community Supervision Program	194	48.0%	33.1%	18.9%	90
Pretrial Services Agency	43	65.9%	23.8%	10.3%	19

My Work Unit (continued)

24. I can influence decisions in my work unit.

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,440	63.1%	20.5%	16.4%
Court Services and Offender Supervision Agency	349	59.7%	23.3%	16.9%
Community Supervision Program	285	57.9%	23.4%	18.6%
Pretrial Services Agency	62	65.6%	21.0%	13.4%

25. I know what my work unit's goals are.

Organizations	N	Positive	Neutral	Negative
Governmentwide	556,152	82.3%	10.7%	7.0%
Court Services and Offender Supervision Agency	348	83.1%	9.5%	7.4%
Community Supervision Program	284	78.9%	11.2%	9.9%
Pretrial Services Agency	62	92.6%	5.7%	1.7%

26. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	525,068	50.9%	24.4%	24.7%	31,159
Court Services and Offender Supervision Agency	318	56.6%	21.1%	22.3%	29
Community Supervision Program	258	51.1%	23.6%	25.2%	26
Pretrial Services Agency	58	67.9%	15.9%	16.2%	3

27. My work unit successfully manages disruptions to our work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	535,320	65.8%	19.4%	14.7%	21,166
Court Services and Offender Supervision Agency	333	66.3%	18.1%	15.6%	14
Community Supervision Program	271	64.8%	19.5%	15.8%	13
Pretrial Services Agency	60	70.1%	14.3%	15.6%	1

28. Employees in my work unit consistently look for new ways to improve how they do their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	528,700	63.9%	21.7%	14.5%	22,745
Court Services and Offender Supervision Agency	320	67.8%	19.9%	12.3%	19
Community Supervision Program	262	65.3%	22.1%	12.6%	16
Pretrial Services Agency	57	73.2%	15.2%	11.6%	2

My Work Unit (continued)

29. Employees in my work unit incorporate new ideas into their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	522,485	64.6%	21.4%	14.0%	22,560
Court Services and Offender Supervision Agency	319	65.4%	21.1%	13.5%	13
Community Supervision Program	260	62.9%	22.6%	14.5%	10
Pretrial Services Agency	58	70.7%	18.0%	11.3%	2

30. Employees in my work unit approach change as an opportunity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	520,226	54.2%	27.1%	18.6%	24,140
Court Services and Offender Supervision Agency	323	55.5%	27.3%	17.2%	14
Community Supervision Program	264	51.4%	29.2%	19.4%	11
Pretrial Services Agency	58	64.6%	23.0%	12.4%	2

31. Employees in my work unit consider customer needs a top priority.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	524,000	75.7%	15.7%	8.5%	20,970
Court Services and Offender Supervision Agency	323	78.2%	14.4%	7.4%	15
Community Supervision Program	265	74.9%	17.7%	7.4%	12
Pretrial Services Agency	57	85.8%	6.8%	7.4%	2

32. Employees in my work unit consistently look for ways to improve customer service.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	520,585	63.4%	24.4%	12.2%	27,607
Court Services and Offender Supervision Agency	323	64.9%	24.7%	10.4%	17
Community Supervision Program	264	63.5%	25.4%	11.1%	13
Pretrial Services Agency	58	68.7%	22.2%	9.1%	3

33. Employees in my work unit support my need to balance my work and personal responsibilities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	533,626	69.7%	16.9%	13.5%	11,042
Court Services and Offender Supervision Agency	329	70.9%	17.5%	11.5%	11
Community Supervision Program	271	64.6%	21.8%	13.6%	8
Pretrial Services Agency	57	85.9%	7.4%	6.7%	2

My Work Unit (continued)

34. Employees in my work unit are typically under too much pressure to meet work goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	525,943	41.5%	28.9%	29.6%	22,464
Court Services and Offender Supervision Agency	321	39.0%	30.5%	30.5%	15
Community Supervision Program	263	34.2%	31.8%	34.0%	11
Pretrial Services Agency	57	51.0%	27.7%	21.3%	3

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.

My Organization

35. Employees are recognized for providing high quality products and services.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	533,114	58.6%	18.1%	23.2%	15,185
Court Services and Offender Supervision Agency	324	58.8%	16.0%	25.2%	14
Community Supervision Program	264	53.3%	17.1%	29.6%	13
Pretrial Services Agency	59	71.0%	13.6%	15.4%	0

36. Employees are protected from health and safety hazards on the job.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	533,998	74.8%	12.2%	13.0%	14,407
Court Services and Offender Supervision Agency	330	57.2%	16.3%	26.5%	6
Community Supervision Program	269	48.0%	17.8%	34.1%	6
Pretrial Services Agency	59	77.4%	13.1%	9.5%	0

37. My organization is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	536,041	78.0%	13.8%	8.2%	11,961
Court Services and Offender Supervision Agency	326	71.4%	18.3%	10.2%	10
Community Supervision Program	267	62.4%	24.2%	13.4%	9
Pretrial Services Agency	57	92.3%	4.8%	2.9%	1

38. I have a good understanding of my organization's priorities.

Organizations	N	Positive	Neutral	Negative
Governmentwide	547,830	77.2%	12.9%	9.8%
Court Services and Offender Supervision Agency	333	75.2%	11.6%	13.2%
Community Supervision Program	273	68.6%	14.9%	16.5%
Pretrial Services Agency	58	90.2%	4.0%	5.8%

My Organization (continued)

39. My organization effectively adapts to changing government priorities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	530,176	66.7%	20.2%	13.1%	18,188
Court Services and Offender Supervision Agency	319	59.4%	23.2%	17.5%	18
Community Supervision Program	258	52.2%	27.0%	20.7%	18
Pretrial Services Agency	59	75.5%	13.9%	10.6%	0

40. My organization has prepared me for potential physical security threats.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	535,681	73.1%	14.9%	12.0%	9,875
Court Services and Offender Supervision Agency	325	66.0%	16.2%	17.8%	5
Community Supervision Program	267	66.0%	15.3%	18.7%	5
Pretrial Services Agency	56	65.0%	19.0%	16.1%	0

41. My organization has prepared me for potential cybersecurity threats.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	540,124	83.4%	10.9%	5.8%	5,624
Court Services and Offender Supervision Agency	327	83.8%	10.7%	5.4%	4
Community Supervision Program	269	82.1%	12.0%	5.9%	4
Pretrial Services Agency	56	87.7%	8.0%	4.4%	0

42. In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	507,882	52.0%	21.2%	26.8%	37,667
Court Services and Offender Supervision Agency	301	40.9%	27.6%	31.4%	30
Community Supervision Program	248	32.5%	29.6%	37.8%	25
Pretrial Services Agency	52	62.0%	23.1%	14.8%	4

43. I recommend my organization as a good place to work.

Organizations	N	Positive	Neutral	Negative
Governmentwide	545,445	64.5%	20.1%	15.4%
Court Services and Offender Supervision Agency	328	54.6%	26.4%	19.0%
Community Supervision Program	271	44.5%	30.0%	25.5%
Pretrial Services Agency	55	78.9%	18.1%	3.0%

My Organization (continued)

44. I believe the results of this survey will be used to make my agency a better place to work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	506,994	42.9%	25.7%	31.4%	38,989
Court Services and Offender Supervision Agency	306	43.1%	23.9%	32.9%	25
Community Supervision Program	250	37.7%	23.1%	39.2%	23
Pretrial Services Agency	54	55.9%	24.9%	19.2%	2

My Supervisor

45. My supervisor is committed to a workforce representative of all segments of society.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	511,232	78.2%	14.2%	7.6%	33,009
Court Services and Offender Supervision Agency	306	79.8%	12.8%	7.5%	23
Community Supervision Program	252	75.2%	15.0%	9.7%	19
Pretrial Services Agency	52	90.4%	7.5%	2.0%	4

46. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	537,139	77.0%	12.1%	10.8%	7,689
Court Services and Offender Supervision Agency	316	81.5%	8.8%	9.7%	13
Community Supervision Program	260	77.2%	10.9%	11.9%	12
Pretrial Services Agency	54	91.5%	3.9%	4.5%	1

47. My supervisor supports my need to balance work and other life issues.

Organizations	N	Positive	Neutral	Negative
Governmentwide	541,245	83.3%	9.2%	7.5%
Court Services and Offender Supervision Agency	328	85.2%	9.4%	5.4%
Community Supervision Program	270	81.4%	10.9%	7.7%
Pretrial Services Agency	56	94.1%	5.9%	0.0%

48. My supervisor listens to what I have to say.

Organizations	N	Positive	Neutral	Negative
Governmentwide	537,954	81.9%	9.3%	8.8%
Court Services and Offender Supervision Agency	319	81.7%	11.0%	7.4%
Community Supervision Program	263	78.2%	12.6%	9.2%
Pretrial Services Agency	54	91.3%	5.8%	2.9%

My Supervisor (continued)

49. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
Governmentwide	540,128	86.0%	7.8%	6.3%
Court Services and Offender Supervision Agency	324	86.8%	7.5%	5.7%
Community Supervision Program	266	84.7%	7.8%	7.5%
Pretrial Services Agency	56	92.8%	5.8%	1.4%

50. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
Governmentwide	537,613	76.2%	12.2%	11.6%
Court Services and Offender Supervision Agency	319	74.9%	13.9%	11.3%
Community Supervision Program	263	70.1%	15.8%	14.1%
Pretrial Services Agency	54	87.4%	8.0%	4.6%

51. My supervisor holds me accountable for achieving results.

Organizations	N	Positive	Neutral	Negative
Governmentwide	540,106	86.9%	9.6%	3.5%
Court Services and Offender Supervision Agency	324	87.9%	8.5%	3.6%
Community Supervision Program	266	86.2%	9.4%	4.3%
Pretrial Services Agency	56	91.5%	6.6%	1.9%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

Organizations	N	Positive	Neutral	Negative
Governmentwide	542,593	77.6%	13.5%	8.9%
Court Services and Offender Supervision Agency	327	76.5%	14.9%	8.6%
Community Supervision Program	269	71.7%	17.3%	11.0%
Pretrial Services Agency	56	89.0%	8.0%	3.0%

53. My supervisor provides me with constructive suggestions to improve my job performance.

Organizations	N	Positive	Neutral	Negative
Governmentwide	542,912	70.3%	17.1%	12.7%
Court Services and Offender Supervision Agency	328	72.8%	16.0%	11.1%
Community Supervision Program	270	69.3%	16.9%	13.8%
Pretrial Services Agency	56	80.8%	14.3%	4.9%

My Supervisor (continued)

54. My supervisor provides me with performance feedback throughout the year.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	537,966	74.6%	13.5%	11.8%	5,174
Court Services and Offender Supervision Agency	322	76.5%	11.4%	12.1%	5
Community Supervision Program	265	72.2%	12.6%	15.2%	4
Pretrial Services Agency	55	87.8%	7.2%	5.0%	1

Leadership

55. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	526,253	47.7%	23.0%	29.3%	13,759
Court Services and Offender Supervision Agency	313	40.7%	23.2%	36.1%	12
Community Supervision Program	257	31.8%	24.1%	44.1%	11
Pretrial Services Agency	54	60.7%	21.6%	17.7%	1

56. My organization's senior leaders maintain high standards of honesty and integrity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	500,578	59.9%	21.3%	18.8%	35,739
Court Services and Offender Supervision Agency	298	44.0%	24.3%	31.7%	24
Community Supervision Program	246	35.6%	27.4%	37.0%	20
Pretrial Services Agency	50	64.4%	16.1%	19.6%	4

57. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	529,488	64.3%	18.2%	17.6%	7,759
Court Services and Offender Supervision Agency	314	55.2%	18.6%	26.2%	7
Community Supervision Program	258	45.7%	21.8%	32.4%	7
Pretrial Services Agency	54	76.8%	11.3%	11.9%	0

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	519,846	57.6%	20.3%	22.1%	16,143
Court Services and Offender Supervision Agency	311	47.6%	19.4%	33.0%	10
Community Supervision Program	256	38.8%	22.3%	38.9%	10
Pretrial Services Agency	53	67.7%	12.8%	19.5%	0

Leadership (continued)

59. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	511,628	63.5%	20.2%	16.4%	29,177
Court Services and Offender Supervision Agency	302	51.8%	27.0%	21.2%	24
Community Supervision Program	246	47.7%	26.5%	25.8%	23
Pretrial Services Agency	54	60.0%	29.2%	10.8%	1

60. I have a high level of respect for my organization's senior leaders.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	531,454	60.8%	20.6%	18.6%	7,008
Court Services and Offender Supervision Agency	321	54.1%	22.2%	23.8%	2
Community Supervision Program	265	47.6%	24.5%	28.0%	1
Pretrial Services Agency	54	70.3%	15.9%	13.9%	1

61. Senior leaders demonstrate support for Work-Life programs.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	502,973	59.7%	21.7%	18.6%	32,625
Court Services and Offender Supervision Agency	303	60.0%	18.9%	21.1%	17
Community Supervision Program	248	46.9%	23.9%	29.2%	16
Pretrial Services Agency	53	90.2%	7.5%	2.3%	1

62. Management encourages innovation.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	517,493	55.9%	23.9%	20.2%	18,812
Court Services and Offender Supervision Agency	304	48.4%	25.5%	26.1%	13
Community Supervision Program	248	39.0%	27.6%	33.4%	12
Pretrial Services Agency	54	68.9%	21.5%	9.6%	1

63. Management makes effective changes to address challenges facing our organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	516,113	51.7%	24.0%	24.2%	20,139
Court Services and Offender Supervision Agency	307	47.9%	23.2%	28.9%	12
Community Supervision Program	250	37.6%	27.3%	35.1%	12
Pretrial Services Agency	55	70.6%	14.3%	15.1%	0

Leadership (continued)

64. Management involves employees in decisions that affect their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	516,890	43.3%	23.5%	33.2%	19,739
Court Services and Offender Supervision Agency	307	37.3%	21.3%	41.5%	10
Community Supervision Program	251	27.6%	20.8%	51.6%	10
Pretrial Services Agency	54	60.0%	21.8%	18.3%	0

My Satisfaction

65. How satisfied are you with your involvement in decisions that affect your work?

Organizations	N	Positive	Neutral	Negative
Governmentwide	534,329	50.0%	25.1%	25.0%
Court Services and Offender Supervision Agency	312	39.2%	27.6%	33.1%
Community Supervision Program	257	31.2%	29.6%	39.2%
Pretrial Services Agency	54	57.9%	23.3%	18.8%

66. How satisfied are you with the information you receive from management on what's going on in your organization?

Organizations	N	Positive	Neutral	Negative
Governmentwide	532,752	52.9%	22.7%	24.5%
Court Services and Offender Supervision Agency	313	42.6%	21.7%	35.7%
Community Supervision Program	259	33.4%	26.1%	40.5%
Pretrial Services Agency	53	64.8%	11.1%	24.1%

67. How satisfied are you with the recognition you receive for doing a good job?

Organizations	N	Positive	Neutral	Negative
Governmentwide	533,049	54.4%	22.4%	23.2%
Court Services and Offender Supervision Agency	311	50.9%	22.6%	26.5%
Community Supervision Program	257	43.5%	28.4%	28.0%
Pretrial Services Agency	53	68.6%	8.4%	23.0%

68. Considering everything, how satisfied are you with your job?

Organizations	N	Positive	Neutral	Negative
Governmentwide	531,817	66.2%	16.8%	17.0%
Court Services and Offender Supervision Agency	316	64.7%	20.7%	14.6%
Community Supervision Program	261	56.4%	26.6%	17.0%
Pretrial Services Agency	54	84.6%	6.5%	8.9%

My Satisfaction (continued)

69. Considering everything, how satisfied are you with your pay?

Organizations	N	Positive	Neutral	Negative
Governmentwide	533,799	55.9%	17.1%	27.0%
Court Services and Offender Supervision Agency	317	65.9%	18.9%	15.2%
Community Supervision Program	262	58.5%	22.3%	19.2%
Pretrial Services Agency	54	83.9%	10.6%	5.4%

70. Considering everything, how satisfied are you with your organization?

Organizations	N	Positive	Neutral	Negative
Governmentwide	534,146	60.2%	19.9%	19.9%
Court Services and Offender Supervision Agency	317	54.7%	23.9%	21.4%
Community Supervision Program	262	45.1%	28.8%	26.1%
Pretrial Services Agency	54	77.8%	12.2%	10.0%

Diversity, Equity, Inclusion, and Accessibility

71. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	491,409	67.8%	19.5%	12.7%	44,282
Court Services and Offender Supervision Agency	288	63.6%	21.1%	15.2%	30
Community Supervision Program	236	57.1%	25.1%	17.7%	26
Pretrial Services Agency	51	78.6%	11.9%	9.5%	4

72. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	492,680	72.6%	18.4%	9.0%	43,274
Court Services and Offender Supervision Agency	292	72.4%	17.6%	10.0%	26
Community Supervision Program	243	66.5%	20.4%	13.1%	19
Pretrial Services Agency	48	87.2%	10.6%	2.2%	7

73. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	517,875	65.0%	15.9%	19.1%	16,670
Court Services and Offender Supervision Agency	301	58.5%	19.2%	22.3%	15
Community Supervision Program	248	54.1%	20.9%	25.0%	12
Pretrial Services Agency	52	68.5%	15.5%	16.0%	3

Diversity, Equity, Inclusion, and Accessibility (continued)

74. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	507,104	69.6%	15.9%	14.4%	26,510
Court Services and Offender Supervision Agency	295	67.4%	18.2%	14.4%	21
Community Supervision Program	242	62.7%	20.0%	17.3%	18
Pretrial Services Agency	52	78.2%	14.1%	7.7%	3

75. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	502,077	60.9%	18.1%	21.0%	32,257
Court Services and Offender Supervision Agency	295	61.6%	19.5%	18.9%	20
Community Supervision Program	242	57.6%	21.9%	20.5%	17
Pretrial Services Agency	52	72.4%	12.2%	15.3%	3

76. Employees in my work unit treat me as a valued member of the team.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	527,735	81.4%	11.1%	7.5%	6,014
Court Services and Offender Supervision Agency	312	81.2%	12.5%	6.3%	4
Community Supervision Program	256	80.3%	13.5%	6.1%	4
Pretrial Services Agency	55	82.9%	10.2%	6.9%	0

77. Employees in my work unit make me feel I belong.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	526,803	77.9%	13.6%	8.5%	6,595
Court Services and Offender Supervision Agency	309	76.5%	15.9%	7.6%	6
Community Supervision Program	254	75.2%	16.9%	7.9%	6
Pretrial Services Agency	54	79.2%	13.8%	7.1%	0

78. Employees in my work unit care about me as a person.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	518,891	75.6%	16.1%	8.3%	14,356
Court Services and Offender Supervision Agency	303	76.0%	17.3%	6.8%	10
Community Supervision Program	249	73.5%	19.4%	7.1%	9
Pretrial Services Agency	53	81.4%	12.6%	6.0%	1

Diversity, Equity, Inclusion, and Accessibility (continued)

79. I am comfortable expressing opinions that are different from other employees in my work unit.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	523,674	73.8%	12.6%	13.6%	6,799
Court Services and Offender Supervision Agency	300	81.6%	9.4%	9.0%	10
Community Supervision Program	244	78.7%	10.7%	10.5%	10
Pretrial Services Agency	55	87.7%	6.7%	5.7%	0

80. In my work unit, people's differences are respected.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	517,791	73.7%	15.7%	10.7%	12,414
Court Services and Offender Supervision Agency	296	76.0%	14.3%	9.7%	12
Community Supervision Program	240	71.4%	16.7%	11.9%	12
Pretrial Services Agency	55	85.9%	9.1%	5.0%	0

81. I can be successful in my organization being myself.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
Governmentwide	524,357	72.9%	14.8%	12.3%	5,854
Court Services and Offender Supervision Agency	305	71.4%	14.5%	14.1%	5
Community Supervision Program	249	65.4%	18.0%	16.6%	5
Pretrial Services Agency	55	85.0%	6.7%	8.4%	0

82. I can easily make a request of my organization to meet my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	328,338	69.6%	19.3%	11.1%	119,219	82,121
Court Services and Offender Supervision Agency	210	63.8%	21.0%	15.2%	61	39
Community Supervision Program	175	54.3%	25.1%	20.6%	50	29
Pretrial Services Agency	34	87.1%	11.2%	1.7%	11	10

83. My organization responds to my accessibility needs in a timely manner.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	307,344	64.0%	24.2%	11.8%	120,489	101,427
Court Services and Offender Supervision Agency	191	53.1%	26.8%	20.1%	60	57
Community Supervision Program	161	43.2%	32.3%	24.5%	50	41
Pretrial Services Agency	29	78.3%	12.9%	8.8%	10	16

Diversity, Equity, Inclusion, and Accessibility (continued)

84. My organization meets my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
Governmentwide	311,682	67.1%	23.1%	9.9%	123,093	94,153
Court Services and Offender Supervision Agency	197	60.7%	25.6%	13.7%	63	51
Community Supervision Program	166	51.1%	30.0%	18.9%	52	37
Pretrial Services Agency	30	85.4%	14.6%	0.0%	11	14

Employee Experience

85. My job inspires me.

Organizations	N	Positive	Neutral	Negative
Governmentwide	531,023	59.2%	22.0%	18.8%
Court Services and Offender Supervision Agency	310	62.7%	18.7%	18.5%
Community Supervision Program	255	58.9%	21.2%	19.9%
Pretrial Services Agency	54	71.5%	13.1%	15.4%

86. The work I do gives me a sense of accomplishment.

Organizations	N	Positive	Neutral	Negative
Governmentwide	528,951	73.0%	14.2%	12.8%
Court Services and Offender Supervision Agency	309	78.2%	12.6%	9.1%
Community Supervision Program	254	76.8%	13.8%	9.3%
Pretrial Services Agency	54	81.2%	9.9%	8.9%

87. I feel a strong personal attachment to my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	531,252	58.7%	22.6%	18.7%
Court Services and Offender Supervision Agency	310	53.1%	26.5%	20.4%
Community Supervision Program	255	46.6%	31.1%	22.3%
Pretrial Services Agency	54	68.0%	16.1%	15.9%

88. I identify with the mission of my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	529,722	77.0%	15.7%	7.4%
Court Services and Offender Supervision Agency	309	77.8%	15.0%	7.2%
Community Supervision Program	254	73.0%	19.3%	7.7%
Pretrial Services Agency	54	88.9%	4.8%	6.3%

Employee Experience (continued)

89. It is important to me that my work contribute to the common good.

Organizations	N	Positive	Neutral	Negative
Governmentwide	531,401	91.3%	6.6%	2.1%
Court Services and Offender Supervision Agency	310	90.8%	6.3%	2.9%
Community Supervision Program	255	89.8%	7.9%	2.3%
Pretrial Services Agency	54	93.1%	2.6%	4.3%

Telework

91. Please select the response that BEST describes your current remote work or teleworking schedule.

Organizations	N	Telework				
		Remote Work Agreement	3 or More Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
Governmentwide	529,973	14.2%	24.9%	16.9%	2.9%	9.7%
Court Services and Offender Supervision Agency	309	12.2%	58.1%	16.2%	2.5%	2.3%
Community Supervision Program	253	6.3%	58.5%	19.9%	3.2%	3.3%
Pretrial Services Agency	55	24.6%	58.3%	7.6%	1.1%	0.0%

91. Please select the response that BEST describes your current remote work or teleworking schedule. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	529,973	20.1%	1.2%	6.0%	4.0%
Court Services and Offender Supervision Agency	309	5.6%	0.0%	2.0%	1.0%
Community Supervision Program	253	5.4%	0.0%	2.9%	0.5%
Pretrial Services Agency	55	6.2%	0.0%	0.0%	2.3%

Employment Demographics

Where do you work?

Response	%
Headquarters	43.4%
Field	42.8%
Full-time telework (e.g., home office, telecenter)	13.8%

What is your supervisory status?

Response	%
Senior Leader	3.6%
Manager	9.4%
Supervisor	14.0%
Team Leader	6.8%
Non-Supervisor	66.1%

What is your pay category/grade?

Response	%
Federal Wage System	0.0%
GS 1-6	0.3%
GS 7-12	55.9%
GS 13-15	39.9%
Senior Executive Service	2.6%
Senior Level (SL) or Scientific or Professional (ST)	0.3%
Other	1.0%

What is your US military service status?

Response	%
No Prior Military Service	87.7%
Currently in National Guard or Reserves	0.6%
Retired	3.6%
Separated or Discharged	8.1%

Note: Percentages for demographic questions are unweighted.

Employment Demographics (continued)

Are you:

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.3%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	2.0%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	97.7%

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

Response	%
Yes	0.0%
No	100.0%

Note: If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

How long have you been with the Federal Government (excluding military service)?

Response	%
Less than 1 year	0.3%
1 to 3 years	3.6%
4 to 5 years	4.2%
6 to 10 years	9.4%
11 to 14 years	23.1%
15 to 20 years	26.0%
More than 20 years	33.4%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

Response	%
Less than 1 year	2.3%
1 to 3 years	7.6%
4 to 5 years	4.9%
6 to 10 years	12.8%
11 to 14 years	23.0%
15 to 20 years	28.3%
More than 20 years	21.1%

Note: Percentages for demographic questions are unweighted.

Employment Demographics (continued)

Are you considering leaving your organization within the next year, and if so, why?

Response	%
No	58.9%
Yes, to retire	9.4%
Yes, to take another job within the Federal Government	25.6%
Yes, to take another job outside the Federal Government	1.9%
Yes, other	4.2%

I am planning to retire:

Response	%
Less than 1 year	2.9%
1 year	6.2%
2 years	3.6%
3 years	5.2%
4 years	6.2%
5 years	11.7%
More than 5 years	64.3%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

Response	%
Yes	8.7%
No	91.3%

Please select the racial category or categories with which you most closely identify.

Response	%
White	19.3%
Black or African American	70.8%
All other races	9.8%

What is your age group?

Response	%
29 years and under	--
30-39 years old	--
40-49 years old	--
50-59 years old	--
60 years or older	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

What is the highest degree or level of education you have completed?

Response	%
Less than High School/ High School Diploma/ GED	3.3%
Certification/ Some College/ Associate's Degree	15.9%
Bachelor's Degree	36.8%
Advanced Degrees (Post Bachelor's Degree)	44.0%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

Personal Demographics (continued)

Are you an individual with a disability?

Response	%
Yes	11.6%
No	88.4%

Are you:

Response	%
Male	36.3%
Female	63.7%

Are you transgender?

Response	%
Yes	--
No	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Which one of the following best represents how you think of yourself?

Response	%
Straight, that is not gay or lesbian	--
Gay or Lesbian	--
Bisexual	--
I use a different term	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.