

**U.S. International Trade Commission  
2024 FEVS AES Report**

**Agency Information**

|   |                      |
|---|----------------------|
| Field Period  | May 21 - Jul 5, 2024 |
| Sample or Census  | Census               |
| Number of Surveys Completed                                       | 344                  |
| Number of Surveys Administered                                    | 375                  |
| Response Rate   | 91.7%                |
| Number of items identified as Strengths (65% positive or higher)  | 80                   |
| Number of items identified as Challenges (35% negative or higher) | 0                    |
| 2024 Engagement Index   | 80%                  |
| Leaders Lead Subindex   | 68%                  |
| Supervisors Subindex  | 90%                  |
| Intrinsic Work Experience Subindex                                | 82%                  |

Note: Number of items identified as strengths and challenges are based on items 1-90, excluding item 16.

A "–<sup>nr</sup>" indicates that there were no responses to the item.

| 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 | 86%              | 46%   | 40%  | 6%  | 6%                                     | 2%   | 8%               | 155   | 138  | 21  | 21                                     | 6  | 341                     | N/A   |
| 2    | I feel encouraged to come up with new and better ways of doing things.                                | N/A                    | Employee Engagement: Intrinsic Work Experience                       | Agree-disagree | 78%              | 41%   | 37%  | 10%   | 9%                                     | 2%   | 11%              | 139   | 125  | 35  | 31                                     | 8  | 338                     | N/A   |
| 3    | My work gives me a feeling of personal accomplishment.  | N/A                    | Employee Engagement: Intrinsic Work Experience                       | Agree-disagree | 80%              | 38%   | 42%  | 11%   | 6%                                     | 3%   | 9%               | 130   | 143  | 38  | 20                                     | 10   | 341                     | N/A   |
| 4    | I know what is expected of me on the job.   | N/A                    | Employee Engagement: Intrinsic Work Experience                       | Agree-disagree | 89%              | 47%   | 42%  | 5%  | 5%                                     | 2%   | 6%               | 158   | 140  | 18  | 16                                     | 5  | 337                     | N/A   |
| 5    | *My workload is reasonable.   | N/A                    | Employee-Focused: Work-Life Support                                  | Agree-disagree | 61%              | 22%   | 39%  | 15%   | 17%                                    | 6%   | 23%              | 75  | 130  | 52  | 58                                     | 22   | 337                     | N/A   |
| 6    | *My talents are used well in the workplace.   | N/A                    | Employee Engagement: Intrinsic Work Experience                       | Agree-disagree | 72%              | 33%   | 40%  | 17%   | 8%                                     | 2%   | 10%              | 110   | 135  | 58  | 29                                     | 7  | 339                     | N/A   |
| 7    | *I know how my work relates to the agency's goals.  | N/A                    | Employee Engagement: Intrinsic Work Experience                       | Agree-disagree | 91%              | 53%   | 38%  | 5%  | 3%                                     | 1%   | 4%               | 180   | 131  | 16  | 9                                      | 5  | 341                     | N/A   |
| 8    | *I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.       | N/A                    | Foundations: Merit Principles<br>Foundations: Performance Resources  | Agree-disagree | 79%              | 47%   | 32%  | 12%   | 6%                                     | 3%   | 9%               | 144   | 99   | 37  | 18                                     | 10   | 308                     | 35  |
| 9    | I have enough information to do my job well.  | N/A                    | Employee-Focused: Employee Development                               | Agree-disagree | 87%              | 38%   | 49%  | 6%  | 6%                                     | 1%   | 7%               | 130   | 168  | 21  | 21                                     | 3  | 343                     | N/A   |
| 10   | I receive the training I need to do my job well.  | N/A                    | Employee-Focused: Employee Development                               | Agree-disagree | 76%              | 36%   | 40%  | 14%   | 7%                                     | 2%   | 10%              | 123   | 138  | 47  | 25                                     | 9  | 342                     | N/A   |
| 11   | I am held accountable for the quality of work I produce.  | N/A                    | Goal-Oriented: Accountability<br>Goal-Oriented: Performance Feedback | Agree-disagree | 90%              | 50%   | 40%  | 6%  | 3%                                     | 2%   | 5%               | 170   | 137  | 19  | 10                                     | 6  | 342                     | N/A   |
| 12   | I have a clear idea of how well I am doing my job.  | N/A                    | Goal-Oriented: Performance Feedback                                  | Agree-disagree | 80%              | 39%   | 41%  | 9%  | 8%                                     | 2%   | 11%              | 131   | 139  | 31  | 29                                     | 8  | 338                     | N/A   |
| 13   | I have the autonomy to decide how I do my job.  | N/A                    | Agile: Autonomy  | Agree-disagree | 79%              | 41%   | 38%  | 12%   | 6%                                     | 3%   | 8%               | 140   | 131  | 43  | 19                                     | 10   | 343                     | N/A   |
| 14   | I can make decisions about my work without getting permission first.                                  | N/A                    | Agile: Autonomy  | Agree-disagree | 72%              | 32%   | 41%  | 16%   | 9%                                     | 2%   | 11%              | 106   | 140  | 57  | 32                                     | 7  | 342                     | N/A   |
| 15   | *The people I work with cooperate to get the job done.  | N/A                    | Foundations: Cooperation   | Agree-disagree | 92%              | 58%   | 34%  | 5%  | 2%                                     | 1%   | 3%               | 200   | 116  | 17  | 6                                      | 4  | 343                     | N/A   |
| 17   | *In my work unit, differences in performance are recognized in a meaningful way.                      | N/A                    | Goal-Oriented: Recognition   | Agree-disagree | 60%              | 19%   | 41%  | 22%   | 12%                                    | 7%   | 18%              | 52  | 120  | 64  | 34                                     | 19   | 289                     | 55  |
| 18   | Employees in my work unit share job knowledge.  | N/A                    | Foundations: Cooperation   | Agree-disagree | 90%              | 56%   | 33%  | 7%  | 3%                                     | 1%   | 3%               | 191   | 115  | 24  | 9                                      | 2  | 341                     | 2   |
| 19   | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | N/A                    | Foundations: Performance Resources                                   | Agree-disagree | 92%              | 51%   | 41%  | 5%  | 1%                                     | 1%   | 3%               | 175   | 142  | 17  | 4                                      | 5  | 343                     | 1   |
| 20   | Employees in my work unit meet the needs of our customers.  | Performance Confidence | N/A  | Always-never   | 97%              | 66%   | 31%  | 3%  | 1%                                     | 0%   | 1%               | 218   | 103  | 8   | 2                                      | 0  | 331                     | 11  |
| 21   | Employees in my work unit contribute positively to my agency's performance.                           | Performance Confidence | N/A  | Always-never   | 96%              | 71%   | 25%  | 4%  | 1%                                     | 0%   | 1%               | 239   | 85   | 12  | 2                                      | 0  | 338                     | 4   |
| 22   | Employees in my work unit produce high-quality work.  | Performance Confidence | N/A  | Always-never   | 96%              | 66%   | 29%  | 4%  | 1%                                     | 0%   | 1%               | 224   | 99   | 13  | 2                                      | 0  | 338                     | 3   |
| 23   | Employees in my work unit adapt to changing priorities.   | Performance Confidence | N/A  | Always-never   | 92%              | 62%   | 30%  | 7%  | 1%                                     | 0%   | 1%               | 200   | 99   | 22  | 4                                      | 0  | 325                     | 17  |
| 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 | 85%              | 40%   | 45%  | 11%   | 2%                                     | 2%   | 4%               | 115   | 133  | 33  | 7                                      | 6  | 294                     | 50  |
| 25   | I can influence decisions in my work unit.  | N/A                    | Employee-Focused: Employee Voice                                     | Agree-disagree | 80%              | 40%   | 39%  | 13%   | 6%                                     | 1%   | 8%               | 136   | 135  | 44  | 22                                     | 4  | 341                     | N/A   |
| 26   | I know what my work unit's goals are.   | N/A                    | Goal-Oriented: Goal Clarity  | Agree-disagree | 92%              | 53%   | 39%  | 5%  | 3%                                     | 1%   | 4%               | 180   | 133  | 16  | 11                                     | 2  | 342                     | 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 | 76%              | 37%   | 39%  | 14%   | 8%                                     | 2%   | 10%              | 122   | 131  | 47  | 28                                     | 7  | 335                     | 8   |
| 28   | My work unit successfully manages disruptions to our work.  | N/A                    | Agile: Resilience  | Agree-disagree | 86%              | 45%   | 42%  | 8%  | 4%                                     | 1%   | 5%               | 147   | 136  | 28  | 14                                     | 4  | 329                     | 14  |
| 29   | Employees in my work unit consistently look for new ways to improve how they do their work.           | N/A                    | Agile: Innovation  | Agree-disagree | 79%              | 40%   | 39%  | 14%   | 5%                                     | 2%   | 7%               | 133   | 129  | 48  | 16                                     | 7  | 333                     | 9   |
| 30   | Employees in my work unit incorporate new ideas into their work.                                      | N/A                    | Agile: Innovation  | Agree-disagree | 80%              | 40%   | 40%  | 13%   | 4%                                     | 2%   | 6%               | 131   | 134  | 44  | 14                                     | 8  | 331                     | 10  |
| 31   | Employees in my work unit approach change as an opportunity.  | N/A                    | Agile: Resilience  | Agree-disagree | 74%              | 36%   | 38%  | 18%   | 6%                                     | 2%   | 8%               | 118   | 123  | 60  | 19                                     | 7  | 327                     | 10  |
| 32   | Employees in my work unit consider customer needs a top priority.                                     | N/A                    | Foundations: Customer Responsiveness                                 | Agree-disagree | 89%              | 50%   | 39%  | 8%  | 2%                                     | 1%   | 3%               | 167   | 132  | 26  | 6                                      | 4  | 335                     | 7   |
| 33   | Employees in my work unit consistently look for ways to improve customer service.                     | N/A                    | Foundations: Customer Responsiveness                                 | Agree-disagree | 79%              | 41%   | 38%  | 17%   | 3%                                     | 1%   | 4%               | 131   | 125  | 53  | 11                                     | 3  | 323                     | 18  |
| 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 | 89%              | 55%   | 34%  | 7%  | 3%                                     | 1%   | 4%               | 185   | 118  | 24  | 12                                     | 3  | 342                     | 0   |
| 35   | Employees are recognized for providing high quality products and services.                            | N/A                    | Goal-Oriented: Recognition<br>Employee-Focused: Employee Welfare     | Agree-disagree | 75%              | 31%   | 44%  | 14%   | 9%                                     | 2%   | 11%              | 102   | 147  | 47  | 29                                     | 8  | 333                     | 8   |
| 36   | Employees are protected from health and safety hazards on the job.                                    | N/A                    | Employee-Focused: Employee Welfare                                   | Agree-disagree | 90%              | 54%   | 36%  | 6%  | 3%                                     | 0%   | 4%               | 180   | 118  | 20  | 11                                     | 1  | 330                     | 11  |
| 37   | My organization is successful at accomplishing its mission.   | N/A                    | Other  | Agree-disagree | 91%              | 52%   | 39%  | 6%  | 2%                                     | 1%   | 3%               | 177   | 134  | 19  | 7                                      | 3  | 340                     | 1   |

|    |   |                                   |                                     |                        |     |     |     |     |     |     |     |     |     |    |    |    |     |     |
|----|---|-----------------------------------|-------------------------------------|------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|----|----|-----|-----|
| 38 | I have a good understanding of my organization's priorities.  | N/A                               | Goal-Oriented: Goal Clarity         | Agree-disagree         | 85% | 45% | 40% | 9%  | 4%  | 1%  | 5%  | 154 | 138 | 31 | 16 | 3  | 342 | 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         | 90% | 56% | 35% | 6%  | 3%  | 1%  | 4%  | 184 | 116 | 20 | 9  | 3  | 332 | 10  |
| 40 | Information is openly shared in my organization.  | N/A                               | Foundations: Communication          | Agree-disagree         | 69% | 27% | 41% | 20% | 10% | 2%  | 12% | 91  | 137 | 65 | 33 | 7  | 333 | 4   |
| 41 | The approval process in my organization allows timely delivery of my work.  | N/A                               | Other                               | Agree-disagree         | 68% | 28% | 40% | 17% | 11% | 4%  | 15% | 93  | 133 | 58 | 37 | 12 | 333 | 5   |
| 42 | My organization effectively adapts to changing government priorities.   | N/A                               | Agile: Resilience                   | Agree-disagree         | 76% | 33% | 43% | 18% | 4%  | 2%  | 6%  | 102 | 136 | 56 | 13 | 6  | 313 | 23  |
| 43 | My organization has prepared me for potential physical security threats.  | N/A                               | Employee-Focused: Employee Welfare  | Agree-disagree         | 73% | 31% | 42% | 18% | 7%  | 3%  | 9%  | 101 | 134 | 58 | 22 | 8  | 323 | 19  |
| 44 | My organization has prepared me for potential cybersecurity threats.  | N/A                               | Employee-Focused: Employee Welfare  | Agree-disagree         | 89% | 41% | 47% | 9%  | 2%  | 1%  | 3%  | 138 | 157 | 29 | 6  | 2  | 332 | 7   |
| 45 | In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.                                     | N/A                               | Foundations: Merit Principles       | Agree-disagree         | 68% | 33% | 36% | 16% | 10% | 5%  | 15% | 104 | 115 | 51 | 34 | 16 | 320 | 20  |
| 46 | *I recommend my organization as a good place to work.   | Global Satisfaction               | N/A                                 | Agree-disagree         | 82% | 44% | 38% | 11% | 5%  | 2%  | 7%  | 150 | 129 | 38 | 18 | 6  | 341 | 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         | 63% | 33% | 30% | 21% | 10% | 6%  | 16% | 109 | 99  | 70 | 33 | 19 | 330 | 12  |
| 48 | Supervisors in my work unit support employee development.   | Employee Engagement: Supervisors  | N/A                                 | Agree-disagree         | 89% | 62% | 27% | 6%  | 2%  | 2%  | 5%  | 209 | 95  | 21 | 8  | 8  | 341 | 0   |
| 49 | My supervisor supports my need to balance work and other life issues.   | N/A                               | Employee Engagement: Supervisors    | Agree-disagree         | 92% | 68% | 24% | 4%  | 2%  | 1%  | 3%  | 231 | 85  | 15 | 7  | 4  | 342 | N/A |
| 50 | My supervisor listens to what I have to say.  | Employee Engagement: Supervisors  | N/A                                 | Agree-disagree         | 92% | 68% | 24% | 5%  | 2%  | 1%  | 3%  | 229 | 83  | 18 | 8  | 3  | 341 | N/A |
| 51 | My supervisor treats me with respect.   | Employee Engagement: Supervisors  | N/A                                 | Agree-disagree         | 94% | 70% | 23% | 5%  | 1%  | 1%  | 2%  | 239 | 81  | 16 | 3  | 3  | 342 | N/A |
| 52 | I have trust and confidence in my supervisor.   | Employee Engagement: Supervisors  | N/A                                 | Agree-disagree         | 87% | 66% | 21% | 9%  | 3%  | 2%  | 5%  | 224 | 72  | 30 | 9  | 7  | 342 | N/A |
| 53 | My supervisor holds me accountable for achieving results.   | N/A                               | Goal-Oriented: Accountability       | Agree-disagree         | 93% | 65% | 29% | 5%  | 1%  | 0%  | 1%  | 219 | 99  | 18 | 5  | 0  | 341 | 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              | 88% | 67% | 21% | 8%  | 3%  | 1%  | 4%  | 227 | 73  | 28 | 12 | 2  | 342 | N/A |
| 55 | My supervisor provides me with constructive suggestions to improve my job performance.  | N/A                               | Goal-Oriented: Performance Feedback | Agree-disagree         | 83% | 53% | 30% | 11% | 5%  | 2%  | 6%  | 179 | 105 | 36 | 16 | 5  | 341 | N/A |
| 56 | My supervisor provides me with performance feedback throughout the year.  | N/A                               | Goal-Oriented: Performance Feedback | Agree-disagree         | 82% | 50% | 32% | 11% | 5%  | 2%  | 7%  | 169 | 109 | 38 | 18 | 7  | 341 | 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         | 55% | 24% | 31% | 22% | 16% | 7%  | 23% | 79  | 103 | 75 | 56 | 22 | 335 | 6   |
| 58 | My organization's senior leaders maintain high standards of honesty and integrity.  | Employee Engagement: Leaders Lead | N/A                                 | Agree-disagree         | 67% | 31% | 36% | 19% | 9%  | 4%  | 13% | 101 | 115 | 63 | 31 | 12 | 322 | 18  |
| 59 | *Managers communicate the goals of the organization.  | Employee Engagement: Leaders Lead | N/A                                 | Agree-disagree         | 76% | 35% | 41% | 15% | 7%  | 2%  | 9%  | 120 | 139 | 49 | 24 | 8  | 340 | 1   |
| 60 | Managers promote communication among different work units (for example, about projects, goals, needed resources).                           | N/A                               | Foundations: Communication          | Agree-disagree         | 72% | 34% | 38% | 15% | 10% | 3%  | 13% | 111 | 123 | 50 | 32 | 10 | 326 | 11  |
| 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              | 79% | 50% | 29% | 14% | 5%  | 2%  | 7%  | 160 | 94  | 45 | 16 | 7  | 322 | 18  |
| 62 | I have a high level of respect for my organization's senior leaders.  | Employee Engagement: Leaders Lead | N/A                                 | Agree-disagree         | 65% | 31% | 34% | 21% | 10% | 4%  | 14% | 104 | 113 | 71 | 33 | 13 | 334 | 6   |
| 63 | Senior leaders demonstrate support for Work-Life programs.  | N/A                               | Employee-Focused: Work-Life Support | Agree-disagree         | 70% | 33% | 37% | 19% | 8%  | 3%  | 11% | 103 | 119 | 59 | 27 | 8  | 316 | 24  |
| 64 | Management encourages innovation.   | N/A                               | Agile: Innovation                   | Agree-disagree         | 64% | 30% | 35% | 24% | 9%  | 3%  | 12% | 97  | 114 | 78 | 30 | 9  | 328 | 11  |
| 65 | Management makes effective changes to address challenges facing our organization.   | N/A                               | Agile: Resilience                   | Agree-disagree         | 65% | 28% | 36% | 20% | 11% | 5%  | 16% | 92  | 119 | 64 | 37 | 16 | 328 | 13  |
| 66 | Management involves employees in decisions that affect their work.  | N/A                               | Employee-Focused: Employee Voice    | Agree-disagree         | 61% | 26% | 35% | 21% | 12% | 6%  | 18% | 85  | 113 | 68 | 41 | 20 | 327 | 13  |
| 67 | *How satisfied are you with your involvement in decisions that affect your work?  | N/A                               | Employee-Focused: Employee Voice    | Satisfied-dissatisfied | 69% | 28% | 41% | 19% | 9%  | 3%  | 13% | 93  | 140 | 65 | 33 | 10 | 341 | 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 | 67% | 28% | 38% | 22% | 8%  | 3%  | 11% | 96  | 132 | 76 | 29 | 9  | 342 | N/A |
| 69 | *How satisfied are you with the recognition you receive for doing a good job?   | N/A                               | Goal-Oriented: Recognition          | Satisfied-dissatisfied | 66% | 27% | 39% | 21% | 9%  | 4%  | 13% | 91  | 135 | 70 | 32 | 12 | 340 | N/A |
| 70 | *Considering everything, how satisfied are you with your job?   | Global Satisfaction               | N/A                                 | Satisfied-dissatisfied | 78% | 34% | 44% | 14% | 6%  | 2%  | 8%  | 116 | 149 | 48 | 20 | 7  | 340 | N/A |
| 71 | Considering everything, how satisfied are you with your pay?  | Global Satisfaction               | N/A                                 | Satisfied-dissatisfied | 54% | 17% | 37% | 17% | 17% | 12% | 29% | 58  | 126 | 59 | 59 | 40 | 342 | N/A |
| 72 | *Considering everything, how satisfied are you with your organization?  | Global Satisfaction               | N/A                                 | Satisfied-dissatisfied | 75% | 32% | 43% | 16% | 6%  | 3%  | 9%  | 108 | 148 | 55 | 22 | 9  | 342 | N/A |
| 73 | My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).                            | DEIA: Diversity                   | N/A                                 | Agree-disagree         | 80% | 39% | 41% | 12% | 5%  | 3%  | 8%  | 121 | 126 | 38 | 16 | 8  | 309 | 32  |
| 74 | My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).                   | DEIA: Diversity                   | N/A                                 | Agree-disagree         | 87% | 52% | 35% | 9%  | 2%  | 2%  | 4%  | 162 | 108 | 29 | 6  | 5  | 310 | 31  |
| 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         | 82% | 43% | 39% | 7%  | 7%  | 4%  | 11% | 141 | 126 | 22 | 24 | 13 | 326 | 13  |
| 76 | My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).                          | DEIA: Equity                      | N/A                                 | Agree-disagree         | 84% | 50% | 34% | 9%  | 4%  | 3%  | 7%  | 159 | 111 | 28 | 14 | 8  | 320 | 20  |
| 77 | In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).                                 | DEIA: Equity                      | N/A                                 | Agree-disagree         | 79% | 43% | 36% | 10% | 7%  | 4%  | 11% | 134 | 114 | 31 | 22 | 13 | 314 | 23  |
| 78 | Employees in my work unit make me feel I belong.  | DEIA: Inclusion                   | N/A                                 | Agree-disagree         | 88% | 50% | 38% | 8%  | 2%  | 1%  | 4%  | 167 | 126 | 27 | 8  | 4  | 332 | 7   |
| 79 | Employees in my work unit care about me as a person.  | DEIA: Inclusion                   | N/A                                 | Agree-disagree         | 86% | 48% | 38% | 12% | 1%  | 1%  | 2%  | 158 | 125 | 40 | 4  | 3  | 330 | 9   |
| 80 | I am comfortable expressing opinions that are different from other employees in my work unit.   | DEIA: Inclusion                   | N/A                                 | Agree-disagree         | 85% | 44% | 41% | 10% | 4%  | 1%  | 5%  | 146 | 136 | 34 | 14 | 3  | 333 | 6   |
| 81 | In my work unit, people's differences are respected.  | DEIA: Inclusion                   | N/A                                 | Agree-disagree         | 88% | 47% | 41% | 8%  | 2%  | 1%  | 4%  | 151 | 134 | 28 | 8  | 4  | 325 | 14  |
| 82 | I can be successful in my organization being myself.  | DEIA: Inclusion                   | N/A                                 | Agree-disagree         | 83% | 46% | 37% | 11% | 4%  | 1%  | 5%  | 151 | 122 | 38 | 14 | 3  | 328 | 7   |

|    |  |                     |     |                |     |     |     |     |     |    |     |     |     |    |    |    |     |     |
|----|--|---------------------|-----|----------------|-----|-----|-----|-----|-----|----|-----|-----|-----|----|----|----|-----|-----|
| 83 | I can easily make a request of my organization to meet my accessibility needs. | DEIA: Accessibility | N/A | Agree-disagree | 78% | 43% | 35% | 15% | 5%  | 2% | 7%  | 62  | 51  | 22 | 7  | 3  | 145 | 194 |
| 84 | My organization responds to my accessibility needs in a timely manner.         | DEIA: Accessibility | N/A | Agree-disagree | 72% | 42% | 31% | 16% | 8%  | 4% | 11% | 57  | 42  | 22 | 10 | 5  | 136 | 203 |
| 85 | My organization meets my accessibility needs.                                  | DEIA: Accessibility | N/A | Agree-disagree | 75% | 42% | 33% | 16% | 6%  | 4% | 10% | 58  | 45  | 22 | 8  | 5  | 138 | 200 |
| 86 | My job inspires me.  | Employee Experience | N/A | Agree-disagree | 60% | 24% | 37% | 27% | 9%  | 4% | 13% | 79  | 124 | 91 | 32 | 12 | 338 | N/A |
| 87 | The work I do gives me a sense of accomplishment.                              | Employee Experience | N/A | Agree-disagree | 79% | 35% | 44% | 13% | 5%  | 3% | 8%  | 117 | 151 | 43 | 18 | 10 | 339 | N/A |
| 88 | I feel a strong personal attachment to my organization.                        | Employee Experience | N/A | Agree-disagree | 57% | 27% | 31% | 29% | 10% | 4% | 14% | 90  | 104 | 98 | 35 | 13 | 340 | N/A |
| 89 | I identify with the mission of my organization.                                | Employee Experience | N/A | Agree-disagree | 72% | 32% | 40% | 21% | 5%  | 2% | 6%  | 110 | 137 | 71 | 16 | 6  | 340 | N/A |
| 90 | It is important to me that my work contribute to the common good.              | Employee Experience | N/A | Agree-disagree | 89% | 50% | 39% | 9%  | 1%  | 1% | 1%  | 172 | 132 | 32 | 3  | 2  | 341 | 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 "<sup>-1</sup>" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: U.S. International Trade Commission AES Report, 2024 Federal Employee Viewpoint Survey