Theme	CSPS QNo.	CSPS Question Text	DFID Score (% positive)[1]
1. My Work	B01	I am interested in my work	96%
	B02	I am sufficiently challenged by my work	85%
	B03	My work gives me a sense of personal accomplishment	82%
	B04	I feel involved in decisions that affect my work	67%
	B05	I have a choice in deciding how I do my work	77%
2. Organisational Objectives & Purpose	B07	I have a clear understanding of DFID's purpose	95%
	B08	I have a clear understanding of DFID's objectives	93%
	B09	I understand how my work contributes to DFID's objectives	91%
3. Resources & Workload	B06	In my job, I am clear what is expected of me	84%
	B10	I get the information I need to do my job well	75%
	B11	I have clear work objectives	84%
	B25	I have the skills I need to do my job effectively	89%
	B34	I have the tools I need to do my job effectively	79%
	B35	I have an acceptable workload	60%
	B36	I achieve a good balance between my work life and my private life	65%
4. Line Management	B12	My manager motivates me to be more effective in my job	72%
	B13	My manager is considerate of my life outside work	80%
	B14	My manager is open to my ideas	83%
	B15	My manager helps me to understand how I contribute to DFID's objectives	68%
	B16	Overall, I have confidence in the decisions made by my manager	76%
	B17	My manager recognises when I have done my job well	82%
	B18	I receive regular feedback on my performance	69%
	B19	The feedback I receive helps me to improve my performance	71%
	B20	I think that my performance is evaluated fairly	69%
	B21	Poor performance is dealt with effectively in my team	48%
5. My Team	B22	The people in my team can be relied upon to help when things get difficult in my job	82%
	B23	The people in my team work together to find ways to improve the service we provide	82%
	B24	The people in my team are encouraged to come up with new and better ways of doing things	78%
6. Learning & Career Development	B26	I am able to access the right learning and development opportunities when I need to	68%
	B27	Learning and development activities I have completed in the past 12 months have helped to improve my performance	69%
	B28	There are opportunities for me to develop my career in DFID	52%
	B29	Learning and development activities I have completed while working for DFID are helping me to develop my career	63%
7. Inclusion & Fair Treatment	B30	I am treated fairly at work	83%
	B31	I am treated with respect by the people I work with	89%
	B32	I feel valued for the work I do	74%
	B33	I think that DFID respects individual differences (e.g. cultures, working styles, backgrounds, ideas etc)	78%
8. Pay & Benefits	B37	I feel that my pay adequately reflects my performance	43%
	B38	I am satisfied with the total benefits package	47%
	B39	Compared to people doing a similar job in other organisations I feel my pay is reasonable	35%
9. Leadership & Change Management	B40	I feel DFID as a whole is managed well	59%
	B41	Senior managers in DFID are sufficiently visible	60%
	B42	I believe the actions of senior managers are consistent with DFID values	56%
	B43	I believe senior management has a clear vision for the future of DFID	57%
	B44	Overall, I have confidence in the decisions made by DFID senior managers	53%
	B45	I feel that change is managed well in DFID	40%

	B46	When changes are made in DFID they are usually for the better	37%
	B47	DFID keeps me informed about matters that affect me	70%
	B48	I have the opportunity to contribute my views before decisions are made that affect me	46%
	B49	I think it is safe to challenge the way things are done in DFID	42%
Engagement	B50	I am proud when I tell others I am part of DFID	85%
	B51	I would recommend DFID as a great place to work	69%
	B52	I feel a strong personal attachment to DFID	72%
	B53	DFID inspires me to do the best in my job	68%
	B54	DFID motivates me to help it achieve its objectives	65%
Taking Action	B55	I believe that senior managers in DFID will take action on the results from this survey	59%
	B56	I believe that managers where I work will take action on the results from this survey	70%
Data Security	C01	I know where to go to find out about how to handle personal and sensitive information	76%
	C02	In the past 12 months, have you received training on handling data and procedures to protect personal and sensitive info	55%
Plans for the Future	C03	Which of the following statements most reflects your current thoughts about working for DFID?	
	"	*I want to leave DFID as soon as possible*	4%
	"	*I want to leave DFID within the next 12 months*	8%
	"	*I want to stay working for DFID for at least the next year*	26%
	"	*I want to stay working for DFID for at least the next three years*	63%
Civil Service Code	C04	Are you aware of the Civil Service Code?	74%
	C05	Are you aware of how to raise a concern under the Civil Service Code?	39%
	C06	Are you confident that if you raised a concern under the Civil Service Code in DFID it would be investigated properly?	60%
Discrimination, Harassment & Bullying	C07	During the past 12 months, have you personally experienced discrimination at work?	10%
		IF YES AT C07 THEN:	
	C08	On which of the following grounds have you personally experienced discrimination in the past 12 months?	
	"	*Age*	12%
	"	*Disability*	3%
	"	*Ethnic Background*	10%
	"	*Gender*	13%
	"	*Gender Reassignment or perceived gender*	-
	"	*Religion or belief*	3%
	"	*Sexual Orientation*	2%
	"	*Any other grounds*	58%
	C09	During the past 12 months, have you personally experienced bullying or harassment at work?	9%
		IF YES AT C09 THEN:	
	C10	Who were you bullied or harassed by at work in the past 12 months?	
	"	*A colleague*	22%
	"	*Your manager*	28%
	"	*Another manager in your part of DFID*	25%
	"	*Someone you manage*	5%
	"	*Someone who works for another part of DFID*	7%
	"	*A member of the public*	-
	"	*Someone else*	3%
	"	*Prefer not to say*	10%

DFID Engagement Index	72%

The Engagement Index is not the average percentage positive score for the five engagement questions. Each of the five response options is given a weighting where strongly agree equals 100%, agree – 75%, neither agree/ disagree – 50%, disagree – 25% and strongly disagree – 0%